

Newsletter | December 2021

# INTRODUCING

U.S. Navy CAPT  
Delmy Robinson

CHANGE OF  
LEADERSHIP

TOTAL FORCE  
READINESS

SERVICE BIRTHDAYS

AND MORE

Defense Equal Opportunity Management Institute



# DEOMI WELCOMES NEW COMMANDANT



By: DEOMI Public Affairs  
Photos: Michael Marks

PATRICK SPACE FORCE BASE, Fla. – Navy Capt. Delmy M. Robinson assumed leadership of the Defense Equal Opportunity Management Institute (DEOMI) from Air National Guard Col. Aimee Storm during a change of leadership ceremony, Aug. 20.

Robinson is DEOMI's 18th commandant, and was born and raised in San Pedro Sula, Honduras, graduated from Louisiana State University (New Orleans Campus) and commissioned as a Navy Supply Corps Ensign in September 1999.

She earned a Master of Arts in National Security and Strategic Studies from the Naval War College; Master of Science in Operations Management from the University of Arkansas; and a Master of Business Administration from Columbia Southern University.

Robinson is also the recipient of the National Image Meritorious Service Award and Latina Style Leadership Award for her leadership efforts in Equal Opportunity and Diversity.

The presiding officer, William H. Booth, director, Defense Human Resources Activity and a member of the Senior Executive Service, thanked Storm for her service and leadership during her tenure and welcomed Robinson.

***“Our outgoing Commandant, Col. Storm cares. Our incoming Commandant, Capt. Robinson cares,” commented Booth.***

“That’s the link between our outgoing commandant and our incoming commandant. And, that’s why the DEOMI family is in great hands. When I think of Capt. Robinson, she’s a shining example of the American dream realized. She’s an American by choice, vice birth. She’s a testament of the United States of America—our founding fathers’ vision, despite all the adversaries during our nation’s 245 years is still alive and well.”

Clarence H. Johnson, director, Diversity Management Operations Center and also a member of the Senior Executive Service, hosted the event and added, “DEOMI’s commandant plays such a pivotal role, ensuring adamant numbers of trained personnel act as force multipliers in the military services. DEOMI continues to play a key role in training, education and research to ensure DEOMI products, human and otherwise, provide our military with the right resources to meet the consistently emerging issues of the human relations domain.”

Storm served as commandant since October 2019 and during her outgoing remarks, she provided a personal gift to DEOMI and read the inscription which states, “Team DEOMI, To everything there is a season. From the upheaval of the pandemic to the celebration of our 50th Anniversary and transition to the Defense Culture Institute, it has been the honor of my career to endeavor alongside you.”

“I want to express my gratitude to Col. Aimee Storm,” shared Robinson during he remarks. “Thank you for your leadership, and thank you for caring for DEOMI, its family and its mission.”

Continuing on, Robinson added, “Team DEOMI, it is an honor and a privilege to be your commandant. We may have challenges ahead of us but I’m 100% confident that you will always put your best effort forward—every time, all the time. I know this because I’ll be working alongside the best team of professionals anybody could hope for. Together, we will strive to build on DEOMI’s strong foundation, add value and take it to the next level. Always remember that we do not just make a living – we truly make a difference!”

Robinson’s Supply Corps assignments include USS Harpers Ferry (LSD 49) as the division officer of disbursing and sales divisions, where she completed a deployment to the Persian Gulf and earned her Supply Corps surface warfare designation; and Naval Medical Center, San Diego,



as the materials management department head, where she was concurrently attached to USNS Mercy (T-AH 19) as the assistant supply department head.

In 2004, Robinson transferred to the Navy Human Resources (HR) community. Her HR assignments include Navy Personnel Command as the Navy's project officer for Common Access Card / Defense Enrollment Eligibility Reporting System / Real-Time Automated Personnel Identification System programs; Defense Equal Opportunity Management Institute (DEOMI) as the J-1 director for student and staff services; BUPERS 3 as the strategic communications officer; PERS 83 as the post-board selection matters branch head; Navy Manpower Analysis Center as the workforce classification department head; Navy Recruiting District, Miami, as the executive officer, assumed responsibilities as commanding officer in January 2018, and her command was recognized as Navy Recruiting District of the Year for Fiscal Year 2018; and Allied Joint

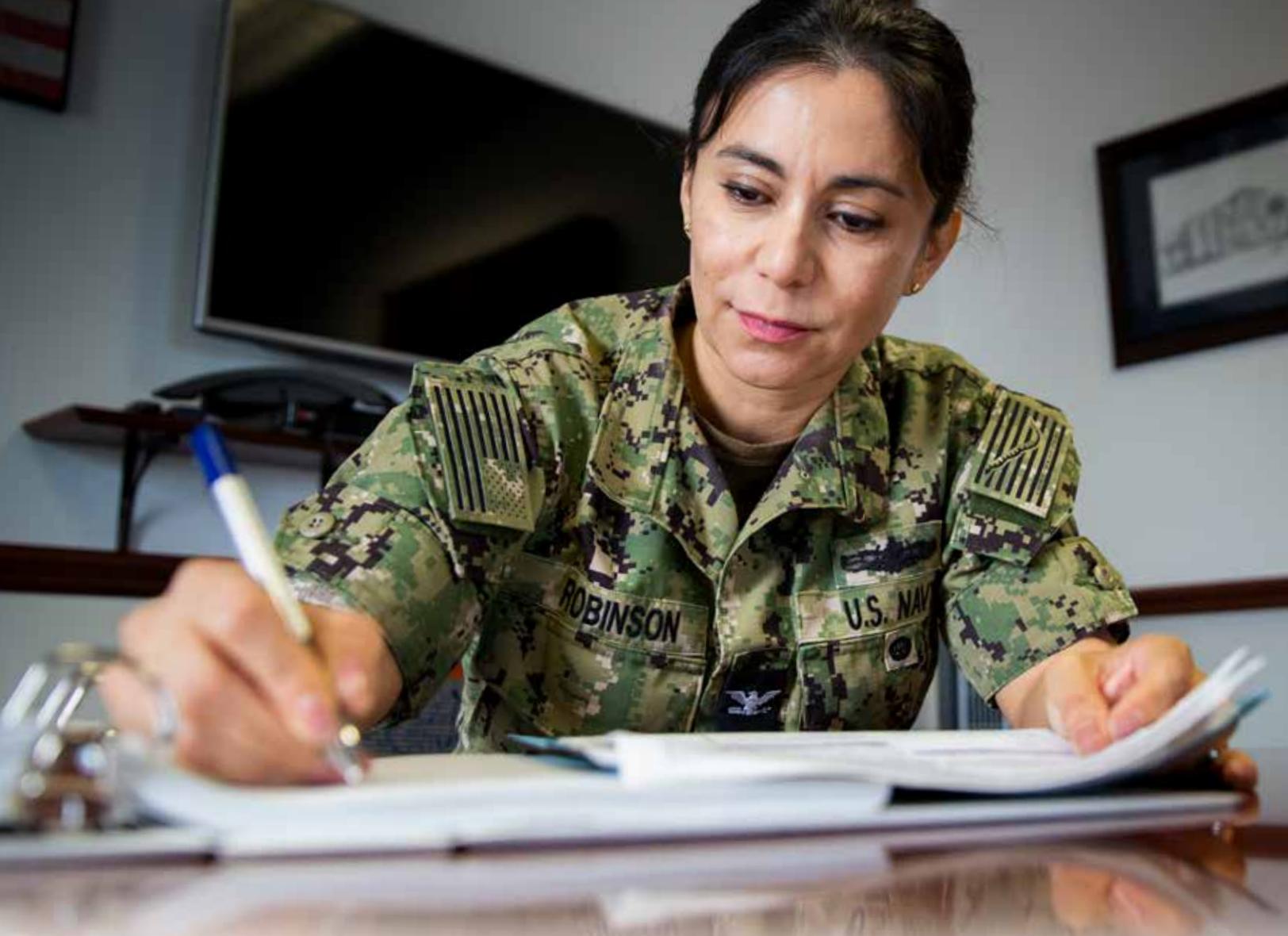
Forces Command Naples, Italy, as the protocol director.

Her decorations include the Legion of Merit, Defense Meritorious Service Medal, Meritorious Service Medal (two awards), Navy and Marine Corps Commendation Medal (five awards), Navy and Marine Corps Achievement Medal (two awards) and various personal, unit and campaign decorations.

The DEOMI team is an inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has developed and delivered innovative education, training, research and collaborative solutions to approximately 52,000 DEOMI military and civilian graduates.

To learn more about DEOMI, please visit [www.defenseculture.mil](http://www.defenseculture.mil) and [www.facebook.com/DEOMI](http://www.facebook.com/DEOMI). DoD. DEOMI's website provides a variety of tools, training products, and information to support leaders across the DoD in improving their organizational culture.





## GREETINGS TEAM

By Navy Capt. Delmy Robinson  
DEOMI Commandant  
Photo: Michael Marks

I cannot express how excited I am to rejoin the DEOMI family at Patrick Space Force Base, and I'm truly honored to serve alongside each and every one of you.

Everyone here at DEOMI is a valued team member, and we must always perform every task with integrity and accountability, maintain readiness at all times and commit all efforts to our force-multiplying mission. The Department of Defense and our nation require it, our leaders depend on it, and our forces demand it.

Our main purpose is to develop and

deliver innovative education, training, research and collaborative solutions to optimize total force readiness. And, it is truly incredible what we can and do accomplish when we all come together to focus on common goal.

As a unified team, we will continue to work effortlessly to prepare ourselves, our partners and our graduates to continue to be the most agile, resilient, fully capable and lethal force worldwide. Together, we will also strive to build on DEOMI's strong foundation, add value and take it to the next level.

We may have many challenges ahead of us, but I'm 100% confident that you will always put your best

effort forward—every time, all the time.

With our united team of true superstars, I am steadfast in that we are up for the challenge to not only meet, but to exceed, in our mission to optimize total force readiness.

I remain humbled and amazed by the progress and impact that you and our distinguished institution have made and continue to make throughout the Department of Defense.

I genuinely thank you and your families for your selfless sacrifices, noble devotion and duty to our great nation.

Always remember that we do not just make a living – we truly make a difference!

# DEOMI'S BOARD OF ADVISORS

## FOCUSES ON TOTAL FORCE READINESS

Story by: Glenn Sircy  
DEOMI Public Affairs Officer

PATRICK SPACE FORCE BASE, Fla. – Clarence A. Johnson, director, Diversity Management Operations Center, and chair, Defense Equal Opportunity Management Institute (DEOMI) Board of Advisors (BOA), along with Navy Capt. Delmy M. Robinson, commandant of DEOMI, hosted the final DEOMI BOA meeting of 2021 virtually, Nov. 17.

As outlined in Department of Defense (DoD) Instruction 1350.02, DoD Military Equal Opportunity Program, the DEOMI BOA is a

forum for senior leaders to exchange information and collaborate on the adequacy of DEOMI staffing, resources, plans, and strategies influencing support of DoD requirements for diversity management, civilian Equal Employment Opportunity and Military Equal Opportunity programs.

In addition, the DEOMI BOA recommends efficiencies, allocation of resources, and coordinates military department, service-specific, and total force requirements for education, training and research.

Representatives from each of the services – active, Guard and Reserve – were invited to participate as DEOMI BOA principal members.

Johnson and Robinson welcomed the leaders and both relayed their sincerest appreciation for what BOA does each and every day.

Continued>



# DEOMI'S BOARD OF ADVISORS

CONTINUED

***“We, the DEOMI family onboard Patrick Space Force Base, thank you all – the incredible team of DoD and service leaders – for joining us this morning to exchange information, collaborate and focus combined efforts on the readiness and lethality of the total force,” commented Robinson.***

“I remain humbled and amazed by the progress and impact this institution, its people and Board of Advisors have made and continue to make throughout the DoD. Thank you again!”

Robinson then provided some of the top updates since the last BOA that included: DEOMI's 50th Anniversary celebration; development of initial products supporting secretary of defense (SECDEF) immediate actions; transitioning to Canvas Learning Management System; five Equal Opportunity Advisor Virtual Courses, training 492 students; 20 counselor / mediation courses, training 553 students; and two Leadership Training Awareness Seminars (LTAS), training 236 students.

***“I know there is still much to be done with various challenges ahead, or best viewed as – many opportunities ahead to excel,” added Robinson.***

“We are deeply passionate about our mission and we will carry on with our commitment to equal opportunity and equal employment opportunity training. And, we will embrace our future role in diversity and inclusion and cultural awareness training, all while performing every task with integrity and accountability,

maintaining readiness at all times and committing all efforts to our force-multiplying mission.”

DEOMI's Chief Academic Officer, Dr. Mike Faughnan, discussed future plans as the Defense Culture Institute and how its functions will better align with DoD policy, Defense Human Relations Activity Strategic Plan, Commandant's Intent, and Center of Excellence goals. He also outlined DEOMI's various mission requirements as outlined in the many attributed DoD instructions, strategies and initiatives.

DEOMI's Education and Training Director, Brian Kelly, discussed the institution's education and training initiatives which included how LTAS will be offered as two versions – virtual and mobile training team in Fiscal Year 2022 – to train senior leaders on key issues related to equal opportunity, equal employment opportunity, and culture impacting the DoD. He also discussed the development and delivery of the Equal Opportunity Advisor Course (EOAC) 2.0 model, and how it will gain efficiency in time while enhancing student capabilities; the proposed EOAC schedule; and service/component training requirements.

DEOMI's Research and Development Director, Dr. Dan McDonald, shared the initiatives his team is working to include SECDEF immediate actions of combatting unconscious bias through education; and relevant, candid, and effective discussions.

The BOA principals then had open, candid discussions on collective priorities that also included potential concerns that will be more fully discussed and worked out.

Johnson and Robinson then offered their genuine gratefulness to all for their participation.

***“It is truly incredible what we can and do accomplish when we all come together to focus on a common goal,” shared Robinson.***

“Collectively, our goal is to skillfully apply every opportunity, every technology and every resource to achieve maximum readiness within the DoD on behalf of the nation. With this united team of true superstars, I am confident that we are up for the challenge to not only meet, but to exceed, in developing and delivering innovative education, training, research and collaborative solutions to optimize total force readiness. Thank you all for your participation, guidance and efforts to build on our current capabilities and achieve fundamental change through improvements, enhancements, and prevention.”

The DEOMI team is an inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has developed and delivered innovative education, training, research and collaborative solutions to approximately 52,000 DEOMI military and civilian graduates.

To learn more about DEOMI, please visit [www.defenseculture.mil](http://www.defenseculture.mil) and [www.facebook.com/DEOMI](http://www.facebook.com/DEOMI). DoD. DEOMI's website provides a variety of tools, training products, and information to support leaders across the DoD in improving their organizational culture.





## Celebrating 74th Air Force Birthday

“What a great day to be a United States Airman! I couldn’t be more proud of the amazing work our Airmen do every day to ensure the legacy of those who came before us continues to live on. Happy birthday, Air Force! #74years #ProudAirman #Airman4Life”

-Chief Master Sergeant of the Air Force Joanne S. Bass.



# Celebrating 246th Navy Birthday

“Shipmates, today we celebrate our 246th Navy Birthday. From the seabed to outer space, our Sailors operate in every environment imaginable to provide security and stability for the United States, while safeguarding our interests abroad as America’s ‘away team’. We should be proud of who we are, the next generation of a long blue line, #ForgedByTheSea and resilient and ready, to step forward when called upon to conduct sustained combat operations at sea. Happy Birthday #USNavy, Hooyah!”

-Master Chief Petty Officer of the Navy Russell Smith.





## Celebrating 246th Marine Birthday

“We’re an organization who stand fiercely proud of what we do every day in service to our nation. When we have the opportunity to do so, we celebrate with pride and we let it be known that this is what we do – we ‘epitomize those qualities which are legacy.’ As we celebrate the 246th birthday of the U.S. Marine Corps, we honor and pay tribute to those who have died wearing our cloth, those who have been wounded and carry the scars of battle and the families of those who carry the burden of both, those who are deployed and those readying to deploy. To the few and the proud, past and present, Happy Birthday and Semper Fidelis, #Marines!”

-Sergeant Major of the Marine Corps Troy Black.



#PartnershipsMatter  
#StrengthInDiversity  
#StrongerTogether



وزارة الدفاع  
MINISTRY OF DEFENSE

**The Defense Equal Opportunity Management Institute (DEOMI) Commandant, #USNavy Capt. Delmy Robinson,** was honored to host and welcome seven members from the Kingdom of Saudi Arabia (KSA) Ministry of Defense (MOD) for a visit, Dec. 7. During the engagement, the visitors met with DEOMI senior leaders, directors and department heads. They asked detailed questions regarding the functions of the institute and the authorities under which we operate. Leaders from both parties exchanged ideas, asked thoughtful questions and discussed key topics related to various Human Relations issues. This visit helps strengthen the United States' interoperability by working together with the Kingdom of Saudi Arabia in the pursuit of increasing our capability and facilitating stronger partnerships.





## Defense Equal Opportunity Management Institute Command Philosophy

### **I am PROUD and HONORED to serve with the phenomenal professionals at DEOMI!**

Our main purpose is to develop and deliver innovative education, training, research, and collaborative solutions to optimize total force readiness. Everyone here at DEOMI is a valued team member, and we must perform every task with integrity and accountability, maintain readiness at all times, and commit all efforts to our force-multiplying mission.

Our command tenets are simple: **Balance**, **Excellence**, **Support**, and **Teamwork**

**Balance**: It's no secret a healthy work-life balance affects performance and overall readiness; so it's important to find a way forward that works for us and our families. It's also imperative to communicate to get support when needed – talk to your peers, supervisor or the commandant directly about stressors you're experiencing, especially since we can provide direct support to resources across the domains of career, social, financial, health and community engagement for you and your families.

**Excellence**: Excellence is a way of life, and we excel by upholding the highest degree of integrity in our professional and personal lives. Law, policy and regulations establish the standard for what is "right" and provide the legal, ethical, and moral framework for our performance and choices. We owe it to the team to speak up if we see something wrong, and we must always lead by example to put our **B\*E\*S\*T** effort forward, continuously, in everything that we do.

**Support**: Personal and professional support are critical for each of us to reach our potential, and the DEOMI team is truly an inclusive force that supports, values and develops all individuals. We are here to fully support each other, remove any obstacle impeding your full potential, and empower you to innovate and find new ways to be successful in our mission.

**Teamwork**: As a high performance team, each and every one of us must perform our jobs to the best of our abilities and do our fair share. If we don't, someone else must assume the burden of our responsibilities, negatively impacting overall mission effectiveness, readiness, and morale. We are one command—not us versus them—and we must work together and commit our talents and efforts to accomplish our noble mission.

Please always remember, WE don't make a living, WE make a DIFFERENCE! As we continue our respective careers on this team, this philosophy provides the framework for all that we do and serve as the compass heading along which we navigate.

Because of YOU, our DEOMI team is exceptionally strong with a superb reputation. THANK YOU!

**“Culture of Excellence at its B\*E\*S\*T”**

Delmy M. Robinson  
CAPT USN  
Commandant