

DEOMI

Defense Equal Opportunity Management Institute

2ND QUARTER NEWSLETTER

- **PERSERVERANCE PAYS OFF**
- **RETIREMENTS**
- **COURSE REVIEW**
- **VIP VISIT**

...and more

GREETINGS TEAM

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



Greetings. I'd like to begin by expressing my overwhelming gratitude to our partner organizations, key stakeholders, staff and faculty, students, and family members for their support throughout our second quarter. It is because of you that we have been able to accomplish so much towards enhancing our new Center of Excellence mission.

Early in this quarter, I issued DEOMI's top 20 priorities for CY2023. Our team immediately began work on addressing these priorities. As a result, we are nearing our goal of filling 90 percent of the institute's key civilian positions, we completed a comprehensive curriculum assessment of our active-duty and reserve Equal Opportunity Advisor Course, and we secured FY 25-29 Program Objective Memorandum (POM) submissions on six initiatives needed to enhance/update the institute's capabilities as we move into the 21st Century.

We have made a lot of progress on our long-term priorities, for instance, the deployment of a new Blackboard Learning Management System to enhance our distance learning capability. We are also revamping our senior leader training and education program and developing a model equal opportunity program to assess and evaluate efficacy of training requirements.

One of our major efforts targets our strategic communications. Our public-facing website has undergone significant changes to make it more dynamic and user friendly. We are also optimizing our social media presence and capability. Lastly, we are working on our future newsletter to include DEOMI research topical findings, best practices, and other relevant topics. If you have not done so, I encourage you visit our [website](#).

Again, thank you all for supporting our mission and for making a difference!



WELCOME CHIEF OF STAFF

By: U.S. Navy Commander Jamie Drage, DEOMI Chief of Staff
Photos: Michael Marks

U.S. Navy Commander Jamie Drage assumed responsibilities of DEOMI's chief of staff, May 1, 2023.

Drage, a native of Mattoon, IL, enlisted in the Navy in August 1998 and served in several positions until commissioning as a Surface Warfare Officer in December 2002.

As a Surface Warfare Officer, she served in Division Officer roles onboard USS Bataan (LHD 5) and USS Carter Hall (LSD 50), which participated in Operation Unified Response in

support of Humanitarian Assistance to Haiti and deployed to Fifth Fleet. In 2011, she was selected for lateral transfer and redesignated as a Human Resource Officer.

As a Human Resource Officer, she served with the Commander Naval Forces Atlantic, the U.S. Fleet Forces Command, the USS Dwight D. Eisenhower (CVN 69), and the Navy Expeditionary Combat Command.

Click [here](#) to read her full bio.



SENIOR EXECUTIVE VISIT

VIP - JOHN A. FEDRIGO

Photos: Michael Marks

DEOMI hosted an on-site visit from John A. Fedrigo, a member of the Senior Executive Service and the Principal Deputy Assistant Secretary of the Air Force for Manpower and Reserve Affairs. Fedrigo is the senior career executive responsible to the Assistant Secretary for the supervision of manpower, military and civilian personnel, Reserve component affairs and readiness support for the 685,000 Total Force members of the Department of the Air Force.

Accompanying Fedrigo was Maritza Sayle-Walker, director of Air Force Equal Opportunity, U.S. Air Force Lt. Col. Kristina Driggers, executive officer to the assistant Secretary of the Air Force for Manpower and Reserve Affairs, and U.S. Air Force Chief Master Sgt. Tomeka Parker, Department of the Air Force equal opportunity career field manager.

Fedrigo, Sayle-Walker, Driggers, and Parker received a mission brief from DEOMI command team and directorate leaders that included DEOMI's history and background, mission and vision, accreditation, organizational structure, and many other topics. The brief was followed by a tour of the facility.



Department of Defense 2040 TASK FORCE

Photos: Michael Marks



DEOMI hosted an on-site visit from Pamela Boteler, deputy lead for the Department of Defense 2040 Task Force, and Jeannette Gaudry, senior advisor to the Under Secretary of Defense for Personnel and Readiness. Also visiting was Victoria Bowens, associate director of Diversity and Inclusion for the Diversity Management Operations Center. The site visit provided a behind-the-scenes look into what makes DEOMI the DoD's human relations keystone, providing training, research, and capability linkage between the government, academic, and business communities, fostering the exchange of human relations standards and principles throughout the Joint Force.





PERSEVERANCE PAYS OFF!

Story by: USA SSG Raul Pacheco, DEOMI
Photos: Michael Marks

U.S. Army Sgt. 1st Class Tony Cohen, human resources noncommissioned officer in charge of Personnel & Student Services at the Defense Equal Opportunity Management Institute, promoted to the rank of Master Sgt. during a ceremony held January 17, 2023.

Cohen's promotion comes at the end of a six-year pursuit for the highly sought-after rank. Master Sergeant continues to be one of the toughest ranks for Soldiers like Cohen, in service support career fields, to achieve throughout the Army. Nevertheless, Cohen did not let this discourage him.

Cohen, a native of Brunswick, Georgia, began his Army career as an active-duty Soldier in November 2003. He has held multiple human resources positions throughout the Department of Defense, both stateside and overseas, during his 20-year career.



Cohen came to DEOMI in 2020 as an instructor and facilitator for the institute's Equal Opportunity program. In this position, he helped create and establish the virtual Equal Opportunity Advisor courses, which were vital to institute's mission during the height of pandemic operations.

In 2022, an opportunity became available where he was able to take a break from teaching. He was then reassigned to his current position as NCOIC of DEOMI's Personnel & Student Services directorate. Cohen said transitioning to the new position was seamless because of his background and extensive expertise in human resources.

Cohen's first-line supervisor, U.S. Army Capt. Norman Singleton, director of DEOMI Personnel & Student Services, said that Cohen is the type of Soldier who is always willing to go the extra mile to ensure mission success.

"He does a phenomenal job whenever I need something. I generally never have to ask," said Singleton, referring to Cohen's dedication is to the mission.

U.S. Navy Capt. Delmy Robinson, DEOMI Commandant, highlighted Cohen's illustrious career and acknowledged his contributions to the institution in a speech she gave during the ceremony. In her speech, she expressed her gratitude for Cohen's unwavering support to the institute and its mission.

Robinson also expressed her gratitude to Cohen's wife and eight children for supporting him—a sentiment Cohen addressed first during his speech.

"I could have not done it alone," said Cohen, referring first to his wife, Vanessa, and then to his current and former leaders.

He said his wife's persistent encouragement motivated him to complete his Master of Business Administration degree from Purdue University Global, an achievement that helped him remain competitive amongst his peers.

"Thank you for always being there," Cohen said to his wife.

Cohen then said there have been several current and former leaders who helped him get to where he is today, and he took his promotion

ceremony as an opportunity to show his appreciation.

"I just want to say thank you across the board to every leader, peer, and subordinate. I appreciate you. I could not have done it without you," said Cohen.



Photos: Michael Marks

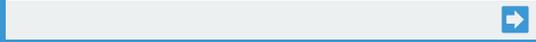
YN2 WALTERS

DEOMI HELD A CEREMONY MARCH 7, 2023, TO PROMOTE U.S. COAST GUARD PETTY OFFICER 2ND CLASS WILLIAM WALTERS TO THE RANK OF PETTY OFFICER FIRST CLASS.



Retirement

Retirement is the withdrawal from one's position or occupation or from one's active working life. A person may also semi-retire by reducing work hours or workload. Many people choose to retire when they are elderly or incapable of doing their job due to health reasons. Wikipedia | Photos Michael Marks



CAPT. MOONAN

DEOMI held a farewell ceremony Jan. 27, 2023, for U.S. Marine Corps Capt. Kenneth Moonan.

GYSGT. ACKER

DEOMI held a retirement ceremony Feb. 10, 2023, for U.S. Marine Corps Gunnery Sgt. Mathew Acker.

SCPO. GUNKLE

DEOMI held a retirement ceremony March 3, 2023, for U.S. Coast Guard Senior Chief Petty Officer Cory Gunkle.

Read DEOMI Full Article
"Moonan Farwell"
HERE



TOWN HALLS

DEOMI held a town hall meeting on Jan. 20, 2023, during which several individuals received recognition awards, some were recognized for having a January birthday, and a few new staff members were welcomed to the institute. Also held during the town hall was a phenomenal presentation on Dr. Martin Luther King, Jr. Day, presented by DEOMI Instructor U.S. Army Sgt. 1st Class Stafford Andrews.



DEOMI held a town hall meeting on Feb. 24, 2023, which included the announcement of a “new” DEOMI seal, recognizing first quarter award recipients, hails and farewells, and a presentation on Black History Month given by United States Air Force Master Sgt. Sidney McSwain.



DEOMI held a town hall meeting on March 24, 2023, which included several award recognitions, announcements, presentations, and more. Shout out to U.S. Air Force Master Sgts. Diana Valdez and Melissa Dixon on their selection to Senior Master Sergeant!



COURSE REVIEW



EOARCC (22 JAN - 17 FEB) Photo's here [🔗](#)

DEOMI hosted an Equal Opportunity Advisor Reserve Component Course graduation ceremony on Feb. 17, 2023, for more than 70 individuals from across the Department of Defense. The purpose of the 4-week EOARCC is to train and certify Armed Forces personnel, assigned to military and civilian Equal Opportunity positions, as equal opportunity advisors or command climate specialists. Deputy Commanding General of the U.S. Army Reserve Command, U.S. Army Maj. Gen. Eugene "Gene" LeBoeuf, served as guest speaker for the graduation ceremony.



EPS-E (23-27 JAN)

The Equal Employment Opportunity (EEO) Professional Series Entry is a 5-day course that introduces students to EEO counseling and helps develop the knowledge, skills, and attitudes essential to the EEO occupation that allow graduates to serve as effective EEO Counselors or Practitioners at the entry-level.



DPMC (6-10 FEB)

The Equal Employment Opportunity (EEO) Disability Program Management Course helps develop the knowledge and skills needed to manage Equal Employment Opportunity and Affirmative Employment Programs with a focus on individuals with disabilities and targeted disabilities. The 5-day course describes the specific roles and responsibilities of a full-time or collateral-duty Disability Program Manager. It also provides an understanding of the regulatory guidance concerning the laws and directives that support disability program practices and procedures.



EEO-MC (13-17 FEB)

The Equal Employment Opportunity (EEO) Mediation Course provides DoD personnel with the fundamental training required to act as mediators, or third-party neutrals, with mediation and other alternative dispute resolution (ADR) skills. The course also addresses ADR methods and common application as practiced within the DoD with a focus on facilitative mediation and provides participants with the basic skills necessary to resolve EO, EEO, and other workplace disputes.

COURSE REVIEW



FTDC (27 FEB - 10 MAR)

The Faculty Training and Development Course is an 80-hour academic course that uses a multidimensional method of instruction to deliver a performance-based, trainee-centered, curriculum. The course provides faculty members with the principles and theories that are the underpinnings of group instruction and facilitation at DEOMI.



EEO-CC (6 MAR - 20 MAR)

The Equal Employment Opportunity (EEO) Counselors Course is a 5-day course that introduces students to EEO within the Federal sector, where they may serve as liaisons between employees and managers, during the informal complain processing stage.



LTAS-V (8 MAR)

The Leadership Team Awareness Seminar-Virtual seminar is designed to enhance the awareness of contemporary EO, EEO, and human relations challenges that affect many of our services, governmental, and DoD agencies. The seminar is also designed to help senior level supervisors and command teams identify and address those challenges, through engagement and interaction with subject matter experts from around the government, DoD, and academia.



EOAC 23-2 (27 MAR - 12 MAY) Photo's here [🔗](#)

Nearly a hundred students begin Day-1 of the Equal Opportunity Advisor Course (EOAC) on Mar. 27, 2023. The 7-week EOAC trains and certifies Armed Forces personnel assigned to military and civilian Equal Opportunity billets as Equal Opportunity Advisors or Command Climate Specialists. Upon graduating, students are fully prepared to serve as advisors to Commanders on Military Equal Opportunity matters.



U.S. Army Col. Johnny Evans

Photos: Michael Marks

DEOMI hosted an on-site visit from U.S. Army Col. Johnny Evans, chief for Special Inspections Team One at Headquarters, Department of the Army, and his team. The purpose of their visit was to receive training from Military Equal Opportunity (MEO) experts and conduct a special inspection—as directed by the Secretary of the Army—assessing the implementation and effectiveness of the Army’s equal opportunity training.



USAF Col. Graham

Photos: Michael Marks

U.S. Air Force Col. Anthony Graham, the vice commander of Space Launch Delta 45, visited DEOMI to present letters of appreciation to U.S. Army Master Sgt. Pedro Campoverde, Sgt. 1st Class James Lewis (who was unable to attend), and U.S. Air Force Senior Master Sgt. Shantá Felton for their participation in the 2022 Senior NCO Induction ceremony.



To learn more about DEOMI, please visit www.defenseculture.mil and 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.



IDEA

SPEAKER SERIES



On February 22, DEOMI hosted its first IDEA Speaker Series event in several years, featuring author, New York State Trooper retiree, U.S. Air Force retiree, and former DEOMI staff member, Gary Richardson. The series is a recurring staff and faculty professional development series that showcases the knowledge and experience of scholars and leaders in the fields affecting DEOMI's mission, like Richardson.

On March 29, DEOMI hosted its second IDEA Speaker Series event, featuring Jessica Wildman, a tenured associate professor of organizational psychology, specializing in cross cultural management and team dynamics, with the Florida Institute of Technology. Her current research interests include Diversity, Equity, and Inclusion (DEI), culture, and teams in the workplace.

The research, scholarship, and advocacy of the guest speakers highlighted in this series will enhance DEOMI's efforts to present diverse ideas, perspectives and viewpoints that inspire a greater understanding and appreciation of human relations for its staff, students, and partners.



Photos: Michael Marks



DEOMI AWARDS & RECOGNITION

From DEOMI Commandant, U.S. Navy Capt. Delmy Robinson:
"Greetings DEOMI Family, it is my honor to announce DEOMI's
Awards Recognition for 2023!"



**Senior NCO of the Quarter
U.S. Army National Guard**
Sgt. 1st Class James Lewis



**Company Grade Officer
U.S. Navy**
Lt. Jayson Rhoton



**Field Grade Officer of the
Quarter Air Force Reserve**
Maj. Daniel Trausi



Civilian of the Quarter
Ms. Jennifer Walton



**Air Force District of
Washington Solomon Starks,
Jr. EO Professional of the Year
Award U.S. Air Force**
Master Sgt. Melissa Dixon



**Air Force District of
Washington Dr. Edwin C.
Peterson E&T Manager
Award U.S. Air Force**
Master Sgt. Alexis McGarrity

COMMUNITY OUTREACH

Drill Team Competition (25FEB)



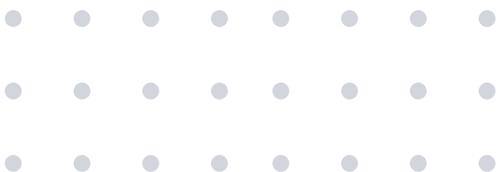
DEOMI Instructors U.S. Army Master Sgt. Pedro Campoverde and U.S. Air Force Master Sgt. Sarah Sanchez, along with her husband Tech. Sgt. Marcos Sanchez, joined 32 other service members who volunteered to evaluate 23 high school JROTC drill teams competing in the 2023 Space Coast Invitational JROTC Drill Meet at Melbourne High School on Feb. 25, 2023. More than 500 Cadets participated in the competition.



Adopt-A-Highway



On March 10, several DEOMI staff members volunteered to help clean up our local Brevard County and City of Melbourne community. Together, they collected 9 bags worth of debris from the adopted road.

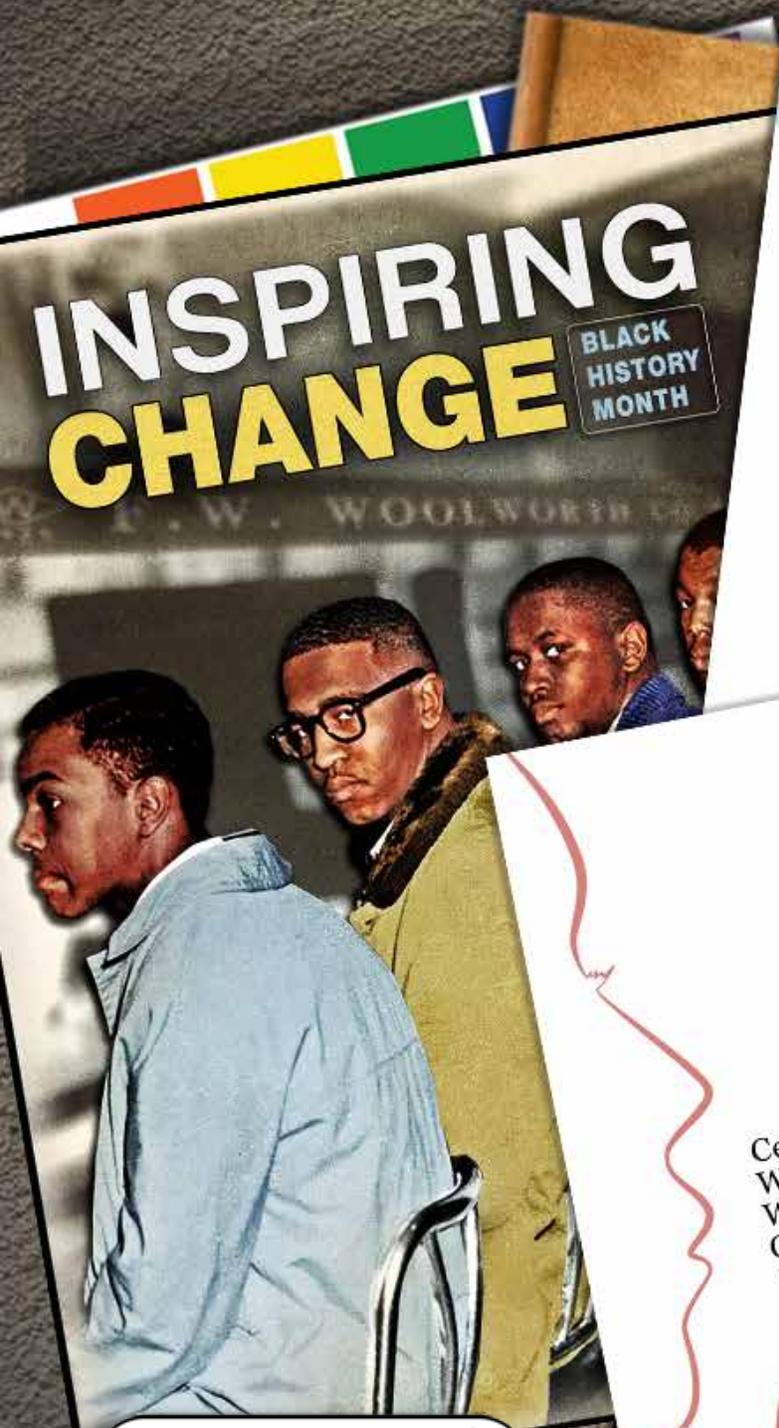


SPECIAL OBSERVANCES

MARTIN LUTHER KING JR.

BLACK HISTORY MONTH

WOMAN'S HISTORY MONTH



REMEMBER!
In Bimini, Bahamas, King wrote one of his most inspiring speeches, "I've Been to the Mountaintop." It was delivered a few weeks later in Memphis, Tennessee, one day before King was assassinated on April 4, 1968.

CELEBRATE!
"And I've looked over, and I've seen the Promised Land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the Promised Land."

ACT!
A Day On,
Not a Day Off!

Advocate

Celebrating Women Who Tell Our Stories
WOMEN'S HISTORY MONTH

MARCH

CLICK HERE TO BE DIRECTED

