

DEOMI NEWSLETTER



Defense Equal Opportunity Management Institute



3rd Quarter





GREETINGS TEAM

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

Happy summer to all, and what an amazing past several months! In May, we graduated nearly 100 students from our Equal Opportunity Advisor Course. Throughout the quarter, we also graduated students from our Equal Employment Opportunity (EEO) Disability Program Management Course, EEO Mediation Course, EEO Professional “Intermediate” Course, two Special Emphasis Program Managers Courses, Faculty Training and Development Course, and Leadership Team Awareness Seminar-Virtual.

We were especially honored to host Ms. Beth Foster, Executive Director of Force Resiliency for the Undersecretary of Defense for Personnel and Readiness; Jeff Register, Director, Defense Human Resources Activity (DHRA) along with other DHRA senior leaders; Defense Activity for Non-Traditional Education Support leaders; EEO curriculum review leaders; all our fabulous guest speakers; along with several other DEOMI visitors. Thank you all for allowing us to showcase this amazing institute’s staff, its return on investment, and visit with us in person here in sunny Florida.

As the DoD Center for Excellence for culture and human relations training and to better align to the ever-evolving DoD initiatives, we updated our official Mission and Vision. Our new Mission is: To foster

cultures of excellence through learning, research, and integrated knowledge management to optimize total force readiness. Our new Vision is: To advance an agile and inclusive force that values and develops all individuals and thrives on their contributions. Through knowledge sharing and collaboration, our new Mission and Vision supports the exchange of ideas and research findings, promoting innovation and continuous improvement within and across the DoD.

As we continue our Center for Excellence transformation, one of our goals is to be your “one-stop-shop” in assisting you with clarifying policies and establishing standards to help guide leaders and practitioners in all branches and agencies, ensuring a unified and coordinated approach.

We are truly indebted to you, our partners and stakeholders, for your significant roles in creating an environment in which all personnel can serve in a context that is free from harassment, where they feel valued for their individual contributions, and in which the demographic composition of the total force reflects the full diversity of the nation it defends.

I am humbled and proud to be on your team and thank you for all for your dedication and selfless sacrifices in support of this great country!



BETH FOSTER VISIT

By: DEOMI PAO

Photos: Michael Marks

On June 15, DEOMI welcomed Ms. Beth Foster, executive director of the Office of Force Resiliency for the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), to the Institute.

Foster serves as the principal staff advisor to the USD (P&R) and the Secretary of Defense for developing policies, providing oversight, and integrating activities in the areas of sexual assault prevention and response; suicide prevention; harassment, including hazing and bullying; diversity management, equal opportunity; and drug demand reduction. She also oversees the Department's Violence Prevention Cell and integrated violence prevention policies.

This was Foster's first visit to DEOMI, and it offered an opportunity for her to personally meet DEOMI's top leaders, receive a mission brief, tour the facility / meet staff, and participate in research presentation by service academy cadets who are part of a summer internship program at DEOMI.



DHRA

OFF-SITE VISIT

By: DEOMI PAO

Photos: Michael Marks

DEOMI was honored to host Mr. Jeffrey R. Register, director, Defense Human Resources Activity (DHRA) and other DHRA top leaders for their strategic off-site meeting. DHRA is a field activity of the Under Secretary of Defense for Personnel & Readiness, serving as an intermediate headquarters responsible with executing people-focused programs on behalf of DoD.





EEO CURRICULUM REVIEW

By: DEOMI PAO

Photos: Michael Marks

DEOMI hosted a Training Requirements Review (TRR) board for all Equal Employment Opportunity (EEO) stakeholders across the DoD and Office for Diversity, Equity, and Inclusion to ensure policy compliance and training requirements for EEO practitioners. Twenty-six stakeholders from military services and defense agencies validated occupational training task for EEO practitioners, ensured new requirements align with current policy, reviewed DEOMI's planned delivery model, and established student quotas for FY24. The TRR was a huge success paving the way for the future of the EEO program and increasing the frequency of the TRR to support the DoD EEO program.



IDEA SPEAKER SERIES

The Defense Equal Opportunity Management Institute's Guest Speaker Series event provides DEOMI staff and faculty with professional development that showcases the knowledge and experience of scholars and leaders in fields pertaining to DEOMI's mission.

APR - Dr. Chad Forbes & Dr. Richard Griffith

On April 19, DEOMI welcomed Dr. Chad Forbes and Dr. Rich Griffith as guest speakers for our ongoing IDEA Speaker Series. Forbes is a social neuroscientist, associate professor of psychology, and leader in brain research. Griffith is a professor of organizational psychology, specializing in leadership and culture. In this series, both Forbes and Griffith discussed topics within their particular fields of study.



MAY – Dr. Nathan Bowling

On May 17, DEOMI welcomed Dr. Nathan Bowling, an associate professor of psychology, as a guest speaker for our ongoing IDEA Speaker Series. In this series, Bowling discussed “Counterproductive Workplace Behavior.”



JUNE – Phyllis Elmore

On June 21, DEOMI welcomed Phyllis Biffle-Elmore, a published author, veteran of U.S. Air Force and U.S. Army National Guard, and former DEOMI staff, as a guest speaker for our ongoing IDEA Speaker Series. In this series, she shared her story of how she was raised by her grandmother Lula Horn (1883-1988), who made quilts out of the clothing of her loved ones. Each strip of fabric tells the story of the wearer's life and death. The very same quilt was on display and served as a visual reminder of how we are more alike than different.





DEOMI Cadet Internship:

GROWING FUTURE LEADERS NOW

Story by: DEOMI PAO | Photos: Michael Marks

The Defense Equal Opportunity Management Institute achieved a significant milestone with the arrival of three U.S. Air Force Academy and two U.S. Military Academy West Point cadets May 22 to participate in DEOMI's first official Summer Research Program.

The Summer Research Program originated more than a decade ago as an unofficial internship opportunity for West Point cadets. Since then, DEOMI held the internship several times, producing mutually beneficial results for all parties involved. The arrival

of these cadets marks the first of a five-year official agreement with both West Point and the Air Force Academy to provide a research internship for cadets in the social sciences.

"DEOMI's recent transition to a center of excellence provides the institute with an opportunity to affiliate with other centers of excellence ... and establishes long-term relationships with them on several fronts," said Dr. Daniel McDonald, director of the Hope Research Center at DEOMI. "One being to mutually pursue the education of the cadets," he added.

According to McDonald, other mutually beneficial opportunities may include that the academies “could advise us on institutional matters as we evolve into the center of excellence” and “we could collaborate on research of key topics that we are both interested in, such as hazing, bullying, discrimination, and diversity and inclusion.”

“Our partnerships are important to us ... because it really does require a team of folks to get after the behaviors that we are trying to mitigate,” said Monica Daniel, deputy director for DEOMI’s Center of Excellence.

“We are growing future leaders. ... Not one institute can do it all,” she added. “We have to draw on each other if we are really going to get after it and make the change we’re trying to make.”

Over the last few weeks, the cadets worked in collaboration with DEOMI’s applied sciences and analytics research team to analyze data and produced research reports on various topics, such as fostering a culture of excellence and the impacts of hazing. Their work culminated with a presentation to demonstrate what they have learned.

West Point Cadet Jade McBride gave a presentation on fostering a culture of excellence through coaching, engaged teams, and strategic communication. Her research concluded that it would not be possible to create a center of excellence without having a culture dedicated to engaging teams through strategic communication and coaching.

Like McBride, West Point Cadet Jennise Zapata focused on DEOMI’s Culture of Excellence principles and how she could incorporate them into the Latina Connection, a club for Latina cadets at West Point. Her research showed that having a clearly communicated and understood vision, clear purpose and meaning, high performers, resiliency to change, and collaborative and engaging teams provided the best opportunities to unite, strengthen and empower Latina cadets and staff at West Point. While she was unable to attend, she recorded her findings in a video that played during the presentation.

Air Force Academy Cadets Blake Balser, Madyson Ohren, and Megana Ramya gave a group presentation on the impacts hazing and demeaning behaviors have on cohesion within their academy. They examined several factors that indicated an increase in demeaning behavior and hazing significantly predicted a decrease in cohesion. One of the results they found from their research was that “decades of previous ideologies and

traditions incorporated into the U.S. Air Force Academy lifestyle may be detrimental to the very phenomenon (cohesion) they are trying to create.”

“That mentality of ‘it happened to me, and it was not that bad,’ or that ‘it’s normal,’ did not apply to us,” said Balser, referring to the entire student body of his class at the Air Force Academy.

Balser, Ohren, and Ramya joined the Air Force Academy in 2020, a time when the academy was adjusting to new safety regulations brought on by the COVID-19 pandemic. They realized that they were in a unique position to objectively analyze hazing and demeaning behaviors within their academy because their class’s experiences differed drastically from traditional experiences had by previous classes.

Each in their own way, the Air Force cadets had strong feelings about the importance of their research and the impact it may have in helping future cadets have the best possible experience.

Following the presentation, McDonald said he was impressed with not only the cadets’ work and their awareness of the immediate real-world applications their work may have, but also their mindset toward the education DEOMI provided them. The cadets understood the value of the education and were not just going to store what they learned here in the back of their minds until they become leaders. “They’re doing it now.... That is what is really impressive,” he added.

Building on the previous decade’s success, DEOMI plans to continue providing research opportunities for cadets in the social sciences through the Summer Research Program; while also cultivating long-lasting, collaborative, and mutually beneficial bonds with the nation’s top military academies.



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.



WHY ACCESSIBILITY & EASE OF USE MATTER AT DEOMI

Story by: DEOMI PAO | Photos: Michael Marks, SFC Pounds

Through his lifelong personal journey of sight impairment and first-hand experience on the challenges of those with disabilities accessing material, Waheed, from Baltimore, Maryland, is a treasured asset within DEOMI's inclusive force.

DEOMI selected Waheed, who applied under the Workforce Recruitment Program (WRP), for the newly-formed and important position. Every year, the WRP connects federal and select private-sector employers nationwide with highly motivated college students and recent graduates with disabilities eager to demonstrate their skills and abilities in the workplace through internships and permanent jobs.

"We've also incorporated him into the Disability Program Manager's Course (DPMC), where he'll be a panel member to

discuss with students his firsthand experience of the challenges of those with disabilities accessing material," shared Jay Steinke, department head, Multimedia and Technology Development. "He'll be instrumental to help us identify current 508c issues and new processes when developing content, where all our content developers/creators will benefit by incorporating 508c-compliant steps when generating new content."

During the DPMC, a Computer/Electronic Accommodations Program outreach team visited DEOMI to demonstrate some of the many assistive technology and accommodations devices that CAP offers. It is a centrally funded DoD program that provides assistive technology and accommodations to support DoD civilian employees with

disabilities and ill or injured active-duty service members.

"CAP was invited by DEOMI to provide the students in the DPMC information about an organization that is a vital resource for a disability program manager, shared Dr. Kervin Sider, DEOMI's deputy director, Education and Training. "And to help the disability program managers improve the effectiveness of their agencies' disability programs."



Assistive technology products that CAP offers include software and devices that enable employees with vision, communication, cognitive, hearing and/or dexterity disabilities to have equal access to information and information and systems so they can be effective members of the workforce. CAP also offers online tools to help DoD civilians and service members, such as an online training library, assistive technology videos, quick tips, webinars and more.

“Muhammad is such a value to us because he’s not only worried about how he can help visually impaired people but how he can help everybody,” shared Steinke. “DEOMI doesn’t want to just meet 508c compliance, but we want to exceed the standards and expectations.”

When asked his thoughts about his selection to join the DEOMI team, Waheed responded, “I was excited and nervous. Excited because this is another opportunity for professional development and growth as well as a learning opportunity. But I was nervous because as I said all week, I know about accessibility from the users’ standpoint but the 508c areas of policies, regulations and law are areas of development for me. However, if you ask me as a user how you can make something easier to access, I can speak about that in most cases.”

Most importantly for the Department of Defense, Section 508 is not just the law, it’s the right thing to do!

“One thing that rings consistently since onboarding here at DEOMI: DEOMI is a center of excellence,”

stated Waheed. “In order to uphold that standard, we must ensure all individuals, regardless of their background and capabilities can access our materials whether that’s on our website or through our courses, various products. So, I hope to assist and contribute to the research, development and distribution of our various components at DEOMI by doing my best to ensure things are accessible and they meet 508c compliance. Another aspect that I really want to focus on is not only meeting 508c compliance but go the extra mile and ensure the ease of use. So, I hope that as I get more familiar with DEOMI and the DoD, we don’t just stop at 508c compliance and accessibility, but we can go further and have our consumers, clients and users tell us that what DEOMI is putting out has high ease of use.”





DEOMI celebrated its 52nd Anniversary, June 24th! What an amazing legacy thus far and we'll continue to push forward in advancing an agile and inclusive force that values and develops all individuals and thrives on their contributions.

DHRA

Annual Culture of Service Awards

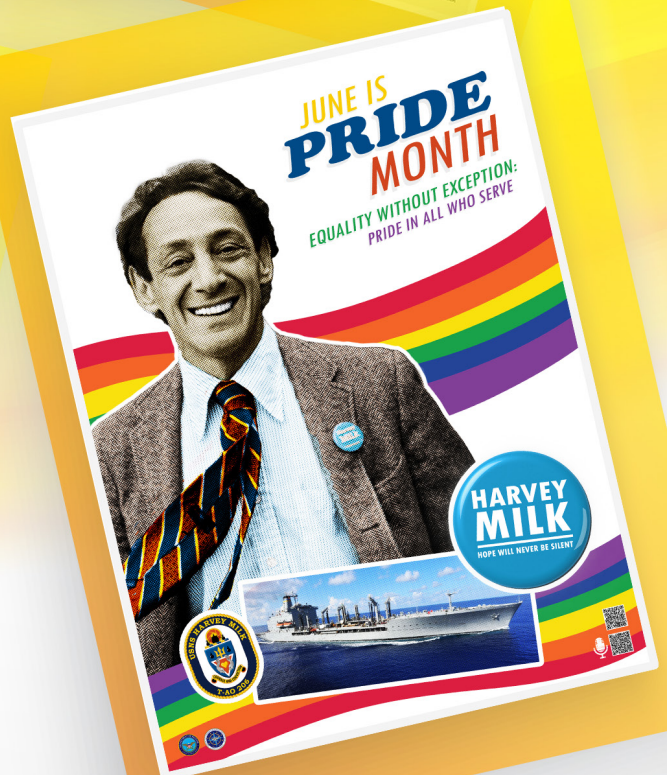
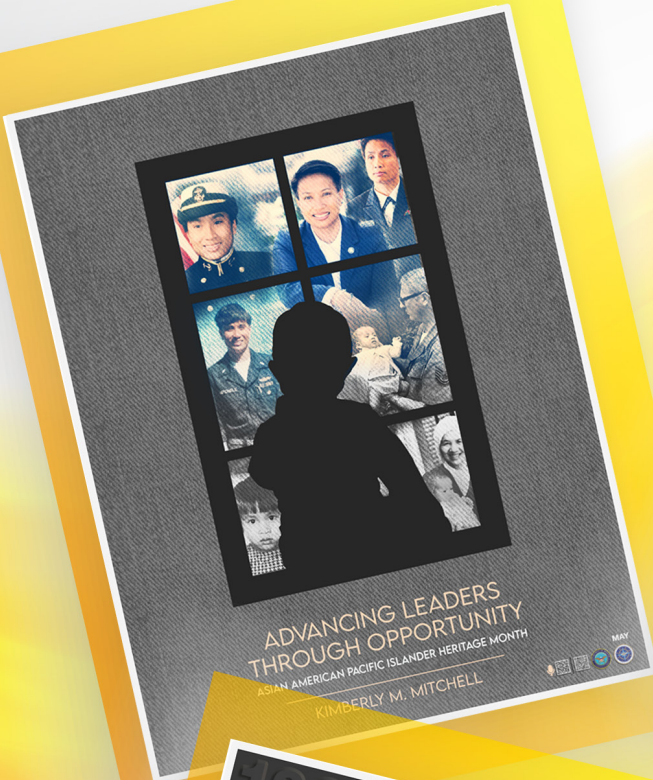


On June 12, Deputy Director of the Diversity Management Operations Center (DMOC) Katrina Logan presented Defense Human Resources Activity (DHRA) Annual Culture of Service Awards to U.S. Navy Capt. Delmy Robinson, U.S. Army Master Sgt. Pedro Campoverde, and U.S. Army Staff Sgt. Duane Venticinque.



SPECIAL OBSERVANCES

AAPIHM | DAYS OF REMEMBRANCE | JUNETEENTH | PRIDE



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