

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

CENTER OF EXCELLENCE



THE COMMAND | AWARDS & RECOGNITION | COMMUNITY OUTREACH
TOWN HALLS | COURSES | EVENTS | OBSERVANCES

1ST QUARTER NEWSLETTER





GREETINGS TEAM

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

Happy 2023! We closed 2022 with a major milestone, as DEOMI successfully completed its first in-resident Equal Opportunity Advisor Course since March 2020. We are eager to kick-off our first in-resident Equal Opportunity Advisor Reserve Component Course since the start of the COVID pandemic in late January. We also hosted the last of our virtual counselor and mediation courses. These courses will return to an in-person status, as we continue to increase our in-resident student footprint while still providing training and education virtually.

During this quarter, DEOMI created one-of-a-kind content to support our customers in the field, fleet, and wing, with their National Disability Employment Awareness and National American Indian Heritage Month observance celebrations. Additionally, DEOMI developed a lesson on extremism that highlights the negative impact on unit climate and culture in support of the Countering Extremism Activity Working group recommendations to the Secretary of Defense.

Training is now available on DEOMI's website as outlined in the Office of the Under Secretary of Defense for Personnel and Readiness memo dated November 29, 2022. <https://www.defenseculture.mil/Human-Relations-Toolkit/Key-Topics/#extremism>

I am extremely proud of the phenomenal work and dedication of our incredibly talented team. They are truly an inspiration. DEOMI continues to meet our mission objectives and support our stakeholders' training requirements in our ongoing efforts to transform DEOMI into a Center of Excellence for DoD human relations training and education.

To our DEOMI staff, faculty, and graduates, I am so proud of the positive impact you have had and continue to have on the DoD. To our partners and stakeholders, I look forward to our continued collaboration in the service of ONE overarching vision: an inclusive force that values and develops all individuals and thrives on their contributions. I am truly grateful for all that you do!



SENIOR ENLISTED ADVISOR

Sergeant Major Archie S. Deese,
U.S. Army

Photo: Michael Marks

Throughout this quarter, we have continued upgrading DEOMI's internal network capabilities to be equivalent with the most prestigious universities in the country. The institute's network systems are approximately halfway complete. When completed, DEOMI's new network will provide our instructors with the technology needed to communicate course material effectively across a variety of learning platforms and provide our students with a more interactive learning environment and real-time collaboration of coursework.

DEOMI successfully completed the first in-resident Equal Opportunity Advisors Course since COVID. This was a major milestone! We will continue to build on this success. DEOMI's management team held a post-course training session to discuss feedback, observations, and recommendations received following EOAC 23-1 with the plan of identifying improvements in course delivery methods for future courses.

DEOMI has postured itself to receive the first in-resident Equal Opportunity Advisor Reserve Component Course offered in several years. We are looking forward to working with the reserve component instructors and are very excited to bring this opportunity back to reserve communities throughout the DoD.

As DEOMI continues its evolution to a Center of Excellence, I'd like to point out that everyone here has a vital role to play in our mission success. From the skilled professionals in our support directorates to the outstanding instructors executing our robust curriculum to the DoD's next generation of equal opportunity and equal employment opportunity professionals, our combined efforts ensure this organization continues to be the tip of the spear for combating discriminatory, extremist, and toxic behavior throughout the DoD.



Awards & Recognition



DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, presented the DEOMI Senior Noncommissioned Officer of the Quarter Award to U.S. Army Sgt. 1st Class Yi Lin, DEOMI instructor/facilitator, during DEOMI's November 18th Town Hall.



DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, presented the DEOMI Company Grade Officer of the Quarter Award to U.S. Marine Corps Capt. Kenneth Moonan, DEOMI operations officer, during DEOMI's November 18th Town Hall.



DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, presented the DEOMI Civilian of the Quarter Award to Mr. Aaron Hamilton, DEOMI equal employment opportunity manager, during DEOMI's November 18th Town Hall.



DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, recognized U.S. Army Sgt. 1st Class James Lewis, DEOMI instructor/facilitator, for earning the Army Instructor Badge, during last week's Town Hall.



DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, recognized Ms. Georgia Bicknell, DEOMI curriculum education technician, for achieving 35 years of government service, during last week's Town Hall.

Community Outreach



GUEST SPEAKER AT PARKHURST ACADEMY
Nov. 15th



Special thanks to Stephen “Coach” Love, dean of Parkhurst Academy for inviting DEOMI to speak on the importance of diversity and this month’s special observance, National American Indian Heritage Month.

During this presentation, Master Sgt. Pedro Campoverde, DEOMI instructor, referenced diversity as being that which makes us who we are. He elaborated this point through the contributions made by U.S. Army veteran Joe Medicine Crow, U.S. Marine Corps Col. Nicole Aunapu Mann, and Alaska Representative Mary Peltola.

“Wherever you go... You bring that diversity with you,” said Campoverde, using his own experiences from more than 20 years of service.

Coach Love followed up Campoverde’s presentation with a question to the 6-12th grade students in the audience, “what is the first thing that comes to mind when you think of Native American?”

“Would it be an old man in a feathered headdress? Or would it be a service Member ... an astronaut ... a politician?” Coach Love asked.

Here at DEOMI, we encourage you to explore what diversity means to you and visit our website to learn more about NAIHM — Celebrating Respect, Culture, and Education!



U.S. SPACE FORCE’S INAUGURAL T-MINUS 10-MILER

Master Sgt. Pedro Campoverde, a DEOMI instructor, participated in the U.S. Space Force’s Inaugural T-Minus 10-Miler, held on Dec. 10, 2022, at Cape Canaveral Space Force Station. The 10-Miler was part of the USSF’s 3rd birthday celebration.





TOWN HALLS

DEOMI's November 18th Town Hall was a big one! We celebrated the U.S. Marine Corps' belated birthday, presented DEOMI's Quarterly Awards winners and a recognition certificate, announced Instructor Badge and DHRA/DMOC "You Rock" recipients, recognized our October/November birthdays, welcomed new members to the DEOMI Family, and observed National Disability Awareness Month and National American Indian Heritage Month.

**SHOUT
OUT
TO:**

LCDR KILPATRICK
on his recent selection as an FY24 HR
Command Select

CPT SINGLETON
for his selection to Major

LT RHOTON
for his selection as Navy Medicine's Research Psychology
Officer of the Year for 2022

SFC COHEN
on his selection to E-8

MSGT MURPHY
is now an E9

YN2 WALTERS
for his selection to the USCG Officer
Candidate School



Defense Equal Opportunity Management Institute

(DEOMI) - OFFICIAL SEAL DESCRIPTION



The Defense Equal Opportunity Management Institute seal represents the spirit of an inclusive force that values and develops all individuals and thrives on their contributions throughout the Department of Defense.

Each component has its own special and separate meaning, but together they highlight the importance of DEOMI's mission to foster cultures of excellence through learning, research, and integrated knowledge management to optimize total force readiness.

The Colors

The colors gold and purple, synonymous with a joint command/activity, represent the Active Duty, Reserve, National Guard, and DoD Civilian professionals that make up DEOMI's diverse climate.

The Compass Rose

The light-blue compass rose represents motivation, progression, and inspiration to follow an equitable path. The compass serves as a moral and ethical guide toward a

culture of excellence, enabled by inclusive academic learning for the promotion of positive and constructive human relations.

The Lamp of Knowledge

The lamp and the eternal flame emitting from its spout represents knowledge. It symbolizes a lasting passion for and commitment to academic learning.

The Pentagon

The pentagon shape represents, DoD's headquarters building, the Pentagon, and DEOMI's command alignment within the Defense Human Resources Activity, a component of the Under Secretary of Defense for Personnel and Readiness (USD P&R). Inside the pentagon shape are components of the American flag, which represents America's military strength. The pentagon's placement on the lamp signifies DEOMI's commitment to mission-enabling training optimizing our Nation's total force readiness and educational development throughout the DoD.

The Gold Ring & Stars

The gold ring and stars represent unity and togetherness throughout the DoD. The ring itself is a symbol of unity of effort and commitment that all individuals should be treated with dignity and respect. The six gold stars represent each branch of our Nation's armed forces— Army, Navy, Air Force, Marines,

Space Force, and Coast Guard. The gold stars are evenly spaced in a circular pattern around the compass rose to symbolize the armed forces' joint commitment towards defending our nation and protecting equal rights for all.

The date at the bottom of the seal, which reads "Est. 1971," pays homage to the Institute's origins. Originally called the Defense Race Relations Institute (DDRI), the Institute was established in 1971 to examine the causes and possible cures of racial disorders within the military propelled by the 1960s civil rights movement. Over time, DEOMI's mission expanded to include human relations, equal opportunity, equal employment opportunity, and diversity. As a result, the institute was renamed as the Defense Equal Opportunity Management Institute (DEOMI) in 1979.

Situated around the bottom of the seal reads "CENTER OF EXCELLENCE," signifying DEOMI's establishment as the DoD's premier institution for the development of multidisciplinary, student-centered, human relations education, training, and research. As a newly refocused CoE, DEOMI collaborates and shares resources with government, academic, and business communities to foster the exchange of human relations standards and principles throughout the Joint Force.

DEOMI GRADUATION MARKS SIGNIFICANT MILESTONE

Story by Stacy Cochcroft, DEOMI Editorial Assistant | Photos by Michael Marks

On Nov. 22, the Defense Equal Opportunity Management Institute successfully graduated 44 Equal Opportunity Advisor Course students. The course, which began Oct. 3, marked a significant milestone achievement for the institute, being the first in-person EOAC held since the COVID-19 pandemic forced DEOMI to close its doors to in-resident students in March 2020.

At the graduation ceremony, DEOMI Commandant Navy Capt. Delmy Robinson beamed with pride as she congratulated the graduates. “I am confident that these students will be phenomenal force multipliers to the total force — bringing together individuals from nearly every corner of the Earth in service of one overarching vision: an inclusive force that values and develops all individuals and thrives on their contributions,” she said.

“Make no mistake, diversity is a hallmark of the modern armed forces,” declared guest speaker Army Col. Trina Rice, who currently serves as the senior military assistant to the undersecretary of defense for personnel and readiness. She discussed the importance of ensuring people receive fair treatment, saying that “equal opportunity means mission readiness.”



“For me, this was a powerful course,” remarked Army Lt. Col. Leah M. Kenfield upon receiving the Commandant’s Award. “I learned a great deal about myself,” she said. She encouraged her fellow graduates, saying that it was now time for them to go out and create better command climates.

Before pandemic-related policies took effect, DEOMI had an EOAC in progress with students scheduled to graduate on March 27, 2020. With restrictions on travel and in-person gathering imminent, DEOMI’s faculty and staff had to act quickly to condense the final portion of the course and ensure that the students could receive their certificates and return to their duty locations as qualified equal opportunity advisors and command climate specialists. DEOMI’s team of dedicated professionals rose to the occasion and overcame unprecedented obstacles to complete this vital task.



However, COVID-19 did much more than force DEOMI to modify one course and cancel one graduation. It identified a critical vulnerability in the institute’s ability to accomplish its mission. With the pandemic preventing in-person instruction, DEOMI leaders pulled in decades worth of knowledge and experience to come up with a solution — develop a virtual environment.

Before the pandemic, DEOMI had offered some other courses in a hybrid format, combining in-person instruction with online lessons delivered via a learning management system, but the EOAC had only ever occurred on site in a classroom setting.

“The main challenge in planning design was ensuring that the learning objectives could be achieved while using a virtual platform,” explained Supervisory Instructional Systems Specialist Adrian Cheung.

To accomplish the transition to a virtual environment, curriculum developers produced 23 online modules covering the EOAC’s subject matter. This became the first phase of the Equal Opportunity Advisor Virtual Course. The second phase of the EOAVC required students to apply the knowledge they gained in Phase 1 in small-group settings using Microsoft Teams and Zoom platforms. These platforms enabled students to virtually engage with each other and DEOMI faculty. The first EOAVC began on July 20, 2020. Since then, DEOMI successfully conducted 10 EOAVCs.

To prepare for the return to in-person instruction, the institute developed the Faculty Transition Training Course, which equipped instructors and facilitators to conduct face-to-face classes in the DEOMI facility. This included information on curriculum, learning technology, classroom management, student management, and support services. It even incorporated role-playing.

“It is important that each instructor/facilitator is prepared to handle each situation that may develop in the small-group environment,” said Training Specialist Karen Fidgeon. “Some of the role-players deserve an Oscar for their performance,” she quipped.

“After two years of being virtual, all of the small-group rooms had to be standardized and the instructors had to make sure all of the materials were up to date and available to be able to have a successful class,” Space Force Senior Chief Petty Officer Cory Gunkel explained. “It was important to conduct this training with the instructors to make sure that all of them were on the same page when they delivered the curriculum to the students.”

Air Force Master Sgt. Sidney W. McSwain, who has been an instructor at DEOMI since November 2021, described the transition from virtual to in-person instruction as “a welcome challenge.” He noted that in-person training involves many elements, including “heightened degrees of nonverbal communication, increased inter- and intra-group dynamics, and staying abreast to both mental and emotional domains of each student.”

“These changes create a healthy degree of stress that challenges both the instructor pool and our in-resident students that the virtual environment simply can’t replicate,” McSwain clarified.

For the students, the opportunity to attend the EOAC in person created a sense of camaraderie. Army Sgt. 1st Class Cathrine Joy Schmid, who is an intelligence and

security non-commissioned officer in charge stationed at Joint Base Lewis-McChord in Washington, said that she and her classmates went out to dinner every Friday night, in addition to having lunch together in the dining facility every day. She developed strong friendships and said that she trusts her classmates and will be able to reach out to any of them for support in the future.



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.

Schmid, who has been in the Army for almost 18 years, described the EOAC as the most significant emotional event she's experienced in her career since basic training. "I expected to come here and learn how to fill out forms and do the intakes, which of course we all did, but there was that other side of it — that learning how humans work — that was probably the most significant," Schmid said.

"I want to take care of soldiers," Schmid explained when discussing her reason for entering the equal opportunity career field. She got the impression that her classmates and instructors were also all at DEOMI because they wanted to be. "The fact that everybody who's here doesn't have ulterior motives for it ... felt really good," she said.

"I am attending DEOMI's EOAC because I have always believed that every person should be treated with dignity and respect and allowed to work in an environment where their creativity and uniqueness can be cultivated and shared with others around them," explained Navy Petty Officer 1st Class David Olvera, a command climate specialist aboard the USS Nimitz at Bremerton, Washington.

"The most beneficial part of this course has been the engagement between the instructors and students," Olvera said. "I have learned so much while being afforded the opportunity to receive training from subject-matter experts in the field and engaging in challenging and thought-provoking discussions with my peers."

Equal Employment Opportunity Specialist Edmund Burke, who is a civilian at Joint Base Anacostia-Bolling in Washington, D.C., enrolled in the EOAC so that he can help his colleagues handle military

equal opportunity complaints. For Burke, the most beneficial part of the course was being able to practice counseling sessions and receiving feedback and rubrics. "I am grateful for the opportunity to be here learning from the experts," he said.

"The group activities were most beneficial to me because it fit my learning style and allowed me to learn from my mistakes," said Army Sgt. 1st Class Joshua Thibodeaux, a platoon sergeant stationed at Fort Drum, New York. "This course has improved my self-awareness and awareness of what is going on around me."

"EOAC 23-01 met all expectations as it returned to an in-resident program," said DEOMI's Military Equal Opportunity Active-Duty Program Manager Maj. Robert C. Fales. "It was a great opportunity to deliver the pilot course to a smaller class

to allow dormant processes and procedures to be refreshed to support the return of students."

Fales does not expect the institute to host the course virtually in the future, as he explained that "a significant portion of the process and growth students go through during EOAC cannot be replicated in the virtual environment."

Though temporary, the institute's ability to create a robust virtual environment for this course, and many other courses, is a testament to its mission — "Develop and deliver innovative education, training, research, and collaborative solutions to optimize total force readiness."

As it always has, DEOMI will continue to evaluate all elements of the course and ensure continuous improvement in its training. The successful execution of this course, capped by the return of a formal graduation ceremony, is a testament to the unwavering commitment of the institute's dedicated professionals to adapt and overcome any challenge.



COURSE REVIEW



← EEO Counselor Course DEC 5 – 9

DEOMI hosts the last virtual iteration of the Equal Employment Opportunity Counselor Course -- designed to provide students with the knowledge and skills required to serve as entry-level EEO Counselors. Future EEO-CCs are scheduled to be held at the institute on Patrick Space Force Base, Florida, as part of the institute's transition back to "in-resident" status.



← EEO Mediation Course NOV 28 – DEC 2

The Equal Employment Opportunity Mediation Course provides students mediation, conflict resolution, and other alternative dispute resolution skills and techniques to effectively support unit EO and EEO dispute resolution processes. This will be the final EEO-MC offered virtually as DEOMI continues its transition back to "in-resident" status.



← EOAC 23-1 Post Course Training NOV 28 – DEC 2

DEOMI held a post course training to go over lessons learned, and feedback received during the institute's first in-resident Equal Opportunity Advisor Course, Class 23-1. DEOMI's EOAC Course Management Team oversaw 24 Instructors as they discussed feedback, observations, and recommendations to identify possible improvements to future course delivery methods. Post training is an essential element of maintaining the most effective and relevant training.



ARMY NAVY GAME DEC 9

DEOMI Spirit! It's that time of year again. Several DEOMI staff and faculty voiced support to their favorite team in fun shout-out videos, developed by our talented multimedia team. The videos provided an opportunity to build comradery-and some friendly rivalry-throughout the building leading up to the big game. Visit our Facebook page to watch the videos.



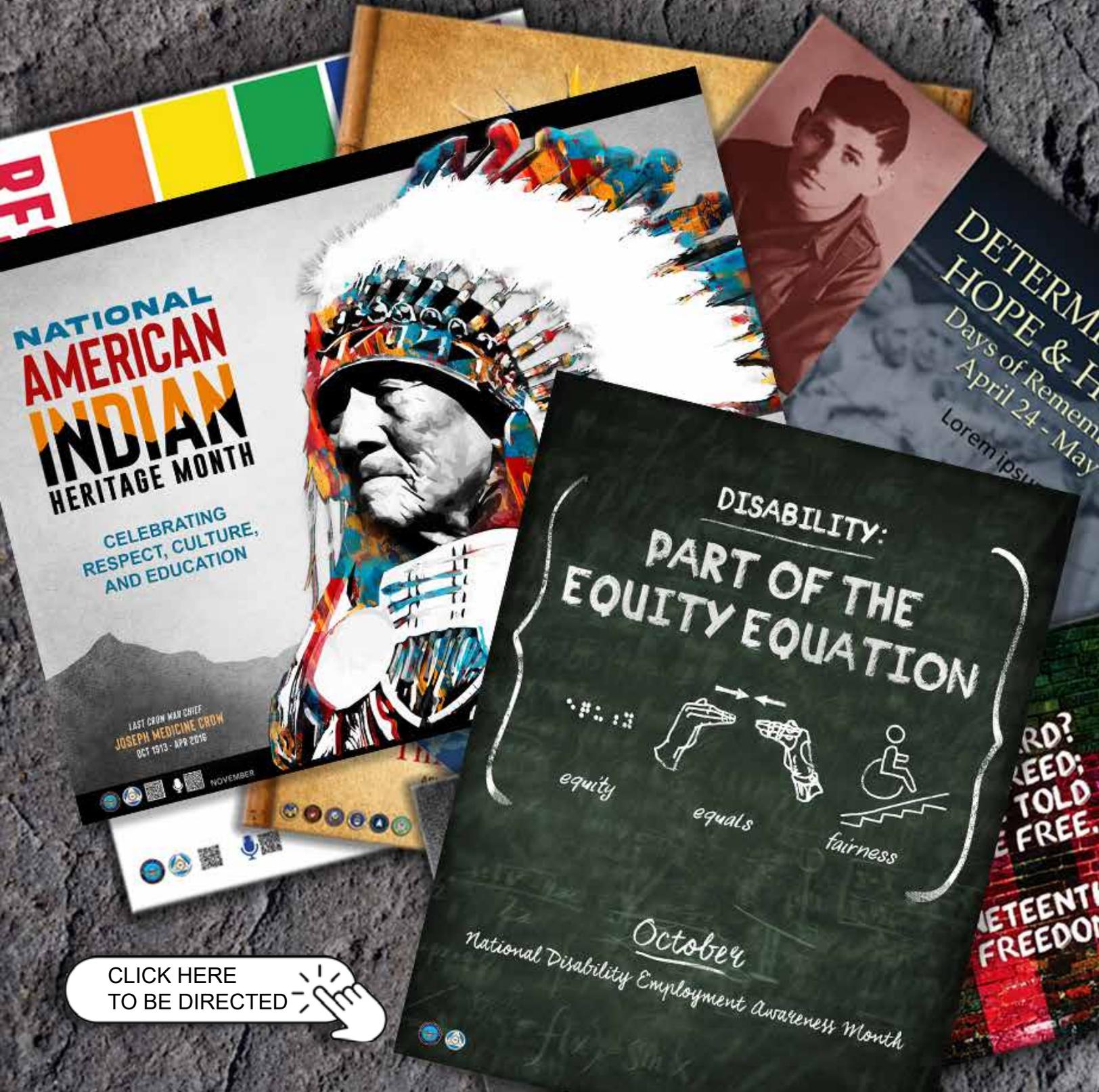
2022 Holiday Party



SPECIAL OBSERVANCES

NATIONAL AMERICAN INDIAN
HERITAGE MONTH

NATIONAL DISABILITY
AWARENESS MONTH



CLICK HERE
TO BE DIRECTED 