

Propelled by the civil rights movement of the 1960s and to counteract a national policy of segregation and inequality, the Department of Defense (DoD) mandated race relations training in 1971. The violent and nonviolent disorders of the late 1960s were the catalyst that convinced military leaders that race relations education must be provided to every member of the Armed Forces.

An inter-service task force examined the causes and possible cures of these racial disorders within the military. The task force, chaired by Air Force Major General Lucius Theus, resulted in the publication of Department of Defense Directive 1322.11. This directive established the Race Relations Education Board and in 1971, created the Defense Race Relations Institute (DRRI), the original name for **DEOMI**.

Today, our education and training programs in human relations and equal opportunity remain the foundation in equity and diversity training. Several workshops and seminars have been added to our curriculum to provide Service members in command or leadership positions with enhanced equal opportunity and human relations awareness training. In addition, we advise DOD and other organizations on equal opportunity matters, conduct an extensive and progressive equal opportunity and human relations research program, and serve as a clearinghouse to monitor and disseminate research findings to interested agencies.

Since its inception in 1971, the Institute has enhanced mission readiness by fostering positive human relations throughout the DOD. That mandate has been carried back to the Services by more than 40,000 DEOMI graduates. These forces maximize organizational cohesion and maintain the highest degree of mission readiness while maintaining the DOD reputation as a place where all individuals have **infinite dignity and worth**. DEOMI will honor its 40th anniversary December 5-8, 2011 during a DOD Worldwide Diversity Conference in the Patrick Air Force Base area.



READINESS

Respect - for the infinite dignity and worth of all individuals

Excellence - in education, training, and research

Awareness - of the issues, successes, and strategies in human relations

Diversity - an understanding that our strengths derive from our differences as well as our shared values, goals and ethics

Innovation - of processes, technology, and designs to enhance our mission

Nation - which we have sworn to defend and endeavor to improve

Exchange - of ideas in the spirit of academic freedom and professional responsibility

Selfless service - a priority to the higher ideals of equality and fairness

Support - a commitment to quality processes for our customers and our organization

DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE



THE



~CENTER OF EXCELLENCE~

FOR OPTIMIZING

MISSION READINESS AND

CAPABILITIES BY

PROMOTING HUMAN

DIGNITY THROUGH EQUITY

EDUCATION,

DIVERSITY, CULTURAL

COMPETENCY, RESEARCH,

AND CONSULTATION

WORLDWIDE.

Religious diversity, Cultural Competency, Readiness, Diversity, Human dignity
Equity, Fairness, Opportunity, Research, Equal Opportunity, Consultation



DEOMI

WWW.FACEBOOK.COM/DEOMI.DOD

WWW.DEOMI.ORG

READINESS
is our
Guiding Principle





~COURSES-PROGRAMS-SEMINARS~

Equal Opportunity:

- Equal Opportunity Advisor Course (EOAC)
- Equal Opportunity Advisor Reserve Component Course (EOARCC)
- Equal Opportunity Advisor Career Development Course (EOACDC)
- Leadership Team Awareness Seminar (LTAS)
- Executive Seminar (ES)
- Leading Diverse Teams Course (LDTTC)

Equal Employment Opportunity:

- Equal Employment Opportunity Counselor Course (EEOCC)
- Equal Employment Opportunity Specialist Course (EEOCS)
- Equal Employment Opportunity Officer Course (EEOOC)
- Special Emphasis Program Manager Course (SEPMC)
- Mediation Certification Course (MCC)
- EEO Manager Seminar (EEOMS)
- Disability Program Management Course (DPMC)

~TRAINING METHODOLOGIES~

DEOMI uses a variety of educational techniques with an emphasis on experiential learning. Topics are presented during interactive auditorium lectures and then reinforced and expanded upon during facilitated small group exercises and discussions based on the adult experiential learning model. Experiential learning involves several teaching methods. The selection and use of methods in any given part of the course are carefully adapted to the

subject material and the educational objectives of the instruction. Frequently used techniques include: Lecture/Interactive Large Group Discussion, Small Group Discussion, Supervised Student Exercises, Guest Lecture Series, Student Briefings, Student Facilitation/Guided Discussion, Videotapes, Required Reading, Role Playing, Case Study, Advanced Distributed Learning, and Independent Study.

~MOBILE TRAINING TEAMS~

DEOMI provides Equal Opportunity (EO) and Equal Employment Opportunity (EEO) training outside the Institute through its Mobile Training Teams (MTTs). These teams of professionals are designed to serve the specialized needs of requesting agencies by providing targeted training to participants via courses, seminars and workshops. There are basic EO and EEO foundational courses available; however, DEOMI can completely customize any presentation based on requirements and time constraints. Some training subjects currently in demand are: human relations, diversity management, organizational assessment, cultural competency, religious accommodation and sexual harassment prevention. For EO MTT requests, call (321) 494-1685/1705, or for EEO MTT requests, call (321) 494-4419/5641.

~DEOMI RESEARCH & CONSULTATION~

DEOMI is a Center of Excellence with a primary mission of enhancing mission readiness at all levels of the Department of Defense. DEOMI advises policy makers; provides consultation to decision-makers and leaders; develops and delivers the highest quality training and education;

leads the scientific field in both theoretical and applied research to benefit the community at large, and significantly adds to the body of scientific knowledge; and makes available through knowledge management and collaborative endeavors the most recent discoveries, applications, and historical information; and provides a forum and environment within which the world's experts may collaborate in order to form new ideas and visions for the future.

The Research Directorate is responsible for maintenance and operation of the DEOMI Organizational Climate Survey (DEOCS) and other online survey instruments such as the DEOMI Diversity Management Climate Survey (DDMCS) and the Federal Organizational Climate Survey (FEOCS). These surveys are commander's management tools that allow them to proactively assess critical organizational climate dimensions, which can have an impact on effectiveness within the organization, or are likely to occur within the organization. To request a survey for your organization, call (321) 494-2675.

DEOMI's most active avenue for dissemination of information is our exciting multi-media hub, the DEOMI Resource Network (DRN), located at the DEOMI Website, www.deomi.org.

Visit us on the Web for online e-Learning courses and much more or give our Public Affairs office a call at (321) 494-6208 for more information.

