



# DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

**NEWS RELEASE**



## Camarillo: ‘You all will serve as the change agents’

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PATRICK AFB, Fla. --The Honorable Gabe Camarillo, Assistant Secretary of the Air Force for Manpower and Reserve Affairs, wasted little time recently making his point while serving as the guest speaker for the Defense Equal Opportunity Management Equal Opportunity Advisor Course 16-2 graduation ceremony.

“You all will serve as the change agents to ensure everyone, regardless of gender, race, religion, perspective, or thought, is treated with dignity and respect, and that all are afforded the same opportunities as others,” he told the 84 joint-service students, who were completing an intense 11-week course

“And the role you play will only become more important as we move forward. In the past few months alone, we have seen significant efforts to promote greater inclusion in the workforce of the Department,” he said.



And some of those he noted are:

- Opening all combat positions to women, without exception across the Department.
- The Secretary of Defense announced a series of initiatives known as “Force of the Future,” designed to promote access to critical talent and the development and retention of our military and civilian workforce.
- DOD recently announced a policy to allow transgender service members to serve openly.

He then foot-stomped his belief that the Department of Defense needs to become “an employer of choice” for talent across the country, particularly our youth.

“And your efforts,” he said, “are essential if we are to make every person feel as though they have a place in our Department, our Service.”

But as the nation's demographics change and the fight for talent intensifies from industry, other colleges and academies, and other branches of the military, Mr. Camarillo said the DOD must change their approach, and he was counting on these service members to carry their share of the load.

“As Equal Opportunity Advisors, you understand and value the idea that diversity can have a positive impact on mission readiness and effectiveness.

“You recognize that just as each service inherently brings something unique to the fight, each individual brings a unique perspective, a unique background, and unique ideas,” he said with conviction.

In closing, he thanked and challenged the newly minted EO specialists.



“In the coming days, as you return to your organizations, I ask that you ...

- Take full advantage of the learning you have gained here and continue to push for an environment that is inclusive and rewarding to all;
- Create the type of culture that will be necessary to continue attracting talent into the Department, as it will be critical to our success;
- Continue to think and act differently than ever before and push to be the change that our Department needs;
- Help lead our Nation successfully into the future.

“This is a big task we are asking of you, and one that I applaud you for. The work that you have done during your time at DEOMI and the knowledge you will take back to your units will be vital to these efforts. “As long as we have diversity in our force, there will be a need for an institution like this, and individuals such as yourselves,” he said.

“Thanks for all you’ve done, and all you’ll do for the Department of Defense in the future.”

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