Propelled by the civil rights movement of the 1960s and to counteract a national policy of segregation and inequality, the Department of Defense 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 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 47,000 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.
The Research Directorate manages the DEOMI Organizational Climate Survey (DEOCS). It is now the DOD-mandated climate assessment tool. For questions regarding the DEOCS, call (321) 494-2675.

Equal Opportunity (EO):
- EO Advisor Course
- EO Advisor Reserve Component Course
- Leadership Team Awareness Seminar

Equal Employment Opportunity (EEO):
- EEO Counselor Course
- EEO Specialist Course
- EEO Officer Course
- EEO Professional 'Entry' Course
- EEO Professional 'Intermediate' Course
- EEO Professional 'Advanced' Course
- Special Emphasis Program Manager Course
- Mediation Certification Course
- Disability Program Management Course

Assessment to Solutions (A2S) is a continuous human relations performance improvement system in support of the DEOCS, and houses products that can assist a commander in addressing concerns identified in their DEOCS.

Recently, the Research directorate at DEOMI has begun to utilize Quick Response Codes (QRCs) to provide links to further information on particular products.

DEOMI RESEARCH AND CONSULTATION

The Special Observance program at DEOMI both designs and provides event materials for DOD-recognized observances year round. For questions regarding observance materials, call (321) 494-2677 or visit deomi.org.

Martin Luther King, Jr. Day 2017

ADVANCE DISTRIBUTED LEARNING

DEOMI offers 61 online e-Learning courses that are available to anyone, anytime, anywhere. As the DOD Center of Excellence for equity training and research, DEOMI's e-Learning courses were developed not just with equal opportunity professionals in mind, but all people. Students may self-register at any time, begin courses immediately, and save their progress if they must step away from the computer. Currently the Learning Management System houses courses on topics such as Cultural Reasoning; Intercultural Interaction; Exploring World Religions I, and Exploring World Religions II; Group Development; Communication Skills; Listening & Feedback Skills; Communicating Across Differences; Ethics; Socialization; Perceptions; Individual Diversity; Religious Diversity & Accommodation; Prejudice & Discrimination; Racism; Sexism; Sexual Harassment, and Bystander Intervention. To get started, visit: www.deomi.org/Education&Training/FirstTimeStudentInstructions.cfm