



# DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE



## NEWS RELEASE

August 1, 2017



*As part of the system enhancement, DEOMI placed greater emphasis on the entire Assessment to Solutions process for unit performance improvement. (Graphic art by DEOMI J-6)*

## **DEOCS 4.1 Assessment to Solutions launches Aug. 1**

### **System enhanced as part of a continuous performance improvement culture**

Patrick AFB, Fla. -- The DEOMI Organizational Climate Survey (DEOCS) has been revised from v4.0 to v4.1. and launched Aug. 1, 2017, at [www.deocs.net](http://www.deocs.net). The enhancements were designed to reduce survey fatigue, update the survey on contemporary issues, apply recommendations from the Services, and provide readily available resources for climate improvement and prevention according to Dr. Daniel McDonald, Executive Director, Research, Development, and Strategic Initiatives.

“DEOMI continues to progressively enhance the capability of your DEOCS Assessment to Solutions resources. As you know, the DoD and Services are in the midst of tremendous cultural shifts that involve an ever-increasing emphasis on effective human relations as the centerpiece of unit and total force readiness,” said McDonald.

“The Services also continue to raise the bar by providing leaders with timely information and unswerving support to effect positive change. Moreover, Service leadership is increasingly holding local commanders accountable for fostering a positive and productive work environment that remains free of discrimination, harassment, neglect, and workplace violence,” he emphasized.

Some – but not all of the enhancements – include ...

- Shortened survey to prevent survey burden
- Broadened number of or modified climate factors measured to include hazing, bullying, sexual harassment, engagement, inclusion, connectedness, and sexual assault prevention climate
- Improved reports and analytics for better diagnostics and comparisons
- Enhanced materials and job aids to support commanders and their administrators in conducting command climate assessments and performance improvement

DEOMI will continue to make enhancements, not only to the system itself, but also to the administration processes in which Equal Opportunity Advisors and Command Climate Specialists engage to champion each leader's climate assessment.

“As we transition to this update, DEOMI will continue to provide 24/7 support to all administrators through our impeccable customer service and enhanced support materials; we will address any questions as they arise,” said McDonald.

“As always, it is a pleasure to support your initiatives and efforts to keep raising the bar on promoting effective human relations force-wide,” he added.

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