



Equal Opportunity Advisors Course (EOAC) Resident

Purpose: To train and certify DoD employees assigned to military equal opportunity billets as Equal Opportunity Advisors (EOAs).

Program/Course Description:

The EOAC provides an 11-week resident, student-centered approach to train Service EO professionals. The EOAC is divided into three distinct areas of training: seven weeks of core curriculum, one week of Mediation training, and three weeks of Service Specific training.

The Self Awareness section consists of General EOA duties, Introduction/Group Development, Socialization, Perceptions, Conflict Management, Motivation Theory, Individual Diversity, Communication Skills, Listening, Feedback, and Gender Communications.

The Discrimination Dynamics section consists of Gender Communications; Presentation Skills; Cultural Awareness; American Indian/Alaska Native, Asian American, Black American, Hispanic American, Native Hawaiians/Other Pacific Islander, and White American lessons; Power and Privilege; Prejudice and Discrimination; Racism; Extremism; Sexism; System Versus Victim Focus; Sexual Harassment; Sexual Orientation; Bystander Intervention; Religious Diversity/Accommodation; Complaints Processing; Diversity Management; and Sexual Assault Prevention and Awareness for the EOA.

The Organizational Section familiarizes students with the purpose, process, and scope of an Organizational Assessment (OA). The purpose of the OA is to assist commanders at all levels in determining their command's climate. The OA identifies and measures those factors, both positive and negative, that may affect mission readiness, such as unit morale, equal opportunity and treatment, interpersonal relationships, and communication. The OA provides a snap-shot in time. Within this lesson, students will learn about an organizational assessment planning strategy and assessment tools and techniques. Students will also learn how to conduct an OA analysis and report its findings.

The Mediation Course is an integral part of the EOA's duties. The mediation portion of this course provides students with information concerning mediation issues found in the DoD. Such issues as alternative dispute resolution, the mediation process, mediation disputes, dispute resolution, practice mediations, settlement statement documentation, and mediation ethics will be taught and discussed. Each lesson will focus on the knowledge, skills, attitudes, and beliefs of the student as it pertains to mediation. These lessons will also take into consideration any significant social impact on the DoD.

Mediation training will provide DoD personnel with the fundamental KSAs required for certification as DoD mediators. Services/Agencies may have additional Alternate Dispute Resolution (ADR) requirements for certification. This 32 hours program allows graduates to be placed on the DoD roster of neutrals.

Guest Lecturer and Subject Specific Panels are also included in the EOA course.

After eight weeks, students will break into their respective Service Specific Training (SST) groups for training unique to each Service. The following identifies SST length timeframes: Service Specific Training

- Army: 3 weeks (15 training days)
- Air Force: 3 weeks (15 training days)
- Navy: 3 weeks (15 training days)
- Marine Corps: 3 weeks (15 training days)
- Coast Guard: 3 weeks (15 training days)

Target Audience:

Military and DoD civilian personnel who serve as advisors to Commanders on Military Equal Opportunity (MEO) matters.

Specialty/Skill Identifier Awarded:

Completion of the program is mandatory prior to the award of the following military job specialty codes.

Service	Code
Army	SQI 5T/Q
Navy	9515/3330
Air Force	3S131
Marine Corps	0127
Coast Guard	Military Equal Opportunity Advisor

Prerequisites:

DEOMI sets general criteria for its target audience to meet the specific Service needs. These general criteria and others are found in guidance set forth by each branch of service.

- Demonstrates outstanding performance of assigned duties.
- Meet Service uniform/personal appearance requirements and weight/body fat standards
- Basic writing and speaking skills
- High School Diploma or equivalent
- Endorsed by nominating command, based on interview and Service record review
- Stability in personal affairs (no chronic indebtedness and/or excessive use of alcohol, no individuals withdrawn for cause within the last three years from any Human Reliability or Personal Reliability Program, and no Uniform Code of Military Justice, Non-judicial, or State Code of Military Justice punishment within the last two years).
- Be able to read and perform math skills at the 10th grade level

Method of Instruction:

Lecture, Small-Group, Case Study, Discussions, Reading, Research, and Exercises/Activities.

Instructional Medium:

Classroom instructor, traditional audiovisual devices, printed materials, etc.

Duration:

11 weeks (See "Program/Course Description" above)

Frequency:

Three times per year

Students per class:

90 - 120

Admissions Policy:

Admission to any Program or Course offered at the Defense Equal Opportunity Management Institute (DEOMI) is based on allocations granted by the Commandant and set forth in each Services' school admissions policy. Criteria for selection are disseminated to each DoD component's Equal Opportunity/Equal Employment Opportunity (EO/EEO) proponent (i.e. headquarters office). The Air Force's education and training course announcement web page (<https://etca.randolph.af.mil/>) has valuable information concerning DEOMI courses with links to other military Service training announcement sites. DEOMI's Admissions Policy supports the mission and purpose of the Institute and reflects the needs of the warfighter. DEOMI's student body consists of four distinct student populations: U.S. military officers, enlisted, international military members, and Federal Government civilian employees. All DoD employees are admitted through their Services' selection/assignment processes.

Once admitted to the program, DEOMI expects each student to attend, participate in, and complete the lessons associated with the program. In order to finish the program of instruction, each student is required to complete the EOA Core and Service Specific requirements. Completion of the program requires each student to achieve a 70% average on all graded areas.

Contact:

For enrollment information, please contact DEOMI Student Services at Commercial (321) 494-5214/5653, DSN 854-5214/5653, FAX Commercial (321) 494-5215, FAX DSN 854-5215, or by email to deomiss@us.af.mil. DoD civilians should direct their requests for quotas through their respective Training Offices to their Major Commands. If other than Army, Air Force, or National Guard, please send the first two pages of a completed SF 182 directly to our office at deomiss@us.af.mil.