



Equal Opportunity Advisors Reserve Component Course (EOARCC) Resident

Purpose:

To train and certify DoD employees to serve as Equal Opportunity Advisors (EOAs) in the Army National Guard.

Program/Course Description:

This course utilizes a hybrid approach to learning, which means that learning events have been apportioned to online and in-resident environments. Students selected for the Equal Opportunity Advisors Reserve Component Course (EOARCC) must complete all online modules prior to attending DEOMI in-residence training. Basic knowledge about a subject is provided using both Advanced Distributed Learning (ADL) and traditional lectures given in-residence. The online and in-residence portion of the training is a major strategy for expanding knowledge of basic subject matter in the cognitive domain of learning. Skills and attitude learning associated with higher level learning objectives are implemented in a small group (in-residence) format in order to allow the student to meet both cognitive and affective learning objectives. Instructors will provide information that will assist students in understanding lesson content and how to apply their experiences while in the small group. Lectures and discussions will center on the major issues and concerns pertinent to military readiness and the competencies needed to become successful Equal Opportunity Advisors.

Phase II consists of 4 weeks of resident training (similar to the EOAC), including small group activities designed to reinforce concepts learned during Phase I. Additionally, Phase II curriculum includes lessons on Mediation, Diversity, Racism, Sexism, Prevention of Sexual Harassment, Religious Accommodation, and concludes with 5 days of Service Specific training.

Target Audience:

Army National Guard service members and DoD civilians who advise Army National Guard Commanders on Equal Opportunity 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

Prerequisites:

Completion of [EOARCC Phase 1](#) (online modules) and meet the general criteria set by ARNG-EO needs.

- Demonstrates outstanding performance of assigned duties.
- Meet Service uniform/personal appearance requirements and weight/body fat standards, and PFT within the last 6 months
- Basic writing and speaking skills (10th grade reading level minimum)
- Have a High School Diploma or equivalent.
- Endorsed by nominating command, based on interview and Service record review
- Must be in or slated to be in an EOA position
- 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.)

Method of Instruction:

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

Instructional Medium:

Web-based Training (WBT), classroom instructor, traditional audiovisual devices, printed materials, etc.

Duration (Phase II):

4 weeks in-residence (one week for Mediation, two weeks Core EOA training, and one week Service Specific Training).

Frequency:

2 times per year

Students per class:

25-40

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 Forces' 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. The DEOMI 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 complete the online distributive learning lessons prior to attending the resident course. Upon attendance at the resident course, students are expected to attend and participate in all lessons associated with the program. In order to complete the program of instruction, each student is required to participate in 218 instructional hours

to include the 22 hours of online lessons, a minimum of 196 hours of EOA core resident requirements, and a minimum of 41 hours of Service Specific Training. Completion of the program requires each student to achieve a 70% average on all graded areas.

Contact:

For resident courses, please contact DEOMI Student Services at Commercial (321) 494-5214/5653 or DSN 854-5214/5653. The FAX for our office is: DSN 854-3108 or Commercial (321) 494-3108 or by email to deomiss@us.af.mil