

Newsletter

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STORM:

'I'm Honored and Blessed to be here'

Story by Christopher Calkins
DEOMI Public Affairs Officer



Air National Guard Colonel Aimee Storm assumes DEOMI Leadership during Assumption of Leadership Ceremony

Mr. William Booth, Director, Defense Human Resources Activity, Chief Master Sgt Gloria Weatherspoon and incoming DEOMI Commandant Col Aimee Storm prepare to pass the Guidon during the Oct. 7 Assumption of Leadership Ceremony. (Photos by Michael Marks)





Air Force Col Aimee Storm accepted the Defense Equal Opportunity Management Institute Guidon, signifying her status as the Commandant of DEOMI in an Assumption of Leadership ceremony held here October 7.

Doing so, she became DEOMI's 17th military Commandant, and the first Air National Guard Commandant in the 48-year history of the Institute.

Mr. Clarence Johnson, above, Senior Executive Director, Diversity Management Operations Center, was the first to speak after the presentation of colors.

"DEOMI always has been and will continue to be a force multiplier," he said.

"We play a key role in the lethality and effectiveness of our Department of Defense," he said.

He also took the opportunity to recognize – and thank – the person who served as the "acting commandant" for about two months.

"Much thanks to Chris Brown, who was serving as the Deputy Director of the Diversity Management Operations Center (DMOC), a newly established Component at the time under the Defense Human Resources Activity," said Mr. Johnson.

"He displayed his selfless service once again for a two-month interim, where he had a very positive impact," he said.

Mr. William Booth, below, the ceremony presiding officer, and Director, Defense Human Resource Activity, was next to speak.

"It's a bright new beginning," he said emphatically.

"What's the next step forward?" he asked.

"I'm not sure, but I look forward to seeing it," he said with a smile. "I know she will take this organization to an even higher level," Booth said.

"Here's the bottom line," he said. "There is value added only if you add value. Make no mistake about it, Col Storm does just that."

Standing before several of her friends and family, and a packed DEOMI Auditorium, Col Storm began and ended her speech with the exact same words.

"I'm honored and blessed to be here," she said with emotion, as she thanked her parents, friends, staff members, students of Equal Opportunity Advisor Course 19-3, and especially her family.





"I started my career as a high school biology teacher," she said. "It wasn't about teaching the subject of science, but teaching kids to think critically," she said.

"Think about it ... we have the chance here to change the culture of the military. The staff we have here is absolutely amazing," she said.

"Similarly, DEOMI teaches more than a subject. You teach a new way of thinking and work to change the culture within the services," she said. "I am inspired by what you do here. I am honored, and I am blessed," she said at the close of the event.

Editor's Note: Since its inception in 1971, when it was known as the Defense Race Relations Institute (DRRI) The Defense Equal Opportunity Management Institute has enhanced combat readiness by fostering positive

human relations throughout diverse Armed Services.

That mandate has been carried to the field and fleet by the nearly 52,000 DEOMI military and civilian graduates from the Army, Marine Corps, Navy, Air Force and the Coast Guard.



GREETINGS TEAM

By Air Force Col Aimee Storm
DEOMI Commandant

I cannot express how excited I am to join the team in this distinguished line of DEOMI Commandants.

In the salutation above, you might think I am addressing the 100+ professionals here at DEOMI. In fact, my vision of “team” includes all of our stakeholders.

Our DEOMI faculty and staff work tirelessly to educate human relations professionals who return to their organizations to influence the culture of the field, fleet, wing and agencies throughout the Department of Defense. To be successful in influencing the culture of DoD, it’s going to take all of us communicating, collaborating, and pulling together in the same direction to move the needle.

In November, we held a Service-wide teleconference with equal opportunity representation from all the services and components. We intend to continue regularly scheduled discussions each quarter. These forums give our EO stakeholders input into the education process. It is my hope that we can continue to expand that collaboration to other stakeholders in prevention and resiliency.

The transformation of the Equal Opportunity Advisor’s Course has incorporated a number of resiliency topics to include harassment prevention, conflict management, group facilitation skills and an increased focus on command climate improvement.

Across the force resiliency program spectrum, we all recognize the critical roles that unit culture and climate play when it comes to destructive behaviors.

A climate without basic dignity and respect for all is fertile ground for the evolution of the more egregious behaviors such as sexual harassment, assault, hazing, bullying, suicide, discriminatory practices and more. Leveraging our collective programs to address inappropriate behaviors at the earliest stages of the continuum is essential to promote a more inclusive and professional total force for all.

I am so excited to collaborate with all the human relations professionals to make the biggest impact on our defense culture and look forward to the year ahead.



LETTING YOUR LIGHT SHINE

By Chief Master Sgt. Gloria Weatherspoon
DEOMI Senior Enlisted Advisor

This year has been amazing, not without challenges or setbacks. I am sure as you reflect on 2019, you can look back and smile at your ability to have accomplished at least one goal you set on your list, whether personally or professionally.

As we walk into 2020, with a new perspective and a new set of goals and challenges to face one thing is clear. Be comfortable in your own abilities, be brave and bold enough to put what you bring to the fight on the table. You are here for a reason, whether it is to learn a lesson or to teach a lesson. I would like to close this year by sharing some excerpts from one of my favorite poems by Marianne Williamson titled "Our Deepest Fear" that continue to be a source of motivation and inspiration.

I heard it recited in movies first Akeelah and the Bee and second, Coach Carter. However, I never truly paid attention to words. Once I did, however I realized that these words would become some of the most powerful words that I had ever heard and would change my thoughts on how I view myself and what I was able to accomplish.

"...Your playing small does not serve the world there is nothing enlightened about shrinking so that others won't feel insecure around you."

Often times we will be faced with obstacles in our personal or professional lives that will become barriers in our path and threaten to dim the light that shines within us. Let these words remind you that your light is designed to shine bright and you should never dim it to make others more secure. The security or insecurity of others and what they can or cannot achieve should not fall on your shoulders. That is not your ruck sack to carry.

"And when we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fears, our presence automatically liberates others."

You are not here to just simply be, you are here to be amazing. You are here to be an example for someone who may need a little hope to make it to the next day. Someone is always watching and is waiting to be motivated and inspired by the way you handle yourself in not so pleasant situations. Be the person who sets the example and liberates them from the fear of believing they cannot achieve their goals. Be comfortable in who you are and walk in your purpose. Wishing you the best 2019 has to offer and an even better 2020.



NAVY

**PRIMARY PREVENTION AND HUMAN FACTORS ADVANCED
PROFESSIONAL DEVELOPMENT TRAINING SUMMIT**

“THIS IS A HUMAN BUSINESS”

EMBRY-RIDDLE

Aeronautical Univer



On his last official trip

as Chief of Naval Operations, now-retired Adm. John Richardson visited Embry-Riddle Aeronautical University to deliver opening remarks at the Navy Primary Prevention and Human Factors Advanced Professional Development Training Summit in Daytona Beach, Fla., Aug. 19.

The five-day training summit serves as a train-the-trainer session to equip command climate specialists, sexual assault prevention and response officers, inclusion and diversity officers, alcohol and drug control officers and other key Navy personnel with the skillset to identify vulnerabilities within a system.

“Our mission is evolving to meet the needs of our Navy, and it’s up to us to bring the most value to our customers – Sailors, civilians and families,” said Behavior Development and Performance Branch Head Capt. T.J. Dixon. “We will emphasize a higher standard of excellence as a developmental organization focused on prevention, as we continue to mature our critical response capabilities.”

According to Dixon, this advanced training provides a baseline of information for participants to take back to their respective commands and communities to prepare for future culture of excellence efforts.

“Our training this week is focused on laying a foundation to enhance our inclusive and diverse Navy team by promoting positive behavior, healthy norms and role modeling what right looks like across our Navy,” said Dixon.

Participants are being trained on foundational primary prevention and human factors process information that will be delivered with the supporting tools and resources for sustainment at the unit level.

“The Navy has developed this foundational training through a collaboration with the Office of the Secretary of Defense (OSD), other federal organizations, academia and industry to ensure that our Navy team is building prevention capacity to

implement comprehensive, research-informed strategies that drive healthy Sailor choices, increase signature behaviors and promote positive cultural norms overall,” said Dr Monique Clinton-Sherrod, the Navy’s expert for primary prevention.

According to Clinton-Sherrod, the training summit supports the desire of the Navy to achieve warfighting excellence by empowering and tapping into the energy and capability of its actively inclusive teams to maximize their collective potential.

“This is a human business,” said Adm. John Richardson. “Don’t pass up an opportunity to come together as a team. Don’t pass up leadership opportunities, and don’t outsource them to a PowerPoint. If you have an opportunity to come together as a team, to increase belonging, do it.”

Adm. Mike Gilday relieved Adm. John Richardson as the Chief of Naval Operations in a ceremony, Aug. 22, at the Washington Navy Yard.

By Mass Communication Specialist 2nd Class (SW/AW/IW) Devin Bowser, Navy Public Affairs Support Element Southeast.
Design by Michael Marks





SGM Ishmael

SGM
Ishmael

DEOMI will always be needed!

Story by Christopher Calkins
DEOMI Public Affairs Officer
Photos\Design Michael Marks

A former DEOMI Graduate and Class President from EOAC 18-1, spent some time serving as the Guest Speaker for Equal Opportunity Advisor Reserve Component Course 19CD held here Oct., 4, 2019.

They listened.

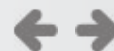
Between his studio interview and directly speaking to the students in the DEOMI Auditorium, SGM Sylvester

Ishmael, above, Army Reserve Equal Opportunity Sergeant Major, United States Army Reserve Command, wasted little time expanding on the importance of Equal Opportunity Advisors and the impact they have on the readiness of the people in the Department of Defense.

“I’ve often said that if we don’t get after any discrimination of our service members in the Department of

Defense, it has a direct effect toward the readiness of that organization,” he said.

“Soldiers will not trust their leaders if they feel like they have been discriminated against ... they will not trust the command,” he said emphatically.



“They will not have full faith and confidence in the mission. It becomes a true trust factor and can crack the foundation of an organization,” he said.

Speaking directly to the soon-to-be Equal Opportunity professionals, he foot-stomped there was one characteristic he sees in an effective EO program.

“The most common characteristic I have seen from very successful EO professionals shouldn’t be a surprise – they are the ones who always make themselves available. They are there when the commander needs them, everywhere the soldiers are, everywhere the civilians are,” he said. One thing is certain ... they are NOT there just to receive complaints, or do the Command Climate Assessment or DEOCS.

“They do everything they can to make themselves accessible and always doing what we try to teach them -- and that’s to listen,” he said with emphasis.

He was then asked when a leader needs to form a team to finish a project or solve a problem, what are some different aspects of diversity that should be considered—other than what we look like?

“Now that’s a great question,” he said, “and I have another leadership philosophy that goes with diversity, and not just diversity concerning a person’s physical characteristics, and that’s diversity of thought. It’s freedom of expression, in the most professional manner of course because we are in the military.”

“So that diversity of thought, being able to exchange new ideas openly, also assists in all of us accomplishing our mission” he said.

Later, he was asked if there was anything he wanted to say to the staff, faculty – and particularly to all the joint-service civilian and military students that have studied here (more than 51,000 since 1971).

“DEOMI is an outstanding institution ... outstanding ...I can’t say that enough,” he said.

“The Soldiers, Sailors, Marines, Airmen, Coast Guard personnel and civilian staff here are top notch. All of the students, and the graduates who have come through this great institution, have all become

better service members ...better people ... since they’ve come through here,” he said.

“For me, this is personal, I greatly appreciate this Institute. DEOMI will always be needed. Just like a fingerprint we are all different,” he added.

And with that, these students here now – and in the future will continue to impart that wisdom they received from the great staff and leadership here at DEOMI in their day-to-day jobs as Equal Opportunity Professionals,” he said.





UNIVERSAL SUCCESS!

Team DEOMI shines in Universal Orlando Resort's Veterans Day event

Story by Christopher Calkins
DEOMI Public Affairs Officer
Photos\Design Michael Marks



For the fifth consecutive year, a group of Defense Equal Opportunity Management Institute joint-service staff members took part in the annual Veterans Day event held at Universal Orlando Resort.

Their visit went just as a Universal Studio leader has come to expect.

"It is an honor to welcome the stellar DEOMI team once more to participate and celebrate Hometown Heroes as we recognize Veterans everywhere. The presence of the DEOMI service members helps to illustrate the message of leaders that embody active inclusion in all that they do," said Ms. Angela Lagos, Assistant Director, Diversity & Inclusion, Universal Parks & Resorts.

"We are committed to celebrating and fostering our culture of inclusion at Universal Orlando Resort. Our teams are made up of

committed Team Members that bring their talents and experience to work every day to create memorable experiences.

Many of those Team Members have served in the Military, are Retired or in the Reserves," she said.

"We know courage is universal and our Veterans Network, along with our seven Team Member Resource Groups, help to ensure our Diversity & Inclusion programming brings authentic experiences to life," she added.

"Our Veterans Network is focused on career, culture, community, commerce and cultural competence. In our Talent Acquisition practices our teams are proud to connect with great Military talent.

"In particular as parade participants, the DEOMI team shares their experience, energy, positive example of leadership and exemplifies the sacrifice of our Armed Forces and Military Families! They are the true super heroes!" said Lagos.



Air Force Col Aimee Storm (waving below) said her first visit to Universal as the DEOMI Commandant was everything she hoped it would be -- and exactly what she expected since her Assumption of Leadership ceremony held October 7.

“I’ve only been here a short time, but it’s been obvious from the first day we have a very professional, highly motivated team here,” said Col Aimee Storm, DEOMI Commandant.

Col Storm, who shared a convertible tour of the Park with Chief Master Sgt Gloria Weatherspoon, DEOMI Senior Enlisted Advisor, before the more formal part of the event, said she was incredibly proud of her team.

“Every detail was worked out in advance, we received transportation support from the 45th Space Wing and our group of DEOMI service members (and one “Coastie” from Coast Guard Station Port Canaveral), absolutely stole the show from start to finish,” she said.

“The number of compliments Chief Weatherspoon and I received from the teams, and just as importantly as those enjoying the parade that day, were a testament to that professionalism.”

She also said her “encouragement” of Navy Lt Lokelani A. Sarazen (top right) to share a positive message of commitment and service for the private luncheon guests was a “great idea.”

“She told me if she was given the opportunity to represent DEOMI she would hit it right out the park,” said Col Storm. “She did that and more. She absolutely hit a home run,” said the DEOMI Commandant with a smile.

For Chief Weatherspoon, this was just another example of the unique talents of DEOMI personnel in every directorate and corner of the Institute.

“We started here in 1971 as the Defense Race Relations Institute. The secret to our success – to our very survival, is the ability to be able to change with the times,” she said.

“Like the private sector, the U.S. military recognizes the need for a diverse civilian and military workforce that includes a greater range of individual competencies, including skills, education, and professional backgrounds,” she said.

One thing won’t change.

“We will continue to ensure that every Service member and DoD civilian has an equal chance of developing his or her talents to their fullest potential in an environment free of discrimination, preferential treatment, or any manner of exclusion or intolerance,” said Chief Weatherspoon.





EOAC 19-3 GRADUATION

‘TODAY MARKS THE START OF A NEW CHAPTER IN YOUR LIVES’

45th Space Wing Commander encourages, challenges new Equal Opportunity graduates.

Story by Christopher Calkins
DEOMI Public Affairs Officer
Photos\Design Michael Marks

Brig Gen Douglas Schiess, commander, 45th Space Wing, wasted little time making his point as he addressed 125 joint-service graduates of the Defense Equal Opportunity Management Institute’s Equal Opportunity Advisor Course 19-3 here Nov. 15. “Today marks the start of a new chapter in your lives. With your graduation from the Equal

Opportunity Advisor Course, you will leave this schoolhouse more capable of increasing one of the more intangible strengths of our Armed Forces: the diversity of thought and backgrounds, and the experiences we bring to the fight,” he said. He was quick to remind them it won’t always necessarily be easy.





“To be realistic, we’ve all heard these talking points though. We all know diversity leads to a more successful team and inclusion guarantees unit cohesion,” he said.

“But not everyone lives by those words. Unfortunately, that’s why your career fields are vital. That’s where you come in,” he said emphatically.

“One of the most important traits they have to have is the ability of being able to communicate to all levels. It’s a must.”

“You have to ensure leaders, up and down the chain of command, provide an environment that allows for every single member of their organization to maximize their potential and be treated with dignity and respect,” he added.

“They have to be willing to come in to commanders and report any problems within their organizations, or even report the good things they’ve seen within the unit,” he said.



The Commandant’s Award is the most prestigious of the DEOMI Class Awards and recognizes the best overall academic achievement. Col Aimee Storm, DEOMI Commandant, and CMSgt Gloria Weatherspoon present that award to Army Sergeant First Class Peter M. Aho. (above) Col Storm assumed leadership here Oct. 7, 2019.



“You’ll be a loudspeaker to amplify the voices of your commander in promoting acceptance and application of diversity – and you’ll be there to correct their path if they begin to stray,” he said.

“You will need to be change agents when there is change to be made,” said Brig Gen Douglas Schiess, commander, 45th Space Wing.

“You will need to have the courage and the strength to tell it like it is and don’t pull any punches when your commanders need to hear the real truth,” he said.

“With that said, I have full faith you’ll be the expert so many of our folks will look toward to advocate for what is right,” he said.

Directly after the graduation ceremony, General Schiess visited the DEOMI studio for an interview.

One of the first questions asked was what in his opinion are the most successful characteristics of Equal Opportunity and Equal Employment Opportunity professionals he has witnessed in his Air Force Career.

“That’s a great question and I’m happy to answer it,” he said.

“They have to be willing to come to commanders and report any problems within their organizations, or even report the good things they’ve seen within the unit,” he said.

“And they also have to be able to talk with each and every person from every kind of background ... be able to talk about what ever their issue is, complaint or even something good they want to talk about and find ways to make the environment best for everyone, and then have the courage to do the right thing,” he said.

He then had some parting words for the Defense Equal Opportunity Institute.

“I just want to say that DEOMI is an incredible organization that our military needs to be able to provide the advisors across the DOD to complete the missions we need to do,” he said.

“We have a great relationship here at Patrick Air Force Base. Great organization. Great leaders, faculty, trainers and support teams, and we certainly appreciate all that they do,” he added.



OUR RESOURCE MANAGEMENT
INFORMATION SYSTEMS DIVISION
BEGAN A NEW VIDEO SERIES
TITLED

DEOMI

MINUTE

DEOMI Minute spotlights Resource Management's Video Contractor Development Team and the processes involved in making training videos. DEOMI's training videos are posted on our website at www.deomi.org and are intended to present realistic workplace scenarios that can be used as aides for EO and EEO Advisors.

- ▶ **Production of videos.**
- ▶ **Academic Standards & Evaluation processes for new instructor personnel.**
- ▶ **R&D initiatives, STEM & Summer Faculty.**
- ▶ **Objectives and products, the Observance Poster process and methodology.**

These short videos will continue to be posted on our DEOMI web and Facebook pages.



Use these helpful links for DEOMI customers



Assessment to Solutions/ DEOCS

DEOCS Helpdesk: 321-494-2675/3260

▶ <https://www.deocs.net/public/index.cfm>

Mission Video

▶ <https://www.deomi.org/main/video.cfm?id=missionw>

Video Support

▶ deomipa@us.af.mil

▶ deomiwbm@us.af.mil

Monthly Observances

▶ <https://www.deomi.org/human-relations/special-observances.cfm?tab=5w>



▶ <https://www.deomi.org/about/public-affairs.cfm>

▶ https://www.facebook.com/DEOMI.DoD/?ref=aymt_homepage_panel

▶ deomipa@us.af.mil

