

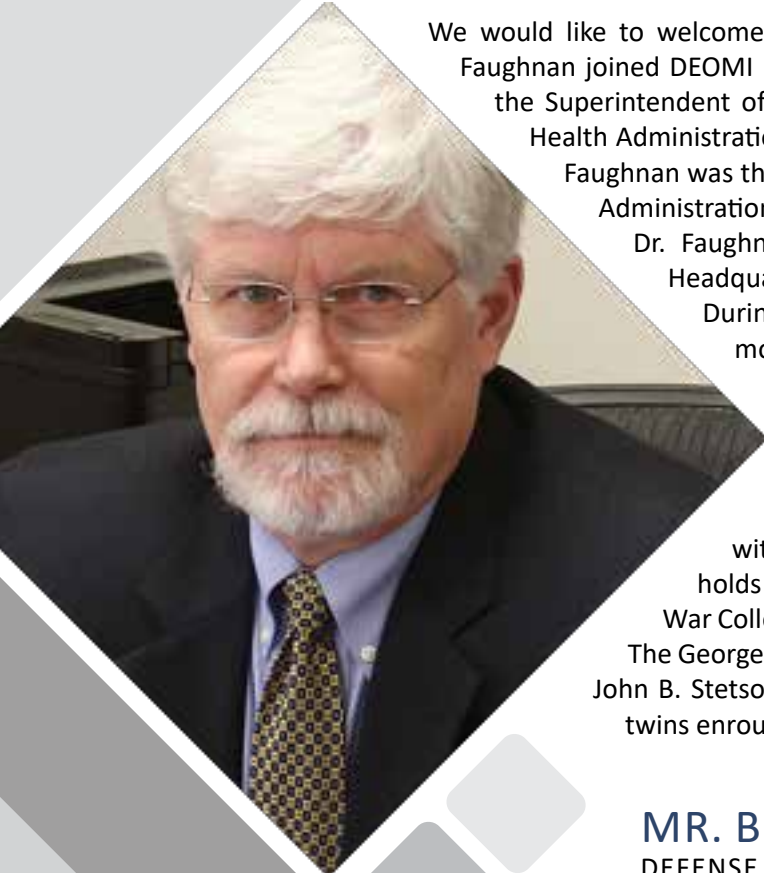
DEOMI

Newsletter

October, 2020



DR. MICHAEL FAUGHNAN - CHIEF ACADEMIC OFFICER
DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE (DEOMI)



We would like to welcome Dr. Michael J. Faughnan to the DEOMI team. Dr. Michael J. Faughnan joined DEOMI in July 2020 as the Chief Academic Officer. Prior to that he was the Superintendent of the Mine Health and Safety Academy of the Mine Safety and Health Administration (MSHA) in the Department of Labor. Before joining MSHA, Dr. Faughnan was the Director, Technical Training and Evaluation of Veterans Benefits Administration Office of Employee Development and Training. Previously, Dr. Faughnan served as a Department of the Army civilian within the Headquarters, Training and Doctrine Command (TRADOC) for ten years. During this period, he worked in a variety of positions including an 18 month deployment as Chief of the Education Division of the NATO Training Mission – Afghanistan. Dr. Faughnan served as an active duty field artillery officer for 14 years.

Dr. Faughnan holds a Ph.D. from The College of William and Mary in Virginia in Educational Policy, Planning, and Leadership with emphasis in Higher Education and Adult Education. He also holds a master's degree in National Security Strategy from the National War College, a master's degree in Educational Technology Leadership from The George Washington University, and a bachelor's degree in Sociology from John B. Stetson University. He has four children and three grandchildren with twins enroute.

MR. BRIAN P. KELLY - DIRECTOR, E&T
DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE (DEOMI)



We would like to welcome Mr. Brian Kelly to the DEOMI team. Mr. Kelly joined DEOMI in September 2020 as the Director, Education and Training. Mr. Kelly has 30 years of public service experience. Previously, Mr. Kelly served as the Deputy Chief Learning & Engagement Officer (CLEO), for the Department of Homeland Security (DHS), where he was responsible for promoting engagement and results-based learning and development opportunities for the DHS workforce of 240,000 employees. Additionally, Mr. Kelly served as the Director of the DHS Intelligence Training Academy, where he was responsible for the professional development of the Department's intelligence enterprise. Also, he served on the Federal Law Enforcement Accreditation Board of Directors from 2016 to 2019. He also represented the DHS Secretary on the Executive Order 13861, PREVENTS Task Force to develop the President's Roadmap to Empower Veterans and End a National Tragedy of Suicide in 2020. Mr. Kelly is a retired US Army, Military Intelligence Officer and Counterintelligence Special Agent.

Mr. Kelly has extensive undergraduate teaching experience as an Adjunct Professor in security, intelligence, and law enforcement. He has a professional Certificate in Education, from the University of Maryland; a M.S. in Strategic Intelligence, from American Military University; and a B.S. in Criminal Justice, from the University of Maryland University College. He has professional certifications in Instructional Systems Design and Training Management. Brian is a graduate of the Federal Executive Institute; the Treasury Executive Institute; and the Partnership for Public Service executive leadership programs.

MAKE AN IMPACT

MAKE THE DIFFERENCE

BY: AIR FORCE COL STORM
DEOMI COMMANDANT

Team DoD,

In this edition of the DEOMI newsletter, you'll find testimony from several Command Climate Specialist/Equal Opportunity Advisors describing why they took on the role. A common theme throughout is the desire to make a significant impact on the lives of our Department of Defense professionals. It is fundamentally what has driven all the choices I have made in my career, and what has led me to take on the role of Commandant of DEOMI. We all find ourselves here, at this moment in time, with an opportunity to truly impact the DoD, and as a leader of equity, diversity and inclusion, the DoD has an incredible opportunity to impact social justice issues on the national level.

Ask yourselves the same questions posed in the following articles. Why have you chosen to serve the DoD in this arena? What do you hope to achieve? What difference will you make? What will my legacy be? I believe we all have similar answers. We all show up each day to serve; to make an impact. I could not be prouder than I am standing with you in this service.

I am particularly proud of all the professionals working at DEOMI who have answered the challenge the pandemic has laid down by transitioning our curriculum to virtual platforms. We've converted the Equal Opportunity Advisor Course along with the Equal Employment Opportunity Counselor and Mediation Courses. Additionally, we are preparing the Disability Program Management Course for transition to the virtual format. We will post a 2021 calendar and distribute it soon.

Keep the faith! We will continue to persevere together to advance the cause, one step at time.

A. Storm



INVEST IN THE ROOT

(RELATIONSHIPS, OBLIGING, OPPORTUNITY & TIME)

Four tips on how to cultivate a positive team culture

BY: CMSGT GLORIA L. WEATHERSPOON

“We find time to invest in what we want” is the phrase my Mother would say to me each time I gave her excuses for not being able to find the time to accomplish a goal. We find time to invest in reaching our goals for fitness, finance, promotion, and education. But if we are honest with ourselves, do we invest the same amount of energy in finding the time we need to create a positive team culture?

The culture of the team does not fall squarely on those in formal leadership positions. Culture is a collection of attitudes, beliefs, and behaviors of all members on the team. In order to build a positive team culture all members must invest energy in building relationships with mutual reliability, relatability and respect between supervisor and direct report and peers. This cultivates a positive team culture.

Investing our energy in being of service and being kind to our teammates encourages a mutual exchange of obligation to our teammate’s success and optimism when challenges arise. Making the investment by obliging our teammates builds a culture of compromise and makes it easier to come to a resolution during a disagreement that warrants compromise as a resolution. Investing our energy in providing opportunities for your team mates to excel, to uncover their potential, and fall forward builds a culture of resilient and confident teammates. Creating an environment conducive to unlocking potential and allowing for growth and development at their own pace breeds innovation and challenges mundanity.

Building relationships, obliging our teammates and providing opportunities to excel and fail forward all require an investment of our time. “We find time to invest in what we want”, and when we want a positive team culture, we find the time to invest in the root. Investing in strengthening the roots of our teams builds a culture strong like the mighty oak tree, able to withstand any storm.



E-LEARNING

COVID-19 FORCES TEAM DEOMI TO GO VIRTUAL.

By: Mr. Adrian Cheung
Curriculum Design and Development



The impact of COVID-19 has caused many businesses and schools to close down in the state of Florida. Here in Brevard County, DEOMI has also had to shut its doors to students.

DEOMI provides Equal Opportunity and Human Relations training to nine different components of various services from the Active Duty, Reserve, and National Guard.

To support Mission Readiness, DEOMI will offer a 100% Virtual Course to the military, Coast Guard, and Department of Defense (DoD) civilian personnel who will serve as Equal Opportunity Advisors and Command Climate Specialists upon successful completion of the course.

DEOMI was able to accomplish this by leveraging various forms of technology to adapt to the virtual environment.

When Col Aimee Storm, DEOMI Commandant decided to offer the course 100% on-line (in coordination with higher HQ's,) all components of the DEOMI team came together "virtually" while teleworking and collaborated on the best training concept for this shift in environment and methodology.

DEOMI has been accustomed to offering hybrid courses (on-line and in resident courses) over the years, however 100% virtual is something new. The Equal Opportunity Advisor Virtual Course (EOAVC) is a DEOMI first as a temporary solution during COVID -19.

The EOAVC is set to occur in two phases.

Phase 1 consists of 23 Distributed (DL) modules to be completed on-line via our Learning Management System (LMS), where the student will gain necessary subject matter knowledge.



Students began Phase 2 at the end of August in a virtual environment lasting several weeks.

Phase 2 is being conducted using collaboration software such as Microsoft Teams and Zoom for video conference meetings, where our team of instructors is able to interact with students.

Other training methods include the use of five live lectures over video conferences, pre-developed training videos, live small group discussions, student-delivered presentations, and Command Climate Assessment and improvement tools.

The Virtual Phase 2 course requirements focus on understanding human relations, developing an awareness of perceptions, biases that are acquired through a socialization process, as well as the required knowledge, skills and attitudes, such as interpersonal skills, public speaking skills and teamwork. This curriculum requires the student to apply the requisite knowledge

learned from early DL material / video lessons into a virtual small group setting using MS Teams and Zoom video/conference.

The organizational portion of the curriculum expands on the KSA's presented in earlier stages and virtually by focusing on specific technical tools and best practices that allow EO professionals to promote diversity, conflict management resolution, and assess human relations climates in organizations.

Desired outcomes within this series include students' ability to understand the purpose, process, and scope of a Command Climate Assessment and Improvement (CCAI).

Finally, after the weeks of core curriculum (common to all Services), students will break into their respective military Service Specific Training (SST) groups for additional virtual sessions that are unique to each service and will also leverage MS Teams and Zoom during the remaining weeks.



While the 100% virtual learning experience may be a temporary method for us during this pandemic, one thing remains certain despite COVID-19.

For more than 49 years and going, the men and women of DEOMI have been dedicated to enhancing Mission Readiness by offering a unique combination of EO and Human Relations training throughout the DoD. "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," said Col Storm.





Q & A WITH

MSG Brittney R. Pechie, US ARMY



WHY DID YOU DECIDE TO BECOME AN EOA?

In, 2014, I was contemplating between becoming an EOA or an Assistant IG (Inspector General). I conducted a lot of research, for both positions, and realized my passion was in line with the duties of an EO Professional. I decided I could best serve the Army in an EOA position and I have been completely satisfied with my decision.



WHAT DID YOU HOPE TO ACHIEVE?

Before I attended DEOMI, I did not know what to expect from the Equal Opportunity Advisor Course (EOAC). I'd heard many different things but was not given much concrete information to go off of. What an eye-opening experience it was to attend DEOMI. I learned so much about myself and how to better understand those that I work with. Upon leaving school and assuming my duties, my goal was to make an immediate, positive impact and establish the relevancy of the EO Professional within the footprint. Discrimination and offensive behaviors were, and are still, prevalent in the military. Observing, speaking up, and bringing awareness to these behaviors enabled me to achieve the immediate, positive impact and relevancy I so desired.



WHAT IS YOUR HOPE FOR THE CAREER FIELD IN THE FUTURE?

My hope for the career field is that passionate, dedicated leaders are selected to serve in EO positions. As difficult situations increase their presence in society, we will continue to have military men and women affected by discrimination and offensive behaviors. EO Professionals today are needed more than ever. This is the time to be present, relevant, and available to your commands, service members and civilians.



HOW DO YOU PERSONALLY THINK YOU MADE A DIFFERENCE?

As an EOA working in the field, I felt I made a difference as the community established trust in the EO Program. This was demonstrated as people came to my office, not only to file formal complaints, but to get an understanding of how they could address informal concerns or issues. From Garrison to Company Command levels, I remained present, visible, and a force multiplier in establishing and maintaining a professional command climate. Being an Instructor/Facilitator here at DEOMI, I felt I made a lasting impression on students that attended the course. Several of whom have reached out to me from the field, fleet, and wing seeking sage and professional counsel in their effort to better the program. I'm confident our teamwork and networking approach proved to be of significant value to the Military Equal Opportunity Program. In that, I feel I made a difference.





Q&A WITH

SCPO John J. Sullivan, US NAVY



WHY DID YOU DECIDE TO BECOME AN EOA?

I decided to become an EOA/Command Climate Specialist because I felt it was an opportunity to have a positive influence on a large number of sailors.



WHAT DID YOU HOPE TO ACHIEVE?

As a Command Climate Specialist I hoped to improve command readiness and effectiveness through communication, education and teamwork.



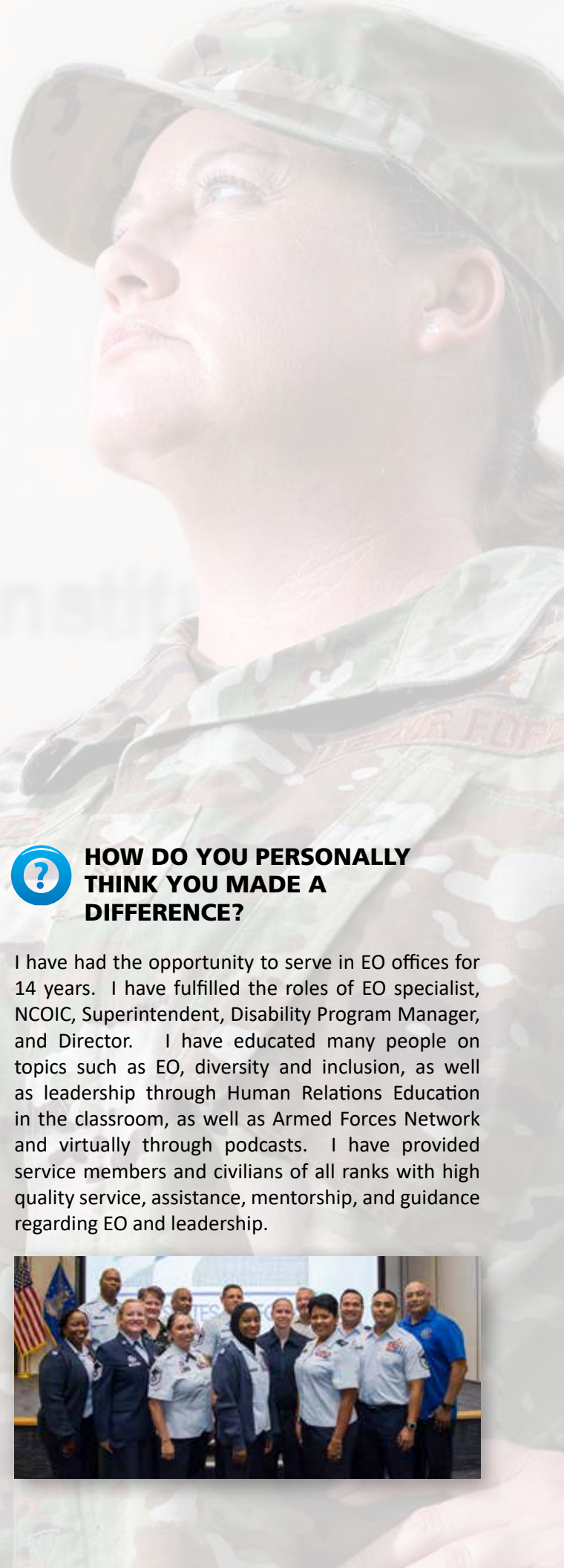
WHAT IS YOUR HOPE FOR THE CAREER FIELD IN THE FUTURE?

My real hope for the future of the career field is that we won't be needed anymore, I would love to be part of a culture in which there was no harassment or discrimination and everyone was valued and felt valued. Unfortunately we are still long way from that goal. The focus needs to be on a cultural shift where EOA/CCS continue to add value to the origination through education and communication.



HOW DO YOU PERSONALLY THINK YOU MADE A DIFFERENCE?

Personally a difference I feel I have made was when a sailor came to me with a concern and we were able to work through the process to get it resolved. That was impactful not only to the sailor but to the entire command. The trust that was built throughout the organization as a result of the proper handling of the issue had a lasting effect.



Q&A WITH

MSgt Jessica P. Blace, USAF



WHY DID YOU DECIDE TO BECOME AN EOA?

I decided to become an EOA because I believe in equal treatment for all. Becoming an EOA allowed me to channel that belief in to helping people with EO issues.



WHAT DID YOU HOPE TO ACHIEVE?

It was my hope to not only help people of all ranks, but to also become a more insightful leader in to the issues that challenge our Airmen.



WHAT IS YOUR HOPE FOR THE CAREER FIELD IN THE FUTURE?

My hope for the EO community is that we continue to teach the importance of treating everyone with dignity and respect. I also feel the career field is heading in the right direction because from the DoD level (DEOMI) down to the services, we are upgrading/revamping the EO program to better assist our service members and civilians worldwide.



HOW DO YOU PERSONALLY THINK YOU MADE A DIFFERENCE?

I have had the opportunity to serve in EO offices for 14 years. I have fulfilled the roles of EO specialist, NCOIC, Superintendent, Disability Program Manager, and Director. I have educated many people on topics such as EO, diversity and inclusion, as well as leadership through Human Relations Education in the classroom, as well as Armed Forces Network and virtually through podcasts. I have provided service members and civilians of all ranks with high quality service, assistance, mentorship, and guidance regarding EO and leadership.





Q & A WITH

SPCO Cory L. Gunkel, US Coast Guard



WHY DID YOU DECIDE TO BECOME AN EOA?

I was hand selected by the Coast Guard to serve as an Equal Opportunity Advisor Course Instructor because of my background and experience as a leader. As a leader, I was out in front working with the Coast Guard EOAs to resolve Human Relations issues and ensure everyone under my charge was treated with dignity and respect and as a leader we are all key players in the success of the EO program.



WHAT DID YOU HOPE TO ACHIEVE?

Once I became an EOA I hoped to educate as many people as possible on the topics that aren't openly discussed, so they would have a better understanding of others' perspectives.



WHAT IS YOUR HOPE FOR THE CAREER FIELD IN THE FUTURE?

In the Coast Guard there are very few uniformed EOAs. It is my hope that the career field expands a bit so that there are more EOAs available to provide training and services.



HOW DO YOU PERSONALLY THINK YOU MADE A DIFFERENCE?

I think I made a difference by providing what I had learned in DEOMI as a student and passing that on to others who I crossed paths with; be it training, counseling, mediation, etc.





Q & A WITH

MSG Kegan H. Job, US Army



WHY DID YOU DECIDE TO BECOME AN EOA?

I decided to become an EOA because of my experiences with discrimination within the military. I noticed how it negatively impacted unit cohesion due to depression and polarization.



WHAT DID YOU HOPE TO ACHIEVE?

Based on my personal experiences I felt like I could assist the program by educating Service Members about the importance of equality on a personal and professional level.



WHAT IS YOUR HOPE FOR THE CAREER FIELD IN THE FUTURE?

I believe that the career field is moving in the right direction, it is continuously evolving and improving to better the lives of Service Members and their families.



HOW DO YOU PERSONALLY THINK YOU MADE A DIFFERENCE?

I definitely felt like I made a difference after serving a total of four years in the EO field, by providing guidance to my command as an EOA and improving the EO Curriculum here at DEOMI based on my experiences.

Don't forget, we also have a new video series titled

DEOMI Minute

DEOMI Minute spotlights our video Contractor Development Team and the processes involved in making training videos. DEOMI's training videos are posted on our website at www.defenseculture.mil 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.



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.defenseculture.mil/>

Video Support

▶ <https://www.defenseculture.mil/>

Monthly Observances

▶ <https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/>



▶ <https://www.defenseculture.mil/About-DEOMI/Public-Affairs/>

▶ <https://www.facebook.com/DEOMI.DoD/>

DEOMI Mission Statement:

Develop and deliver innovative education, training, research, and collaborative solutions to optimize total force readiness.