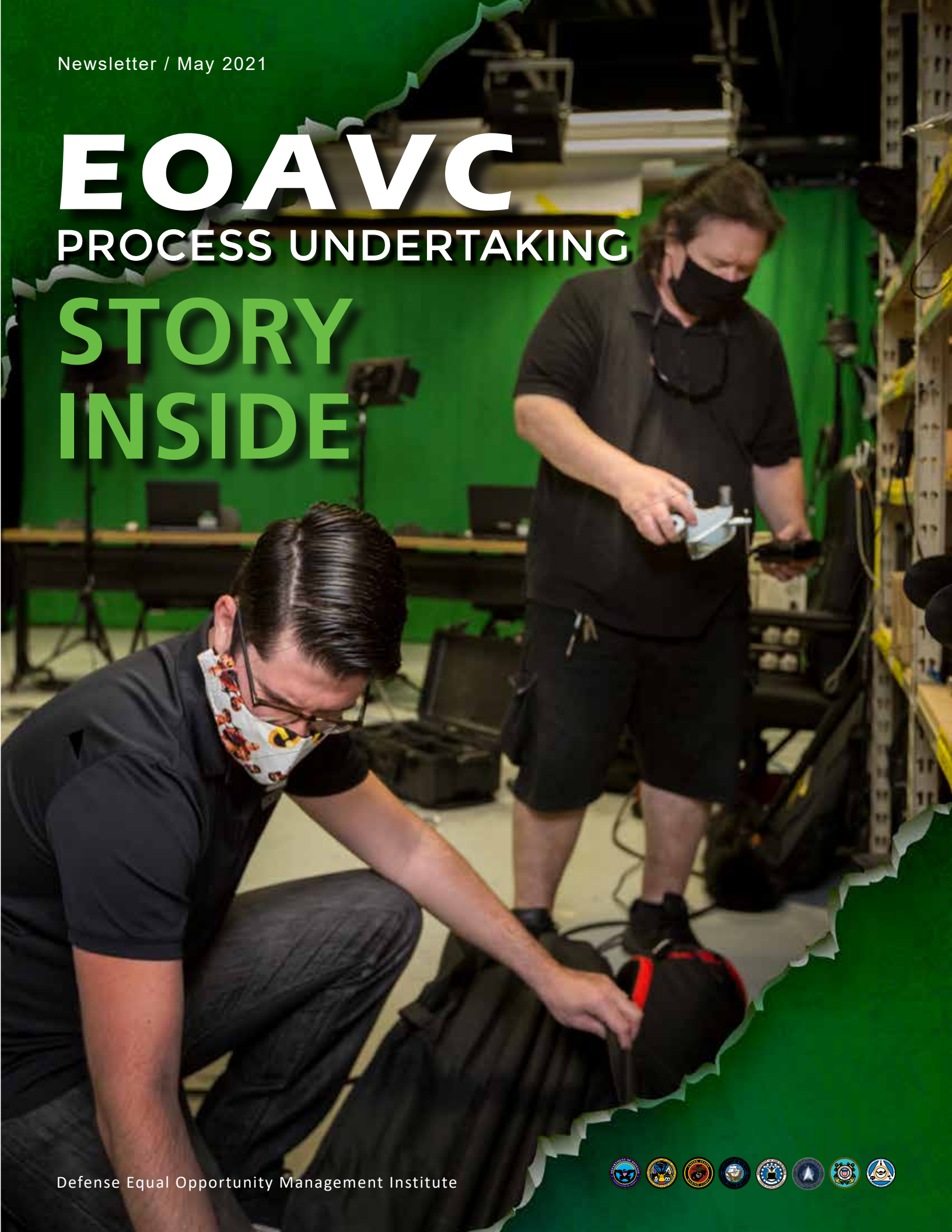


EOAVC

PROCESS UNDERTAKING

STORY INSIDE





INNOVATION IN THE WORKPLACE

BY: AIR FORCE COL STORM
DEOMI COMMANDANT

Team DoD,

In this newsletter, we focus on Innovation in the workplace. This past year has required each of us, both professionally and personally, to become more innovative. So many things in our lives have changed. Like most things in life, there have been both challenges and benefits along with these changes. Some things will likely return, like in-residence courses, but many will have changed because of our experiences this past year.

We've all heard the adage, necessity is the mother of invention. At DEOMI, we have lived that message. The DEOMI team has pulled together in a concerted effort to move our offerings to online and virtual formats to continue to meet the needs of the Services. You will see many of those team members highlighted in this newsletter and while necessity may be the catalyst for innovation, diversity is the energy source. It is the collaboration of ideas that feeds our creativity and production of quality programs.

DEOMI will be celebrating our 50th Anniversary from inception as the Defense Race Relations Institute in June 1971. No better time for reinvention! We expect to continue producing high quality and relevant curricula as we transition into the Center of Excellence for multiple areas of instruction. This new expanded focus on the culture of the Department of Defense down to the unit level will be a great challenge. One that DEOMI is excited to take on, and one that we will meet with innovation fueled by diversity.

A. Storm

THE IMPORTANCE OF CREATING A SPACE

FOR INCLUSION



BY: CMSGT GLORIA L. WEATHERSPOON

IN A WORLD OF TECHNOLOGY, we can attend virtual courses free or for a fee. We can sit in virtual spaces with people we have never physically met but admired from afar. Since March 2020, there has been a deliberate effort to create virtual spaces for meetings, conferences, training courses, and distance learning. Still, I ask the question, “Has there been a deliberate effort to create a space for inclusion?”

The lack of opportunity to gather in a face-to-face format due to the current health crisis is not a valid excuse. Inclusion efforts, whether it is in person or via the use of technology, take work, personal energy, and planning. Creating a space for inclusion means building an emotionally intelligent workforce as much as creating technology-savvy workforce. While the group discussions are encouraged, there needs to be more, and there must be more. Creating a space for an inclusive climate means everyone must be willing to be vulnerable, ask questions, and reflect on our level of self-awareness, self-regulation, motivation, empathy, social skills, and relationship building.

Although organizations may have policies that support inclusion efforts, real work does not begin until team members within that organization understand the critical role that they play in creating an inclusive space for the entire team. Being deliberate about creating a space for inclusion builds stronger teams and creates positive experiences for all organizational members.

We can create an inclusive space that allows all of us to support the mission and bring our whole selves to the organization to show support for all events that celebrate the human experience. These events should not be limited to the special observances highlighted by public law or executive order; expand these events to become opportunities to share specific human experiences with our teammates and learn and grow together.

There are options for virtual activities that build inclusion and understanding while confronting those stereotypes and biases that are detrimental to our teams’ cohesion. Creating a space for inclusion means emphasizing building an emotionally intelligent workforce as we do in creating a technologically savvy workforce. I wanted to share an activity titled “I am but I am not” that can be done virtually, found here: <https://www.usaswimming.org/docs/default-source/diversity-inclusion/resource-guides/stereotype-and-stereotype-threat.pdf>.

This is an activity that I have utilized personally and is not endorsed by the Department of Defense. Activities such as these help build the bridge of inclusivity and foster connectedness among the team. These activities will create an environment that encourages and supports sharing the human experience. Understanding and respecting those experiences become the norm, all members feel valued, and retention rates rise.

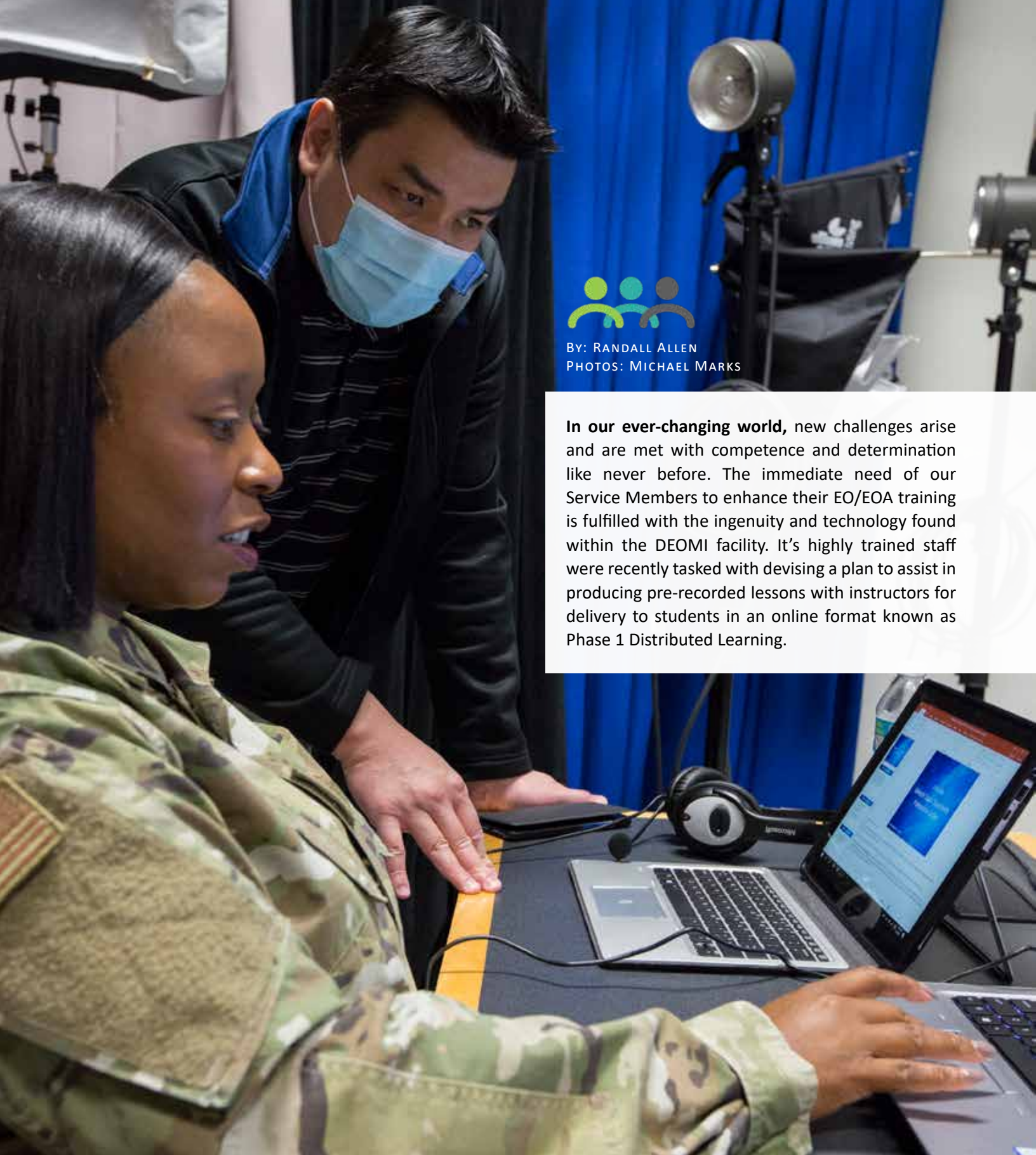
UNDERTAKING

DISTRIBUTED LEARNING



BY: RANDALL ALLEN
PHOTOS: MICHAEL MARKS

In our ever-changing world, new challenges arise and are met with competence and determination like never before. The immediate need of our Service Members to enhance their EO/EOA training is fulfilled with the ingenuity and technology found within the DEOMI facility. It's highly trained staff were recently tasked with devising a plan to assist in producing pre-recorded lessons with instructors for delivery to students in an online format known as Phase 1 Distributed Learning.



The A/V team of Patrick Phillips, Charles Dickey, Michael Marks and Randall Allen worked together to build the “set” with tables, chairs and a backdrop in the DEOMI studio. Lighting and audio recording aspects were developed to achieve the highest quality video feed and sound.

The internet access to the studio was engineered by Scott Chevalier, and the laptops for use during the presentations were formatted and provided by one of the finest IT departments on Patrick SFB consisting of Tracy DeWitt and Jacqueline Aviles. The information systems (IS) were tested and updated and approved for use. Charles Dickey added the MS headset/microphone units and a 40” video reference monitor to complete the process.

In the days to follow, instructors reported to DEOMI studio at 0900 and 1300 to perform their instruction using the PowerPoint presentation and Zoom recording applications. Upon completion, the lessons were uploaded and accessed by Adrian Cheung, DEOMI Instructional Systems Specialist, and all the equipment used for the session was sanitized and re-set for the next event.

Our mission here at DEOMI is a vital part of Military Readiness, and it is an honor and a privilege to be associated with this highly skilled and creative team.



DHRA

EXTREMISM STAND DOWN

The overwhelming majority of men and women who serve in the military and across the Department of Defense's (DOD) civilian force do so with honor, integrity, and character, and do not espouse the sorts of beliefs that lead to the kind of conduct that can be so detrimental to good order and discipline.

Analysis of the events that took place on January 6 in Washington D.C. shows that some of the extremists who stormed the U.S. Capitol were active duty service members and others were military veterans.

In light of those events the Secretary of Defense (SecDef) Lloyd J. Austin III ordered a DOD-wide stand down to address and discuss the issues surrounding extremism in the ranks.

According to Dr. Kervin Sider, a 12-year Information Technology veteran with the Department of Defense and currently an EEO Trainer-Facilitator with DEOMI "Extremism is a real problem in this country and we need to ensure members of the DOD understand the dangers of extremism to the country and our total force."

Due to the guidance issued by the SecDef to conduct training by 6 April, DHRA requested volunteers to conduct the training. Rising to the challenge, Dr. Kervin Sider and Army SFC Joseph Jackel both Instructor/Facilitator staff with DEOMI volunteered to teach the lesson content created by DEOMI's Research and Development Department. They worked together to practice and deliver the training while conducting communications checks with DHRA on the days leading up to the Extremism Stand Down to mitigate issues during the live event.

The SecDef laid out certain topics to be covered during the training, such as the oath that all military members swear to uphold, how to report suspected extremist activity, and the relationship between extremism and the internet. The brief successfully addressed extremism and outlined specifics about recruitment and tactics and raised awareness about extremism in the DOD.



Mr. William Booth, Mr. Clarence Johnson, and Colonel Aimee Storm congratulated Dr. Sider and SFC Jackel as well as all the DEOMI team members involved on a job well-done. The stand down involved coordination across the institute and required researching materials, building slide decks, preparing presentations, and fine-tuning the information technology to make it all happen without a hitch.



Q&A WITH

MSgt Shanta E. Glover, USAF

By: SSG Paul Pachero, DEOMI Public Affairs

Photos: Michael Marks



HOW LONG HAVE YOU BEEN AN EOA?

I came to DEOMI in June 2012. I have been an EOA since 2012.



HOW LONG HAVE YOU BEEN IN THIS POSITION?

I have been a DEOMI Instructor Facilitator for one year.



HOW HAS COVID-19 AFFECTED DEOMI'S CURRICULUM?

In many ways, COVID-19 has positively impacted DEOMI's curriculum. First, the length of the course has been reduced. Second, the reserve counselor's course has been imbedded in the virtual service specific course. This adjustment has allowed all USAF service components (active, guard, and reserve) to simultaneously attend the Air Force Specific Specialist Course. As a result, there is an increase in cross dialogue and networking toward professional EOA relationships. Furthermore, students have been provided course resources that were previously limited to DEOMI personnel. Modifying the control of information has equipped students, both EOAVC and service specific to be successful.



HOW HAS COVID-19 AFFECTED YOU?

Professionally, COVID has affected my ability to use innovation when teaching. Initially, I believed that DEOMI instruction could only be conducted in person. Specifically, I thought students needed to be face to face in order to explore their socialization and interpersonal communication skills. However, COVID has allowed me to use effective communication to create a virtual environment where students feel safe exploring their bias and prejudices to fully understand how their actions, thoughts, and behaviors impact the human relations climate. Furthermore, COVID has affected my mindset about the use of technology. I have grown more comfortable using electronic devices for feedback, instructing, and meetings. Prior to COVID, I believed many Instructor duties could be completed using one method; now, I know there are more effective ways to achieve mission readiness.



WHAT COURSE DO YOU INSTRUCT?

I currently instruct the Cultural Awareness course for EOAVC, Service Specific courses, Writing the Counselor's Report and Equal Opportunity Counselor Roles & Responsibilities for the Counselor's Course.



WHAT PART OF THE EOAVC DO YOU CONTRIBUTE TO?

I am an instructor and facilitator for EOAVC. I am responsible for helping members explore intrapersonal, interpersonal, and organization skills. I work with a partner to navigate students through the experiential learning cycle, explore effective communication methods, and identify ways to be an effective EOA in the field, fleet, and wing.



WHAT WAS IT LIKE BEFORE EOAVC?

I was not here as an instructor prior to EOAVC as a result, I cannot compare onsite and EOAVC instructor responsibilities.



WILL EOAVC REPLACE THE FORMER STYLE OF TRAINING FOR GOOD?

I believe one day instructors and students can safely be together onsite. When this day comes we may use onsite and virtual options to maximize various platforms to meet custom needs. I do not view EOAVC as a permanent replacement for the onsite course; however, I do think this course is an innovative addition to training delivery.



IS THERE ANYTHING THAT YOU WOULD LIKE TO ADD?

I enjoy working as an Instructor/Facilitator at DEOMI. The current team is resourceful, supportive, and fun. Working in a joint environment has allowed me to see service similarities and share best practices.



Q&A WITH

CPO Emery. M. Tronchin, U.S. Navy

By: SSG Paul Pachero, DEOMI Public Affairs
Photo: Michael Marks



HOW LONG HAVE YOU BEEN AN EOA?

Five years.



HOW LONG HAVE YOU BEEN IN THIS POSITION?

Two years.



WHAT WAS YOUR PREVIOUS ASSIGNMENT?

Command Climate Specialist on board the USS Abraham Lincoln CVN 72



HOW HAS COVID-19 AFFECTED YOU?

At first there was some doubt to the pandemic being real but after some close friends and family succumbed to the virus we adjusted to make sure we all were following the CDC guidelines.



WHAT IS EOAVC?

Equal Opportunity Advisor Virtual Course.



HOW WAS EOAVC CREATED?

Leadership came together on how we can still train future EO professionals during this time. They came up with a two part system where students would conduct a distance learning portion ahead of transitioning to phase 2 instruction with their small group instructors.



WHEN WAS EOAVC IMPLEMENTED?

Our first class started in August of 2020.



WHY IS EOAVC IMPLEMENTED?

To continue to train Future EO professionals during the pandemic.



WILL EOAVC REPLACE THE FORMER STYLE OF TRAINING FOR GOOD?

I don't believe it would. I believe a hybrid version is in the works by having the students in resident for a portion of the class. Safety concerns for everyone would have to be addressed.

Q&A WITH

GySgt Karla G. Revert, U.S. Marines

By: SSG Paul Pachero, DEOMI Public Affairs

Photo: Michael Marks



HOW LONG HAVE YOU BEEN AN EOA?

I have been an EOA since July of 2016.



HOW LONG HAVE YOU BEEN IN THIS POSITION?

I have been an instructor and facilitator since October of 2019.



WHAT WAS YOUR PREVIOUS ASSIGNMENT?

Before coming to DEOMI I was stationed at Marine Corps Air Station Yuma, Arizona.



WAS THIS ASSIGNMENT A VOLUNTEER ASSIGNMENT?

Absolutely. I had to submit a package, just like someone would complete for a promotion or selection board. I am very thankful that I was selected to work at DEOMI.



HOW HAS COVID-19 AFFECTED YOU?

When rumors of COVID-19 began I quickly realized that someone being sick could no longer be handled as if that person had a simple cold or allergies. Safety came first and I realized everything had changed. While working from home I was able to wear several hats to adapt to the different roles according to the demands of my environment. At times, from home, I had to wear the all the hats at the same time.

I consider myself a nurse at home, I have to keep a close eye on my elderly parents and all my family members. I am constantly making sure everyone

has masks, hand sanitizer, and are properly washing their hands. Since I started teleworking my home has underwent a makeover to include a new office space for me to instruct from. I have become a teacher for my daughter and have been a support to family who have experienced many hardships due to COVID. My family have been able to get much closer to each other emotionally and spiritually. As a family we read more, spend more time together, go on bike rides together, and celebrate everything that can be celebrated. Our hopes and dreams have become something tangible that we have decided we can accomplish them together.





WHAT COURSE DO YOU INSTRUCT?

I instruct the Equal Opportunity Advisor Virtual Course. I also teach lessons on Sexism and Intercultural Communication.



WHAT PART OF THE EOAVC DO YOU CONTRIBUTE TO?

Teaching, facilitating, reviewing lessons, editing lessons, supervising testing. As a small group facilitator I am able to test students on practical applications of the material they are learning at DEOMI.



WHY IS EOAVC IMPLEMENTED?

To provide Equal Opportunity Professionals to the branches of service.



WHEN WAS EOAVC IMPLEMENTED?

DEOMI had its first EOAVC course in August of 2020 but the planning for it began long before that.



WHAT WAS IT LIKE BEFORE EOAVC?

We welcomed our students in person, wearing service uniforms for the first day. From intrapersonal to interpersonal and

organizational development, we, the instructors worked with the students inside small group rooms knee to knee, literally knee to knee. Students traveled to DEOMI for 11 weeks. Every break given to the students they would all interact with each other or use the library. The building was full of emotions due to the intensity of the course, sometimes tears, sometimes laughs, sometimes enlightenment. Instructors would meet in the back area and speak to each ensuring we all had what we needed and also keeping a synchronized experience for all students attending the course.



WILL EOAVC REPLACE THE FORMER STYLE OF TRAINING FOR GOOD?

I hope not, but I think it will. I hope that one day we can incorporate both virtual and in person learning according to the needs of the services.



IS THERE ANYTHING THAT YOU WILL LIKE TO ADD?

The need for the world to have DEOMI and Equal Opportunity Professionals has never been greater. There is nothing like DEOMI and COVID-19 has proved that. Just as the world has changed, DEOMI has changed with it in order to continue to give quality lessons for all who seek to better themselves here.



Congratulations to: TSgt Tiffany A. Cross
Space Coast Top-3 Superior Performer Award.

Use these helpful links for DEOMI customers

Assessment to Solutions/ DEOCS
DEOCS Helpdesk: 321-494-2675/3260

▶ <https://www.defenseculture.mil/>

Mission Video

▶ <https://www.defenseculture.mil/>

Video Support

▶ <https://www.defenseculture.mil/>

Monthly Observances

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



Public Affairs



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DEOMI Mission Statement:

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