

DEOMI

Newsletter | August 2022

GREETINGS from the Command

**DHRA'S NEW
ENTERPRISE-WIDE
MANAGERIAL TRAINING
PROGRAM**

**Ms. MORRISON'S
RETIREMENT**
Nearly 52 Years
of Federal Service!

**DEOMI PILOT
INTERNSHIP**

... AND MORE



GREETINGS TEAM

By Navy Capt. Delmy Robinson
DEOMI Commandant
Photo: Michael Marks

What an amazing and busy third quarter this has been for the DEOMI family. Over the past quarter, some of DEOMI's specific highlights include: the virtual Equal Opportunity Advisors, Special Emphasis Program Manager, Equal Employment Opportunity (EEO) Counselors, EEO Mediation, Faculty Training and Development, and Disability Program Managers courses; facilitating a Leadership Team Awareness Seminar that focused on Ethical Decision Making skills; providing instructors with valuable instructional system design skills using the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) Model; creating and facilitating DHRA's new Managerial Training Module; Holocaust Remembrance Day & Days of Remembrance, Asian American Pacific Islander Heritage Month, LGBTQ+ Pride Month, and Juneteenth special observances and celebrations; welcoming and saying farewell to various DEOMI staff; DEOMI staff promotions; special visits from various senior leaders; and multiple community outreach engagements.

I can't begin to describe how incredibly proud I am of my team here! Each and every day, I continue to be inspired by the amazing talent and passion that our team of professionals emulate! As we continue to transform and shape our institution to meet the challenges and opportunities of today and tomorrow, "Readiness" continues to be our guiding principle.

Throughout this quarter, we continued building back our in-resident capabilities in preparation of the return of more than 120 students for our flag-ship course - Equal Opportunity Advisors Course (EOAC). A large portion of this effort has been dedicated to a massive, and much needed, update to our internal network software.

With our increased capabilities, I am confident that DEOMI will remain ready for any challenge we may face in the near and distant future as we continue to train and educate the most agile, resilient, fully capable and lethal fighting force this world has ever seen.

I also want every DEOMI graduate and stakeholder to know how proud I am of the positive impact you have and continue to have, your hard work and professionalism, and your dedication to the Department of Defense. Truly, I am grateful for all that you do!



Senior Enlisted Advisor

Sergeant Major Archie S. Deese,
U.S. Army

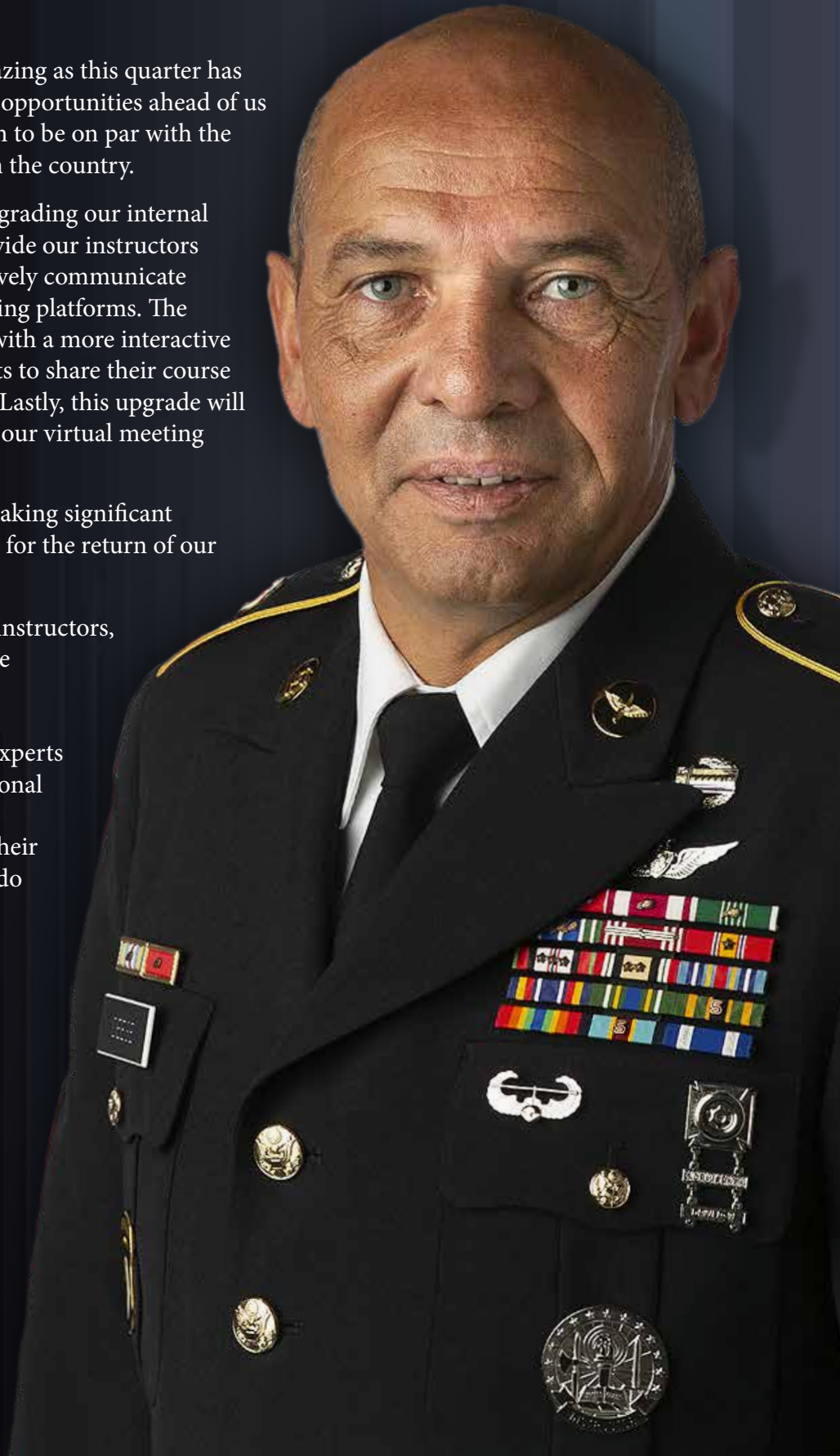
I agree with Capt. Robinson. As amazing as this quarter has been, we have many more exciting opportunities ahead of us as we continue to posture our institution to be on par with the best and most prestigious universities in the country.

We are currently in the process of upgrading our internal network systems. This upgrade will provide our instructors with the technology they need to effectively communicate course material across a variety of learning platforms. The upgrade will also provide our students with a more interactive learning environment and allow students to share their course work with their classmates in real time. Lastly, this upgrade will improve the quality and connectivity of our virtual meeting platforms.

In addition to this upgrade, we are making significant progress towards preparing the institute for the return of our in-resident students in October.

This year alone, we have certified 14 instructors, with six more scheduled to certify before students arrive. Earning the instructor certification ensures our instructors are thoroughly prepared as subject matter experts and are able to employ various instructional techniques and delivery methods. I am extremely proud of our instructors for their hard work and dedication. We couldn't do it without you!

We are also working diligently to fill a variety of military and civilian positions that went vacant as a result of the pandemic and or economic uncertainties. With restrictions lifting here on base, we expect to have most of our positions filled by the end of FY22.



DEOMI FACILITATES

DHRA's New Enterprise-wide Managerial Training Program

Story by: Public Affairs
Photos: Michael Marks

The Defense Equal Opportunity Management Institute (DEOMI) facilitated the Defense Human Resources Activity (DHRA)'s new enterprise-wide managerial training program for supervisory General Schedule-15 (GS-15) employees, June 14-16.

The managerial training program consists of five modules. DEOMI was tasked with the creation and execution of module four, with the primary focus being on aligning culture with vision. More than 25 GS-15 DHRA employees were in attendance.

Module four is designed to provide supervisory managers with an understanding of organizational culture. It takes leaders through stages - from how to identify challenges to developing courses of action to address those challenges. It also prepares them to identify and applying those courses of action through an implementation strategy, according to the lead module coordinator, U.S. Army Maj. Dennis Harding, DEOMI's Leadership Team Awareness Seminar (LTAS) Program Manager and Army Reserve Service Liaison Officer (SLO).



Harding added that DEOMI is the first and only module to be hosted in person, providing attendees from around the country an opportunity to meet for the first time.

"This training provided members of the DHRA family and opportunity to meet, network, and discuss their organizational challenges in-person, while simultaneously learning about topics and strategies taught here, which may help them address some of those challenges within their respective organizations," said Harding.

In addition to meeting each other, attendees had an opportunity to hear from DHRA's senior leadership directly. DHRA Deputy Director, Jeffrey Register, kicked off the training here at DEOMI.



While here, he met with DEOMI's Commandant, U.S. Navy Capt. Delmy Robinson, and key DEOMI leaders. Register also received a tour of the facility and was briefed on DEOMI's many functions and capabilities.



Expanding on DEOMI's functions and capabilities, Harding said this module will help attendees: identify the complexities and challenges with managing organizational culture; explore how socialization builds internalization of values and commitment; create measurable goals for harassment prevention and response strategies; develop strategic objectives leveraging Diversity, Equity, and Inclusion (DEI) to create a sense of belonging; and implement an action plan that aligns culture with vision.

On the last day of training, DHRA's Director, William Booth, made a virtual address to attendees. In this address, he mentioned that there are two types of leaders – influential and positional.

"The two are not incompatible," said Booth.

Booth elaborated on the differences and similarities of these to leadership styles, referencing his own experiences with leaders with in the DHRA, to emphasize the importance of the training provided in this module.

"You in this room. You have influence beyond your position now," said Booth.

Concluding his virtual address, Booth reminded attendees that they live in a diverse world and asked them what will they do different after having been exposed to this week's activities.



One attendee replied with, "to be more mindful of climate and culture and how I can influence both in a positive way."

In developing and executing this module, DEOMI helped facilitate the DHRA's goal of aligning culture with vision through the education and training of influential leaders in supervisory positions.

The DEOMI team is an inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has developed and delivered innovative education, training, research and collaborative solutions to approximately 52,000 DEOMI military and civilian graduates.

To learn more about DEOMI, please visit www.defenseculture.mil and www.facebook.com/DEOMI.DoD.

DEOMI's website provides a variety of tools, training products, and information to support leaders across the DoD in improving their organizational culture.





KNOWING THE ROPES

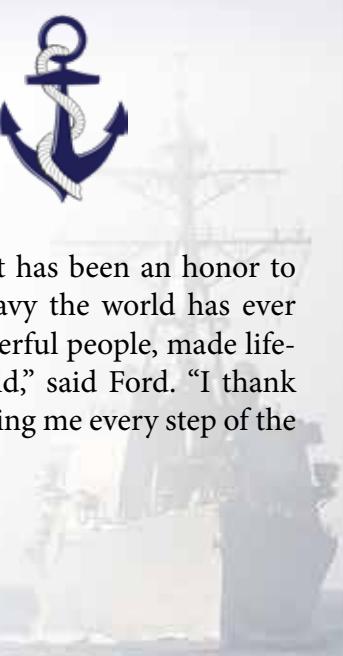


A 30-YEAR MILITARY CAREER NOW RETIRED

Congratulations to U.S. Navy Master Chief Petty Officer Johnny R. Ford, Jr., for achieving what few have - a 30-year military career. Ford's infectious positive attitude, sincere care of personnel, and dedication to mission... will truly be missed. On behalf of everyone here at DEOMI, "Well done and thank you!"

Ford, served as the noncommissioned officer in charge of DEOMI's Research & Development. He also serves as the senior Navy service-specific facilitator and Navy service liaison officer.

"The last 30 years flew by. It has been an honor to serve in the most powerful Navy the world has ever known. I have met many wonderful people, made life-long friends, and saw the world," said Ford. "I thank God and my family for supporting me every step of the way," he added.





Ford was born and raised in the small town of Camden, Arkansas - a place he said, "Everyone knew everyone and looked out for each other."

In his senior year, Ford received a phone call from his cousin. In that call, Ford's cousin told stories of serving overseas - something Ford found very interesting.

"I wanted to see the world," Ford said.

So in 1992, he joined the Navy. Little did he know, that one phone call would lead to a 30-year career, world travel, life-long friendships, free education, and so much more.

As direct liaison to Navy Equal Opportunity leadership, Ford facilitated policy updates and curriculum changes in order to better serve Command Climate Specialists in the fleet and perspective students.

Prior to his time at DEOMI, Ford served as an instructor at the U.S. Naval Academy and the Center for Personal and Professional Development.

"I have a passion for teaching and passing on knowledge," said Ford. "It makes me feel good when my students approach me and tell me how much they learned and enjoyed my classes, as well as my teaching style," he added.

Ford also served as a law enforcement specialist/criminal investigator at Naval Station Bremerton, Washington.

As far as careers go, it is safe to say Ford used his time in the Navy to amass a variety of talents that will undoubtedly serve him well in retirement.



Photos: Michael Marks

...these presents, greeting
W. Ford

A photograph of an elderly woman with short, curly white hair, wearing a blue and white patterned top, standing behind a black podium. She is smiling slightly and looking to her right. Behind her are two flags: the United States flag and the DEOMI flag, which features a blue circular emblem with a white figure. The background is a dark purple curtain.

DEOMI's Ms. Morrison Retires

with Nearly 52 Years of Federal Service!

A retirement ceremony was held for Constance “Connie” Morrison, a library technician with the Defense Equal Opportunity Management Institute (DEOMI), in recognition of nearly 52 years of federal service, Apr. 26.

More than 42 of those years was with DEOMI, making her one of the longest serving employees in DEOMI’s history.

“What an amazing and very significant milestone,” said DEOMI’s Commandant, U.S. Navy Capt. Delmy Robinson, during the ceremony.

“[Morrison] has been a shining light and the critical factor in the evolutionary process that has made [DEOMI] the premiere institute it is today.”

Prior to Morrison’s official retirement, Dec 31, 2021, she was often consulted because of her

personal experience in DEOMI’s decades-long evolutionary process. Coincidentally, Morrison attributes her own personal evolution to her time and experiences at DEOMI.

Morrison, a native of Orlando, joined the DEOMI family in September 1980 as a library technician, a position she almost passed up because she felt it was not the right path for her. “During the interview, I remember thinking I didn’t want this job,” Morrison said. “I didn’t think it would be a good fit for me because it was unlike anything I had done before,” she added.

Morrison explained that prior to coming to DEOMI, she considered herself as an introvert and struggled to find a career path that felt right. She studied to be a school teacher at Illinois State University for a year before her introverted nature led her to believe she was meant for something else. Not long after having left the university, she thought she would give civil service a try.



In February 1970, she applied for a civil service position as a hospital library technician at Chanute Air Force Base in Illinois, which, began as an air field to train World War I pilots in 1917 and went through many transitions until it was closed in 1988. Morrison worked at the hospital library for 10 years before she decided to move to be closer to her family in Orlando.

“Surprisingly, when offered the position, yes came out of my mouth,” she said.

“While I didn’t grow up [in Orlando], it’s where my father retired [from the Air Force] and where most of my family lived,” said Morrison, who added, “its home for me.”

Now in Florida and sitting in an interview for a position as a DEOMI library technician, the position she didn’t think would be a good fit for her, Morrison said something unexpected happened.

“I always felt needed. Students would trail behind me in a line, waiting their turn to be helped,” she said with a joyous smile while reminiscing on fond memories.

As a library technician, she was responsible for cataloging books and other materials, administering the interlibrary loan program, performing literature searches using several educational databases, and retrieving reference information for DEOMI instructor/trainers, staff, and students. She managed the library budget, ensuring the institute has a wide variety of books, DVDs, and other educational materials and manages the budget for the library. She also briefed incoming students and staff on library operations, procedures, and resources. Morrison said her position has been both interesting and challenging. Interesting because she’s met thousands of military and civilian personnel throughout her tenure. Challenging because she was often in high demand. “I enjoy working with the students on their writing/briefing assignments, as well as the summer researchers. Helping students find what they are looking for, or didn’t know what they were looking for,” said Morrison.

“Some students would tap on my shoulder or tug at my shirt just to remind me that they wanted my help. It was very satisfying to be wanted/needed. To this day, I still keep in touch with some of the students who came through here,” she added.





Morrison's kind-hearted nature and willingness to lend an ear is not limited to DEOMI students. Most of DEOMI's current and former staff members have nothing but the utmost admiration for her.

“She is such an icon, and it’s hard to capture all she has meant to this place. Commandants, staff, students...they all have come and gone, but [Morrison] has lived up to her name,” said fellow DEOMI Library Technician, Dawna René Stevens.

Stevens, who has been with DEOMI for six-and-a-half-years, said Morrison has been more than a coworker—she’s been a mentor and friend. Stevens also said that the thing she will miss most when Morrison retires is her warm friendly attitude and constant presence.

“Connie is a person of unparalleled integrity and dignity,” said Andrew Adaryukov, who served as DEOMI’s librarian from 2011-2021. “In my eyes, she went from being a valuable and reliable team member, to a trusted colleague and collaborator, whose opinion, advice, and insight I sought on all important library-related matters, to a close friend and confidante,” Adaryukov added.

Morrison received numerous civilian of the quarter, civilian of the year, and notable achievement awards throughout her career. These accolades exemplify her caliber as a dedicated and hard-working individual. What these accolades do not show is Morrison’s strong devotion to volunteering.

Morrison has been a long-standing member of the DEOMI Booster Club, a non-profit organization. In addition to being a participating member, she also served as the club’s president, vice president, recorder, and treasurer.

“It has been fun organizing and participating in

numerous [club] events,” said Morrison. In the past, Morrison said the club hosted numerous holiday parties, picnics for students and staff to celebrate the end of a course, and fund raising events. She has also been involved with the selection, purchasing, and sales of the DEOMI memorabilia, such as shirts, hats, and coffee mugs. “The Booster Club really helped bring out the extrovert in me,” she said.

After more than 41 years with DEOMI, Morrison

“I really enjoyed helping people,” she said. “I don’t remember exactly when, but I quickly realized that I am where I am truly meant to be,” said Morrison.

witnessed the institute’s evolutionary process, served as a leading expert and unofficial historian, and volunteered countless hours in support of a booster club; but most of all, she helped to educate, inspire, and cultivate generations of equal opportunity professionals.

With a tear in her eye, Morrison expressed her gratitude and thanks as she addressed her family, friends, and fellow colleagues in the audience.

“It has been a journey and my heart is truly in this place,” said Morrison.



CONGRATULATIONS

LT. COL. GREGORY FINN ON YOUR RETIREMENT!

DEOMI hosted a retirement ceremony to congratulate and bid farewell to one of its own, U.S. Army Lt. Col. Gregory Finn, deputy director of DEOMI's Research and Development directorate.

"Lieutenant Colonel Finn has devoted his life to the safety and security of this great nation. He has lead, guided and mentored young Soldiers, Sailors and junior officers to always be and do better for the Army and Navy. He has selflessly served as an example for others to emulate," said DEOMI Commandant, U.S. Navy Capt. Delmy Robinson.

"Through the many changes that have taken place in the Army and Navy during the past 28 years, this outstanding officer who we honor here today didn't just witness change – he was involved in guiding his Soldiers and Sailors through them," she added.

Finn was born in Owosso, Michigan, and raised in Oakley, Michigan, a one-traffic light town with a population of about 300. He enlisted into the U.S. Navy in 1993, right after his high school graduation. He said he joined to follow in the footsteps of his father and to make his family proud.

"I have always wanted to join the military since I was a little kid," said Finn.





As a kid, Finn said his family had a huge influence on him, specifically his grandfather Clifford D. Wilhelm, who served during World War II, his father Richard C. Finn Sr., who served in the Navy, and his uncle Terry Law, who served during the Vietnam War.

“What really sealed the deal was seeing our military come back after Desert Shield and Desert Storm in 1991,” said Finn. “I remember the parades and celebrations welcoming our military heroes home,” he added.

In 2001, Finn commissioned as a Surface Warfare Officer. About four years later, he transferred to the U.S. Army through the Army’s Blue to Green program. Throughout his more than 28-year career, Finn served in several influential positions, deployed in support of Operations Enduring Freedom, Iraqi Freedom, and Freedom’s Sentinel. He has also earned a Master of Arts degree in National Security and Strategic Studies from the Naval War College, a Master of Science degree in Logistics Management from the Florida Institute of Technology, a Bachelor of Science degree in Electronics Management from Southern Illinois University, and a Lean Six Sigma Green Belt Certification from Purdue University Online.

“All my degrees/certificates supported my career field at the time I received them... [and] helped me professionally develop and grow into the leader I am today,” said Finn. “Further education was key to opening so many more doors,” he added.

He said the thing he will miss the most about DEOMI is its people.

“DEOMI has an outstanding group of professionals that truly care about one another and the mission. I will never forget the friends I made here and I will make every effort to stay in contact,” said Finn.





ADDIE Training

DEOMI staff complete a week-long training class, focusing on Analysis, Design, Development, Implementation, and Evaluation (ADDIE).

ADDIE is an Instructional Systems Design (ISD) model that can provide a dynamic, yet flexible,

guideline for building effective training and performance support tools. The class was provided by ADDIE instructors from the 37th Training Support Squadron (TSS) at Joint Base San Antonio - Lackland, Texas.



Disability Program Manager Course

Congratulations DPM Course 11-15 July 2022 Graduates!

The information you gained from this Disability Program Managers Course will undoubtedly help you be successful, rather you are serving in or are new to the position.

Tiana Ashford, the disability program manager for the Naval Sea Systems Command (NAVSEA), said as a self-taught DPM, she found this course to be highly impactful.

“I am thrilled to return to my duty station with the knowledge to fully execute the DPM program for NAVSEA,” said Ashford.

David Ingham, an Equal Employment Opportunity (EEO) specialist with the U.S. Army Corps of Engineers (USACE)

Omaha District, said he was recently assigned as the DPM for his organization and set the following goal for himself.

“My goal is to learn a foundational level of knowledge to take back to my District in hopes of improving our DPM program,” said Ingham.





PROMOTION TO MSgt.

CONGRATULATIONS TO SYDNEY MCSWAIN PROMOTED TO RANK OF MASTER SERGENT!





ADOPT-A-HIGHWAY

DEOMI VOLUNTEERS CLEAN UP BREVARD COUNTY



On April 30, 2022, DEOMI volunteers came together to help clean up a Brevard County, as part of a newly established partnership with the Keep Brevard Beautiful (KBB) Adopt-A-Highway program. In a little more than an hour, 18 DEOMI staff and their family members collected approximately 215 pounds of litter and debris from Avocado Ave in Melbourne.

DEOMI participated in the KBB program in the past, but due to constraints imposed by the pandemic, the institute had not

been able to support the program for more than two years. Now that things are looking up, the DEOMI Commandant, U.S. Navy Capt. Delmy Robinson, said she is looking forward to revitalizing the program.

“I am so excited have this program back at DEOMI. It provides our staff and their family members with an opportunity to give back to our community, while also building team comradery,” said Robinson.

Many of the volunteers shared Robinson’s enthusiasm.

“I volunteered because it’s always nice to get together outside our installation and provide support to our local community,” said U.S. Army Master Sgt. Pedro Campoverde, a DEOMI instructor.

The collective efforts of our volunteers and their family members to remove litter and debris made Avocado Ave a little safer and that much more aesthetically pleasing for those who call this section of road home.





DMOC Mr. Johnson Visit

Clarence A. Johnson, Director, Diversity Management Operations Center DMOOC, provides updates on the organization during a town hall at the Defense Equal Opportunity Management Institute at Patrick Space Force Base, May. 19, 2022. Mr. Johnson is responsible for the development and execution of diversity management and equal opportunity policies and programs impacting military reservist and active duty, as well as civilian personnel within the Department of Defense (DoD).



SLD 45 Senior Leadership Visit

DEOMI Commandant, U.S. Navy Capt. Delmy Robinson, and Senior Enlisted Advisor, U.S. Army Sgt. Maj. Archie Deese, welcomed Space Launch Delta 45 - Installation Support Vice Commander, United States Air Force Col. Anthony Graham, and Senior Enlisted Leader, Chief Master Sgt. Tracie D. Duvall, to DEOMI yesterday with a tour of the facility.

Graham, newly appointed, guides mission support efforts to range and launch operations, ensuring the vitality of national space activities at the only launch base for DoD and

commercial Atlas, Delta, SpaceX and NASA launch vehicles.

Duvall serves as the senior enlisted advisor to the SLD 45 Installation Support commander on all Air Force matters regarding the welfare, readiness, morale, proper utilization, and quality of life for military and civilian personnel in support of range and launch operations.

Graham and Duvall's visit included a mission brief that helped them understand what DEOMI is all about.





DEOMI PILOT INTERNSHIP

Story by: Public Affairs
Intern cover photo: Michael Marks

DEOMI hosted three United States Military Academy West Point rising senior cadets as part of a pilot Summer Research and Professionalization Internship Program (SRPIP), from June 21st to July 11th.

The SRPIP is part of a broader ongoing research collaboration, established in 2021, between DEOMI's Research and Development (R&D) Directorate and West Point. Key members behind this pilot program worked closely with West Point Sociology Professor, Dr. Morten Ender, to select cadets who would be most capable of completing the internship.

“This program will help DEOMI by building relationships with future Army leaders,” said Dr. Jessica Lowen a SRPIP key member and research scientist with DEOMI's Research Analysis and Special Initiatives (RASI) team. “In turn, the cadets offer a valuable perspective about the next generation of leaders,” she added.

As senior West Point sociology majors with plans to continue in a military career after graduation, Cadets Sarah Speck, Surin Jang, and Elizabeth Gilbert perfectly represented the “future Army leaders” participants Lowen was hoping to have for this pilot program.

The three week program is designed to provide the cadets with opportunities to collaborate with DEOMI's research staff on the various forms of research used to identify factors that impact and foster inclusive cultures, according to SRPIP key member and DEOMI Research Program Manager, U.S. Army Maj. Roshonda Gilmore.

“Everywhere you turn is a mentorship opportunity here. The level of engagement was awesome and it gave me an opportunity to expand my people skills,” said Gilbert, a Dallas native.

“I was able to talk to some amazing and very accomplished women, who

gave very realistic and helpful tips on how to be a great leader,” said Jang, a native of Auburn, Alabama.

“The mentorship, along with the hands-on work involved in this program, provided a unique experience to add to your toolkit as a professional in the Army,” said Speck, a native of Syracuse, New York.

“I have a better idea of what to expect when going to my first duty station,” added Jang, hoping that duty station is in Korea so that she can be closer to family.

“You will have a better understanding and appreciation

for the resources and education that goes into the human management side of the military; which, I believe makes you a better leader,” she added.

Near the end of the internship, the cadets reflected on what they learned and how it will influence their military careers in the future.

“I had a phenomenal experience here,” said Jang. “I got real-life experience of what the functional army is like, while doing something that is relevant to my major,” she added.

The institute is looking into the possibility of continuing this program permanently and adding it to DEOMI's current internship program options.



SPECIAL OBSERVANCES

DAYS OF REMEMBRANCE &
HOLOCAUST REMEMBRANCE DAY

ASIAN AMERICAN PACIFIC
ISLANDER HERITAGE MONTH

PRIDE MONTH

JUNETEENTH



CLICK HERE
TO BE DIRECTED

