



### BLUF

The Defense Organizational Climate Survey (DEOCS) is a tool for leaders to assess climate as part of a congressionally-mandated command climate assessment. In 2018, responsibility for the DEOCS was transferred from the Defense Equal Opportunity Management Institute (DEOMI) to the Office of People Analytics (OPA) via an Action Memo from the Undersecretary of Defense for Personnel & Readiness. OPA has three lines of effort to meet this requirement: building a new survey platform (i.e., website), updating survey content, and building an online dashboard. The new survey platform will be available DoD-wide on late Jul. 28, 2020. The new survey content will release in October 2020.

### Transition from DEOMI to OPA

Responsibility for the DEOCS was transferred from DEOMI to OPA via a 21 Feb 2018 Action Memo from USD (P&R), "Realignment of Force Resiliency Elements of the Office of the USD (P&R)." This memo charged OPA to "revitalize and modernize the survey to preserve and enhance its utility and credibility into the future." Furthermore, in a 1 May 2019 memo "Actions to Address and Prevent Sexual Assault in the Military," the Acting Secretary of Defense ordered a plan of action and milestones to develop new climate assessment tools, which includes the DEOCS.

### Redesign Lines of Effort

#### Survey Platform

OPA is building a government-owned survey platform for requesting, administering, and reporting the DEOCS. The initial launch will occur on Jul. 28, 2020, with future updates to continue through FY21.

#### Survey Content

OPA is designing a new version of the DEOCS capturing cross-cutting risk and protective factors that are leading indicators for critical outcomes and will provide leaders with actionable information that allows them to "get to the left" of problems. OPA is using published research, interviews, surveys, and focus groups with Commanders and Service members to inform this effort. Formal coordination on the new survey will occur in August 2020. The new DEOCS is scheduled for launch in October 2020.

#### Dashboard

OPA is building a dashboard that provides leaders the ability to quickly view metrics associated with the DEOCS and provides easy access to toolkits to address issues. A preliminary dashboard will be available starting Jul. 28, 2020. Updates to the

dashboard will continue through FY23 to add increased functionality and information, based on user feedback.

## Contact

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