



# DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE



## NEWS RELEASE

## Curriculum Requirements Review: A Total Joint Effort

Story by Christopher Calkins  
Photos by Michael Marks

PATRICK AFB, Fla. -- To provide the Services an opportunity to assess whether DEOMI is providing graduates with occupational training that meet occupational needs, the Institute must periodically conduct a curriculum evaluation.

This is done to ensure the occupational training continues to produce graduates that can meet their job performance requirements.

That's exactly what happened here recently as more than three dozen Equal Opportunity and Command Climate Specialists (Navy) Managers gathered to do just that.

According to Dr. Robert Carrigan, Curriculum Development Department Head, these curriculum reviews function as structural integrity checks, determining if the curriculum's form and function still serve their intended purpose. DEOMI's curriculum review also aligns with the DoD Instructional Systems Design validation process.

The approach to validation involved staff from DEOMI steering and providing advice on the review/validation process.

But most importantly it involves instructional designers, occupation managers, and subject-matter-experts from the Field, Fleet, and Wing addressing curriculum requirements for DEOMI.

This ensures high quality academic programs for the EO/EEO occupations are developed and validated with an ongoing commitment to professional formations, providing graduates with the knowledge, skills, attitudes, and values to meet the needs of the Armed Forces.





Mr. Cyrus A. Salazar, Director, Air Force Equal Opportunity (left center) was pleased with the efforts, ideas, format and feedback from the Joint-Service participants.

“DEOMI is an essential organization within the DoD enterprise,” he said.

“The need for DEOMI exists to ensure we have well trained Equal Opportunity Practitioners across the Armed Forces who are vital to assisting commanders with command climate concerns and to prepare the

Field, Fleet, and Wing to address conflict and allegations of discrimination and sexual harassment.

“One of my other goals was to ensure Air Force EO requirements are covered in the DEOMI curriculum. By being alongside my Service counterparts, I am able to advocate and champion discussion related to Air Force needs, just as other Service counterparts do the same for their interests,” he said.

“The most complicated portion of the Curriculum Requirements Review is ensuring the curriculum meets the needs of all the Services given the unique structures of the Service's EO programs.

“Empowering the Service Equal Opportunity leadership and Subject Matter Experts as part of the Curriculum Requirements Review is essential to ensure all Service-related needs are addressed,” Salazar said.

Marine Col. Anne-Marie Theriot, Manpower and Reserve Affairs, Headquarters, Marine Corps, Quantico, Va., (second from left) agreed with Mr. Salazar’s assessment.



“Overall, the validation process was very productive, and I believe the results will support the upcoming training transformation initiative at DEOMI, and ensure graduates are prepared to support their commanders throughout the Joint Force,” she said.

Col. Theriot never said it was going to be an easy job.

“Recent events throughout all Services highlight the need to continuously educate and train our service members on our standards and expectations to treat each other with dignity and respect.

DEOMI is the singular institution within the DoD appropriately resourced and manned to fulfill these enduring requirements. The academic rigor that goes into DEOMI's curriculum development and execution is exceptional,” she said.

“And one more thing, don’t forget that being an effective leader is a contact sport. Get up and get out of your office,” Theriot said with conviction.

-30-

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