



**OFFICE OF THE UNDER SECRETARY OF DEFENSE**  
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FORCE RESILIENCY



*Ms. Juliet Hall, founder of "Own Your Opportunities," provided the attendees with a program entitled "Leadership for the 21<sup>st</sup> Century." Also pictured are COL Mary L. Martin, right, DEOMI Commandant, and SGM April Ivory, DEOMI's Senior Enlisted Advisor. (Photos by Michael Marks, DEOMI)*

**Martin: 'DCS will be an annual event – great training opportunity!**

**DEOMI Collaborative Series gets rave reviews from EO practitioners**

**By Christopher Calkins**  
**DEOMI Public Affairs**

PATRICK AFB, Fla. -- The Defense Equal Opportunity Management Institute (DEOMI) recently held a two-day DEOMI Collaborative Series here.

According to Army COL Mary L. Martin, DEOMI Commandant, the event was designed for all attendees to gain a clear perspective and introduction to diversity and inclusion.

“In my opinion, we not only achieved every goal we set after months of planning and preparation, we surpassed them. My thanks to Army Maj. Shawn Daniel (Action Officer) and his hard-working committee who made this remarkable event come to fruition,” she said.

This DCS will be an annual event; it a great training opportunity,” she emphasized.

The theme, "Moving Beyond Demographics, Making Diversity Operational" provided a platform for human relations experts to exchange information, share best practices, provide recommendations for addressing and resolving human relation challenges, and sharing information on envisioning the future of these challenges.



Ms. Angela Lagos, far right, Assistant Director Diversity & Inclusion, Universal Orlando Resort, was a member of a four-person panel discussion – “Diversity and Inclusion Best Practices.”

Others on that panel who kicked off the event were (left to right) Dr. Joseph E. Hamlett, Leading 2 Change Consulting, Mr. Greg Jenkins, Greg Jenkins

Consulting and Dr. Larry D. Parker Jr., Walden University.

The two-part discussion was moderated by Mr. Rock Dillard, Director, Diversity and Inclusion Management & Strategic Communications, Office of Diversity Management and Equal Opportunity.

After staying until the very end of the conference, Ms. Lagos had this to say to COL Martin.

“It was such a complete pleasure and privilege to take a peek into your world,” said Ms. Lagos.

“I thoroughly enjoyed my time at each of the sessions, and I thank Team DEOMI for all the work you put into this fantastic event. Thanks especially for the opportunity to participate and I look forward to when we connect once more to focus on Diversity and Inclusion touching so many teams in so many different ways,” she said.

Others who played prominent roles in the event were Mr. Clarence Johnson, right, Director, Office of Diversity Management and Equal Opportunity, Office of the Under Secretary of Defense (Personnel and Readiness), Ms. Cynthia D. Dunn, Director, Office of Equity, Diversity, and Inclusion, Internal Revenue Service, and Dr. Richard Griffith, Executive Director, The Institute for Cross Cultural Management at the Florida Institute of Technology.



The Keynote speaker for the event was Capt. Kenneth J. Barrett, U.S. Navy (Ret.), who now serves as the Chief Diversity Officer for General Motors.

Barrett, right, did a very well-received “Fireside Chat” interview with Dr. José Bolton Sr., who also was DEOMI’s Commandant from 1995-2000. Barrett has 14 years of executive experience, including five years of award-winning performance as the U.S. Navy’s Diversity



Director.

Before joining GM, he worked as the Under Secretary of Defense’s Acting Director, Office of Diversity Management and Equal Opportunity, in Washington, D.C. Prior to that, Barrett had five years of award-winning performance as the U.S. Navy’s Diversity Director, where he achieved historic levels of minority and female officer additions and

transformational work-life balance initiatives.

“First off, let me say how much I like the theme you’ve decided upon ...moving beyond demographics, making diversity operational. I really think that’s what I’ve been all about,” he said.

“This is not going to be the ‘Gospel according to Ken’ here. At the end of the day, we are diversity practitioners, and whatever area you’re in, you’re just trying to get leadership motivated to take the action they need to take,” he said.

He also talked about the importance of leadership “buy-in and vision” and he told a story about Admiral Mike Mullen, a retired Navy Admiral and 17<sup>th</sup> Chairman of the Joint Chiefs of Staff.

“He (Admiral Mullen) said that the less the Navy looks like America, the more disconnected as a Service we become. He wanted us to be representative of the people we served and furthermore, to have an officer corps reflective of the enlisted force we led.

“Admiral Mullen,” he said with a knowing smile, “was very clear about his vision. We were all very aware about the direction he wanted us to take. All of you need the same kind of clarity and direction as well from your leaders and supervisors.”

And he emphasized there was one other thing that takes no effort whatsoever to be successful in the diversity and inclusion.



“You need to be a good listener,” he said.

