

DEOMI's Curricula Review Safeguards Total Force Readiness

Story by DEOMI Public Affairs

Photos by Mr. Michael Marks

PATRICK SPACE FORCE BASE, Fla. — The Defense Equal Opportunity Management Institute (DEOMI) hosted leaders from the Office for Diversity, Equity, and Inclusion, along with each military service and component, for a biennial review onboard Patrick Space Force Base, Florida, Apr. 12-14.



The primary objective was to conduct a curricula compliance review as outlined in Department of Defense (DoD) Instruction 1350.02, DoD Military Equal Opportunity Program and DoD Instruction 1350.03, Harassment Prevention and Response in the Armed Forces.

In addition, to support DEOMI accreditation, a biennial review is required to perform assessments of occupational training requirements, educational objectives, and

student learning outcomes. These assessments provide insight to ensure the desired learning outcomes are achieved and stakeholder needs are met.

During opening remarks, DEOMI Commandant, U.S. Navy Capt. Delmy Robinson, shared, “I truly believe this is a pivotal time to reevaluate what we do and how we can better prepare our future graduates. The Department of Defense and our nation require it, our leaders depend on it and our forces demand it.”

The outlined goals of the review included: 1) Validate Service/Component occupational training tasks for Military Equal Opportunity (MEO) professionals (Training Task List); 2) Validate all required policies are addressed in the Fiscal Year 2023 MEO curriculum; and 3) Review DEOMI's planned delivery model for the Equal Opportunity Advisor Course and the Equal Opportunity Advisor.



“With this united team of true superstars focusing on a common goal, I am confident that our future graduates will continue to be the most agile, fully capable, resilient and lethal force in the world today,” added Robinson. “We are up for the challenge to not only meet, but to exceed, in developing and delivering innovative education, training research and collaborative solutions to optimize total force readiness. Readiness is — and will always remain — our guiding principle.”



According to DEOMI's Curriculum Development Department Head, Conrad

Gamez, curricula reviews function as essential integrity checks, determining if the curricula's method 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 involves staff from DEOMI, who help navigate and offer advice on the review/validation process.



Most importantly, it involves occupation managers, subject matter experts from the Services and Components, addressing curriculum requirements.

“The occupation managers and subject matter experts from the Services and Components, as part of the curricula requirements review, are crucial to ensure all Service and Component-related needs are addressed,” shared Gamez. “In order to elevate and maintain total force readiness, it is imperative we remain current and relevant in today’s world. This is why it’s so critically important for occupation managers and subject matter experts from the Services and Components to share their thoughts and ideas, lessons learned and experiences.”



Robinson concluded the three-day review with, “We, the DEOMI family, thank you all — this incredible team of DoD and Service leaders — for joining us here this week to exchange information, collaborate and focus combined efforts on total force readiness. I remain humbled and inspired by the progress and impact this collective group of phenomenal leaders have made and continue to make throughout the DoD. Together, we are an unstoppable team aligned to deliver game-changing results.”

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.