

# NEWS LETTER

DEOMI 1st Quarter, March 2019



## QUICK LINKS TO

- ★ [\*\*YOU CAN'T TELL A BOOK\*\*](#)
- ★ [\*\*COMMANDANT\*\*](#)
- ★ [\*\*WE REMEMBER\*\*](#)
- ★ [\*\*SENIOR ENLISTED ADVISOR\*\*](#)

MOORE

# The need to adapt, change and remain relevant

By Army COL Mary L. Martin  
DEOMI Commandant

Every military unit throughout the Department of Defense faces the challenge of merging today's mission priorities and accomplishments with an eye on what's down-the-road in the future.

This is exactly why I have directed we take a deep breath, a step back to look things over, and make needed adjustments to our curriculum, class scheduling, target audiences, media-based targeting, and every other facet of this Institute.

Therefore, we will be conducting Training Transformation from early May to early August, and will temporarily suspend all military and civilian courses.

***Let's face it: if we're not up-to-date and in tune with today's society -- we can't be relevant and ensure we remain the force multiplier we've been for the last 48 years***

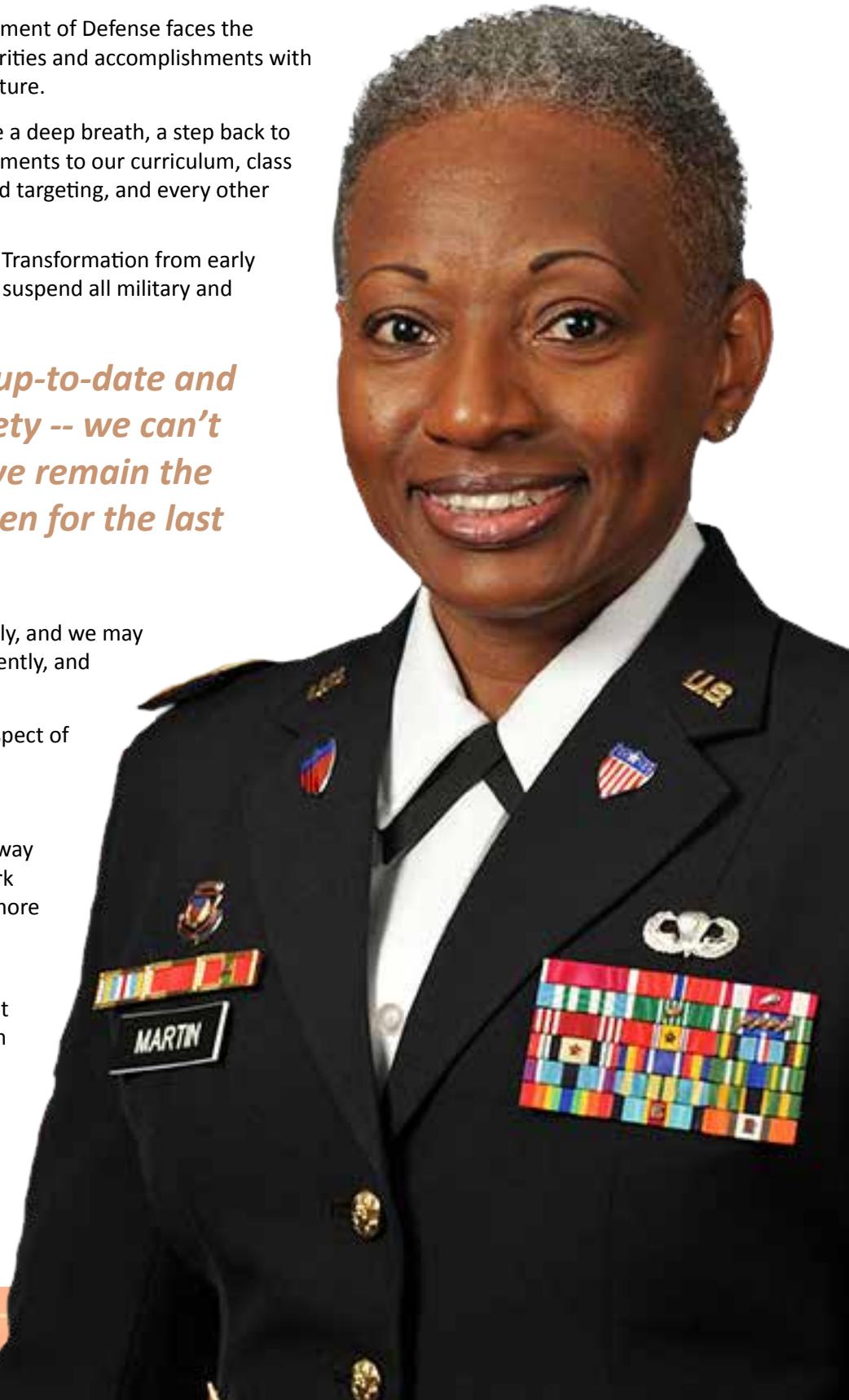
We take the feedback we get very seriously, and we may very well need to start doing things differently, and doing different things.

Next page, is a case in point to just one aspect of our training evaluation we'll be looking at following a recent student survey.

The best way forward – actually the only way forward for us to be successful -- is to work together, and share ideas, concerns and more importantly help remove any barriers and bring solutions.

As former President Harry Truman said, "It is amazing what you can accomplish when you do not care who gets the credit."

Together, we are an unstoppable team, and let me thank you for all you've done and will continue to do to better the Defense Equal Opportunity Management Institute.

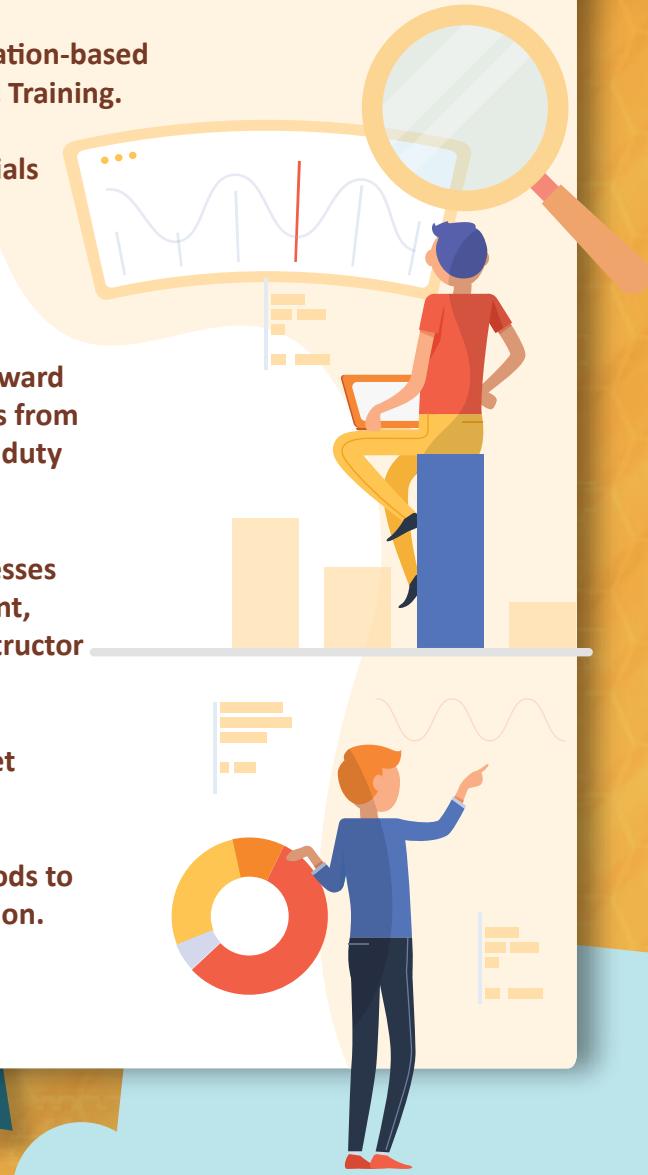


# WHAT IS DEOMI TRAINING TRANSFORMATION?

- At least 1/3 of graduates indicate a need for more instruction on 18 of 37 tasks.
- Graduates desire more applied, simulation-based training and improved Service Specific Training.
- Graduates indicates curriculum materials seem outdated.

## SOME OF THE THINGS WE'LL BE FOCUSED ON INCLUDE:

- Re-Alignment of Courses/Programs toward progressively building learner skill sets from (Core to SS) toward performing major duty areas of the EO professional.
- Update and Institutionalize new processes for training management, improvement, and sustainment (e.g., evaluation, instructor preparation, course updates)
- Infuse new materials/methods to meet recent policy requirements.
- Integrate new technologies and methods to support increasingly effective instruction.
- Transformation is a continuous and sustained process.



# The Gift of Leadership

By Chief Master Sgt. Gloria Weatherspoon

DEOMI Senior Enlisted Advisor

Photo by Michael Marks

Retired Air Force General Mark Welsh once said “leadership is a gift, given by those who follow.” No matter what rank or grade we hold, we all give the gift of leadership. To be a recipient of that gift comes with great responsibility. Accepting the gift of leadership in any environment means each day is filled with learning and growing. Although there may be small differences in our service cultures, one thing remains the same above all else...Leadership matters.

All of us are given the gift of leadership at different intervals in our career, some sooner than others but at some point we are all called upon to be leaders within our teams, units or in the local community.

***“As leaders we cannot accept the gift of leadership in parts, we must accept it all and everything that comes with it. We are no longer the only ones effected by our actions.”***

I often think of the movie “Remember the Titans.” The movie was about building a strong team that overcame adversity to excel. There is a scene where the team captain and one of the best players on the team were in conflict about attitude and teamwork. During the conflict the Team Captain states “that is the worst attitude I’ve ever heard” and the player responds “attitude reflects leadership captain.” That is the best statement that captures, how as leaders, our attitude directly affects the actions, mood and behaviors of our team members.

As leaders we cannot accept the gift of leadership in parts, we must accept it all and everything that comes with it. We are no longer the only ones effected by our actions. We must work diligently to ensure the talents of our teammates are utilized to bring the organization farther than it’s ever been and then motivate our team to go beyond that.

The gift of leadership in any organization allows us to recognize that we have different backgrounds and different perspectives with one mission... READINESS. We must always remember to take care of each other as we continue to stand shoulder to shoulder with our team mates across the Department of Defense building a more lethal fighting force.



From the CSM:

# Make sure you're at the table

Command Sgt. Major Lynice D. Thorpe-Noel addresses EOAC 19-1 graduates

Story by Christopher Calkins

Photos by Michael Marks

Command Sgt. Major Lynice D. Thorpe-Noel wasted little time getting down to business as she recently addressed students of the Defense Equal Opportunity Equal Opportunity Advisor Course 19-1.

Thorpe, who serves as the principal advisor to Maj. General Jason T. Evans, Commander, Human Resource Command, Fort Knox, Ky., on all enlisted matters, said Equal Opportunity and Command Climate Specialists who sit in their office day after day are no-go's at this station.

"Working in the Equal Opportunity arena isn't a spectator sport," she said. "You need to be engaged, get a feel of the pulse of your command, be proactive," she said.

The bottom line is if you're not invited to a senior level meeting, invite yourself. You really need to have a seat at the table," she said.

"As a unit EO or EEO, you're also going to have to ensure your staff understands their roles and your performance expectations, and encourage them to nurture cooperation and not confrontation," she added.

Thorpe, a Nashville, Tenn., native with nearly 30 years serving in the U.S. Army, had this advice for military and civilian supervisors of the newer military and civilian personnel serving our country.

"For starters, they are going to need a good role model and they should expect to get some leadership and guidance and know they'll be taken care of. Remember, these young patriots are just like our kids," she said with a smile.



***"My last and most important thought is that Team DEOMI makes a difference and contributes greatly to our number one priority: READINESS!"***



"We want them to do well and we want to see them do well so one day in the not-so-distant future they will be our next great leaders. Just continue to pay it forward," she said.

Her final comments were directed at the DEOMI staff and their mission.

"Thank you. I would hope that single, heart-felt phrase resonates with you as it does with me, said Thorpe, a 2002 DEOMI EOAC graduate.

"It resonates with me because of the positive, mission-enhancing impact you have on our Soldiers, Sailors, Marines, Airmen, Coast Guardsman and civilian force.

Her final message came from her heart and experience.

"My last and most important thought is that Team DEOMI makes a difference and contributes greatly to our number one priority: READINESS!"



(Editor's note: The Commandant's Award Winner from this class was SFC Kristina Manookin. Congratulations to her and all students of Equal Opportunity Advisor Course 19-1.)



# YOU CAN'T TELL A BOOK....

Story by Christopher Calkins  
Photos by Michael Marks

You notice it almost immediately.

It's called Confidence. Poise. Drive. Resilience. Talent. Intelligence. Pride. Patriotism.

For Navy Personnel Specialist First Class Lidya C. Moore, who joined the United States Navy in 2009, these traits have been a testament to all those attributes above. And more.

Moore was born at Fort Stewart, Ga., with a rare skin condition known as, Vitiligo. Growing up, life for her was difficult. "I was bullied, teased and made fun of my entire childhood," she said.

*"For years, from junior high school on, I went to great lengths to hide and conceal my "true self" from the world," she added.*

"I did not know at that time what true "self-love" was," she said. That all changed on March 1, 2018 when Moore was assigned here at the Defense Equal Opportunity Management Institute.



# YOU CAN'T TELL A BOOK....

"I decided that day that I did not want to hide who I was and no longer hide from the world – or even more importantly – continue lying to myself of who I really was," she said with conviction.

During a speech delivered to a group of young people visiting from the Master's Workshop in Melbourne, Fla., Moore was open and honest about her condition.

"I see you looking at me," she said. "It's OK."

*"Did you know that only about 1% of the people in the world have what I have," she said, while waving her hand over her forehead.*

"I don't know about you, but I think I'm pretty special," she said with a wry smile.

While serving, she discovered a passion for film and has dedicated countless hours to raising awareness to the rare skin condition, Vitiligo. Moore is a devoted advocate for the Vitiligo community and is humbled by the voice given that she utilizes to speak out against the unfortunate issues surrounding people diagnosed with the skin condition.

She has since written, directed and produced one of the first-ever films about the skin disorder.

*"Education and enlightenment work wonders healing all kinds of wounds," she said. "I am humbled I get to speak out against some of the unfortunate issues surrounding people diagnosed with this skin condition," she said.*

She dedicates her efforts to her late father, US Army Veteran, Juan Rivera Jr., who just passed away in February of this year. In her words, "he was the one person that believed and supported me in everything I did and was extremely proud of the Woman, Mother, Wife and Sailor that I have become," said Moore.

One by one, you can see the difference she is making almost immediately.



# WHY WE REMEMBER!

Holocaust Memorial Museum Director delivers  
vital messages to EOAC Class 19-1

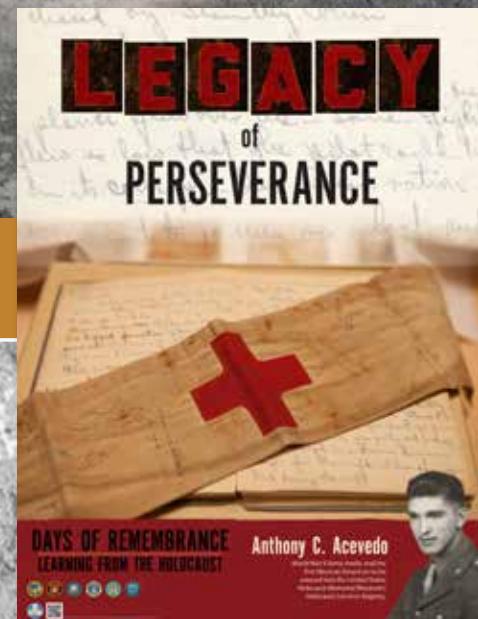


Story by Christopher Calkins  
Photos by Michael Marks

Ms. Jennifer A. Ciardelli, Director, Leadership Programs, Levine Institute for Holocaust Education United States Holocaust Memorial Museum, recently served as a guest lecturer for students of Equal Opportunity Advisor Course 19-1.

It didn't take the Vermont native long to know that she was in the right place, with the right audience, at the right time.

"One of the great things about coming to DEOMI and working with their Joint-Service professionals, is that they are already here in an environment where they are now thinking about promoting human dignity, about being respectful, about creating an environment where professionals are treated with dignity ... and all these traits really mirror the goals of the [Holocaust] museum," Ciardelli said in an early morning studio interview.



During her nearly two-hour presentation, entitled "WHY WE REMEMBER: THE HOLOCAUST, DAYS OF REMEMBRANCE & RESPONSIBILITY," Ciardelli used several videos and a wide array of topics and direct questions for these future Equal Opportunity Advisors and Command Climate Specialists.

"When we talk about this most challenging era in human history – The Holocaust – we are reminded of our vulnerabilities ... we are reminded of what happens when people basically disregard basic human dignity and we're always reminded that we're always making choices.

*"The choices we make and actions we take can either further or constrain these most challenging dynamics on human behavior. We see that in the events of the Holocaust,"*

Ciardelli said with emphasis.

Several 19-1 students later commented on Ms. Ciardelli's presentation and the give and take back conversational style of the program.

One such student was Air Force Staff Sgt. Charnita Walker, currently stationed at McGuire Air Force Base, N.J. and someone who knew a little bit about the United States National Holocaust Memorial Museum. "I have actually toured the National Museum before," said the Philadelphia, Pa., native.

"But going through it then, I didn't take nearly as much with me back then as I did during this particular presentation.

This one here at DEOMI was a lot more in depth and I got a much better idea of what really happened during the Holocaust from the very beginning."

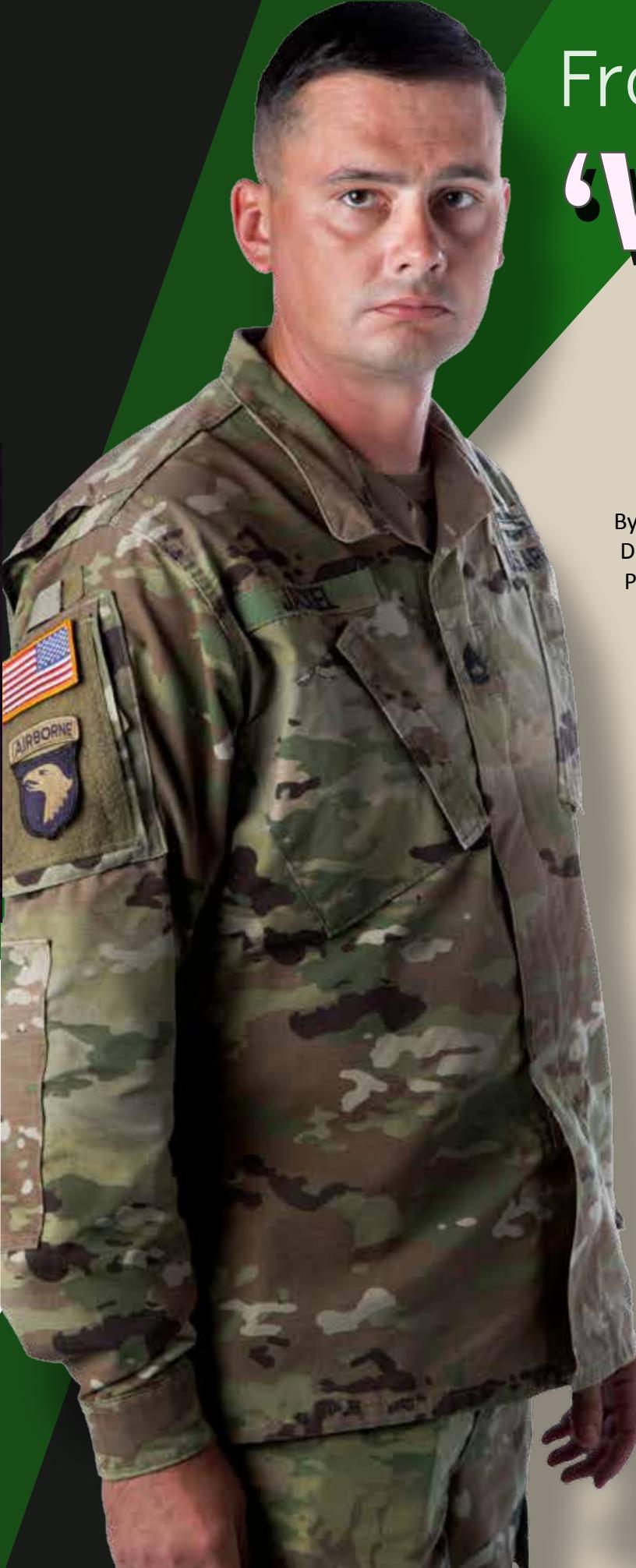
Senior Airman Walker also said she had one major take away from this learning experience and is hopeful others in her class picked up the same message.

"My major take-away was to find the courage and don't be afraid to speak out against someone or something you think is just plain wrong and you don't necessarily agree with.

"Be the change agent!" she said.



Editor's Note: Prior to her Holocaust speaking engagement, Jennifer Ciardelli and her co-worker, Kristin Levere, a program coordinator for the Museum's Civic and Defense Initiative, asked to meet with some members of DEOMI's Special Observance Team. Pictured above are Kristin Levere, Jennifer Ciardelli, Misty Wroblinski, Ryan Henkel and Dawn Smith.



# From ‘Volun-told’ to DEOMI ‘Excellence’

By Christopher Calkins  
DEOMI Public Affairs  
Photos by Michael Marks

It wasn’t as if the Army Sgt. 1st Class and career Infantryman formally requested a change in his military duties.

He was, as the saying goes, “Volun-told” to do so.

And it sure seems to be working out in his favor and for his Joint-Service students attending the Equal Opportunity Advisor Course in the past and currently here at the Defense Equal Opportunity Management Institute.

For Sgt. 1st Class Joseph Jackel, the current DEOMI “Trainer of the Cycle,” it was just another challenge and he faced it like he had faced other challenges his entire career.

“I didn’t know what to think when I came down on orders to be an EOA. All I knew was Infantry,” he said matter-of-factly.

“I called my branch and asked what was going on? I was told it was my time to come off the line for a while because I had too many combat tours. So like anything else I embraced it and was going to do the very best I could at the job at hand, and I graduated as a student here in class 13-1,” he said.



Then he got down to business the only way he always did.

*"As an EOA and an instructor here I attack this job the only way I know how ... the exact same way I led Soldiers in combat. Priority number one has always been my Soldiers – which are now my students. Priority number two is the mission -- which is now DEOMI's mission and I will always represent this institution to the best of my abilities,"*

he said with conviction.

His final priority is more personal.

"And priority number three is me. What I mean by that is asking myself one question each and every class.

"What can I do to consistently improve myself to better meet priority one and two. We should never stop bettering ourselves, and our skills," he said.

So who does the credit go to for his success?

"First off, I give credit to my wife. She's my backbone and my best friend. I also give credit to my students ... they are the reason I do what I do. And last, but certainly not least, to the leadership here at DEOMI and all of my co-workers within the Education & Training Team here," he said. "We all help each other out."

Cheif Master Sgt. Gloria L. Weatherspoon, DEOMI Senior Enlisted Advisor, had this to say about Jackel.

"Sergeant 1st Class Jackel is the epitome of what an Army NCO should be. He is prepared, professional and performance-driven," she said.

"The phrase "that's good enough" is not in his vocabulary, she said. "He gets the job done right ... every single time."

OUR RESOURCE MANAGEMENT  
INFORMATION SYSTEMS DIVISION  
BEGAN A NEW VIDEO SERIES  
TITLED

# DEOMI MINUTE



DEOMI Minute spotlights Resource Management's Video Contractor Development Team and the processes involved in making training videos. DEOMI's training videos are posted on our website at [www.deomi.org](http://www.deomi.org) and are intended to present realistic workplace scenarios that can be used as aides for EO and EEO Advisors.

- ▶ Production of videos.
- ▶ Academic Standards & Evaluation processes for new instructor personnel.
- ▶ R&D initiatives, STEM & Summer Faculty.
- ▶ Objectives and products, the Observance Poster process and methodology.

These short videos will continue to be posted on our DEOMI web and Facebook pages.



Use these helpful links for DEOMI customers

The screenshot shows the DEOCS website with a blue header. Below it is a circular diagram divided into five segments, each labeled with a number from 1 to 5 and a corresponding step: 1. PREPARE, 2. CONDUCT, 3. INTERPRET, 4. DEVELOP, and 5. EXECUTE. The center of the circle contains the text "Assessment to Solutions". To the right of the diagram, there is a box titled "Assessment to Solutions" with descriptive text and two buttons: "Read More" and "Intro to A2S Video".

## Assessment to Solutions/ DEOCS

DEOCS Helpdesk: 321-494-2675/3260

- ▶ <https://www.deocs.net/public/index.cfm>

## Mission Video

- ▶ <https://www.deomi.org/main/video.cfm?id=missionw>

## Video Support

- ▶ [deomipa@us.af.mil](mailto:deomipa@us.af.mil)
- ▶ [deomiwbm@us.af.mil](mailto:deomiwbm@us.af.mil)

## Monthly Observances

- ▶ <https://www.deomi.org/human-relations/special-observances.cfm?tab=5w>



- ▶ <https://www.deomi.org/about/public-affairs.cfm>
- ▶ [https://www.facebook.com/DEOMI.DoD/?ref=aymt\\_homepage\\_panel](https://www.facebook.com/DEOMI.DoD/?ref=aymt_homepage_panel)
- ▶ [deomipa@us.af.mil](mailto:deomipa@us.af.mil)