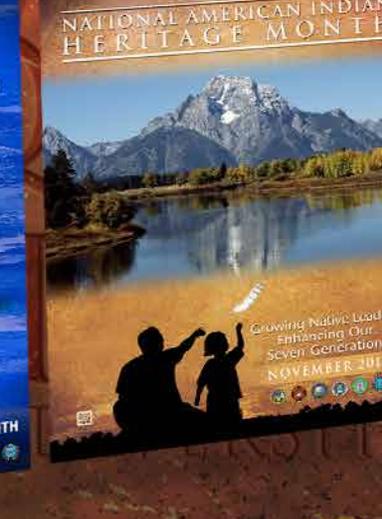
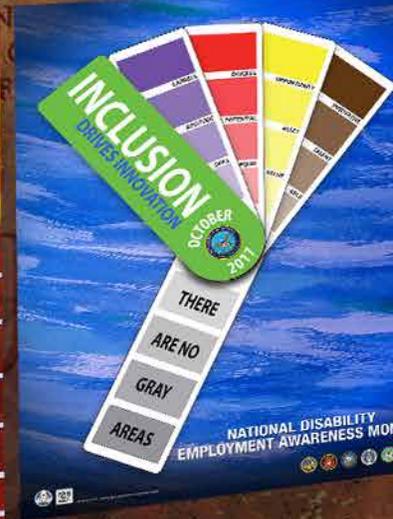
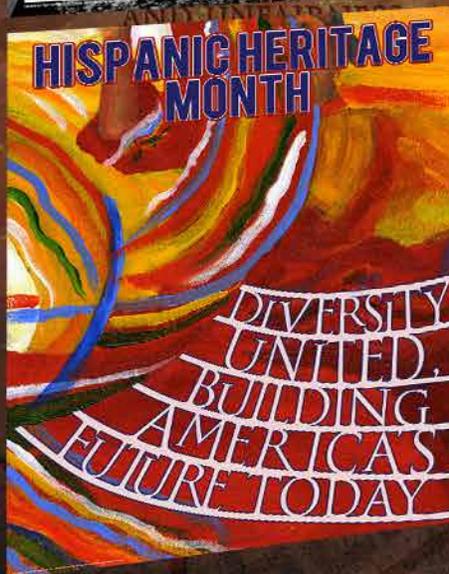
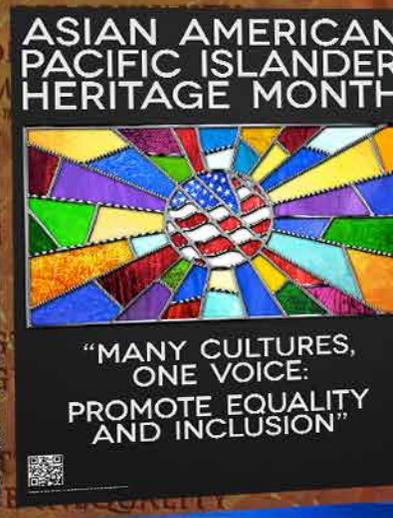
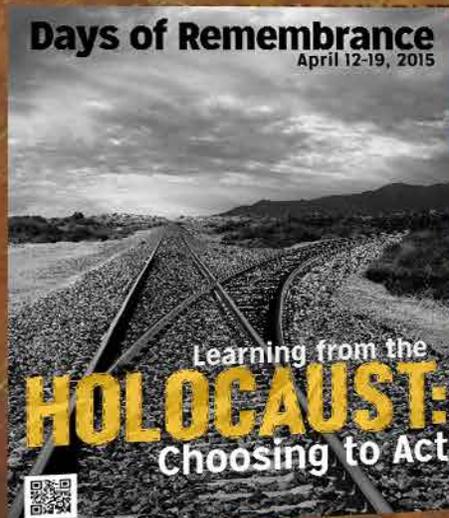
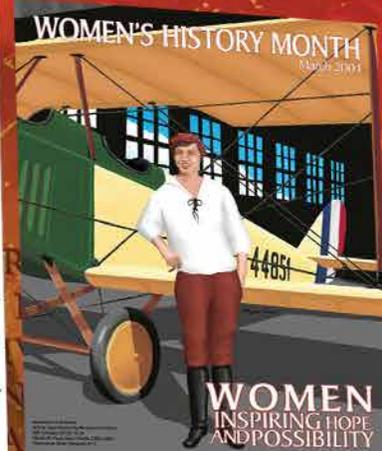
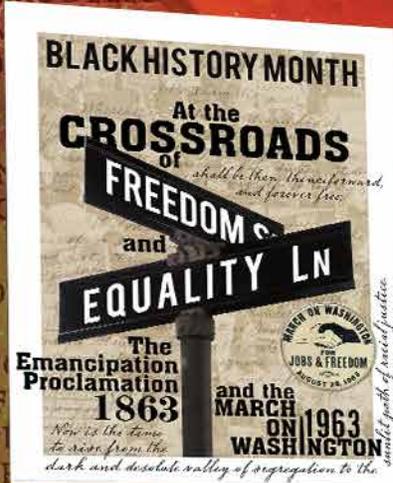
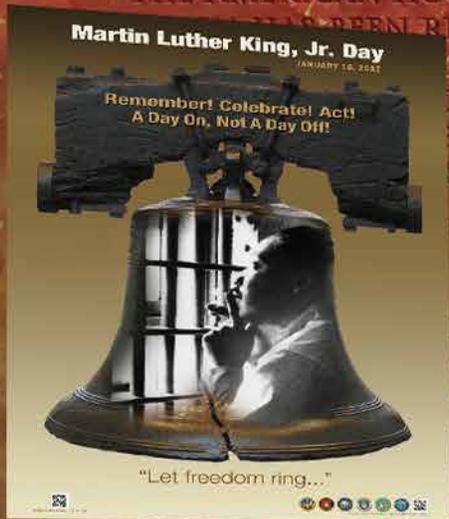


NEWS LETTER

DEOMI 2nd Quarter, July 2019 "LUCIUS THEUS



For more information about how to conduct a special observance, please visit: deomi.org

WE ARE A PART OF SOMETHING BIGGER!

By Army COL Mary L. Martin
DEOMI Commandant

This is my last opportunity to address all of you as the DEOMI Commandant.

August 2 is scheduled to be my last day here.

From the time I came into the Army as an enlisted Soldier at Fort Jackson, SC, in October, 1985, I was blessed to work for – and learn from – many great leaders, both officer and enlisted.

There are way too many people to thank individually, so please know that I want to thank each and every one of you who had a positive impact during my career.

I have enjoyed my time and was proud to serve as the DEMOI Commandant since June, 2016.

While we have much to be proud of as a Team, I am also confident those who follow in this position will continue to build on our successes, and benefit from the Training Transformation initiative we started to bring DEOMI closer into the future. Our hard-working team is still making needed adjustments to our curriculum, class scheduling, target audiences, media-based targeting, and every other facet of this Institute.

Without question, the U.S. Military is one of the most respected institutions in our country today. That respect did not happen by chance. It was earned because of your values, dedication, professionalism, service to your country, and ultimately something greater than self.

And make no mistake about it, the Equal Opportunity Advisors (EOA), Equal Employment Opportunity (EEO) Professionals and Command Climate Specialists (CCS) are some of the most respected positions in the Armed Forces because of those very same traits.

I want every EOA and CCS to know how proud I am of the work you perform wherever you find yourself. Your charge as an EOA or CCS has enhanced mission readiness throughout the Department of Defense (DoD) by implementing the understanding that our strengths derive from our differences as well as our shared values, goals and ethics.

More importantly, I want you to be proud of yourself, and to stand back and recognize the achievements you have made ensuring the DoD is a place where all individuals have infinite dignity and worth. But keep in mind, you do not have the luxury of sitting back. You must be engaged in your commands and never, ever be afraid to do what's right.

The military of today isn't some shapeless mass of humanity. It is made up of the total combination of talents that each and every one of our Service Members offer. In other words, we are all a part of something bigger, something better than ourselves.

Being a Service Member is something to be proud of, and being an EOA or CCS is something that should magnify that pride!



EMOTIONAL INTELLIGENCE IS A HUMAN RELATIONS SKILL

By Chief Master Sgt. Gloria Weatherspoon
DEOMI Senior Enlisted Advisor

In 2001, I was a Senior Airman stationed at Nellis Air Force Base. I was home on leave with my mother, who was in the final days of her second fight with Cancer.

My Mother passed away and when I called my supervisor he said, "You are already in the hole for leave and we have an inventory to do, can't you come back and let your family handle your Mother's funeral arrangements."

He never said "I'm sorry for your loss." This interaction left an indelible mark on me, and shaped who I am as a leader. Today, affixed to the wall across from my desk is a quote by Dr. Maya Angelou that reads "People will forget what you said, people will forget what you did, but they will never forget how you made them feel."

I knew then that I would never want anyone to feel the way that supervisor made me feel. I now understand that this individual had low emotional intelligence.

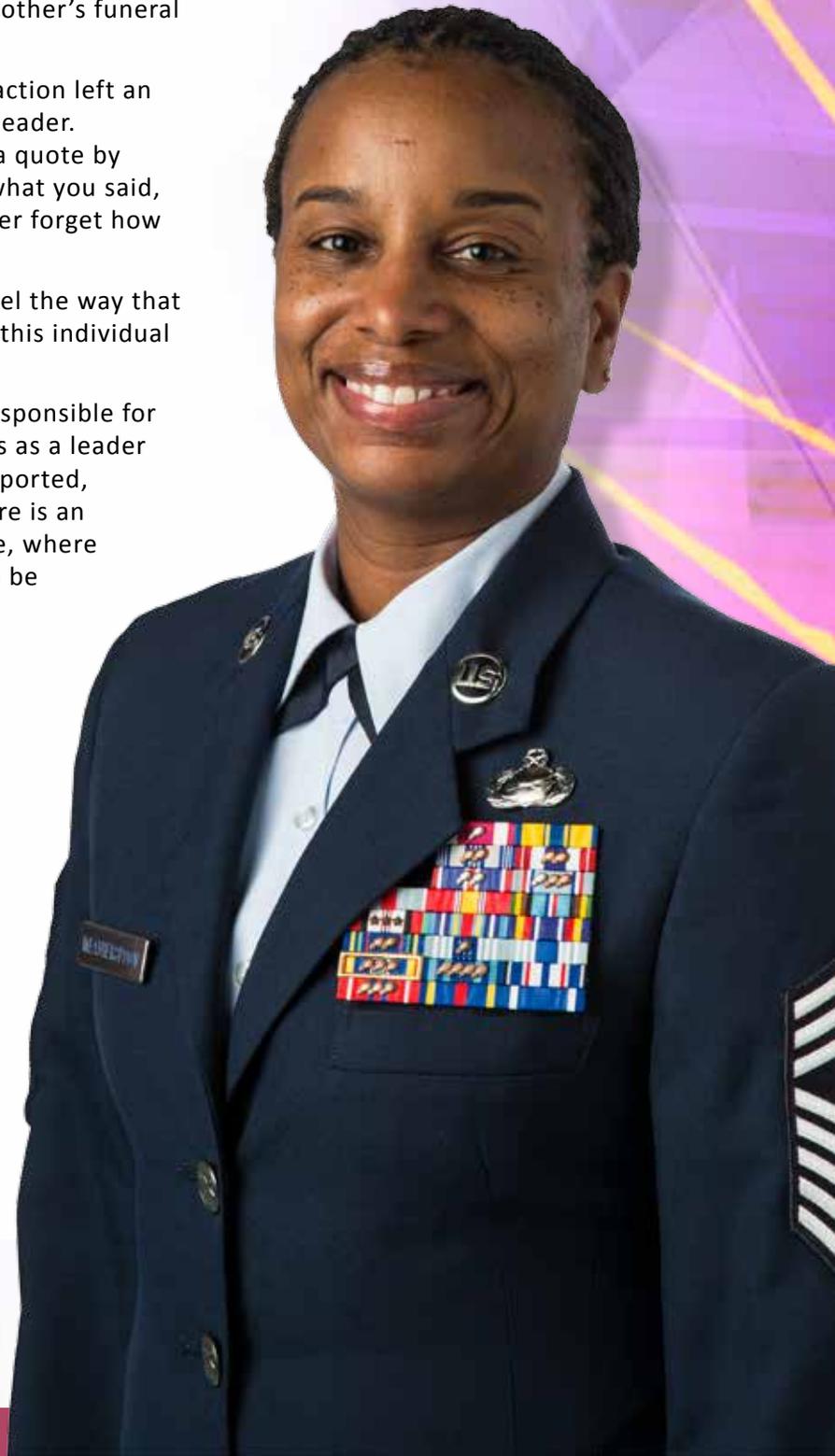
As leaders, we need to understand that we are responsible for how we make people feel. What I mean by that is as a leader we are charged to ensure that our teams feel supported, have the tools that they need to succeed and there is an environment where they are free to be innovative, where their ideas, input and concerns are heard and can be addressed without repercussion.

Understanding, strengthening your emotional intelligence (EQi) will greatly assist with that.

Leaders with a high EQi consider how their behaviors effects those they lead. It influences the morale in the organization and has a direct impact on the productivity of their subordinates.

Having a clear understanding of the 5 elements of emotional intelligence (Self-Awareness, Self-Regulation, Motivation, Empathy and Social Skills) and how they assist with connecting to those you are leading is the key to ensuring mission success in any organization. The leader with a high EQi level knows and understands how their actions impact the reactions of others.

Continued next page



EMOTIONAL INTELLIGENCE IS A HUMAN RELATIONS SKILL

CONTINUED

Do you know what your EQi is? Take an honest look at yourself, if you find that you are making decisions based off of your “feelings”, do a self-check. If you find that you are in a space where you “don’t like” some of your subordinates and are indirectly treating them differently than you treat others do a self-check.

If you find that you tend to lean more towards those who think like you, act like you and shy away from those who challenge you do a self-check. If you find that you are having a difficult time connecting with your team-mates do a self-check. The findings may surprise you. The key elements of a leader that grows leaders is knowing how our emotions, actions and reactions can affect others who look to us for guidance.

Listen to what Army General Colin Powell, a former Chairman of the Joint Chiefs of Staff had to say.

“Failing to have control of your emotions is a leadership failure,” he said.

“Most people leave organizations because of the people in leadership positions, not because of the organization itself. As a collective team we must continuously work on our EQi, because an emotionally intelligent leader is a servant leader, a transformational leader and the leader “that people want to follow even if they aren’t sure where you are going.”

Be that kind of leader.



DEOMI's Training Transformation

Col. Martin: Share your thoughts, ideas ... we'll do this together!

By Christopher Calkins DEOMI Public Affairs
Photos by Michael Marks

Since its inception in 1971, the Defense Equal Opportunity Management Institute has enhanced mission readiness by fostering positive human relations throughout the DOD.

That mandate has been carried back to the Services by more than 50,000 DEOMI graduates. These forces maximize organizational cohesion and maintain the highest degree of mission readiness while maintaining the DOD reputation as a place where all individuals have infinite dignity and worth.

One of the keys to the Institute's success over the past 48 years has been the team's ability to "change with the times."

And that's exactly what's happening here at the present time.

During a meeting designed to share updates, request feedback and find more effective ways to foster diversity and inclusion in today's Department of Defense, Army Col. Mary L. Martin had this to say to TEAM DEOMI.



"Like I've said many times in the past, if we're not up-to-date and relevant in today's society, we can't relate as well as we need to with today's students and issues.

"Let's never forget we are a school house here," she added.

"This is why it's so vitally important to share your thoughts and ideas, share your information, lessons learned and experiences. The only way we are going to be successful is if we are all in this together," said the DEOMI Commandant.

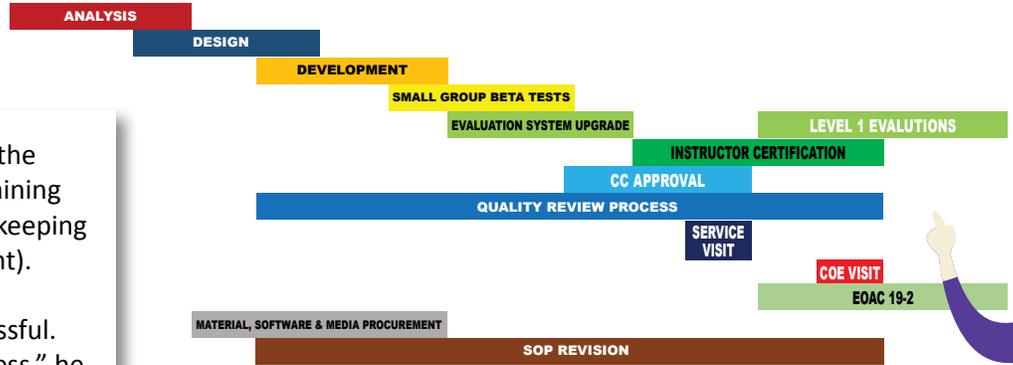
Dr. Daniel McDonald, Director of Research and Development, said this long-term transformation is more than just a curriculum change.

"We are also looking at making changes to the training methodology. This will be a multi-year, continuing process that will drive our training and how we do business in the future," McDonald said.



Proposed Timelive for Transformation

1-Apr-19 15-Apr-19 1-May-19 15-May-19 1-Jun-19 15-Jun-19 1-Jul-19 15-Jul-19 1-Aug-19 15-Aug-19 1-Sep-19 15-Sep-19 1-Oct-19 15-Oct-19



According to McDonald, one of the keys has been to balance the training transformation workload while keeping a sharp eye on the timeline (right).

“We’re confident we’ll be successful. This has been a total team process,” he added.

His co-worker readily agrees.

“Change, real change, and not change just for change sake, can be a very positive thing,” said Marine Master Gunnery Sgt. Ferman McLaughlin, DEOMI Research & Development NCOIC.

“Our research shows our students would prefer more applied, simulation-based and more improved Service Specific Training,” he said.

He also said students have requested

- Re-Alignment of Courses/Programs toward progressively building learner skill sets from (Core to Service Specific training) 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)

“We never said it’s going to be easy, but it’s something that needs to be done,” he said.

“It is the duty of each of us to work to make the Department of Defense a workplace of choice that is characterized by equity and inclusion and one that is reflective of this great nation we represent, where all individuals have infinite dignity and worth,” he added.



Faces
of

DEOMI

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE



SSG DE HOLLEBEN

What's something unique about you? (Hobbies, Dreams, Goals, Why you joined the Army?)

I was born and raised in Brazil. I moved to the United States in 2007 and join the Army three months later. That was my way to pay my debt to this country, for letting me stay. I speak three languages fluently, and studying a fourth. I also own a couple racing licenses and I am a professional virtual driver. I really want to serve for 20 years, and before I retire, finish my degree and travel as often as possible.

Tell us a little about your job?

My job in itself is unique, I am a combat cameraman or a 25V (Combat Production/Documentation Specialist) and here at DEOMI I work with the best in the business of animation, graphics and graphics creation to editing experts. We create videos, and all sorts of material to help teach and professionalize the military's Equal Opportunity Program.

What's your favorite part of being assigned to DEOMI?

Honestly, the best part of being assigned is everything. The location is great, I work with amazing people, my chain of command could not be better and the creative environment is simply mesmerizing. Plus, I support the training of future Equal Opportunity Advisors, which gives me a special outlook on this organization. I am very glad, and very honored to be part of this great institute.

What makes SSG Holleben such an outstanding Service Member?

(Army Master Sgt. Florencia R. Santiago) It is a pleasure to work with Staff Sgt. De Holleben! Not only is he an outstanding NCO, but he is always willing to go the extra mile to get his mission accomplished. He takes great pride in his work, to include attention to detail, which shows in the great products he releases. He is always looking for ways to make DEOMI better and as a result, he created the first ever DEOMI cultural corner which shares information on each monthly observance. Staff Sgt. De Holleben is an outstanding team player and valuable member of the Resource Management Department!

Boys & Men Conference

www.SummitofSeven.org



DEOMI COMMANDANT HEADLINES 'SUMMIT OF SEVEN' CONFERENCE

By Christopher Calkins DEOMI Public Affairs
Photos by Michael Marks

COL MARTIN:

'Never sell yourself short

Army Col. Mary L. Martin, Commandant, Defense Equal Opportunity Management Institute, and Dr. Mark Mullins, Superintendent of Brevard County Schools, served as the Keynote Speakers June 8 during the 27th Annual Summit of Seven event held at the Melbourne Campus of Eastern Florida State College.

According to event organizers, the purpose of the summit was to provide a series of life-changing community educational programs for our youth and young adults. Several joint-service members of Team DEOMI took part by presenting meaningful workshops and events

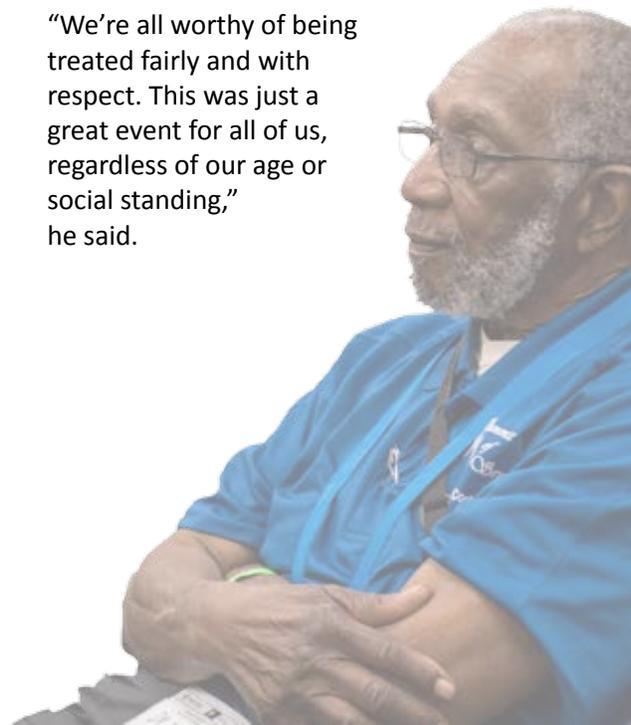
designed to challenge our local youth and adults to prepare for successful careers and family life.

Dr. Norman Gleason, right, a Brevard County Minister with a career in law enforcement had this to say during one of those morning breakout sessions.

"I am a 1973 graduate of the Defense Race Relations Institute (per-cursor to DEOMI)," said Dr. Gleason.

"I still use what I learned there, both in my personal and professional life nearly half a century later," he said.

"We're all worthy of being treated fairly and with respect. This was just a great event for all of us, regardless of our age or social standing," he said.





Speaking to a crowd of more than 450 attendees, Col. Martin, who entered the Army as an enlisted soldier in 1985, took to the podium.

“First off, I want to say thank you to Mr. Moses L. Harvin, Jr., (the event Chairperson) and to Eastern Florida State College for hosting this most important, inspiring event,” she said.

“Next, I want to thank all the service members and civilians from DEOMI who volunteered their time and efforts to this great event.

“As you may, or may not know, we have a very robust community relations program at our Institute and I’m proud to see them be so helpful and active here in our communities,” she said.

Then she switched gears to the crux of her messaging and wasted little time connecting with the audience.

“Education is the key to success. Neither of my parents finished high school. All five of us kids did and several of us have advanced degrees – our parents made sure we finished,” she said with a knowing smile.

She also said she’s hopeful no one should have to go this route alone.

“Very few people succeed on their own,” she said.

“For me, whether I was fresh out of high school, or whether I was an enlisted soldier or Army officer, there was always someone there for me. My wish for you is to find that someone.”

And, as she added, to act on it.

She then asked everyone in the audience to never sell themselves short.

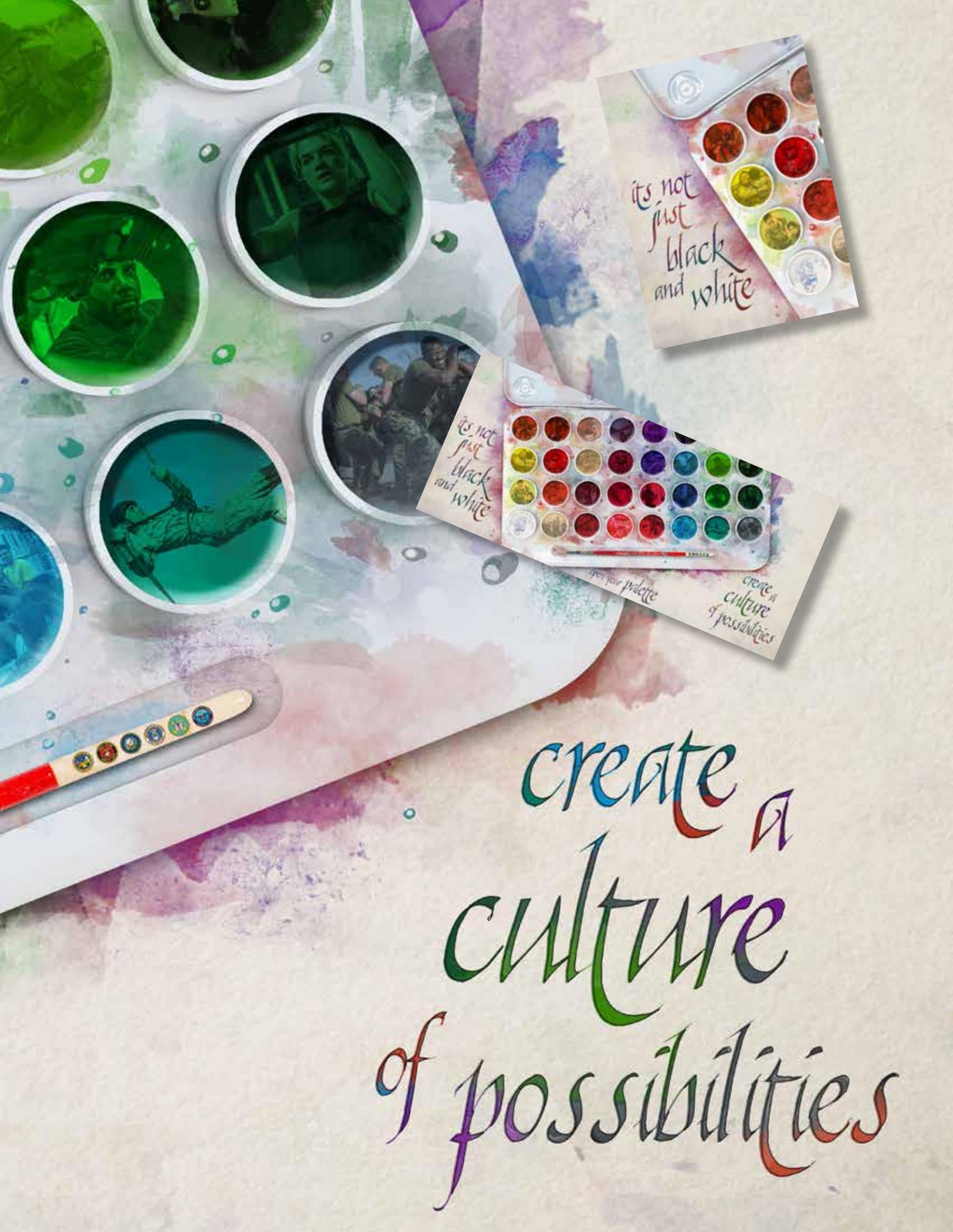
“Not only was I given advice by those more qualified and with more experience, I listened and acted upon that advice,” she said with emphasis.

“Please, know what you are worth. You’re not worthless and believe me I’m proof positive you can do all the things you dream of if you just remain true to your goals, yourself, and those around you. Never sell yourself short.

She closed with one last thought for the audience to think about.

“Be yourself first and foremost. If you ever forget where you came from, you’re likely to forget where you’re going.”





its not just black and white

its not just black and white

for your palette

create a culture of possibilities

create a culture of possibilities

Happy

48th



Birthday

June 24, 1971 - June 24, 2019

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 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



Assessment to Solutions/ DEOCS

DEOCS Helpdesk: 321-494-2675/3260

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

Mission Video

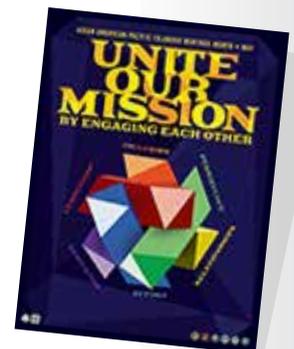
▶ <https://www.deomi.org/main/video.cfm?id=missionw>

Video Support

- ▶ deomipa@us.af.mil
- ▶ deomiwbm@us.af.mil

Monthly Observances

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



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