

Defense Equal Opportunity Management Institute (DEOMI)

Strategic Plan Fiscal Years 2020 – 2025





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Command Group**

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Message from the Commandant

Our nation faces a global environment full of significant and complex challenges. International terrorism, proliferation of weapons of mass destruction, military aggression and political instability are primary threats to our citizens and interests. Therefore, we must continuously focus our efforts on the readiness and lethality of our total force.

These and other challenges compel us to expand the organizational effectiveness of our operations through education, training, assessments, and solutions. Diversity and Inclusion along with Human Relations play a key role in the effective operations and readiness of our organizations across the Department of Defense (DoD).

It is the goal and mission of DEOMI to skillfully apply our resources to achieve maximum readiness within the DoD on behalf of the nation. We must continue to deliver education, training, innovative solutions, and research that provide the means for commanders at all levels and directors to assess organizational effectiveness and apply sound solutions.

DEOMI produces highly capable Equal Opportunity Advisors, Command Climate Specialist and Equal Employment Opportunity Counselors with the competence to address Human Relations concerns in their organizations. Additionally, these professionals provide commanders and directors with sound advice and strategies to prevent significant issues that negatively impact mission readiness. Furthermore, improving organizational assessment training and consultation will ensure leaders at every level of the DoD understand how to enhance work place culture and prevent problematic behaviors. We will use every opportunity, every technology, and every resource to the fullest. The DoD and our nation require it, our leaders depend on it, and our forces demand it.

This Strategic Plan outlines our efforts to build upon our current capabilities and achieve fundamental change through improvements, enhancements and prevention. It describes the work we are presently doing, and the initiatives we must undertake to ensure DEOMI maintains its relevancy to the Nation, its leaders and our forces.

AIMEE L. STORM
Colonel, USAF
Commandant



Vision

An inclusive force that values and develops all individuals and thrives on their contributions.

Mission

Develop and deliver innovative education, training, research and collaborative solutions to optimize force readiness.

Core Values

We hold ourselves as well as others accountable for the following values:

- ***Inclusion*** – The development of relationship, community, and trust through valuing, respecting and depending on individual strengths.
- ***Learning*** – The pursuit of knowledge and wisdom for personal and professional growth.
- ***Innovation*** – The development of agile and adaptive strategies, solutions, and technologies.
- ***Collaboration*** – The development of alliances with Human Relations communities of interest, DoD leaders, and entities of mutual pursuit.



Introduction

The Defense Equal Opportunity Management Institute (DEOMI) develops multidisciplinary, student centered, human relations (HR) education, training, research and solutions to effectively train the next generation of human relations experts. It is a place where we aim for the highest standards of achievement in the HR arena. DEOMI provides leadership, best practices, research, support, education, and training to the Military Services with a focus on prevention of problematic behaviors and people centered leadership. There is an emphasis on advanced training, certification, knowledge sharing, and development of standards and methodologies. DEOMI's goal is to enhance as well as promote organizational effectiveness and mission readiness across the DoD.

DEOMI develops and delivers the highest quality training and education, leads the scientific field in both theoretical and applied research to establish a body of scientific knowledge to support curriculum development, advises policy makers, and provides consultation to leaders to assist with organizational effectiveness. Our most recent discoveries, applications, and historical information provide a forum where experts collaborate to form new ideas and vision for the future.

DEOMI is an agile organization capable of quickly adjusting to the demands of the rapidly changing environment. We demonstrate organizational excellence through our management of effective programs while also demonstrating commitment to quality in daily operations. We are recognized by external accrediting agencies for quality education and training, and offer college credits on courses meeting academic standards. DEOMI's goal is to be the 'Center of Excellence' for the DoD in HR training.

In preparation for this Strategic Plan, DEOMI incorporated the latest guidance from the Under Secretary of Defense for Personnel & Readiness (USD (P&R)), the Defense Human Resources Activity (DHRA), as well as the Department of Defense Directives (DoDD) 1020.02E and 1350.2 as well as Department of Defense Instruction (DoDI) 1020.03.



Goals and Objectives Overview

Goal 1: Advance DEOMI education and training programs through continuous incorporation of emerging policies, technologies, media and research.

Objectives:

- 1.1 Recruit, develop and retain the most qualified faculty and staff.
- 1.2 Modernize DEOMI's technology infrastructure.
- 1.3 Establish a continuous improvement model for DEOMI curriculum and training delivery.
- 1.4 Expand distance learning capabilities.

Goal 2: Strengthen collaborative relationships with Human Relation communities of interest and DoD leaders.

Objectives:

- 2.1 Institutionalize a formal Communication Strategy.
- 2.2 Develop alliances with DoD-specific force resiliency agencies.
- 2.3 Strengthen relationships with DoD customers.



Goal 3: Increase the utility of DEOMI and external research to forward DoD priorities.

Objectives:

3.1 Expand DEOMI's research capability.

3.2 Build fellowship opportunities.

Goal 4: *Evolve DEOMI's culture development system to meet DoD strategies.*

Objectives:

4.1 Establish a continuous improvement model for DEOMI's culture development system.

4.2 Develop evidence based solutions leveraging operations analysis.

4.3 Reestablish the capacity for a consultation cell of expertise to meet DoD requirements.