



Equal Opportunity Advisors Course (EOAC) Resident

Purpose: The purpose of the EOAC is to train and certify Armed Forces personnel (DoD and Coast Guard) assigned to military and civilian Equal Opportunity (EO) billets as Equal Opportunity Advisors (EOA) or Command Climate Specialists (CCS). When students graduate from this course, they will be prepared to serve as advisors to Commanders on Military Equal Opportunity (MEO) matters.

Program/Course Description: Students accomplish this course using a blend of distributed learning (DL) and asynchronous learning before attending in-residence training for small-group discussions and practicums, integrated with Service-Specific Training. In the EOAC, students will obtain human relations training consisting of the following:

- Phase I: DL
- Phase II: In-residence instruction, including Service-Specific instruction

Lectures and discussions center on the major issues and concerns pertinent to military readiness and the competencies needed to become a successful EOA/CCS. Concepts represent a class of terms (an idea usually expressed in a word or words), and principles communicate relationships among concepts. Generalizations are relationships between/among concepts expressed at a higher level of abstraction than a principle. DEOMI creates lectures to allow students to see the relationship or organization of the new ideas. Lectures tend to present a concept (one idea) by first defining it and then giving many concrete examples of the concept. DEOMI implements skills and attitude learning associated with higher-level learning objectives in a small-group format, allowing the student to meet both cognitive and affective learning objectives. In the small group, instructors will provide information that will assist students in understanding lesson content and how to apply their experiences.

Learning Outcomes: Upon graduation, Service members/Federal employees will be able to do the following:

Core Training:

- Possess conscious knowledge of one's character, feelings, motives, and desires (self-awareness).
- Demonstrate understanding of Title X U.S.C. 1561 and Title VII of the Civil Rights Act of 1964, including DoD policies concerning unlawful discrimination in the workplace.
- Apply the foundation of human relations theory and associated socio-psychological aspects that influence the organization.
- Demonstrate understanding of issues (historical and emerging) surrounding social inequality.

- Demonstrate understanding of sexual harassment, sexual assault, and the issues surrounding them; victimization; and victim services.
- Apply fundamental presentation, facilitation, and training skills.
- Apply the foundation of human relations theory and associated socio-psychological aspects that influence the organization.
- Apply Alternative Dispute Resolution techniques (conflict management/resolution).
- Demonstrate knowledge and understanding of EO-related matters and advise Commanders on all EO related concerns.
- Demonstrate knowledge of special observances.
- Recall the DoD policy on extremism (dissident and protest activities); understand the impacts of extremism; and recognize how extremist ideology and groups are cultivated.
- Apply prevention and response strategies to harassment and other problematic behaviors(e.g., retaliation, reprisal, hazing, and bullying).
- Recognize an organization’s EO program’s strengths, weaknesses, and opportunities for improving the climate of an organization; provide recommendations; and monitor action plans for continual improvements.
- Prepare correspondence and recommend changes in policies and practices to eliminate barriers to diversity and EO matters.
- Conduct command climate assessments.

American Council on Education (ACE) College Credit: For the course DEOMI-0001, ACE recommends three semester hours in human relations, three semester hours in conflict resolution, and three semester hours in diversity management for a total of nine semester hours in the lower-division baccalaureate/associate degree category.

As part of cognitive development, students must also develop their interpersonal skills by participating in activities while in resident. It is important to note that DEOMI designs activities to elicit discussion, which may enter the affective domain of learning. In these cases, the affective objective is for each student to actively participate in various group activities and to respond with interest to material presented (i.e., express opinions, beliefs, etc.). To measure certain cognitive and affective behaviors expected of the student during activities, the Interpersonal Skills Developmental Evaluation (ISDE) form is used. The Institute expects students to demonstrate professionalism as they develop their interpersonal skills.

Target Audience: Military and DoD civilian personnel who serve as advisors to Commanders on Military Equal Opportunity matters.

Specialty/Skill Identifier Awarded: Completion of the program is mandatory prior to the award of the following military job specialty codes.

Service	Code
Army	SQI 5T/Q
Navy	809A
Air Force	3F4X1/38F
Marine Corps	0127
Coast Guard	Military Equal Opportunity Advisor

Prerequisites: DEOMI sets general criteria for its target audience. Each branch of Service may require additional prerequisites. Future students must:

- Pass all pre-screening requirements according to their Service/Agency policies.
- Demonstrate the outstanding performance of assigned duties.
- Possess basic writing and speaking skills.
- Have a high school diploma or equivalent.
- Be endorsed by nominating command (based on interview and Service record).
- Be in or slated to be in an EOA/CCS position.
- Have stability in personal affairs (no chronic indebtedness and/or excessive use of alcohol, no individuals withdrawn for cause within the last 3 years from any human reliability or personal reliability program, and no Uniformed Code of Military Justice, non-judicial, or State Code of Military Justice punishment within the last 2 years).

Method of Instruction: Lectures/interactive large group discussion (auditorium), CBT, small group with activities (experiential learning), role-playing, student facilitation/guided discussion, and case study.

Instructional Medium: Instructor lead/facilitated learning, computer-based instruction (self-paced), informal lectures in auditorium, small-group activity, and electronic materials, etc.

Duration:

- Phase I: 46 hours seat time
- Phase II: 7 weeks

Frequency: Three times per year

Students per class: Up to 149 students

Admissions Policy: Must be an Active Duty Service member or DoD civilian in order to register for this course. The Institute does not authorize National Guard and Reserve Service members to take the EOAC unless the Service member is preparing for a deployment and the course will allow the Service member to be qualified prior to the deployment. The Services' selection process admits all personnel.

Once admitted to the program, DEOMI expects each student to attend, participate in, and complete the lessons associated with the program. In order to finish the program of instruction, each student is required to complete the EOA Core and Service Specific requirements. Completion of the program requires each student to achieve at least a 70% average on all graded areas.

Contact: For questions about the EOAC resident course, please contact the Student Services Department at DSN 854-4617/5874/5214, commercial (321) 494-4617/5874/5214. The email address for Student Services is <mailto:deomi.ss@us.af.mil>.

All DoD civilians should direct their requests for enrollment through their respective Training Offices to their Major Commands.

Internet Address: www.defenseculture.mil