



Equal Opportunity Advisors Course (EOAC) Resident

Purpose: The purpose of the EOAC is to train and certify Armed Forces (DoD and Coast Guard) personnel assigned to military and civilian EO billets as Equal Opportunity Advisors (EOAs) or Command Climate Specialists (CCS).

Program/Course Description: The EOAC provides an 11-week resident, student-centered approach to train Service EO professionals. The EOAC has two distinct areas of training: eight weeks of core curriculum and three weeks of Service-specific training (SST).

The self-awareness (intrapersonal) section of the core curriculum consists of the following EOA lessons: *General EOA Duties, Group Development, Socialization, Perceptions, and Communication Skills for the EO Professional.*

The interpersonal section consists of the following lessons: *Intercultural Communications, Basic Facilitation Skills, Power and Privilege, Prejudice and Discrimination, System Focus and Victim Focus, Harassment in the DoD, Racism, Religious Diversity, Sexism, Extremism, Sexual Assault Prevention and Awareness, Cultural Awareness, Race and Ethnic Studies.* Students use computer-based training (CBT) to complete lessons on the following groups White-Americans, Black-Americans, Hispanic-Americans, Asian-Americans, Native Hawaiians or other Pacific Islanders, and American Indians, *Diversity and Inclusion, and DoD Principles of Prevention.*

The EOA also receives training in presentation skills, as well as training development and delivery.

The Command Climate Assessment and Improvement (CCAI) section familiarizes students with the purpose, process, and scope of an organizational assessment. The purpose of the CCAI is to assist commanders at all levels in determining their command's climate. The CCAI identifies and measures those factors, both positive and negative, that may affect mission readiness, such as unit morale, EO and treatment, interpersonal relationships, and communication. The CCAI provides a snapshot in time. Within these lessons, students will learn about an organizational assessment planning strategy and assessment tools and techniques. Students will also learn how to conduct a CCAI analysis and report its findings.

Guest lecturer and subject-specific panels are also included in the EOA course.

This course awards upper- and lower-division associate and baccalaureate degree credit from the American Council on Education (ACE).

Learning Outcomes:

Core Training

- Apply interpersonal skills developed for group interaction
- Comprehend how socialization impacts human relations
- Apply formal briefing skills as a EO professional
- Comprehend how perceptions can impact unit readiness and mission effectiveness
- Comprehend how the communication process can impact mission effectiveness
- Comprehend how diversity and inclusion can impact mission effectiveness
- Know how conflict management and resolutions can impact mission effectiveness
- Know how intercultural communication can impact mission effectiveness
- Comprehend how power and privilege can impact mission effectiveness
- Comprehend how prejudice and discrimination can impact mission effectiveness
- Comprehend how victim focus (victimization) can impact mission readiness
- Know the basis of bystander intervention and its impact on mission effectiveness
- Comprehend how racism can impact mission effectiveness
- Know how extremism can impact mission readiness
- Know how religious discrimination can impact mission effectiveness
- Comprehend how sexism can impact mission effectiveness
- Comprehend how harassment can impact mission effectiveness
- Know how sexual assault can affect military readiness
- Know how principles of prevention can affect military readiness
- Apply teaching skills to develop and facilitate a guided discussion
- Comprehend how cultural awareness can impact the workplace
- Know the unique characteristics of the six major race/ethnic groups identified by the Office of Management and Budget (OMB)
- Comprehend how ethical decision making can impact mission effectiveness
- Know how EOA duties impact the military environment
- Know the major components of the EO complaint process
- Know how alternative dispute resolution (ADR) can impact mission effectiveness
- Know how to prepare for special observances recognized by the DoD
- Comprehend the basic characteristics of the Defense Equal Opportunity Climate Survey (DEOCS)
- Know how records and reports play a role in an organizational assessment
- Comprehend the fundamental competencies associated with observation and interview skills
- Analyze organizational assessment data
- Apply briefing skills to conduct an out-brief using all organizational assessment data to leverage assessment to solutions

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.

After eight weeks (core training), students will break into their respective SST groups for training unique to each Service. The following identifies SST length timeframes:

Army: 3 weeks (15 training days)	Air Force: 3 weeks (15 training days)
Navy: 3 weeks (15 training days)	Marine Corps: 3 weeks (15 training days)
Coast Guard: 3 weeks (15 training days)	

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 to meet the specific Service needs. Each branch of Service sets forth guidance containing these general criteria and others.

- Demonstrates outstanding performance of assigned duties
- Meets Service uniform/personal appearance requirements, weight/body fat standards, and physical fitness test (PFT) within the last 6 months
- Basic writing and speaking skills
- Has a High School Diploma or equivalent
- Endorsed by nominating command, based on interview and Service record review
- Must be in or slated to be in an EOA/CCS position
- 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 UCMJ, 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: 11 weeks (See "Program/Course Description")

Frequency: Two times per year.

Students per class: 120-140

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, 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 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 or www.deomi.org