



Equal Opportunity Advisors Reserve Component Course (EOARCC) Resident

Purpose: The purpose of the EOARCC is to train and certify DoD Reserve Component personnel assigned to military and civilian EO billets as EOAs.

Program/Course Description: This course utilizes a hybrid approach to learning, which means that learning events occur in both online and in-resident environments. Students selected for the EOARCC must complete all online modules prior to attending DEOMI in-residence training. Both Advanced Distributed Learning (ADL) and traditional lectures given in-residence provide basic knowledge about a subject. The online and in-resident portion of the training is a major strategy for expanding knowledge of basic subject matter in the cognitive domain of learning. The Institute implements skills and attitude learning associated with higher level learning objectives in a small-group (in-resident) format in order to allow the students to meet both cognitive and affective learning objectives. Instructors will provide information that will assist students in understanding lesson content and how to apply their experiences while in the small group. Lectures and discussions will center on the major issues and concerns pertinent to military readiness and the competencies needed to become successful EOAs.

The ACE awards upper and lower-division associate and baccalaureate degree credit for this course.

Phase I training consists of 23 online modules:

1. <i>Group Development</i> (2 h)	2. <i>Sexual Assault Prevention & Response</i> (2 h)
3. <i>Socialization</i> (2 h)	4. <i>Cultural Awareness</i> (2 h)
5. <i>Perceptions</i> (2 h)	6. <i>White Americans</i> (2 h)
7. <i>Communication Skills</i> (2 h)	8. <i>Black or African Americans</i> (2 h)
9. <i>Communicating Across Differences</i> (2 h)	10. <i>Hispanic or Latino Americans</i> (2 h)
11. <i>Conflict Management</i> (2 h)	12. <i>Asian Americans</i> (2 h)
13. <i>Individual Diversity Awareness</i> (2 h)	14. <i>Native Hawaiian or Other Pacific Islanders</i> (2 h)
15. <i>Ethics</i> (2 h)	16. <i>American Indian or Alaska Native</i> (2 h)
17. <i>Presentation Skills</i> (2 h)	18. <i>General EOA Duties</i> (2 h)
19. <i>Extremism</i> (2 h)	20. <i>Bystander Intervention</i> (2 h)
21. <i>System vs. Victim Focus</i> (2 h)	22. <i>Special Observances</i> (2 h)
23. <i>Religious Diversity & Accommodation</i> (2 h)	
Total Seat Time: 38 h (Time Increase due to Level III Interaction) All times are estimates	

Students have a 3-month limit to complete Phase I training. Phase I must be complete prior to in-resident training.

Phase II consists of four weeks of resident training (similar to the EOAC), including small-group activities designed to reinforce concepts learned during Phase I. Additionally, Phase II curriculum includes lessons on *Diversity and Inclusion, Racism, Sexism, Communication Skills for the EO Professional, DoD Principles of Prevention, and Conflict Management and Resolution*. It concludes with five days of SST.

Learning Outcomes:

Core Training

- Apply interpersonal skills developed for group interaction
- Comprehend how socialization impacts human relations
- Apply formal briefing skills
- 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 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
- 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 OMB
- Comprehend how ethical decision-making can impact mission effectiveness
- Know how principles of prevention can affect mission readiness
- Know how EOA duties impact the military environment
- Know the major components of the EO complaint process
- Know how ADR can impact mission effectiveness
- Know how to prepare for special observances recognized by the DoD
- Comprehend the basic characteristics of the DEOCS (survey instrument)
- 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, all 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.). Instructors use the ISDE form to measure certain cognitive and affective behaviors expected of the student during activities. The Institute expects students to demonstrate professionalism as they develop their interpersonal skills.

Target Audience: Army and Air National Guard/Reserve Service members and DoD civilians who advise Commanders on EO 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
Air Force	3F4X1/38F
Navy	809A
Marine Corps	0127
Coast Guard	Military Equal Opportunity Advisor

Prerequisites: Students must complete EOARCC Phase I (online modules) and meet the general criteria set by 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 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 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: Lecture, small group, case study, discussions, reading, research, and activities

Instructional Medium: Web-based training (WBT), classroom instructor, traditional audiovisual devices, printed materials, etc.

Duration: **Phase I: 50 hours seat time**
Phase II: Four weeks in-residence (three weeks core EOA training and one week SST).

Frequency: Twice a year.

Students per class: 90 max per class.

Admissions Policy: Students must be in a Reserve/National Guard status in order to register for this course. DEOMI does not authorize Active Duty Service members and DoD civilians to take the EOARCC. The Services' selection process admits all Service members.

Contact: For questions about the EOARCC resident course, please contact the Student Services Department at DSN 854-4617/5874/5214 or the Service Liaison. The email address for Student Services is deom.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