



## Equal Opportunity Advisor Virtual Course (EOAVC)

### **Purpose:**

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

### **Program/Course Description:**

This course utilizes a hybrid approach to learning, which means that learning events occur in both online (self-pace) and in a virtual environment. The EOAVC has two distinct areas of training core curriculum and Service-specific training (SST). Students selected for the EOAVC must complete all online modules prior to attending DEOMI virtual training. Both Distributed Learning (DL) and virtual lectures given a virtual environment provide basic knowledge about a subject. The online and virtual 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 (virtual classroom) 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. (DEOMI is currently coordinating with ACE to allow college credit for this all-virtual course)

### **Phase I asynchronous training consists of 23 online lessons:**

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

Students have a 3-week limit to complete Phase I (Asynchronous) training prior to virtual Phase II (synchronous) training.

Virtual synchronous training consists of five weeks of virtual training, including virtual small-group activities designed to reinforce concepts learned during Asynchronous training. Additionally, synchronous training curriculum includes lessons on Diversity and Inclusion, Racism, Sexism, Communication Skills for the EO Professional, DoD Principles of Prevention, and Conflict Management and Resolution. The course concludes with SST training that spans from 5 to 20 days depending on the branch of service.

## **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
- 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 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, students must develop their interpersonal skills by participating in small group activities in a virtual classroom. 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 discussion and to respond with interest to material presented (i.e., express opinions, beliefs, etc.). Instructors use the ISDE form to measure certain and affective behaviors expected of the student during activities. The Institute expects students to demonstrate professionalism as they develop their interpersonal skills.

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.

**Target Audience:**

Military and DoD civilian personnel who serve as advisors to Commanders on Military Equal Opportunity (MEO) 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	9515/3330
Air Force	3S131
Marine Corps	0127
Coast Guard	Military Equal Opportunity Advisor

**Prerequisites:**

DEOMI sets general criteria for its target audience to meet the specific Service needs. These general criteria and others are found in guidance set forth by each branch of service.

- Demonstrates outstanding performance of assigned duties.
- Meet Service uniform/personal appearance requirements and weight/body fat standards
- Basic writing and speaking skills
- High School Diploma or equivalent
- Endorsed by nominating command, based on interview and Service record review
- Stability in personal affairs (no chronic indebtedness and/or excessive use of alcohol, no individuals withdrawn for cause within the last three years from any Human Reliability or Personal Reliability Program, and no Uniform Code of Military Justice, Non-judicial, or State Code of Military Justice punishment within the last two years).
- Be able to read and perform math skills at the 10th grade level

**Method of Instruction:**

Lecture, Small-Group, Case Study, Discussions, Reading, Research, and Exercises/Activities.

**Instructional Medium:**

Classroom instructor, traditional audiovisual devices, printed materials, etc.

**Duration:**

7 weeks consisting of Phase I online lessons (46 hours seat time, asynchronous) and Phase II (6 weeks all-virtual course rooms, synchronous)

**Frequency:**

Three times per year

**Students per class:**



**Admissions Policy:**

Admission to any Program or Course offered at the Defense Equal Opportunity Management Institute (DEOMI) is based on allocations granted by the Commandant and set forth in each Services' school admissions policy. Criteria for selection are disseminated to each DoD component's Equal Opportunity/Equal Employment Opportunity (EO/EEO) proponent (i.e. headquarters office). The Air Force's education and training course announcement web page (<https://etca.randolph.af.mil/>) has valuable information concerning DEOMI courses with links to other military Service training announcement sites. DEOMI's Admissions Policy supports the mission and purpose of the Institute and reflects the needs of the warfighter. DEOMI's student body consists of four distinct student populations: U.S. military officers, enlisted, international military members, and Federal Government civilian employees. All DoD employees are admitted through their Services' selection/assignment processes.

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 a 70% average on all graded areas.

**Contact:**

For enrollment information, please contact DEOMI Student Services at Commercial (321) 494-5214/5653, DSN 854-5214/5653, FAX Commercial (321) 494-5215, FAX DSN 854-5215, or by email to [deomi.ss.staff@us.af.mil](mailto:deomi.ss.staff@us.af.mil). DoD civilians should direct their requests for quotas through their respective Training Offices to their Major Commands. If other than Army, Air Force, or National Guard, please send the first two pages of a completed SF 182 directly to our office at [deomi.ss.staff@us.af.mil](mailto:deomi.ss.staff@us.af.mil).