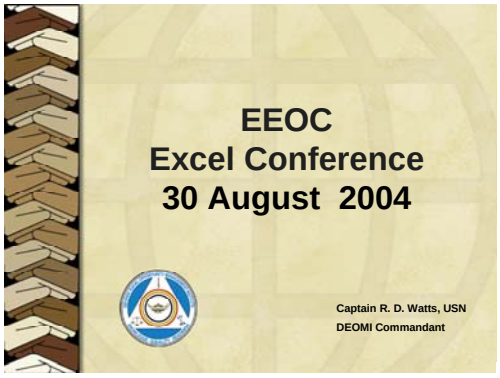
EEOC EXCEL Conference
Las Vegas, NV
30 August 2004

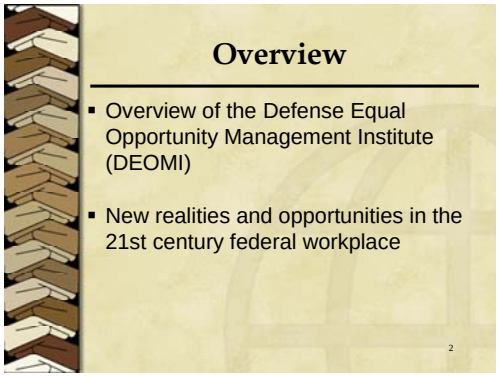
(SLIDE 1) – Introduction



Thank you for that introduction <u>Ms. Tomaso</u>.

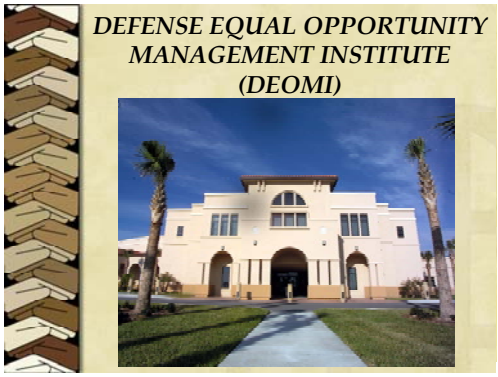
It is with great pleasure that I have this opportunity to speak to you today.

(Slide 2) – Overview



This morning I will address two things; first I will take a few minutes to tell you about the Department of Defense's 21st century school house for equal opportunity, equal employment opportunity and human relations education, training and research -- the Defense Equal Opportunity Management Institute or Deomi as it is more commonly known. I will tell you a little of our history and what we do. Secondly, I will give you my thoughts on the New Realities and Opportunities in the 21st Century Federal Workplace.

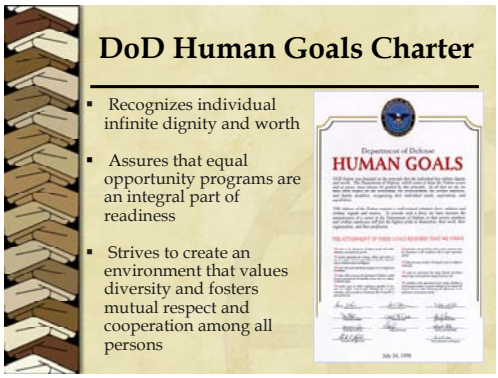
(Slide 3) – DEOMI



DEOMI is a Department of Defense (DoD) activity located at Patrick Air Force Base, Florida and we provide occupational education for DoD EO and EEO practitioners.

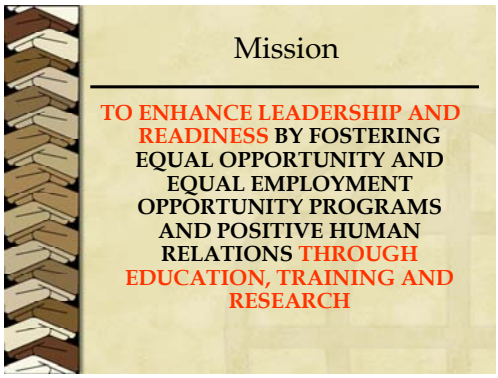
Two representatives of my EEO Training Directorate will be attending the conference with you all week. Let me introduce them, Ms. Jene Liaci and Ms. Mary Cooler. They will be available during the week to answer your questions regarding DEOMI's EEO training.

(Slide 4) – Human Goals Charter



The Department of Defense has a Human Goals Charter which states that the individual has infinite dignity and worth and that we must strive to provide opportunity for everyone, military and civilian, to rise to as high a level of responsibility as possible. It also directs that equal opportunity programs are an integral part of readiness.

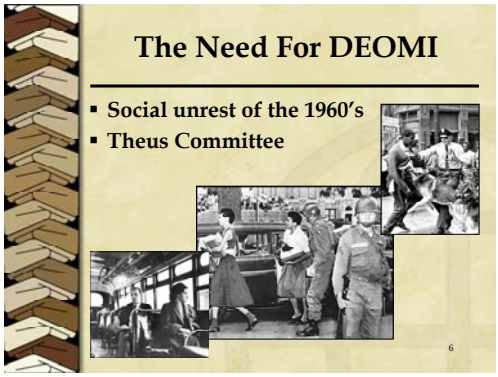
(Slide 5) – DEOMI Mission



In support of the DoD Human Goals Charter, DEOMI's mission is to enhance leadership and readiness by fostering positive human relations through education, training, and research.

At DEOMI we strongly ascribe to the belief that equal opportunity and equal employment opportunity directly affects organizational readiness.

(Slide 6)- The Need for DEOMI



DEOMI grew out of the civil rights movement, and the inequities and tensions in society and the military in the 1960s and 1970s.

- Riots on ships and bases during Vietnam resulted in, what I say, was a time when our military was not able to fully support the National Military Strategy because we were unable to effectively fight our enemies because we were fighting ourselves.

The DoD created an inter-service task force, known as the Theus committee, to examine the causes of these disturbances and provide remedies to prevent an escalation of problems within the military.

(Slide 7) – Committee Results

The committee recommendations resulted in a new DoD equal opportunity directive, and in 1971 established the Defense Race Relations Institute, or DRRI as it was commonly known.

In 1978 DRRI expanded its curriculum beyond racial issues to reflect the need for the services to address issues, such as sexual harassment, extremism, sexism, anti-Semitism, and organizational assessments, just to name a few.

In 1979, the institute's name was changed to DEOMI and in 1994, civilian EEO training was incorporated into the institute's mission.

- *DMRD 974 directed DEOMI to conduct resident and non-resident EEO training for DoD*
- *Center or Excellence for EEO training*
- *EEO information center for DoD*

(SLIDE 8) - What We Do

DEOMI currently offers five military equal opportunity courses and six civilian equal employment opportunity courses taught at Patrick AFB, Cocoa Beach, Florida. We also send mobile

training teams worldwide to conduct equal opportunity and equal employment opportunity training at the request of the commanders or agency heads.

DEOMI is accredited by the Council On Occupational Education and the American Council On Education grants undergraduate credits for all resident courses that are two weeks or longer.

DEOMI also conducts research on critical equal opportunity and equal employment opportunity issues affecting the department of defense.

DEOMI has developed a human relations survey that measures military equal opportunity (EO) and civilian equal employment opportunity (EEO) climate factors, and organizational effectiveness (OE) issues. This survey is available online and through the traditional paper version.

- *To date, more than 9,000 commanders or agency heads have used the survey, resulting in a database of more than 1.4 million respondents.*
- *Allows comparisons between DoD/services/like organizations*
- *Five versions – standard/lite/small organization/all male/civilian*

DEOMI also publishes demographic reports, and publications used to support special emphasis programs and observances.

(Slide 9)- EEO Courses

Through our EEO Training Directorate, DEOMI offers three 2-week resident courses that are sequential and designed to provide occupational education throughout an EEO professional's careers.

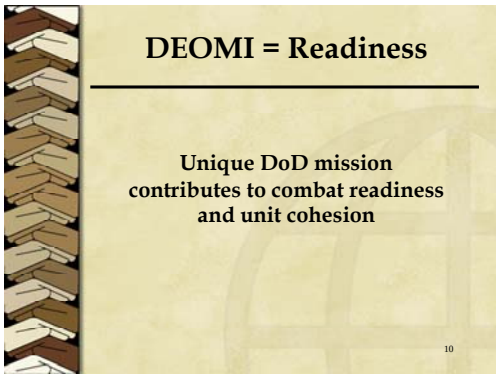
- *EEO Counselors Course develops EEO knowledge and skills that allow graduates to serve as at the entry level*
- *EEO Specialist Course develops EEO knowledge and skills that allow graduates to serve as EEO Specialists/Advisors at the journey-level*
- *EEO Officers Course develops EEO knowledge and skills that allow graduates to manage EEO programs at the installation, activity, and command level*

The three 1-week EEO resident and non-resident courses offered by DEOMI are intended for collateral duty and full time EEO practitioners.

- *Introduction to EEO Counselors Course develops knowledge and skills that allow graduates to function as collateral-duty EEO Counselors*
- *Special Emphasis Program Managers Course develops knowledge and skills that allow graduates to serve as Special Emphasis Program Managers*
- *Mediation course Provides the graduates with knowledge and skills to serve as mediators within DoD*
- *EEO Seminars for Managers and Supervisors builds on knowledge and skills acquired through training in civilian personnel supervision.*

DEOMI has provided EEO education and training to non-DoD, Federal agencies on a space available basis. Some of these agencies include the Departments of Justice, Commerce, State, Health and Human Services, Agriculture and the National Aeronautics and Space Administration.

(SLIDE 10) –DEOMI



DEOMI's mission is unique and dynamic. Because of this institute and DoD's continued emphasis on equal opportunity and equal employment opportunity, the Department of Defense has

earned the reputation as the leader in the field of equality and fair treatment.

(Slide 11)- Contact DEOMI

If you desire additional information on DEOMI, you can view our website, which is located on this slide or talk to my two representatives attending the conference.

- *https://patrick.af.mil/DEOMI/DEOMI.html or (DSN) 854-2737 / (321) 494-2737*

(SLIDE 12) – New Realities And Opportunities In The 21st Century Federal Workplace

Now I will provide some information on the changing 21st Century Federal Workplace and address why we must fully understand strategic impact of these changes and the relationship to cohesion and readiness.

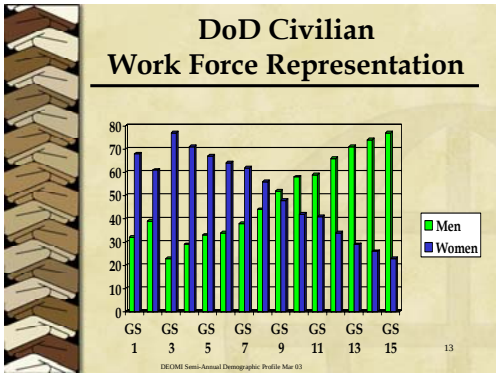
Rapid changes in technology and fundamental changes in our population and labor force demographics are driving a revolution in human affairs, both in our nation and within the department of defense. The changes in racial, ethic, gender, religious, and physical abilities that make up the workforce are already upon us and we must capitalize on all available talent and resources in order to remain competitive in a global society and economy.

To effect change we must establish organizational goals and objectives that focus on the strategic rationale and the mechanisms

for attracting the best and brightest from this changing demographic talent pool vs. focusing on a specific end state *(i.e. a specific percentage in the workforce*)**.**

We are all aware that there is currently a significant under presentation of women, minorities and people with disabilities in the higher paygrades and among senior executives.

(SLIDE 13) – DoD WORKFORCE DEMOGRAPHICS

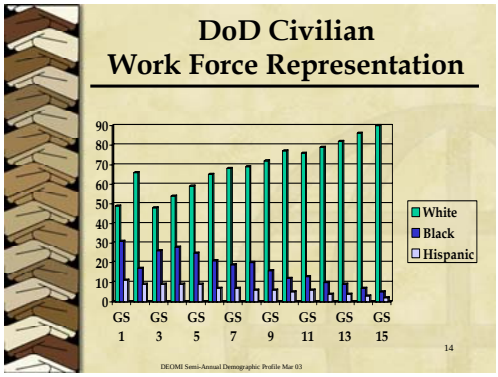


This slide represents the DoD workforce by gender:

- **53% OF DoD Civilian Workforce Gs 1-15 IS Male**
  - **GS 1-8 = 65% Women**
  - **GS 9-15 = 63% Men**
- **58 – 62% college graduates are women – recruiting effect**

- **Senor Executive Service (SES)**
  - **82% male**

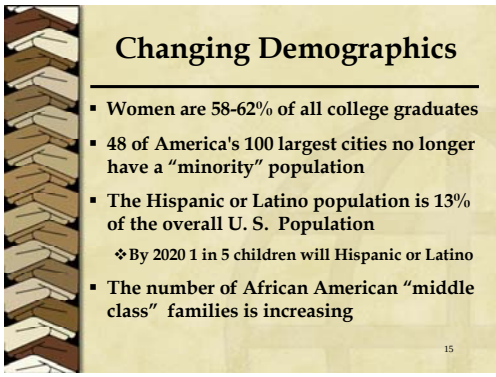
(SLIDE 14) – DoD WORKFORCE DEMOGRAPHICS



This slide represents the DoD workforce by race and ethnic classification.

- **72% of the DoD Civilian Workforce GS 1-15 is White**
  - **GS-1 = 49% White / 51% Minority**
  - **GS-15 = 90% White 10% Minority**
- **Senior Executive Service (SES)**
  - **93% White**

(SLIDE 15) – Changing Demographics



As I stated earlier, changing demographics are driving a revolution in human affairs. We have to understand the strategic impact of these changes for the future well being of our organizations.

Women currently comprise 58 – 62% of the college graduates are women and projected to go as high as 65% (refer back to slide 13 – DoD civilian workforce (gender)). If they perceive that there is a "glass ceiling in DoD, it will could have an adverse effect on recruiting. Why would they want to work for an organization where there is perceived no or limited opportunity.

- **2003 Women outnumbered men entering Medical School**
- **Women complete college at a higher percentage then men**

The term minority, which usually refers to a group of people with fewer members than the majority group, is no longer appropriate in 48 of America's 100 largest cities.

- *New York, Los Angeles, Miami and Chicago posted the largest increases in the Latino population between 1980 and 2000;new Latino destinations such as Atlanta and Orlando charted the fastest growth, Atlanta Latino population in 1980 of slightly more than 24,000, roughly 1 percent of the population. By 2000, the population had grown by 995 percent to 268,851, 7 percent of the city's overall population. Houston, Phoenix, and San Diego saw their Latino population explode by an average of 235 percent over the two-decade period. Smaller Latino hubs such as Detroit and Philadelphia. "There were jobs and opportunities in those areas … in particular, in cities in North Carolina and Georgia. The suburban Latino population exceeded the urban population by 18 percent. 43.5% Hispanic/Latinos live in west and 32.8 in the south*
- *Mexican Americans are largest Hispanic group -- 7.3% of overall u.s. population*
- *Puerto Ricans are next at 1.2%*
- *Cuban Americans are third at 0.45*
- *44% of Hispanic or Latinos live in the west and 33% in the south*

The Hispanic or Latino population has increased 58% since 1990 and is 13% of the overall U. S. Population. By 2020 1 in 5 children will Hispanic or Latino. Even with this increasing population, Hispanics are still underrepresented at all levels within

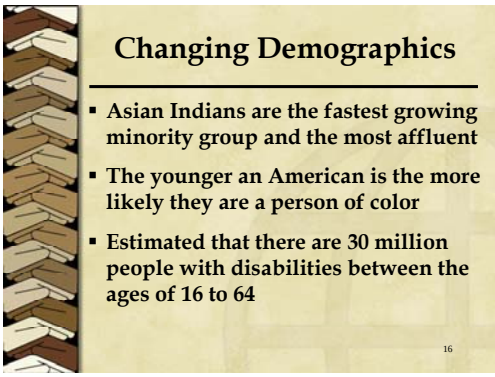
DoD, hence DoD's emphasis on the employment and career progression of Hispanics.

Although the African American percentage of the population is projected to remain relatively constant, the percentage of African Americans considered "middle class" or affluent is projected increase to 60% by 2015. I believe that this rise in the number of affluent African Americans will have an adverse affect on DoD's ability to effectively recruit the sons and daughters of these affluent African Americans as more opportunities become available to them.

- *Historically the military and DoD provided a opportunity for education and training that not available elsewhere -- will no longer be the organization of first choice*
- *Also being reflected in the military - reduction in enlistments for all three services in the last three years.*

	FY 01	FY02	Percent Change
Army	15444	11916	- 23 %
Navy	10429	7751	- 26%
MC	3662	3188	- 13%
AF	6159	5665	- 8%
DOD	35694	28520	- 20%

(Slide 16) – Changing Demographics



Asian Indians are the fastest growing minority group by percentage and third largest immigrant group behind Mexicans and Chinese and they are the most affluent.

- *Asian Americans are the next largest minority group at 3.2% of the overall U.S. population.*

Asian Indians are the third largest Asian American group after Chinese and Filipinos**.**

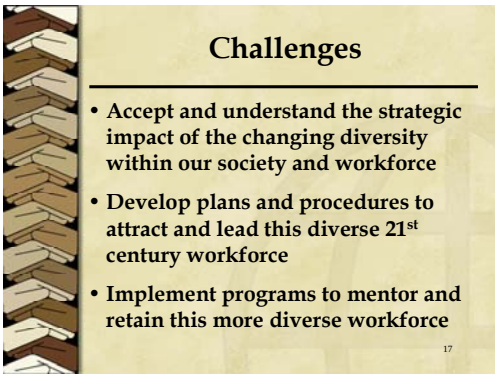
The younger an American is the more likely they are a person of color:

- **Age 70 and older ratio of Caucasians to people of color is 7 to 1**
- **Age 40-49 ratio of Caucasians to people of color is 4 to 1**
- **Age 19-29 ratio of Caucasians to people of color is 2.5 to 1**
- **Age 10-19 the ratio is 2 to 1**
- **Below age 10 the ratio is 1.5 to 1**

- **As I mentioned earlier, by 2020 1 in 5 children will be Hispanic or Latino**

The population of people with disabilities increased from 43 million in 1990 to 54 million in 2000. It is estimated that there are 30 million people with disabilities between the ages of 16 to 64, their prime employment years. Think about the talent in this underrepresented group.

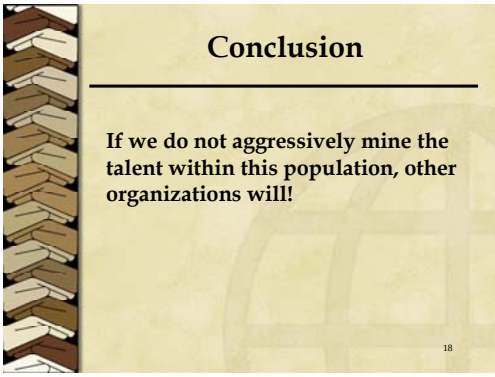
(Slide 17) – Challenges



These changes challenge all of us and our leaders to understand and accept the diversity within our society and workforce and to develop the skills to attract, understand, and manage this diverse population. Once we get them into the

organization we have to mentor and ensure that they area aware of and participate in career progression programs.

(Slide 18) – Conclusion



If we do not aggressively mine the talent within this population, OTHER ORGANIZATIONS WILL.

THANK YOU.

All demographic information can be found in the 2000 Census, DiversityInc.Com or DEOMI Semi-Annual DoD Demographics