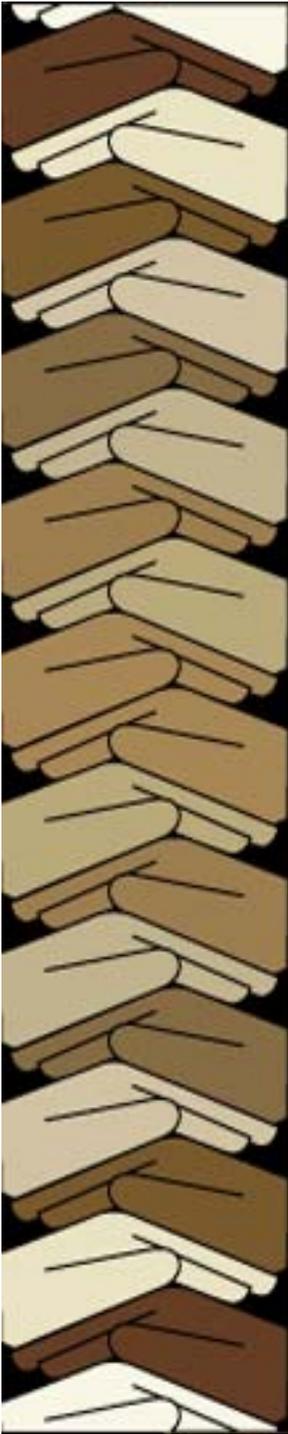


# **EEOC Excel Conference 30 August 2004**



**Captain R. D. Watts, USN  
DEOMI Commandant**

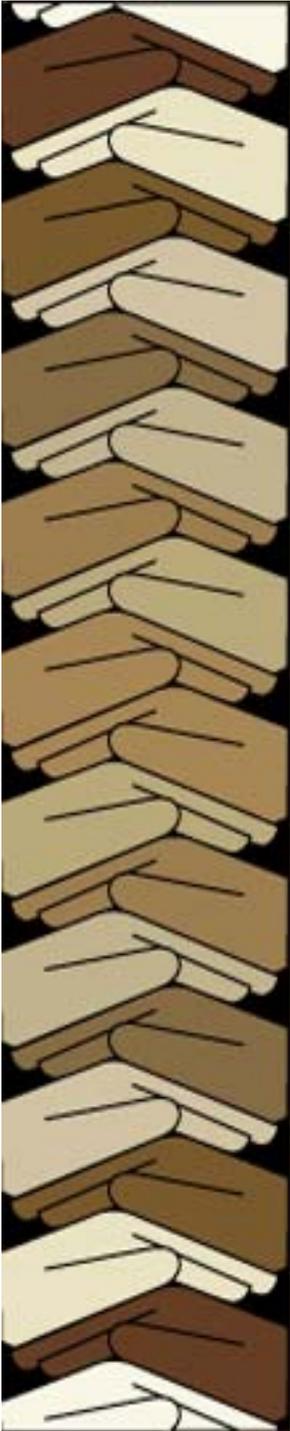


# Overview

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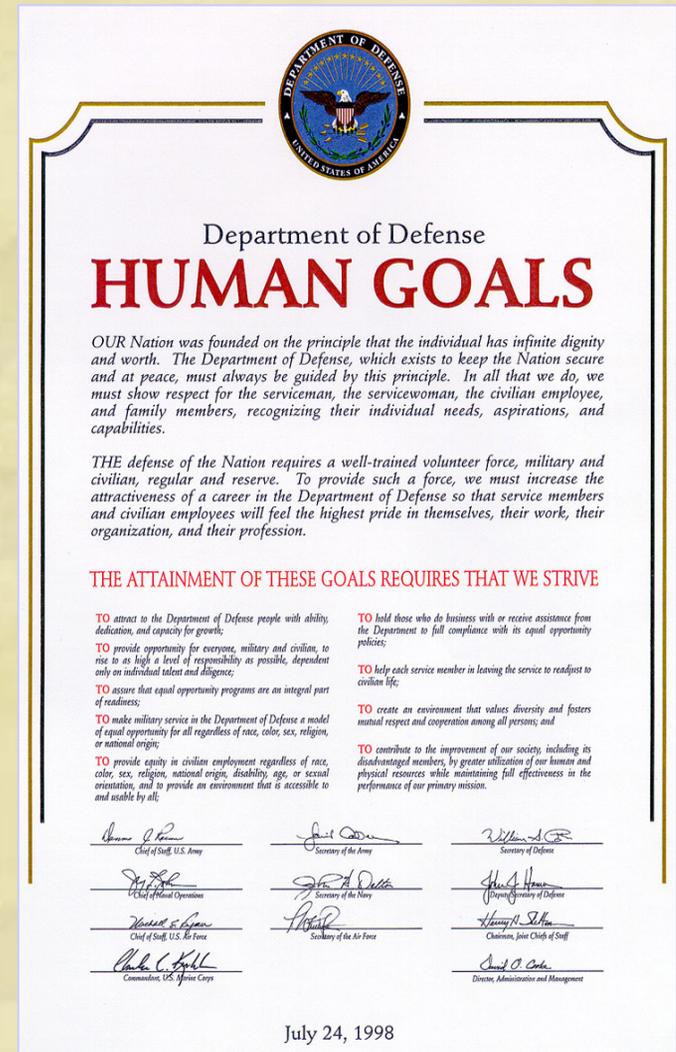
- **Overview of the Defense Equal Opportunity Management Institute (DEOMI)**
- **New realities and opportunities in the 21st century federal workplace**

# Defense Equal Opportunity Management Institute (DEOMI)



# DoD Human Goals Charter

- Recognizes individual infinite dignity and worth
- Assures that equal opportunity programs are an integral part of readiness
- Strives to create an environment that values diversity and fosters mutual respect and cooperation among all persons





# Mission

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**To enhance leadership and readiness** by fostering equal opportunity and equal employment opportunity programs and positive human relations **through education, training and research**

# The Need For DEOMI

- Social unrest of the 1960's
- Theus Committee



# Committee Results

- New DoD directive
- 1971 Defense Race Relations Institute - DRRI
- 1979 DRRI expanded and renamed Defense Equal Opportunity Management Institute - DEOMI



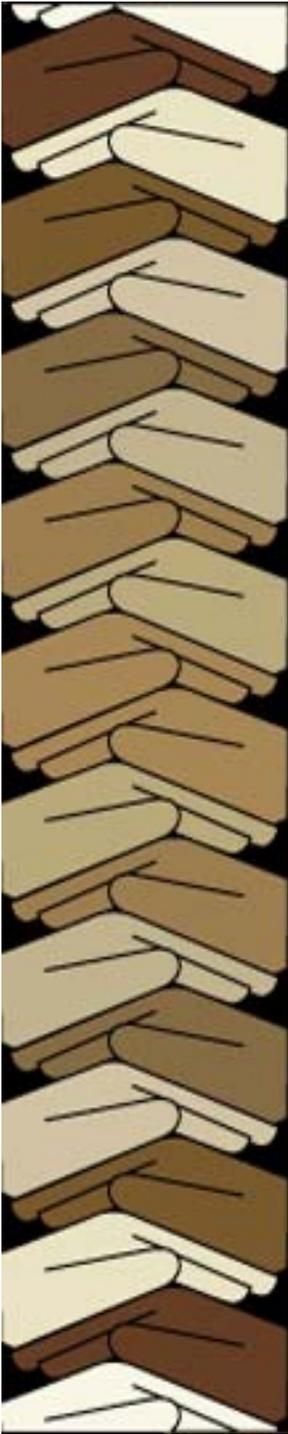


# What DEOMI Does

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- Equal Opportunity (EO) - 5 courses
- Equal Employment Opportunity (EEO) - 6 courses
- Senior Leader/External Training
- Research

*Accredited by the Council on Occupational Education*



# EEO Courses

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- **Two Week Courses**
  - ❖ EEO Counselors
  - ❖ EEO Specialists
  - ❖ EEO Officers
- **One Week Courses**
  - ❖ Introduction to EEO Counseling
  - ❖ Special Emphasis Program
  - ❖ Mediation
- **Mobile Training Team (MTT)**
  - ❖ EEO Seminar for Managers and Supervisors



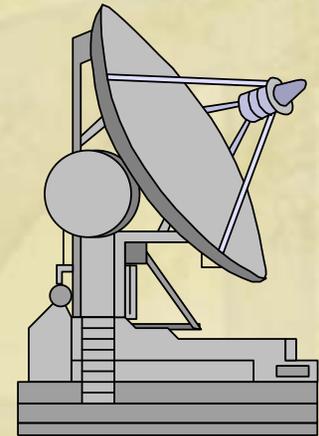
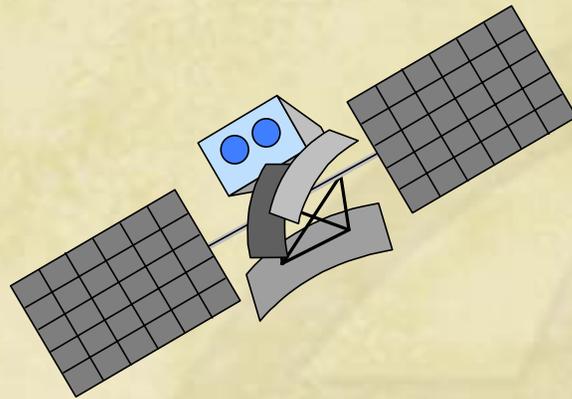
# **DEOMI = Readiness**

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**Unique DoD mission  
contributes to combat readiness  
and unit cohesion**

# How To Contact DEOMI

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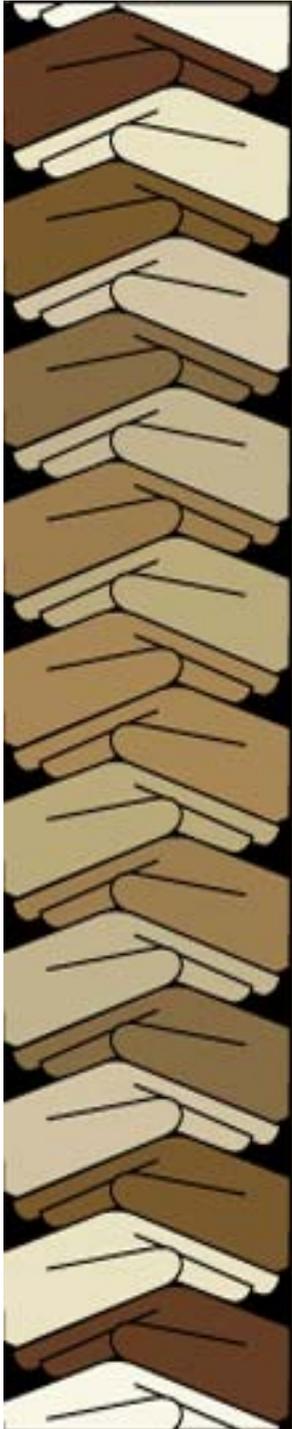


<https://patrick.af.mil/deomi/deomi.html>

or

(DSN) 854-2737

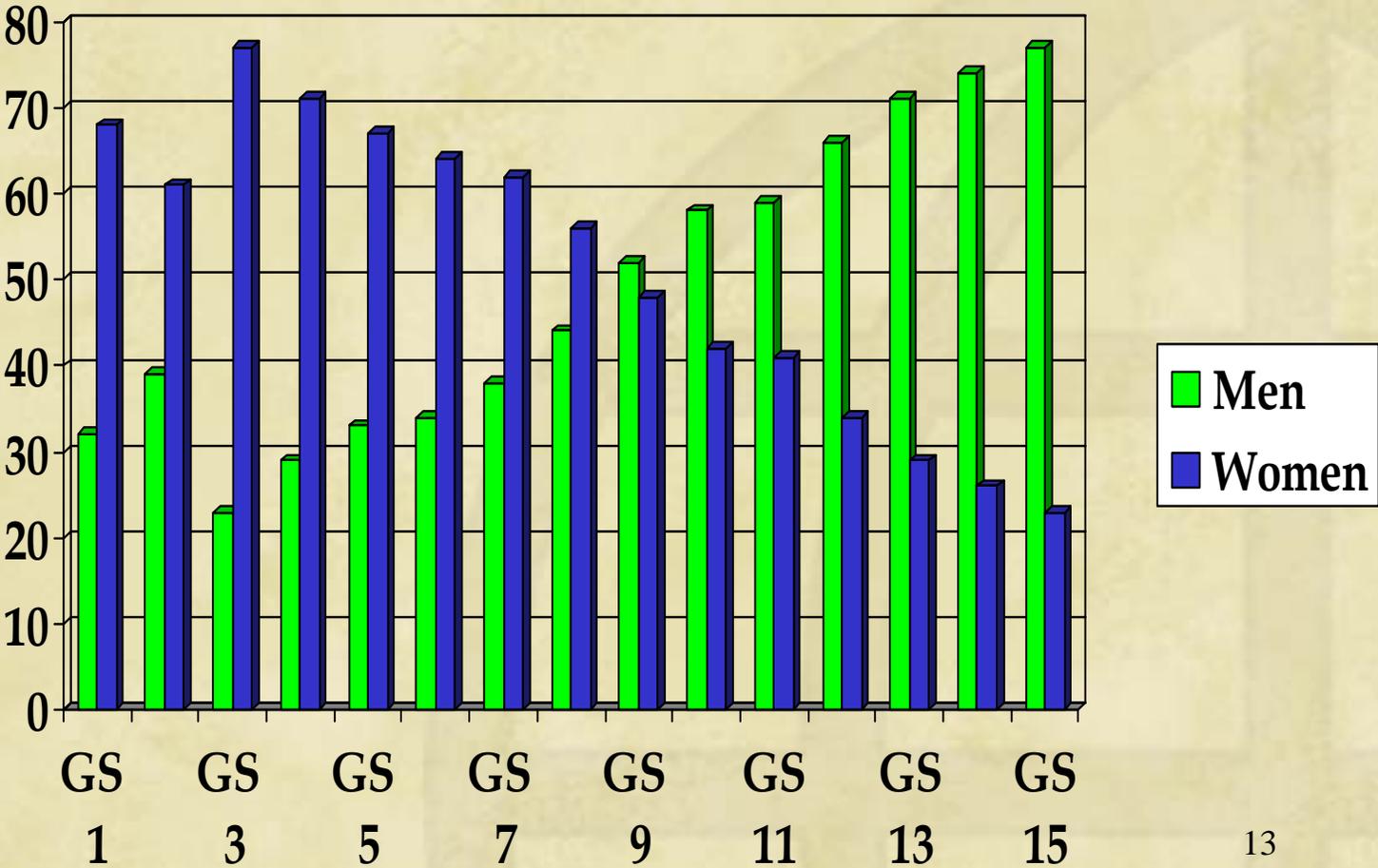
(321) 494-2737



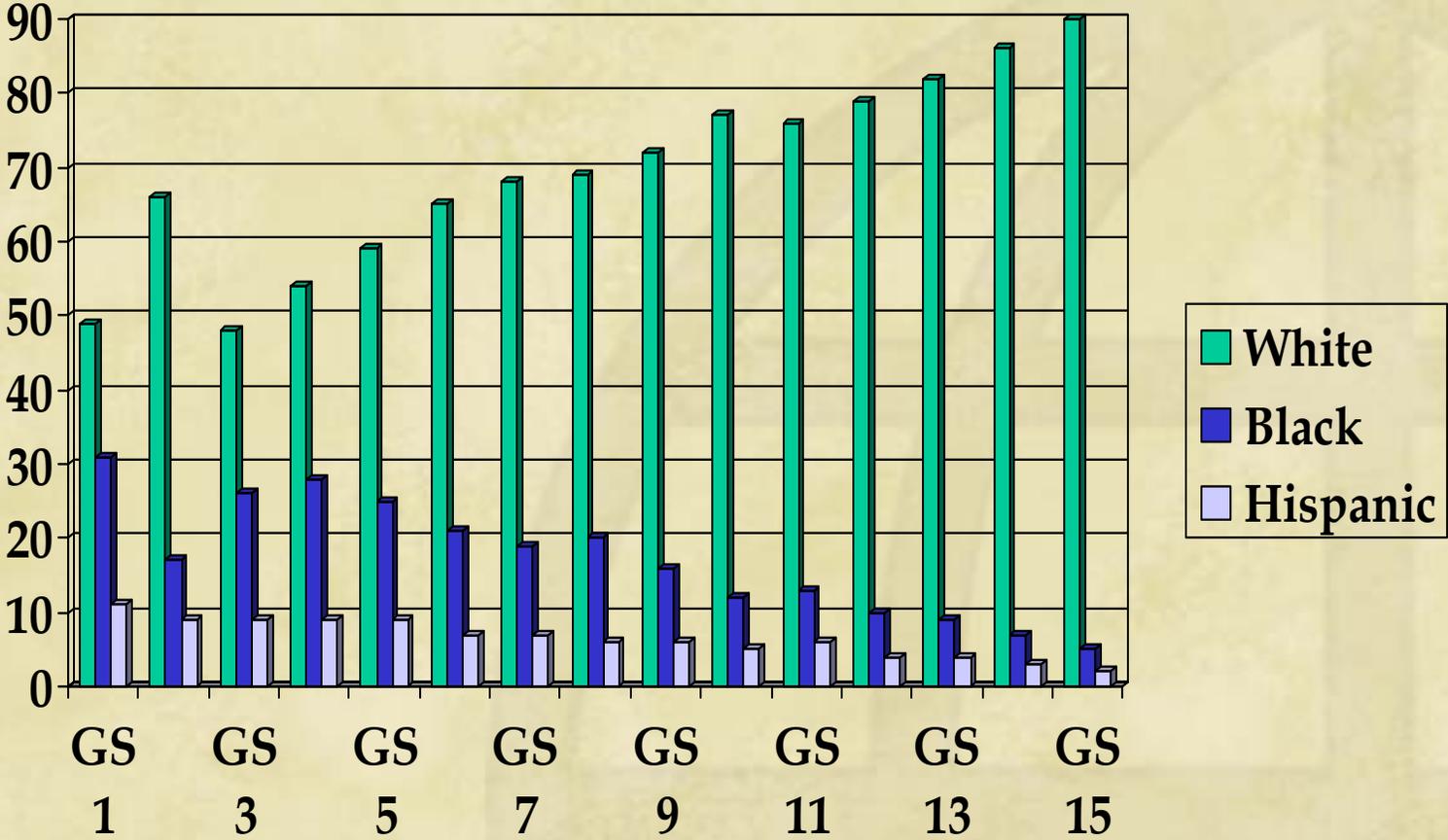
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**New Realities  
And Opportunities  
In The 21st Century Federal  
Workplace**

# DoD Civilian Work Force Representation



# DoD Civilian Work Force Representation





# Changing Demographics

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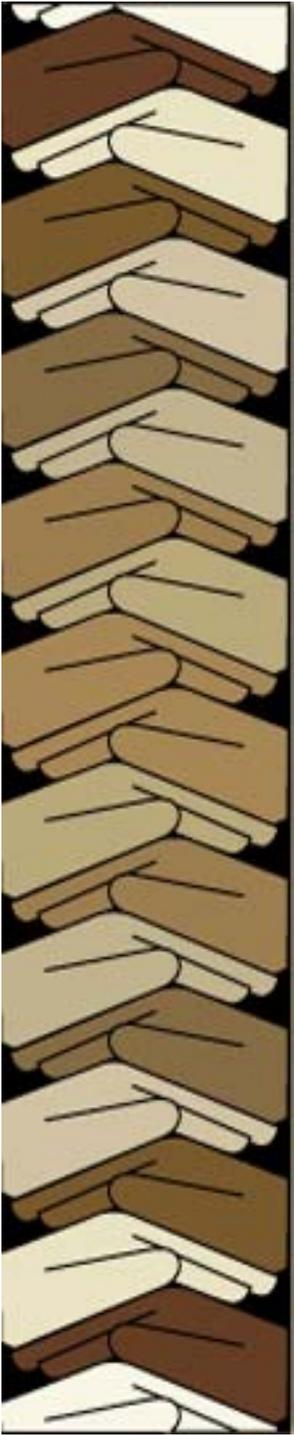
- Women are 58-62% of all college graduates
- 48 of America's 100 largest cities no longer have a “minority” population
- The Hispanic or Latino population is 13% of the overall U. S. Population
  - ❖ By 2020 1 in 5 children will be Hispanic or Latino
- The number of African American “middle class” families is increasing



# Changing Demographics

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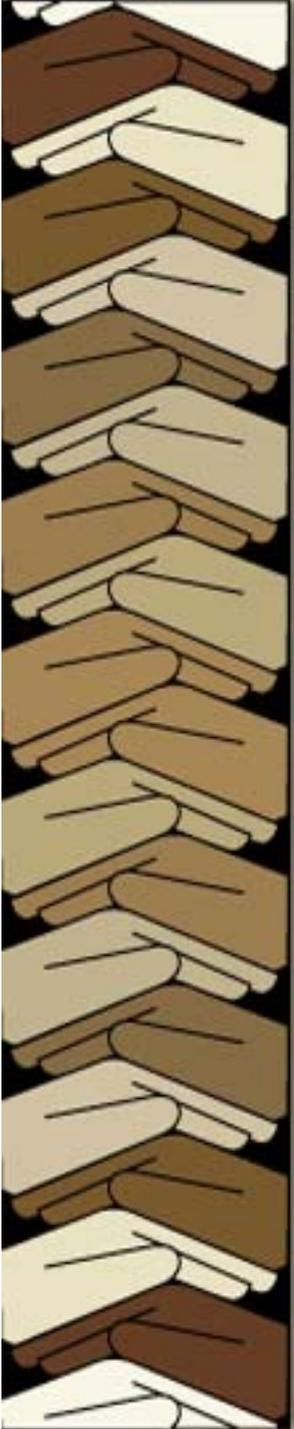
- Asian Indians are the fastest growing minority group and the most affluent
- The younger an American is the more likely they are a person of color
- Estimated that there are 30 million people with disabilities between the ages of 16 to 64



# Challenges

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- **Accept and understand the strategic impact of the changing diversity within our society and workforce**
- **Develop plans and procedures to attract and lead this diverse 21<sup>st</sup> century workforce**
- **Implement programs to mentor and retain this more diverse workforce**



# Conclusion

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**If we do not aggressively mine the talent within this population, other organizations will!**