



5th Biennial EO/EEO Research Symposium Patrick AFB, FL, 17-18 February 2005

ANNOUNCEMENT AND CALL FOR PAPERS & PRESENTATIONS

The Defense Equal Opportunity Management Institute (DEOMI) is proud to announce the 5th Biennial Equal Opportunity/Equal Employment Opportunity (EO/EEO) Research Symposium, to be held **17-18 February 2005** at the Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida (located 5 miles south of Cocoa Beach, Florida). This symposium continues a tradition begun in 1994 of providing a valuable outlet for legitimate research concerning military EO/EEO issues and an opportunity for discourse on these important areas. Research topics include (but are not limited to) racism, sexual harassment, religious diversity, climate analysis, discrimination perceptions, diverse work groups, leadership and diversity, discrimination, job satisfaction, disability, ageism, and EO in a war environment.

Papers. Papers should be submitted by **November 30, 2004**. In general, we are seeking empirical papers; however, non-empirical papers contributing toward theory or practice within the field will also be considered. The submitted papers and proposals will be reviewed (by committee) for scientific merit and quality, and authors whose works are selected for the program will be notified by **December 15, 2004**.

Invited panels and presentations. In addition to the paper sessions, we envision having several invited panels and/or presenters to discuss more general research issues. For example, we might have a DEOMI research panel, a climate survey (such as the Military Equal Opportunity Climate Survey - MEOCS) panel, an international panel (to discuss relevant EO/EEO in various countries), and a Department of Defense panel to discuss the general status and needed directions of EO/EEO research in the military. Invited speakers will be chosen based on their history of accomplishment in the field and current research contributions. All invited panels and presentations must submit their material by **December 15, 2004**.

Poster sessions. Proposals for poster sessions should be submitted by **December 15, 2004**.

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<https://www.patrick.af.mil/deomi/deomi.htm>**