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Book Descriptions:

Defense Equal Opportunity Management Institute Deomi Manual



Courses and research are meant to support the readiness of civilian and military personnel working with the American armed forces. The center was dedicated to the first Director of Research at DEOMI who pioneered much of the research that supported the training and education on human relations taught even today. Please remove or replace such wording and instead of making proclamations about a subject's importance, use facts and attribution to demonstrate that importance. July 2011 Learn how and when to remove this template message The DEOMI press edits and publishes DEOMI's news letters, periodicals, technical reports, and cultural observance materials. The DEOMI press was established in 2010 by Dr. Daniel P. McDonald, Executive Director of Research, Development, and Strategic Initiatives at DEOMI. The mission of DEOMI's Research Library is to support DEOMI's education and research goals by meeting the information needs of DEOMI faculty, staff members, students, visiting researchers, and other patrons and stakeholders. Retrieved 20101211. By using this site, you agree to the Terms of Use and Privacy Policy. A recent example involves reports of Defense Equal Opportunity Management Institute DEOMI training for personnel assigned as equal opportunity advisers throughout the DOD. Criticism of DEOMI last October involved a lesson on Power and Privilege, chapter EOAC3000 of the Equal Opportunity Advisor Course student guide. The chapter emphasizes how "power and privilege can sometimes create exclusive work environments at the expense of others" and introduces students to the concept of white privilege. Two themes of that chapter deserve scrutiny. The first is that white males gain privileges and success through "unearned advantage." The second is the assumption that "racism is everywhere." DEOMI defines white privilege as "the package of unearned advantages granted to those members of a diverse society with white skin." <http://www.dean-cpa.com/files/adminpic/creda-model-79163-manual.xml>

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" Discussion of the concept explains that whites today benefit unfairly from historical institutional racism. By logical extension, that argument means whites—the text emphasizes white men—who achieve some level of status do so unfairly, suggesting their accomplishments are undeserved. According to DEOMI, regardless of their socioeconomic starting point, intellectual capacity, or other factors affecting professional success, individual members of this group did not earn anything because they were unfairly advantaged by factors outside their control. Teaching that an entire group succeeds only because of past conditions created by previous generations is unfair and disparaging of countless honorable professionals. Our equal opportunity programs are designed to ensure all members of the DOD are treated fairly. Unfortunately, the curriculum used to train the managers of these programs is littered with statements prejudicial to an entire population. EOAC3000 also directs future equal opportunity advisers to “assume racism is everywhere, every day.” In spite of significant racial progress in America—progress often led by changes in military programs—racism surely persists, but assuming it is “everywhere, every day” only guarantees we will perceive every act as racially based. This is a dangerous sentiment in any group; it’s potentially devastating in the military. DEOMI would better serve its students and the DOD by using less provocative language. A subtle wording change would make a big difference in the message. Acknowledging that racism may be found anywhere, at any time, is more accurate. It would also create conditions we need in equal opportunity programs Awareness without an assumption of guilt. These phrases, which appear only once, will not prevent the concepts and conclusions from influencing equal opportunity advisers in the force. In fact, parts of the chapter are quite directive. <http://www.elektromig.pl/userfiles/creda-night-storage-heater-manual.xml>



One such area is a section detailing how advisers should seek to become a “strong white ally” so they can “increase their social, political, and economic power” as means for overcoming racism and discrimination. This is also where students are instructed to “assume racism is everywhere” while also being told to “attack the source of power” as a strategy for combating racism. These are not lessons intended for training purposes only; they are meant to shape adviser behaviors. Instead of denigrating an entire population and teaching future equal opportunity officers to assume the worst, we should honestly fulfill the dreams of Dr. Martin Luther King Jr. Military professionals should “not be judged by the color of their skin but by the content of their character.” That sentiment is as true for white males as it is all others. We must not judge anyone by the real and perceived wrongdoing of previous generations simply because of shared traits. To do so is to say huge numbers of today’s leaders are illegitimate and our programs are undeniably biased. That borders on sedition. No wonder DEOMI caveated the chapter with such notices. The best advice in EOAC3000 is on the cover “DO NOT USE ON THE JOB.” Senior Chief Murphy retired from the Navy after 21 years of service. He is a contributing author to Everyday Leader Heroes Caboodle Books. Results are interpreted as supporting use of the instrument, the Military Equal Opportunity Climate Survey MEOCS, for the intended purpose. Resume La construction et initial valide dun instrument taxer climat egal de loccasion dans le militaire est decrit. Les resultats sont interpretes comme appuyer employer de linstrument, le Militaire Climat egal De lOccasion Contemple MEOCS, pour la eu lintention du but. l'extrait de l'approvisionnement de lauteur Resumen Construcccion e inicial valido de un instrumento tasar clima igual de ocasion en el militar es descrito. Recommended articles No articles found.

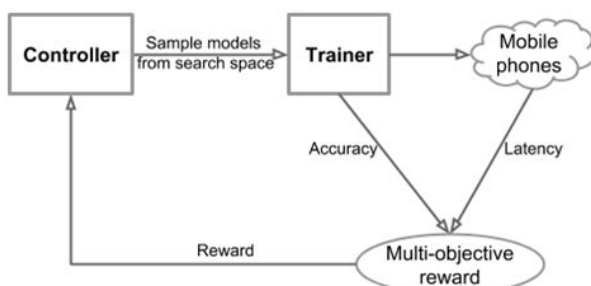
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suggestions for improvement. What training and professional development would be most useful to you in your work. What moraleboosting activities would you like to plan or participate in at NDU. What personnel processes at NDU e.g., hiring, promotion, retention, performance evaluation, compensation do you want to understand better or get more information about. Today our education and training programs in human relations, equal opportunity, equal employment opportunity, and diversity remain the foundation in the building of leadership.



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Additionally, we advise the DoD and other organizations on equal opportunity matters, conduct extensive and progressive equal opportunity, equal employment opportunity, diversity, and human relations research, and serve as a clearinghouse to monitor and disseminate research findings to interested agencies. Within policy research, we examine social phenomena and provide subject matter expertise for congressional hearings and policy guidance. Within basic research, we conduct experiments and contribute to the knowledge base. Within applied research, we transition theory to practice for the development of high impact tools and knowledge. We reach thousands of students a year, have survey capabilities that span the globe, possess gaming computers for realistic simulation, and have a unique environment in which to conduct research. Item response theory analyses suggested that the concept of harassment and discrimination is similar for all groups. The implications for equal opportunity in the military and in the larger American society are discussed. The author wishes to thank the personnel at DEOMI for their help in the preparation of this article. This article reflects his own view and should not be construed to represent official views of the United States Department of Defense or any of its agencies. To learn about our use of cookies and how you can manage your cookie settings, please see our Cookie Policy. By closing this message, you are consenting to our use of cookies. This is in alignment with the Commandant's Duty to People principles. 4. Please reach out to your local Civil Rights Service Provider CRSP for assistance with survey administration strategies. Contact Us.





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