



Office of Diversity Management and Equal Opportunity

Snapshot

2nd Quarter 2017

The Office of Diversity Management and Equal Opportunity (ODMEO) is an organization aligned under the Assistant Secretary of Defense (Readiness) that develops and executes diversity management and equal opportunity policies and programs affecting active duty and reserve component military personnel, and DOD civilian employees. ODMEO develops and implements policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion and support the DoD mission and serves as readiness imperatives.

ODMEO Staff Featured Profile



Charmane Johnson
Director, DoD Policy for Special Emphasis Programs & Acting Director of Equal Employment Opportunity

As the Director, DoD Policy for Special Emphasis Programs, Mrs. Johnson institutes and propagates policies, programs and strategic initiatives that promote and strengthen the presence and participation of minorities and women across DoD.

As the Acting Director of Equal Employment Opportunity, Mrs. Johnson is the advisor on all issues relating to the Civilian Equal Employment Opportunity Program throughout the Department, including coordinating with the EEO Directors from the components and Military Services and representing DoD with the EEOC, Department of Justice, and other federal inter-agency organizations.

Office of Diversity Management and Equal Opportunity and African American Federal Executive Association, Inc. Federal Executive Webcast Series

The Department of Defense, Office of Diversity Management and Equal Opportunity (ODMEO), is pleased to announce the 2017 Federal Executive Webcast Series.

ODMEO partnered with AAFFEA to offer the Federal Executive Webcast Series, developed to address pipeline and data trends that reveal a significant lag in women and minorities in the general population of senior leaders. This training is intended to enable the development of a cadre of world-class senior civilian leaders with the enterprise-wide perspective and the critical skills needed to lead organizations.

The Webcast series provides a highly adaptive, effective continuous learning model that focuses on the preparation and leadership development of underrepresented groups for the SES Corps pipeline, outside of traditional and limited candidate development programs. Each Session is designed to engage, inspire and motivate selected participants to leverage technology resources, while gaining valuable insight on SES information and foundational topics.

"Throughout our history, women have served our country with valor, from the battlefields of the Revolutionary War, to the deserts of Iraq, and mountains of Afghanistan. These women, military and civilian, continue to make great strides and break down barriers within DoD."

DoD Women's History Month Memorandum

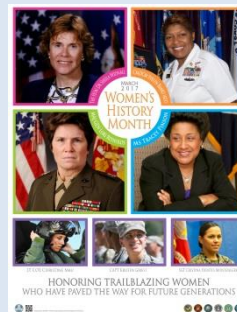
ODMEO Key Messages

- Military Equal Opportunity and Civilian Employment Opportunity programs are the foundations of and enable diversity and inclusion efforts within DoD.
- The Department gains a strategic advantage through the diversity of our total force and we strive to create a culture of inclusion where individuals are drawn to serve, are valued, and actively contribute to overall mission success.

Upcoming Observances

ODMEO leads the Department of Defense for honoring nation-wide **special observances**. Here is a snapshot of observances upcoming. Visit: <http://diversity.defense.gov/Observances/>

- **March 2017** – National Women's History Month. Theme: "Honoring Trailblazing Women in Labor and Business."
- **April 2017** – Holocaust Days of Remembrance. Theme: "Learning from the Holocaust: The Strength of the Human Spirit."
- **May 2017** – Asian American and Pacific Islander Heritage Month. Theme: "Unite Our Voices by Speaking Together."

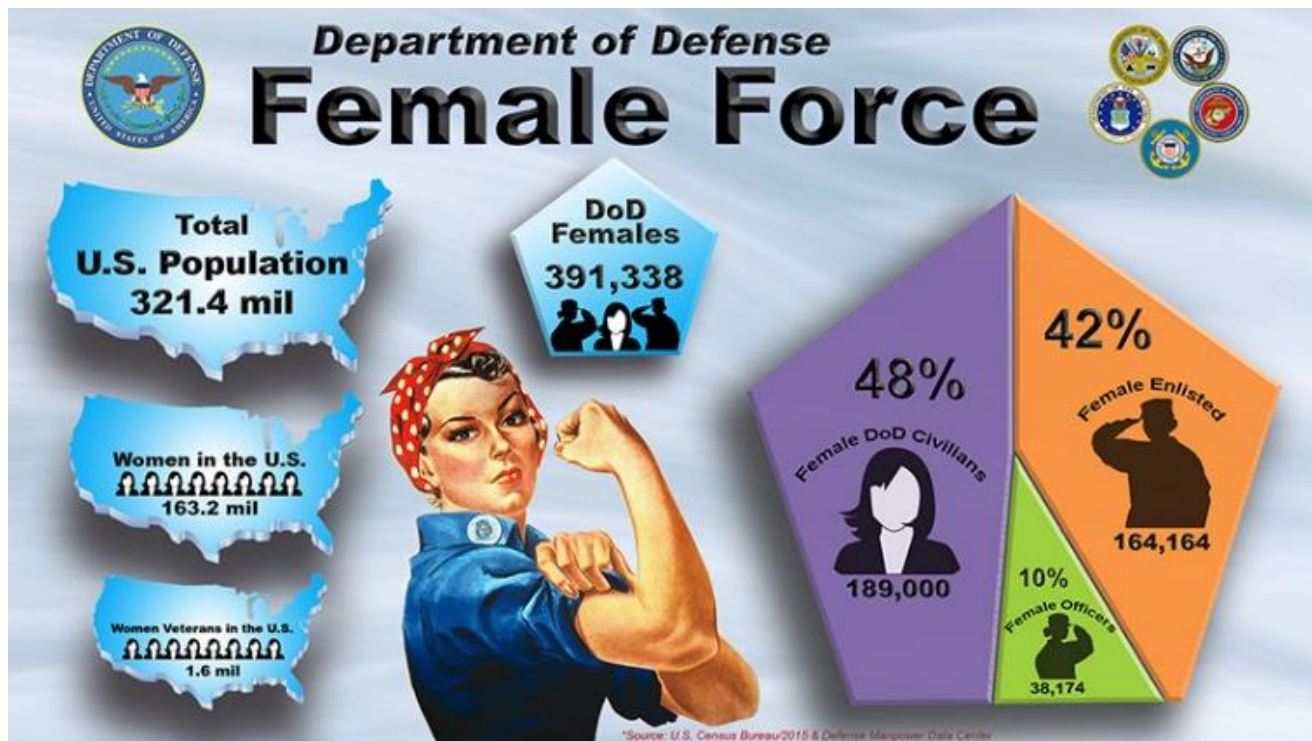


DEOMI offers Equal Opportunity/Equal Employment Opportunity education and training for military active duty, reservists, and civilians in resident and non-resident courses.



COL. Mary Martin, Commandant DEOMI, was awarded the Bundeswehr Silver Cross of Honor presented by Col. Michael Trautermann, Air & Asst. Defense Attache, German Embassy, D.C. The Decorations of honor of the Bundeswehr are a series of military decorations of the Bundeswehr, the Armed Forces of the Federal Republic of Germany.

Office of Diversity Management and Equal Opportunity Snapshot – 2nd Quarter 2017



Selected Demographics Data*

DoD Officers by Gender

Year	01-010		%	
	Male	Female	Male	Female
2006	171,438	31,928	84.3%	15.7%
2007	171,974	32,209	84.2%	15.8%
2008	172,848	32,916	84.0%	16.0%
2009	176,147	34,083	83.8%	16.2%
2010	180,189	35,341	83.6%	16.4%
2011	182,314	36,237	83.4%	16.6%
2012	182,365	36,896	83.2%	16.8%
2013	181,888	37,587	82.9%	17.1%
2014	178,493	37,591	82.6%	17.4%
2015	174,443	37,575	82.3%	17.7%
2016	173,981	38,174	82.0%	18.0%

DoD Enlisted by Gender

Year	E1-E9		%	
	Male	Female	Male	Female
2006	981,958	165,223	85.6%	14.4%
2007	981,623	162,422	85.8%	14.2%
2008	1,000,249	163,412	86.0%	14.0%
2009	1,010,860	165,274	85.9%	14.1%
2010	1,015,922	166,728	85.9%	14.1%
2011	1,006,503	166,815	85.8%	14.2%
2012	984,861	164,300	85.7%	14.3%
2013	966,854	164,607	85.5%	14.5%
2014	929,524	161,415	85.2%	14.8%
2015	908,874	160,554	85.0%	15.0%
2016	895,995	164,164	84.5%	15.5%

Visit ODMEO Online at:

ODMEO Online
diversity.defense.gov

Connect on
facebook

@Diversitydefense

twitter

@ODMEO

instagram

@odmeo

*Data date range for all demographics, 2006-2016, and provided by Defense Manpower Data Center
**Hispanic Ethnicity numbers are not part of the Total Population breakout