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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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COST (\$ in Millions)	Prior Years ⁽⁺⁾	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-

⁽⁺⁾ The sum of all Prior Years is \$0.000 million less than the represented total due to several projects ending

A. Mission Description and Budget Item Justification

DEOMI's mission is to develop and deliver innovative education, training, research and collaborative solutions to optimize total force readiness.

To accomplish this mission, DEOMI uses RDT&E funds to support the management of both basic and applied research initiatives/programs. This includes:

- The research, development, testing, evaluation, and transition of new DEOMI training and curriculum, advanced technologies, human relations job-aids, research publications and recommendations. Studies on a broad array of human relations topics to include on how leadership, human relations, culture, and other related topics impact individuals, units, families, organizations and their performance both positively and negatively. In addition DEOMI will seek to understand the role of inclusive behaviors has on well-being and performance.
- Policy, program, and strategy development support to the Diversity Management Operations Center (DMOC), the Office of Diversity Equity and Inclusion (ODEI), DHRA, and the Office of Force Resilience (OFR), the Services, and other DoD organizations.
- DEOMI's Summer Faculty Research Program, Summer STEM internship program, and other formal and informal collaborations with external academic, research, government agencies across the world.

Together, these initiatives ensure DEOMI fields up-to-date training programs and deploys cutting edge training and support technologies / materials across the DoD. This is required by Executive Orders 13111 and 13218, which mandate all federal agencies to take full advantage of technological advances to educate and train the workforce, to ensure employees acquire the skills and learning needed to succeed in a changing workplace, and to report on the training technologies used.

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B. Program Change Summary (\$ in Millions)	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	0.100	0.100	0.100	-	0.100
Current President's Budget	0.100	0.100	0.689	-	0.689
Total Adjustments	0.000	0.000	0.589	-	0.589
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustment for restoral to DEOMI.	-	-	0.590	-	0.590
• Adjustment for inflation rates.	-	-	-0.001	-	-0.001

Congressional Add Details (\$ in Millions, and Includes General Reductions)

Project: 1: *Defense Equal Opportunity Management Institute (DEOMI)*

Congressional Add: *None*

	FY 2020	FY 2021
Congressional Add Subtotals for Project: 1	0.000	-
Congressional Add Totals for all Projects	0.000	-

Change Summary Explanation

DEOMI is transitioning to become the Defense Culture Institute and as such is taking on expanded mission areas with respect to supporting the DoD's Culture, Diversity, Inclusion, and Equity needs. As such, an increased amount of RDT&E is needed. The research will inform policy, training, education, programs, and operations that rely so heavily on a diverse total force of military, civilian, and contractors.

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Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)	Project (Number/Name) 1 / Defense Equal Opportunity Management Institute (DEOMI)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Transfer from the U.S. Air Force

B. Accomplishments/Planned Programs (\$ in Millions)

	FY 2020	FY 2021	FY 2022
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.100	0.689
Description: DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2021 Plans: Continued support and development of the outlined FY 2020 initiatives.			
FY 2022 Plans: FY 2022 program continues with its mission to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2021 to FY 2022 Increase/Decrease Statement: The Increase in funding is needed due to an expansion of DEOMI's mission area into culture, and Diversity and Inclusion and key research and development activities are required in support of policy, training, education, technologies, and operational support.			
Accomplishments/Planned Programs Subtotals	0.100	0.100	0.689

	FY 2020	FY 2021
Congressional Add: None	0.000	-
FY 2020 Accomplishments: Transfer from the U.S. Air Force to DHRA.		
Congressional Adds Subtotals	0.000	-

C. Other Program Funding Summary (\$ in Millions)

N/A

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C. Other Program Funding Summary (\$ in Millions)

Remarks

DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.

D. Acquisition Strategy

N/A