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Exhibit R-2, RDT&E Budget Item Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
Total Program Element	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	Continuing	Continuing
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	Continuing	Continuing

⁽⁺⁾ 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 DMOC, ODEI, DHRA, 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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total
Previous President's Budget	0.100	0.689	0.000	-	0.000
Current President's Budget	0.100	0.689	0.716	-	0.716
Total Adjustments	0.000	0.000	0.716	-	0.716
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year	-	-	0.716	-	0.716

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. The research will inform policy, training, education, programs, and operations that rely so heavily on a diverse total force of military, civilian, and contractors.

FY 2023 funding increase reflects the fact that the FY 2022 President's Budget request did not include out-year funding.

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Exhibit R-2A, RDT&E Project Justification: PB 2023 DoD Human Resources Activity **Date:** April 2022

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 2021	FY 2022	FY 2023 Base	FY 2023 OCO	FY 2023 Total	FY 2024	FY 2025	FY 2026	FY 2027	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.100	0.689	0.716	-	0.716	0.736	0.312	0.771	0.778	Continuing	Continuing
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 2021	FY 2022	FY 2023
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.689	0.716
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 2022 Plans: FY 2022 program will support DEOMI's transition to a Center of Excellence for Diversity, Inclusion, and Equity. Research will support expanded mission areas and inform policy, training, education, and programs to enhance total force readiness.			
FY 2023 Plans: FY 2023 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 2022 to FY 2023 Increase/Decrease Statement: No significant change, program remains consistent with the FY 2022 expanded mission.			
Accomplishments/Planned Programs Subtotals	0.100	0.689	0.716

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

N/A

Remarks

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

D. Acquisition Strategy

N/A