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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2025 DoD Human Resources Activity **Date:** March 2024

<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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COST (\$ in Millions)	Prior Years <sup>(+)</sup>	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
Total Program Element	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	Continuing	Continuing
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	Continuing	Continuing

<sup>(+)</sup> 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 conduct Management Support. This includes:

- Management Support to inform advanced technologies, training methodologies, 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 Office of Diversity, Equity, and Inclusion (ODEI), DHRA, 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>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2025 DoD Human Resources Activity	<b>Date:</b> March 2024
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 Base</b>	<b>FY 2025 OCO</b>	<b>FY 2025 Total</b>
Previous President's Budget	0.716	0.740	0.314	-	0.314
Current President's Budget	0.716	0.740	0.315	-	0.315
Total Adjustments	0.000	0.000	0.001	-	0.001
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.001	-	0.001

**Change Summary Explanation**

The FY 2025 increase of +\$0.001 million reflects economic assumptions.

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**Exhibit R-2A, RDT&E Project Justification:** PB 2025 DoD Human Resources Activity **Date:** March 2024

<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)	<b>Project (Number/Name)</b> 1 / Defense Equal Opportunity Management Institute (DEOMI)
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COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.889	0.716	0.740	0.315	-	0.315	0.778	0.786	0.803	0.819	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 2023	FY 2024	FY 2025
<b>Title:</b> Defense Equal Opportunity Management Institute (DEOMI)	0.716	0.740	0.315
<b>Description:</b> DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
<b>FY 2024 Plans:</b> DEOMI will conduct fundamental topical research and analysis on a select group of human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E			
<b>FY 2025 Plans:</b> DEOMI will formulate partnerships with Military Academies and continue to conduct fundamental topical research and analysis on human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E			
<b>FY 2024 to FY 2025 Increase/Decrease Statement:</b> The funding will continue to support the DEOMI mission to develop and deliver innovative education, training, research and collaborative solutions to optimize Total Force readiness, and its planned transformation into a Center of Excellence for Culture and Diversity and Inclusion.			
<b>Accomplishments/Planned Programs Subtotals</b>	0.716	0.740	0.315

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A