

USMC EOAC Graduate Survey Report



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES

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Since 2012, DEOMI has distributed a follow-up survey to our EOAC graduates to collect their feedback. This survey provides useful information about the degree to which our instruction prepared them to perform their EOA duties after six6 months on the job. This report is specifically focused on responses from US Marine Corps graduatesgraduates who are United States Marines. The data was analyzed twice: once looking only at data from the last four4 years (since 2015), and once considering all collected responses (since 2012).

Sample

The initial concept for the report was to only assess the last four4 years' worth of graduates (01 January 1, 2015 — 05 January 5, 2019), as their feedback would be most reflective of the current state of the course and of the relevance of the EOAC material to the EOA role as its currently defined. Though it is true that restricting this study to only the last four4 -years² of respondents would give the most up-to-date information, because this sample is very small (N=13), there's a risk that basing an assessment on only them would lead to inaccurate conclusions about the population of EOAC graduates as a whole. For this reason, this report was expanded to include two time periods:

- Recent Data: 01 January 1, 2015 – 05 January 5, 2019 (N = 13)
- All Data: 01 January 1, 2012 – 05 January 5, 2019 (N = 29)

Response Rate

When reviewing the data below, it is important to recognize that not every participant in the above sample responded to all items on the survey. Also, participants who indicated that they had never performed a primary duty were not asked the follow-up questions about the tasks within that duty (e.g. participants who indicated that they have never processed an EO-related complaint were not asked if they had conducted an intake interview).

Duty and Task Breakdown

The items assessed on this report broke down 37 jJob tTasks as identified by the most recent jJob and tTask aAnalysis performed by DEOMI. These 37 jJob tTasks were organized into 7 major duty areas.

Data Collected

The survey items analyzed in this report asked EOAC graduates to identify their degree of proficiency with each job task, the degree to which DEOMI instruction prepared them to perform that task, and an evaluation of whether the level of training for that task in the EOAC was appropriate. The report below focused specifically on the “Preparedness” and “Amount of Instruction” components.

Item Wording

1. Did the training you received at DEOMI prepare you to perform this duty/task?
 - 5 Possible Responses:
 - Not At All Prepared
 - Partially Prepared
 - Completely Prepared
 - Not Trained At DEOMI
 - Percentages below combine “Not At All Prepared” and “Partially Prepared” responses.

2. Please rate the AMOUNT of training you received at DEOMI on this duty/task:
 - 3 Possible Responses:
 - Too Little
 - Just Enough
 - Too Much
 - Percentages below are of “Too Little” instruction responses.

Duty 1: Conduct a Regulatory Command Climate Assessment

Have you conducted a regulatory command climate assessment?		
	2015-2019	2012-2019
Yes	63.6% (7/11)	66.7% (18/27)
No	36.4% (4/11)	33.3% (9/27)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
1.01	Plan and prepare for command climate assessment	71.4% (5/7)	71.4% (5/7)	44.4% (8/18)	33.3% (6/18)
1.02	Conduct climate assessment in-briefing for commander and participants	71.4% (5/7)	57.1% (4/7)	44.4% (8/18)	27.8% (5/18)
1.03	Revise climate assessment plan as required	71.4% (5/7)	71.4% (5/7)	50.0% (9/18)	44.4% (8/18)
1.04	Conduct unit observation via walkthrough as required	57.1% (4/7)	42.9% (3/7)	38.9% (7/18)	33.3% (6/18)
1.05	Review unit records and reports as required	71.4% (5/7)	57.1% (5/7)	44.4% (8/18)	27.8% (5/18)
1.06	Administer climate assessment survey as required	71.4% (5/7)	71.4% (5/7)	44.4% (8/18)	33.3% (6/18)
1.07	Conduct climate assessment focus group meetings as required	71.4% (5/7)	57.1% (4/7)	44.4% (8/18)	38.9% (7/18)
1.08	Conduct individual climate assessment interviews as required	66.7% (4/6)	71.4% (5/7)	38.9% (7/18)	44.4% (8/18)
1.09	Prepare climate assessment report for commander	71.4% (5/7)	71.4% (5/7)	44.4% (8/18)	33.3% (6/18)
1.10	Conduct climate assessment out-briefing for unit commander and participants, and follow up as necessary.	71.4% (5/7)	57.1% (4/7)	44.4% (8/18)	27.8% (5/18)

Duty 2: Conduct an Ongoing Command Climate Assessment

Do you conduct an Ongoing Command Climate Assessment?		
	2015-2019	2012-2019
Yes	90.9% (10/11)	85.2% (23/27)
No	9.1% (1/11)	14.8% (4/27)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
2.1	Review periodic command records and reports as required	70.0% (7/10)	60.0% (6/10)	47.8% (11/23)	34.8% (8/23)
2.2	Conduct periodic unit observation via walkthrough as required	20.0% (2/10)	10.0% (1/10)	26.1% (6/23)	17.4% (4/23)
2.3	Document findings of informal climate assessment as required	30.0% (3/10)	20.0% (2/10)	30.4% (7/23)	17.4% (4/23)
2.4	Brief unit commander of informal findings as required	50.0% (5/10)	30.0% (3/10)	39.1% (9/23)	21.7% (5/23)

Duty 3: Process an EO-Related Complaint

Have you processed an EO-related complaint?		
	2015-2019	2012-2019
Yes	81.8% (9/11)	81.5% (22/27)
No	18.2% (2/11)	18.5% (5/27)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
3.1	Conduct intake interview	50.0% (4/8)	62.5% (5/8)	23.8% (5/21)	23.8% (5/21)
3.2	Mediate or resolve conflict if requested by complainant	37.5% (3/8)	37.5% (3/8)	19.0% (4/21)	14.3% (3/21)
3.3	Process informal complaint	37.5% (3/8)	37.5% (3/8)	19.0% (4/21)	19.0% (4/21)
3.4	Process formal complaint	37.5% (3/8)	28.6% (2/7)	23.8% (5/21)	15.0% (3/20)

Duty 4: Manage Equal Opportunity on the Job

Have you managed?		
	2015-2019	2012-2019
Yes	100% (10/10)	92.3% (24/26)
No	0% (0/10)	7.7% (2/26)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
4.1	Acquire, maintain, revise, or personalize equal opportunity lesson plans, training aids, and training materials.	66.7% (6/9)	33.3% (3/9)	60.9% (14/23)	26.1% (6/23)
4.2	Advise commanders and staff members on equal opportunity program capabilities, policies, and procedures.	66.7% (6/9)	44.4% (4/9)	47.8% (11/23)	26.1% (6/23)
4.3	Arrange and participate in equal opportunity meetings, conferences, or working groups.	66.7% (6/9)	33.3% (3/9)	56.5% (13/23)	30.4% (7/23)
4.4	Conduct and monitor equal opportunity training.	66.7% (6/9)	55.6% (5/9)	52.2% (12/23)	30.4% (7/23)
4.5	Conduct and monitor sexual harassment training.	55.6% (5/9)	22.2% (2/9)	43.5% (10/23)	17.4% (4/23)
4.6	Conduct and monitor equal opportunity on-the-job training (e.g., MEO, EOL, CMEO training).	62.5% (5/8)	44.4% (4/9)	50.0% (11/22)	34.8% (8/23)
4.7	Participate in equal opportunity advisor continuing education.	66.7% (6/9)	33.3% (3/9)	47.8% (11/23)	34.8% (8/23)

Duty 5: Manage Diversity Awareness Activities

Have you processed an EO-related complaint?		
	2015-2019	2012-2019
Yes	44.4% (4/9)	47.8% (11/23)
No	55.6% (5/9)	52.2% (12/23)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
5.1	Advise or assist special observance committee or human relations council on celebrations, events, guest speakers, or displays as required	50% (2/4)	0% (4/4)	46.2% (6/13)	30.8% (4/13)
5.2	Arrange for special observance activities.	0% (0/4)	0% (0/4)	27.3% (3/11)	23.1% (3/13)

Duty 6: Provide Equal Opportunity Program Advice and Assistance

Have you conducted a regulatory command climate assessment?		
	2015-2019	2012-2019
Yes	100% (9/9)	100% (25/25)
No	0% (0/9)	0% (0/25)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
6.1	Participate in command staff meetings.	55.6% (5/9)	33.3% (3/9)	40.0% (10/25)	20.0% (5/25)
6.2	Prepare equal opportunity program documentation.	66.7% (6/9)	44.4% (4/9)	56.0% (14/25)	36.0% (9/25)
6.3	Interpret equal opportunity regulations, policies, and procedures.	55.6% (5/9)	55.6% (5/9)	36.0% (9/25)	20.0% (5/25)
6.4	Assist commander in developing local equal opportunity policy memoranda.	44.4% (4/9)	44.4% (4/9)	44.0% (11/25)	32.0% (8/25)
6.5	Evaluate subordinate unit equal opportunity program effectiveness and compliance using established checklists.	66.7% (6/9)	44.4% (4/9)	48.0% (12/25)	32.0% (8/25)
6.6	Conduct command-directed focus groups as directed.	66.7% (6/9)	22.2% (2/9)	40.0% (10/25)	8.0% (2/25)
6.7	Build working relationships in military and civilian communities.	55.6% (5/9)	22.2% (2/9)	36.0% (9/25)	20.0% (5/25)

Duty 7: Manage the Equal Opportunity Program Budget

Have you processed an EO-related complaint?		
	2015-2019	2012-2019
Yes	44.4% (4/9)	36.0% (9/25)
No	55.6% (5/9)	64.0% (16/25)

(Those who indicated “No” to the above were not included in the following data)

Task ID	Task Description	2015-2019		2012-2019	
		Not or Partially Prepped	Too Little Training	Not or Partially Prepped	Too Little Training
7.1	Determine equal opportunity program budget requirements.	66.7% (2/3)	25.0% (1/4)	62.5% (5/8)	33.3% (3/9)
7.2	Submit budget request.	50.0% (2/4)	50.0% (2/4)	55.6% (5/9)	44.4% (4/9)
7.3	Monitor equal opportunity program expenditures.	75.0% (3/4)	50.0% (2/4)	66.7% (6/9)	33.3% (3/9)