



DEPARTMENT OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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NGB-EO-CR

21 September 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Advisor Reserve Component Course (EOARCC) at the Defense Equal Opportunity Management Institute (DEOMI)

1. References.

a. NGR 600-21 Equal Opportunity Program in the Army National Guard, dated, 14 September 2001.

b. DEOMI course description.

<https://www.patrick.af.mil/deomi/StudentInformation>

2. In accordance with NGR 600-21, Chapter 3, The Army National Guard Equal Opportunity Advisors (EOAs) will apply to the EOARCC Phase I within 60 days of assignment. Once enrolled in the EOARCC Phase I, students must comply with DEOMI directives for the completion of this phase in order to be allowed to enroll in Phase II.

3. The DEOMI curriculum includes a three week Reserve Component Equal Opportunity Advisors Course in a combination of two phases that are resident and non-resident. Phase I contains an interpersonal awareness segment covered in eight web-based lessons, and Phase II is a three-week of rigorous training that focuses on small groups to enhance Phase I. Phase II also covers one week of Army National Guard Service Specific training.

4. The EOARCC provides the fundamentals in Equal Opportunity (EO) for newly appointed EOAs, and Human Resources/Equal Opportunity Officers (HR/EOs). This course is not intended to provide in depth knowledge in processing and managing of EO complaints. If EEO personnel require further training to enhance their proficiency in complaints or investigations, you can visit the website mentioned in Para 1b above to find the many different courses that are available to enhance their complaints and investigation background.

5. Due to the OPTEMPO levels that the ARNG is facing, we must ensure that our Equal Opportunity Representatives (EORs) are properly trained. The EOARCC at DEOMI is not limited to EOAs, but also HR/EOs and EORs are welcome to receive the training.

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6. Make all efforts to formally train your newly appointed EOAs, HR/EOs, and EORs at DEOMI as soon as time and budget constraints allow.

7. POC for this memorandum is MAJ Edwin Perez, ARNG Equal Opportunity Program Manager at DSN 327-1704, CML (703) 607-1704, e-mail [edwin.perez@ngb.ang.af.mil](mailto:edwin.perez@ngb.ang.af.mil) or SGM Judith Ackerman, Senior Enlisted EO Advisor at DSN 327-0783, or CML (703) 607-0783, e-mail [Judith.Ackerman@ngb.ang.af.mil](mailto:Judith.Ackerman@ngb.ang.af.mil)



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