Final Report

A commander's final report includes the following:

- Group Demographics
- Perceptions of Sexual Harassment and Discrimination
- Overall Unit Summary
- Locally Developed Questions
- Written Comments

All results are presented in the following comparison breakouts:

- Minority vs. Majority
- Male vs. Female
- Officer vs. Enlisted
- Senior Officer vs. Junior Officer
- Senior Enlisted vs. Junior Enlisted
- Military vs. Civilian
- Senior Civilian vs. Junior Civilian
- Other (Other Military) vs. U.S. Military
- Non-Federal employees (contractors) vs. Federal employees

Additional Resources

Mobile Training Teams (MTTs) and Organizational Consultants are available to work collaboratively with organizations to proactively address areas of interest uncovered by the DEOCS. Additional services are at the command's expense. These services include:

1. Training on EO/EEO and Organization Effectiveness issues
2. Training on conducting focus groups
3. Training on conducting interviews
4. Development of focus group and interview questions
5. Development of a comprehensive assessment package including actionable recommendations

Why Use DEOCS?

- Proactive diagnostic tool
- Cost savings
- Easy administration
- Easy to read results
- Proven success record (since 1990)
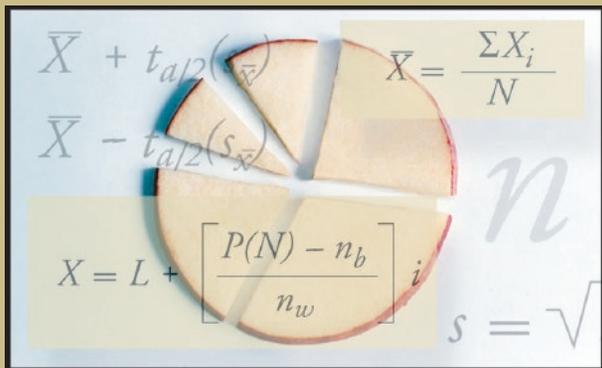- Quick assessment of unit's readiness

$$\overline{X} + t_{a/2}(s_{\bar{x}})$$

$$\overline{X} = \frac{\Sigma X_i}{N}$$

$$\overline{X} - t_{a/2}(s_{\bar{x}})$$

$$X = L + \left[\frac{P(N) - n_b}{n_w}\right] i$$

$$s = \sqrt{\quad}$$

For more information or to request a survey, please visit our web site- https://www.deomi.org and click on Climate Survey.

DEOMI
DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

DEOMI Organizational Climate Survey (DEOCS)

Climate Assessment Tool

The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can have an impact on effectiveness within the organization. DEOCS provides a diagnosis of potential organizational issues that can be addressed. Respondents answer questions that affect a unit's readiness and formal and informal policies, practices, and procedures that occur or are likely to occur within the organization. The questionnaire has three focus areas:

Military Equal Opportunity (EO)
Civilian Equal Employment Opportunity (EEO)
Organizational Effectiveness (OE)

Fast Facts

- DEOCS takes 20 minutes to complete
- DEOCS is suitable for military and civilian organizations with at least 16 members
- DEOCS is available online, in paper form, or in combination
- DEOCS results are processed within 72 hours of receipt
- DEOCS offers up to 10 command-specific questions
- Respondent anonymity is protected
- Results are for commanding officer and command appointed survey administrators eyes only

Perceptions of EO/EEO Behaviors & Organizational Effectiveness

Overall, the survey assesses 14 climate factors that are measured on a five-point scale.

EO/EEO Behaviors
- Sexual Harassment/Discrimination
- Differential Command Behavior Toward Minorities
- Positive EO Behaviors
- Religious Discrimination
- Racist Behaviors
- Overall EO Climate
- Age Discrimination*
- Disability Discrimination*

*Applies to civilians only

Organizational Effectiveness
- Work Group Cohesion
- Work Group Effectiveness
- Leadership Cohesion
- Job Satisfaction
- Trust in the Organization
- Organizational Commitment

The questionnaire contains 63 items (56 for military). Approximately half of the items address EO/EEO issues and the remainder address organizational and demographic issues.

Local Questions & Control

Commanders have the ability to add up to 10 locally-developed questions to the survey. These questions are commander's special interest items. Our program allows the commanding officer to select from existing questions or to create his/her own. The DEOCS system provides:

Objectivity, Respondent Anonymity, Flexibility, and Administrator Control

The survey administrator:
1. Decides start & stop dates
2. Can request sub-unit reports
3. Monitors participation rates
4. Can extend the administration timeframe
5. Accesses the final report online