



Equal Opportunity Newsline

September 2002



Branch Head's Comments

Col L. D. Gonzales

I am pleased to join the marvelous group of Marines serving our Corps in the Manpower Equal Opportunity (MPE) Branch. After decades of service to our country and Corps, I have learned that one gets what one puts into matters. In the very short time I have been aboard, I have observed the efforts of truly dedicated Marines, civilian and military, who are here to serve you.

The mission I have accepted is a complex one with many complex issues. It is a huge task requiring skill, commitment, and the ability to work as a team under all circumstances. I have yet to hear, "no can do!" Everything here is "can do."

Therefore the question is, "What can we do for you?" Let us demonstrate what we can do for you as providers and facilitators of your individual needs. At this point I can offer you my most sincere promise to work diligently and thoroughly to meet your needs in this

environment. If we do not have an answer or solution to your issue, we will work with you to develop that solution. If there is no quick solution, then we will dedicate ourselves to developing and supporting a policy that will meet your needs.

We exist to serve you! We must be good communicators. Doing so is good for our Corps, today and most importantly, for tomorrow.

Stay in touch and do good work!

Semper Fidelis!♣

Senior EOA's Comments

MGySgt P. McLane

Recently I was asked to be the guest speaker for the graduation of the Equal Opportunity Advisor Course at the Defense Equal Opportunity Management Institute (DEOMI). Being a facilitator rather than a speaker, I was in a quandary for a topic. My solution was to ask the students, the Service members who in a few days would be graduating from 15 weeks of

grueling equal opportunity training.

What I found in my quest was that they wanted to know the keys to success as an EOA. Having completed three years in the operating forces as an EOA and currently as the Senior EOA at HQMC, with over two years under my belt, I came up with the following:

- If you think you shouldn't do it, you probably shouldn't do it. Consider other options.
- If ever in a dilemma as to what to do, do what is best for your country and the people that you serve, not for yourself.
- When possible and practical, handle issues at the lowest level.
- Consider the facts, not your assumptions.
- Use your eyes, ears, and mouth in proportion to which they were given.
- If you don't understand an issue, seek to understand. Ask others who you trust will be honest with you.

- Sometimes you may be the only reasonable person, so make sure that you are in fact reasonable.
- Lastly, to quote President Kennedy, “Ask not what your country can do for you—ask what you can do for your country.”

After speaking, I realized that not only are these considerations good for the EOA, they are good for any leader. I am sure you can think of sayings and quotations to add to the list. This is just a start that I came up with in a few short moments in hopes that the graduates had a take away from yet another guest speaker.♣

Semper Fidelis,
MGySgt McLane

New EOA Order Signed

The latest version of the EOA Order (MCO 5354.3B) was signed on 17 June 2002. This newly revised version contains some changes from the previous edition.

The most noticeable change was the addition of the Commanding Officer's Screening/Interview Guide. This document is similar to the ones used for other “B” billets, and will assist Commanders in recommending the most qualified individuals to be EOAs.

One other change worthy of note, is the removal of the section on Command Relationships. This was done to

provide Commanders with increased flexibility in assigning their EOAs to the place in which they can best serve the command.

If you have questions about the new order, you are encouraged to call CMC (MPE). ♣

Hail and Farewell

On 16 August 2002, GySgt Sanchez graduated from DEOMI's Equal Opportunity Advisor (EOA) Course to be the EOA at MCAS Cherry Point. Please call and welcome our newest member to the EOA team.

Welcome back to the EOA Program MSgt Bazile and GySgt Woodland. Having recently completed a tour of duty in their primary MOSs, they are returning to the EOA Program. MSgt Bazile is the EOA for 4th FSSG in New Orleans, LA and GySgt Woodland is the EOA for II MEF at Camp Lejeune. Welcome back Marines.♣

Upcoming DEOMI Courses

The Defense Equal Opportunity Management Institute (DEOMI) recently released the class schedule for the Senior Enlisted Equal Opportunity Course (SEEOC) and the Equal Opportunity Program Manager's Course (EOPMC).

These courses are both taught at Patrick AFB, FL. The SEEOC

is directed at senior enlisted service members while the EOPMC is designed to train command Equal Opportunity Representatives.

Here are the dates for the SEEOC classes for FY03:

- 24 February to 28 February
- 5 May to 9 May
- 15 September to 19 September
- 20 October to 24 October

The dates for the EOPMC for this year are:

- 7 March to 17 April
- 8 July to 14 August
- 28 October to 11 December

If you have questions about what these courses consist of, please contact your EOA or a representative from MPE. The DEOMI web page is also another good source for information:
<https://www.patrick.af.mil/deomi/deomi.htm> ♣

USMC Takes Lead at 2002 NAACP Convention

The Marine Corps represented the Department of Defense as the lead Service at this year's NAACP Convention in Houston, Texas. Featuring such prominent national leaders as Senator Kay Bailey Hutchison and Senator Jon Corzine, this

conference serves to highlight the nation's oldest and most well known civil rights organization.

As the lead Service, the Marine Corps hosted both the Armed Services and Veterans Affairs Banquet and the Center of Influence Reception.

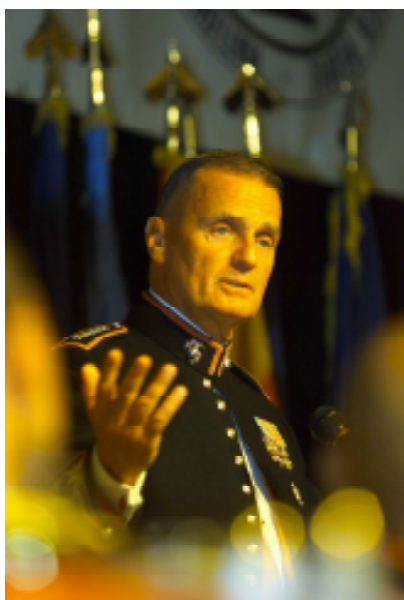
The keynote speaker at the Armed Services and Veterans Affairs Banquet was the Commandant of the Marine Corps, General James L. Jones. Other featured speakers that evening included the President and CEO of the NAACP, Kweisi Mfume, and Julian Bond, Chairman of the Board for the NAACP.

The banquet also served to honor the accomplishments of individuals from all the Services. The recipients of the Roy Wilkins Renown Service award were recognized along with the winner of the NAACP Meritorious Service Award.

The Marine Corps recipient of the Roy Wilkins Renown Service award was Staff Sergeant Melvin Burch of the University of Illinois. The recipient of the Meritorious Service Award was Major

General Clifford Stanley, Deputy Commanding General, Marine Corps Combat Development Command.

The Center of Influence Reception was a less formal gathering, featuring numerous Marine Corps General officers as well as senior members of the NAACP. The centerpiece



of this event was a video produced by the Manpower Equal

Opportunity Branch entitled "Success for Life." This video featured current and former Marines and how they feel their service has benefited them and their personal growth.

Lieutenant General Edward

Hanlon, Jr., Commanding General, Marine Corps Combat Development Command provided the keynote address for the evening. Mr. John J. Johnson, Director of Programs for the NAACP also provided some brief remarks.

Other featured Marines throughout the conference included the Marine Corps Band from Twentynine Palms and a Color Guard from Marine Barracks, 8th and I.

In addition to hosting the banquet and the reception,

Marines were also active in other parts of the convention. Representatives from Marine Corps Recruiting Command and the local Recruiting Station operated a booth at the Commerce and Industry show.

The lead Service for next year's conference in Miami, Florida will be the United States Army.♣

MPE News

The summer is traditionally a busy time in MPE, with numerous conferences and conventions. The highlight of the summer was the NAACP Convention held in Houston, Texas (See the accompanying article in this issue of the Newsline).

- Equal Opportunity Advisor's Conference, Quantico, Virginia – May 21-23
- NAACP Convention, Houston, Texas – July 7-11
- National Council of La Raza, Miami Beach, Florida – 19-24 July
- Montford Point Marine Association, Atlanta, Georgia – 17-21 July
- National Naval Officers Association, Norfolk, Virginia – 5-9 August
- Blacks in Government, Atlanta, Georgia – August 26- 30

Messages

CMC (MPE) released the following MARADMIN messages over the last four months:

- [ANNOUNCEMENT OF THE 2002 NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE \(NAACP\) ROY WILKINS RENOWNED SERVICE AWARD RECIPIENT](#)
- [93RD ANNUAL CONVENTION OF THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE \(NAACP\)](#)
- [2002 HQMC EQUAL OPPORTUNITY ADVISOR CONFERENCE](#)
- [ANNOUNCEMENT OF 2002 ASIAN PACIFIC AMERICAN HERITAGE MONTH](#)
- [ANNOUNCEMENT OF 2002 HISPANIC HERITAGE MONTH](#)

Some upcoming messages to look out for include the following:

- The annual message announcing the request for data for our annual Military Equal Opportunity Assessment report.
- A message discussing the Marine Corps Climate Survey (see the accompanying article in this issue of the Newsline)
- This year's course dates for the Equal Opportunity

Program Manager's Course (EOPMC) and the Senior Enlisted Equal Opportunity Course (SEEOC).

Marine Corps Climate Survey (MCCS)

Randomly selected active duty and reserve Marines should expect to see the 2002 edition of the MCCS in their mailboxes some time this month.

This survey is designed to measure perceptions of command climate, as well as experiences of discrimination and sexual harassment. This instrument is a key part of our effort to evaluate progress in these areas and to assist in devising solutions.

In order for this information to be valid, it is important that the approximately 12,000 active duty and 8,000 reserve Marines randomly selected to participate, complete these surveys and return them.

After the survey data has been collected and analyzed, a MARADMIN message will be released by CMC (MPE) summarizing the results. ♣

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