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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity	<b>Date:</b> March 2019
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<b>Appropriation/Budget Activity</b> 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)											
<b>COST (\$ in Millions)</b>	<b>Prior Years <sup>(+)</sup></b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	Continuing	Continuing
15: Defense Equal Opportunity Management Institute (DEOMI)	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	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**

Executive Orders 13111 and 13218 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. Thus, DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness. This is accomplished through testing, evaluation, and transition of new technologies to enhance human relations performance. Development and dissemination of research, training resources, and other human relations job-aids and information materials for commanders, service members, and civilians, enhancing their human relations acumen and leadership.

The emerging spectrum of human relations requirements DEOMI was tasked to address are expanding and RDT&E funds are critical to supporting the DoD strategy for the Prevention of Sexual Harassment and to support the Department's strategy for Diversity and Inclusion. Fundamental research and development is also needed to support policy, training, and programs related to the prevention of hazing, bullying, and all forms of harassment. Adequate RDT&E will allow DEOMI to be a force multiplier for the DoD.

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>
Previous President's Budget	0.000	0.000	0.100	-	0.100
Current President's Budget	0.000	0.000	0.100	-	0.100
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

**Congressional Add Details (\$ in Millions, and Includes General Reductions)**

**Project:** 15: Defense Equal Opportunity Management Institute (DEOMI)

<b>FY 2018</b>	<b>FY 2019</b>

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<b><u>Congressional Add Details (\$ in Millions, and Includes General Reductions)</u></b> Congressional Add: <i>None</i>		<b>FY 2018</b>	<b>FY 2019</b>
		0.000	0.000
Congressional Add Subtotals for Project: 15		0.000	0.000
Congressional Add Totals for all Projects		0.000	0.000
<b><u>Change Summary Explanation</u></b> N/A			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<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> 15 / Defense Equal Opportunity Management Institute (DEOMI)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
15: Defense Equal Opportunity Management Institute (DEOMI)	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
<b>A. Mission Description and Budget Item Justification</b> Transfer from the U.S. Air Force												
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>										<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Defense Equal Opportunity Management Institute (DEOMI)  <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 2019 Plans:</b> N/A  <b>FY 2020 Plans:</b> Current ongoing projects include: Office of Naval Research Summer Faculty Research Program and the DEOMI High Fidelity Virtual Puppeteering Simulation Facilitator/EOA Training Platform.  <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> Transfer in from the U.S. Air Force to DHRA.										0.000	0.000	0.100
<b>Accomplishments/Planned Programs Subtotals</b>										0.000	0.000	0.100
							<b>FY 2018</b>	<b>FY 2019</b>				
<b>Congressional Add:</b> None  <b>FY 2018 Accomplishments:</b> N/A  <b>FY 2019 Plans:</b> N/A							0.000	0.000				
<b>Congressional Adds Subtotals</b>							0.000	0.000				
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A												

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<b>C. Other Program Funding Summary (\$ in Millions)</b>  <b>Remarks</b> DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.  <b>D. Acquisition Strategy</b> N/A  <b>E. Performance Metrics</b> N/A		