

Welcome to the Defense Human Resources Activity Industry Outreach Symposium Small Business Event

in partnership with



Procurement Technical Assistance Center



Welcome from William H. Booth, Director, DHRA

Mr. Booth, a member of the Senior Executive Service, is the Director, Defense Human Resources Activity (DHRA), reporting to the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). In this capacity, he has direct oversight for all operational activities across the Field Activity's organizations. Mr. Booth is responsible for DHRA enterprise-wide planning, programming, resource analysis, operational policy, and operational execution for all DHRA organizations.

Immediately prior to this assignment, Mr. Booth served as the Assistant Deputy Under Secretary of the Air Force, Management and Assistant Air Force Deputy Chief Management Officer, Pentagon, Washington, DC. Mr. Booth holds a Masters of Arts in Business Management from Central Michigan University and a Bachelor of Industrial and Systems Engineering from the Georgia Institute of Technology. Mr. Booth retired from the Air Force after more than 28 years, serving in a wide variety of positions of increasing responsibility at wing, major command, combatant command, and Headquarters.



Event Housekeeping

- The presentation slides will be posted as a PDF on the eCenter where you registered, attached at the bottom of the event description. You do have to be logged in to see it but can use the auto login link in your reminder email as a shortcut to get there
- Questions for the speakers are encouraged and will be read at the conclusion of each presentation:
 - Please type them in the **Questions section** (not the chat box).
 - If your question is for a presenter other than the one speaking, please include the Center or presenter name with your question.
 - Questions should be relevant to presentation and not about marketing your firm.
- Presenters: Please unmute yourself and start camera when it is your time to speak to respond to questions

Agenda

- **9:00am** Welcome & Event Housekeeping
- **9:05am** Defense Personnel Analytics Center
- **9:30am** Defense Support Services Center
- **10:35 TEN MINUTE BREAK**
- **11:25am** DHRA Enterprise Operations Center
- **11:45am** Defense Civilian Personnel Advisory Service
- **12:05pm** Diversity Management Operations Center
- **12:35** Headquarters, DHRA



Defense Personnel Analytics Center (DPAC)

Industry Day

October 2021



Data Driven Solutions for Decision Makers

DPAC was established to:



Develop a collaborative research environment and provide actuarial products to stakeholders.



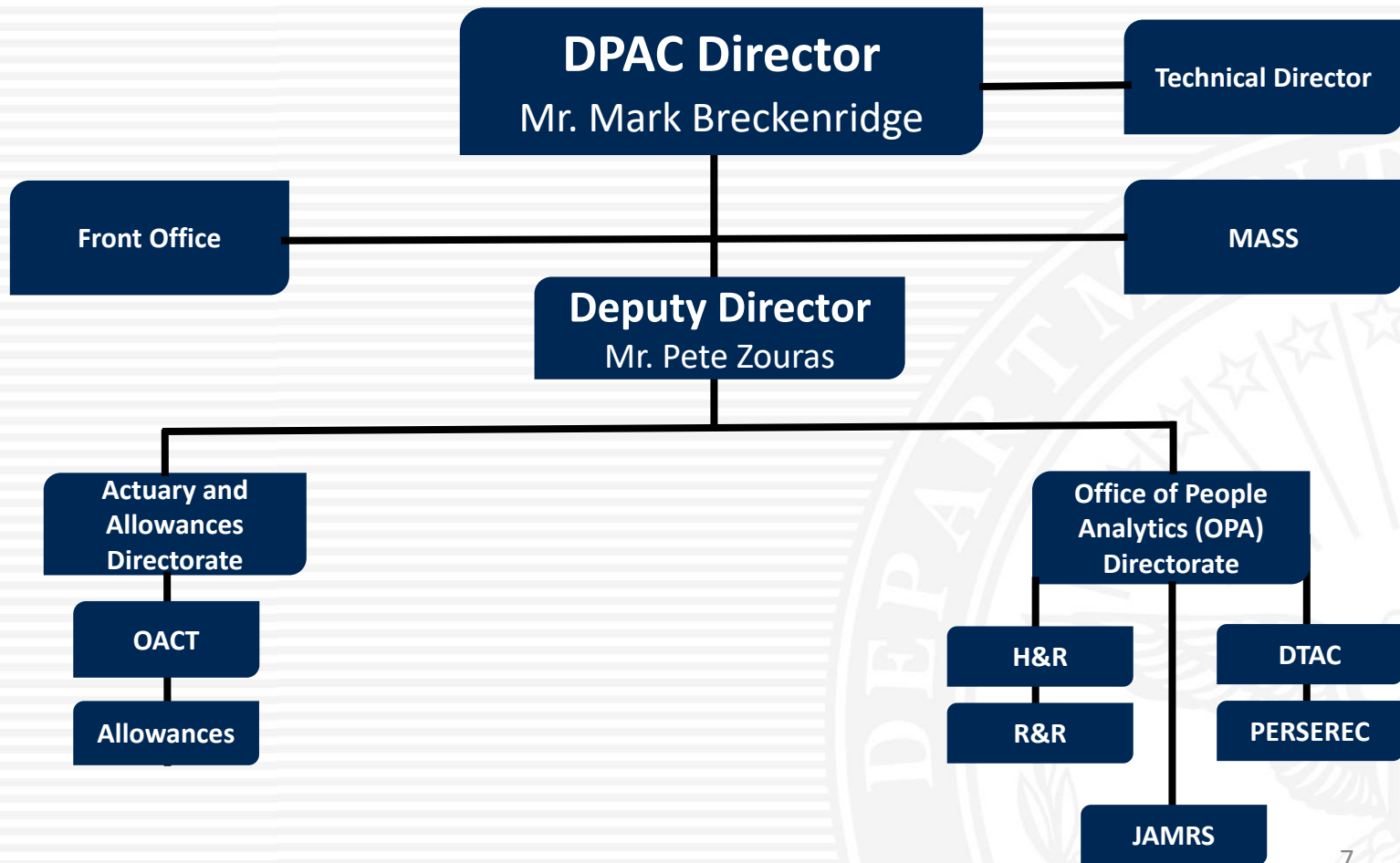
Harness cutting-edge analytic methods to understand and improve the DoD workforce.



Use analytics to better understand how characteristics of individuals interact with policy and environment factors to influence the performance and composition of the DoD workforce.



Use analytics to establish strategic direction to centrally manage DoD station and housing allowances; calculate accurate, current allowance rates in compliance with law and regulation.





Studies & Analysis Programs

Defense Testing & Assessment Center (DTAC)

- Development, Maintenance, Analysis, Dissemination of Testing Information

Defense Personnel & Security Research Center (PERSEREC)

- Personnel Security, Suitability, Vetting, Insider Threat

Joint Advertising Marketing Research & Studies (JAMRS)

- Propensity, Attitudes toward Services, Enlistment Predictors, Reactions to Military Advertising

Studies & Analysis Programs

Retention & Readiness Research (R&R)

- Readiness, Retention, Satisfaction, Well-Being, Military Spouse and Family Issues

Health & Resilience Research (H&R)

- Sexual Harassment and Assault, Equal Opportunity, Mental Health, Unit Climate

Office of the Actuary (OACT)

- Perform actuarial valuations and provide actuarial support

Allowances

- Centrally manage DoD station and housing allowances





ANALYTICAL EXPERTISE

- **Data Scientists**
- **Psychologists** – I/O, Research, Clinical
- **Psychometricians**
- **Research Analysts**
- **Actuaries**

- **Social Science Analysts**
- **Sociologists**
- **Statisticians** – Mathematical, Survey
- **Economists**



ANALYTICAL SOLUTIONS

- Adaptive Testing
- Data Science
- Descriptive Analytics
- Literature Reviews
- Market Segmentation
- Predictive Analytics

- Prescriptive Analytics
- Program Evaluation
- Qualitative Research
- Statistical Experiments
- Surveys
- Validation



DPAC Contracting

- The OPA Directorate maintains six large IDIQ contracts with task orders exceeding \$90M annually
 - Contracted work includes Survey Operations, Research and Analysis, Weighting and Measuring, Testing, IT support, Data Science, and Advertising
- The Actuary and Allowances Directorate maintains one contract to provide uniformed Service members equitable housing compensation based on housing costs in U.S. local civilian housing markets when government quarters are not provided; data is required to prescribe the rates.



Actuaries and Allowances Directorate

Overview: Basic Allowance for Housing (BAH) is a U.S. based allowance prescribed by geographic duty location, pay grade, and dependency status.

Title/Description of Requirement: BAH – Collect and analyze rental housing data for Military Housing Areas to help establish BAH rates.

Current Contract #: H9821021F0001

Planned Acquisition Strategy: Small Business Set Aside

Est. Solicitation Date: November 2022

NAICS Code: 561990

Current Period of Performance: 11/1/17 – 10/31/22



Health & Resilience Research, Retention & Readiness Research

- **Analytics Contract:** To provide analytics support to many research and analysis efforts throughout the DPAC enterprise.
- **Contract Type:** IDIQ
- **Estimated Release Date:** February 2022
- **Estimated Award Date:** May 2022
- **Period of Performance:** May 2022 – May 2027

QUESTIONS?



DHRA Enterprise Operations Center

DEOC Industry Day

October 20, 2021





Leadership and Mission

DEOC was launched in 2019 under the leadership of Director, Katrina Logan and Deputy, Stephen Daniels.



DEOC Mission

DEOC is the essential business services provider for the DHRA Enterprise. DEOC delivers shared services and mission essential solutions to all DHRA Centers. DEOC's superior customer service and solution delivery aids enterprise operations and bolsters the DHRA mission.

DEOC Vision

To be an outward and consistent, results-focused service provider recognized for collaboration and strengthened by an agile workforce, achieving outcomes beyond customer expectation



Programs /Purpose

DEOC provides operational and mission support services across DHRA including management of contracting, facilities, training, and security. In this role, DEOC:

- Establishes repeatable-business processes supporting DHRA execution
- Centralizes and prioritizes customer requirements enabling DHRA leadership-decision making
- Eliminates administrative shadow organizations within the Enterprise
- Allows finite resources to be deployed across the Enterprise ensuring critical requirements are met and priority missions accomplished



DEOC Directorates & Functional Structures

Office of the
DEOC Director

Enterprise
Acquisition
Directorate

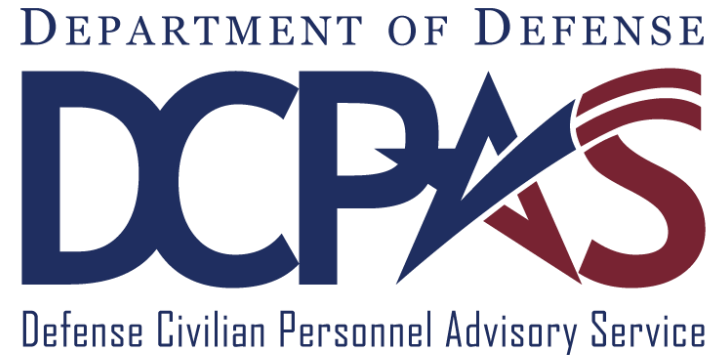
Enterprise
Shared Services
Directorate



Enterprise Centric Requirement

- Administrative Support
 - Training Support
 - Information Technology Support
 - Management Advisory Services
-
- Program and mission requirements are tracked centrally
 - DHRA leverages Category Management by using existing best-in-class (BIC) contracts:
 - GSA
 - HCaTS
 - NASA SWEP
 - CHES





Virtual Industry Day

DCPAS Organizational Overview

Henry Smith

Chief of Staff

8 October 2021

Agenda

- Who We Are
- Focus Areas
- Civilian Workforce Overview
- Line of Business/Special Office Briefings

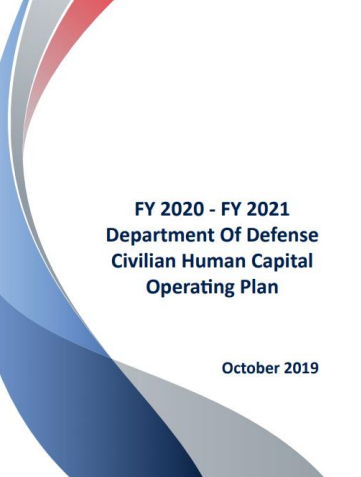
Who We Are



DCPAS provides enterprise leadership in human resources management. Our organization develops and manages Human Resources (HR) programs, services, and functional system requirements for DoD. DCPAS, which is a component of the Defense Human Resources Activity (DHRA), also develops and recommends policy and provides guidance on all aspects of civilian personnel management. Each line of business has a policy, training, advisory and operational role in support of the Services and Components.



Planning & Accountability	Workforce analysis and planning, Competency Development and Management; program accountability and assessment	Mr. Darby Wiler
Employment & Compensation	Recruitment, employment, and retention; Classification and compensation; Overseas and foreign national employment	Ms. Kelly Cruz
Benefits, Wage & NAF Policy	Benefits and Worklife balance; telework and wellness; Federal Wage System (AF & NAF) to include Special Rates, and NAF Policy	Ms. Taiwana Smith
Talent Development	Education, training, leadership & professional development, HR Functional Community	Mr. Jim Buchman (Acting)
Labor & Employee Relations	Agency Head Review, National Consultation, National Security Exclusions, Bargaining Guidance, ER & LR Training, ER & LR Policy	Ms. Lex Stanley
Defense Executive Resource Management	Executive resources management	Ms. Carly Hall
Enterprise Solutions and Integration	Functional HR information technology	Mr. Dexter Burnam
DoD Expeditionary Civilian	Deployment of civilians	Mr. Howard Ferguson

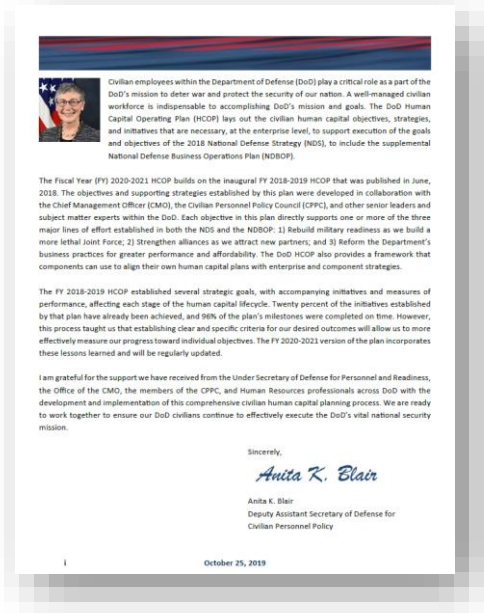


**FY 2020 - FY 2021
Department Of Defense
Civilian Human Capital
Operating Plan**

October 2019

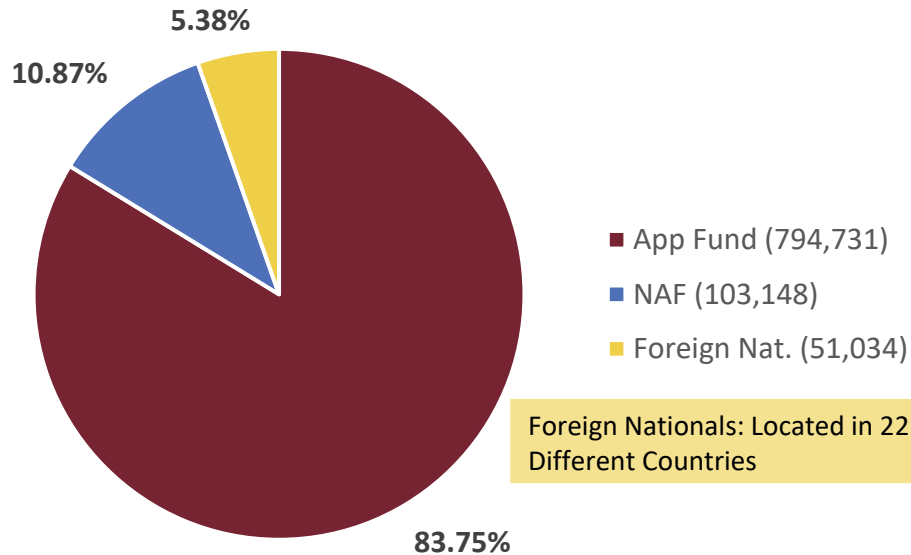
- Deliver Talent
- Maximize Employee Performance
- Transform Human Resources

- Deliver Effective Civilian Workforce Policies
- Execute the Strategic Plan & Measure Results
- Going Digital – Leveraging Dashboards & HR IT
- Transform HR – Reducing Complexity While Adding Value
- Implement Strategic Communications
- Advance HR Expertise through Training & Development
- Enable the Team



Civilian Workforce Overview

Total Civilian Employees: 948,913



	Appropriated Fund – Direct U.S. Employees
	NAF – Nonappropriated Fund Employees
	Foreign Nat. – Foreign National Employees

Appropriated Fund Employees by Component

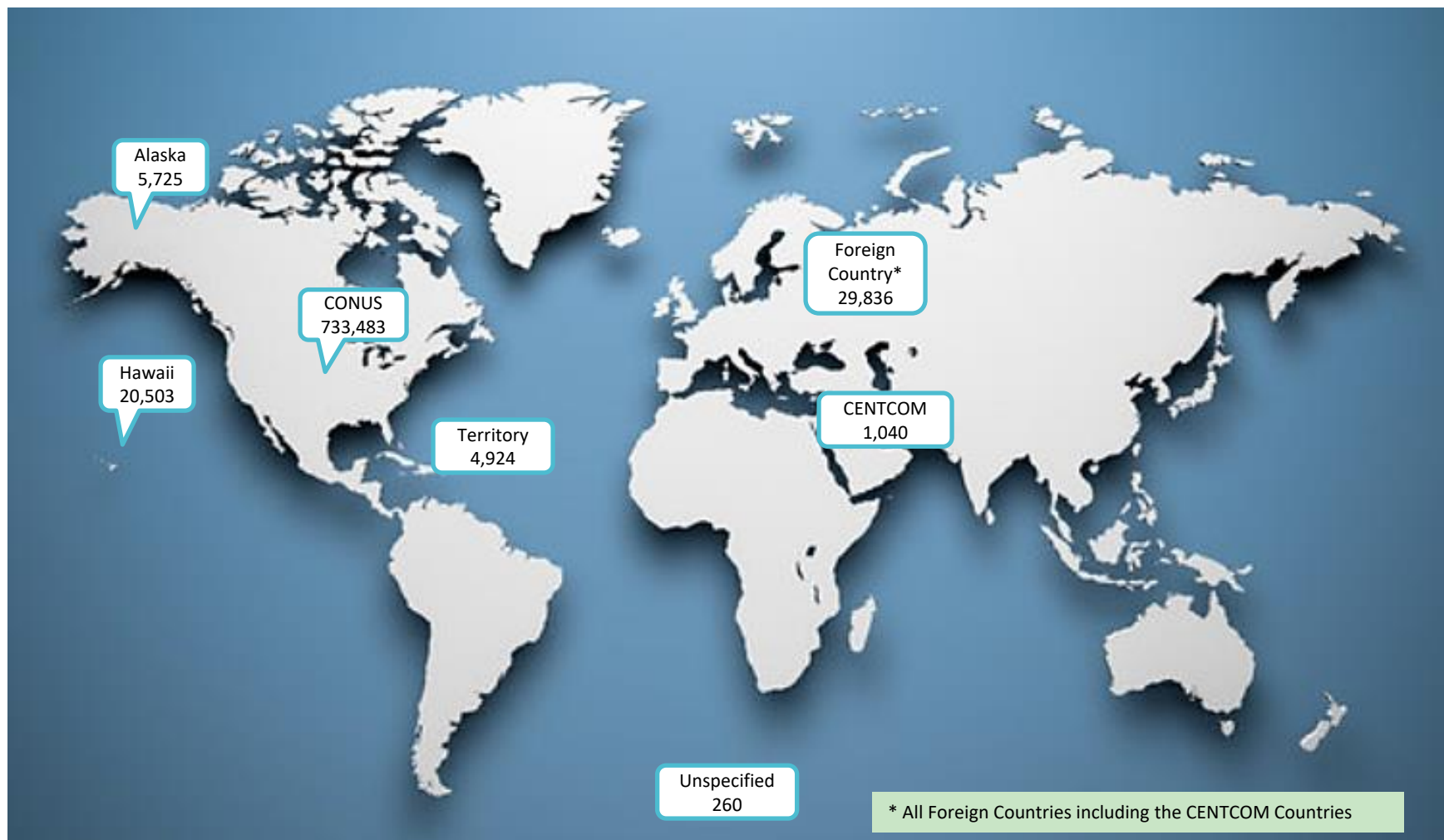
Army	265,874
Navy	226,902
Air Force	188,794
DoD Agencies	113,161

NAF Employees By Component

AAFES	24,841
Army	21,372
Navy	37,915
Air Force	18,124
DoD Agencies	896

App Fund: DCPDS data as of 6/15/2021
NAF and Foreign National: DMDC 4/30/2021 data.

Civilian Workforce Overview – Appropriated Fund



App Fund: DCPDS data as of 6/15/2021.

Total = 794,731

(27)

Line of Business/Special Office Overview



The Planning and Accountability (P&A) Directorate provides advisory and support services to customers across the DoD Enterprise. Effective workforce planning and human capital management are crucial in maintaining the workforce capable of accomplishing all DoD's missions.

Our portfolio functions include workforce planning, workforce data analytics and reporting, competency development and-management, and HR program accountability and evaluation. Our objective, align purposely to rethink strategies, provoke meaningful change, seek quick-wins, and long-term solutions to modernize the landscape.



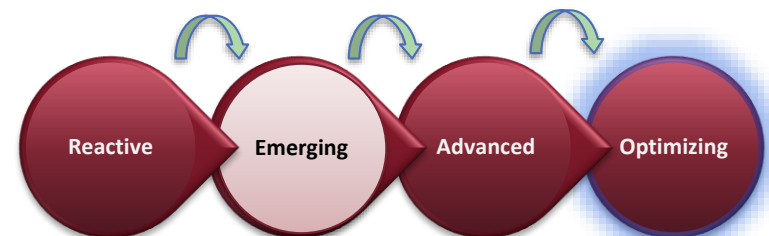
Planning and Accountability

Top Priorities:

- Develop a standard Functional Community Management Model for DoD that fosters effective Human Capital Planning, Management, and resourcing
- Expand and improve workforce data analytics and reporting visualizations to support data-driven Human Capital decision-making across the Enterprise leveraging the Advana platform
- Align the Human Capital Framework across the enterprise to inform policy decisions and integrate evaluation results in program improvement initiatives
- Collaborate with OPM and Functional Communities, to integrate the Department of Defense's power of three; Deliver Talent, Maximize Employee Performance, and Transform HR

Communities of Practice:

- Strategic Workforce Planning
- Accountability



Pivoting our posture to the right...

Employment & Compensation



The Employment and Compensation Team develops, implements, and monitors DoD human resources policies in the areas of staffing, compensation, and workforce shaping. We provide technical advisory services to the HR community and leadership, and develop and obtain authorities through legislation and from OPM. We ensure workforce shaping is conducted efficiently, effectively, and humanely and we also organize and conduct recruitment and outreach activities.



Employment & Compensation

Top Priorities:

- Implement FY21 NDAA provisions
- Improve timeliness and quality of hires
- Publish Priority Placement Program initiatives
- Launch HR Credentialing Program for Staffing and Classification
- Deploy the redesigned DoD Civilian Careers website

Communities of Practice:

- Recruiters Consortium
- Classification
- Time to Hire Working Group
- Priority Placement Program Advisory Council
- USA Staffing Working Groups



Benefits, Wage & Nonappropriated Fund Policy



Our mission is to support the “whole person – whole career” by enhancing the work life of the DoD civilian workforce. We develop relevant human resource policies and flexibilities, competitive pay and benefits and sustaining work life programs. Our portfolio includes Nonappropriated Fund (NAF) personnel programs, Federal Wage System surveys and pay schedules, white collar special pay rates, and a vast array of benefits and work life programs that support over 900,000 DoD civilian employees and their families stationed around the world. We are proud to say that, “Our service sustains your service.”



Benefits, Wage & Nonappropriated Fund Policy

Top Priorities

- Telework/Remote Work Policy
- Workforce Reentry Guidance
- Work-Life Policy
- Modernization of Federal Wage System
- NAF Personnel Program Evaluation
- Establishment of the Medicare Advantage Program for NAF retirees
- NAF Data Analysis and Reports
- Implementation of new Flexible Spending Account (FSA) rules
- Injury Compensation Credentialing Program

Communities of Practice

- DoD Human Resources Benefits Advisors
- DOD Injury Compensation Program Administrators
- DoD Unemployment Compensation Program Administrators
- DoD Work-Life Program Administrators



Talent Development



As DoD's Chief Learning Office, the Talent Development LOB shapes and develops the workforce in alignment with national strategies and DoD human capital planning. We support the HR Functional Community and the DoD learning landscape through policies and strategies that provide training, education, and professional development opportunities and tools

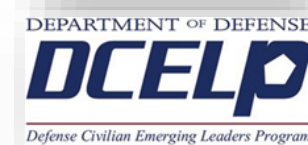
via leader development programs, career broadening initiatives, managerial & supervisory framework, and mentoring and coaching portals. Our efforts maximize employee performance and broaden our civilian workforce around the world to better equip them for the challenges of today and readiness for tomorrow.



Talent Development

Top Priorities:

- Execute successful enterprise Leader Development Programs
- Support the deployed DoD Managerial & Supervisory Learning & Evaluation Framework, and standardize coding for managers and supervisors across the Department
- Support USALearning Assisted Acquisition effort by optimizing Fourth Estate LMS
- Update DoD's Civilian Leader Development Competency Framework and Continuum
- Oversee and provide policy for DoD career broadening opportunities such as McCain Fellows, Public-Private Talent Exchange, and Partnership for Public Service
- Enhance the DoD Coaching Culture with implementation of a DoD Coaching Strategy via the newly established DoD Coaching Working Group
- Implement an enhanced competency model and updated strategic human capital plan for the HR Functional Community
- Build and maintain multiple Communities of Practice affiliated with the Defense Chief Learning Officer Council



Labor & Employee Relations



Serves as the DoD leader in providing credible and authoritative oversight, advice, and guidance in labor and employee relations. We provide products and services to labor and employee relations practitioners and their customers, civilian and political leadership in the DoD, and our colleagues within DCPAS that directly impact 900,000+ DoD civilians and 1,500+ collective bargaining units.



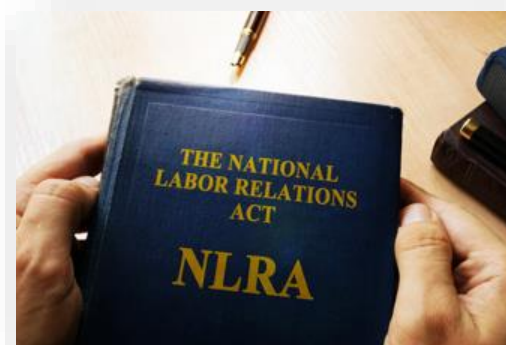
Labor & Employee Relations

Top Priorities:

- Provide guidance on, and coordinate implementation of changes, from Executive Orders and the Federal Labor Relations Authority
- New performance management automation within DCHRMS
- DPMAP evaluation
- COVID-19 Task Force Support
- Promote use of employee awards and recognition programs
- Workplace violence and extremism
- Launch LER Credentialing

Communities of Practice:

- Labor Relations
- Employee Relations



Defense Executive Resources Management Office



As the ambassadors and champions of the Department's executive resources community, we build and sustain partnerships across the Department that will maintain a diverse and agile Senior Executive and Senior Professional workforce with competencies necessary to meet future mission readiness needs. Our goal is to provide effective management of the DoD's Senior Executive and Senior Professional workforce with modern strategies to recruit, retain, and reward a highly skilled and diverse executive workforce.



Defense Executive Resources Management Office

Community of Practice:

- Cross Cutting Community - Executive Services
 - Provides enterprise-wide solutions and policies for complex executive talent, performance, compensation, and development programs. Creates efficiencies through streamlined concentrated process reviews focused on a common architecture and approach. Creates and implements strategies through collaboration with key partners. Focused on equipping the current and next generation of executive resources specialists for success.



Top Priorities:

- Implementation of NDAA authorities
 - Senior Executive Service Reduction Plan
 - Extension of inapplicability of OPM's Qualifications Review Board
- FY2021 Closeout for Senior Executive Service and Senior Professional Performance Appraisal Cycle
- Migration to the Basic Senior-Level (SL) and Scientific and Professional (ST) Performance Appraisal System (PAS)

Enterprise Solutions and Integration



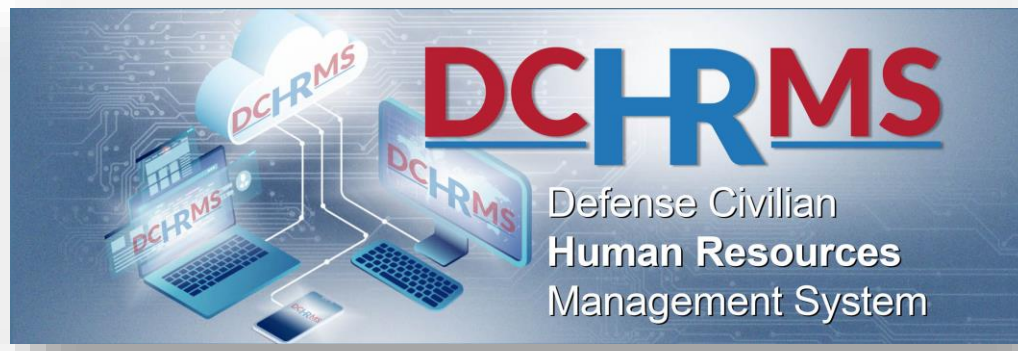
We are the integrator for civilian enterprise Human Resource Information System (HRIS) development, modernization, and sustainment. We provide Civilian Human Resources Management Information Technology (CHRM IT) portfolio functional oversight, and ensure delivery of improved business processes or integrated enterprise HRIS solutions that strengthen mission readiness and support civilian personnel policies.



Enterprise Solutions and Integration

Top Priorities:

- Maintain a tiered governance to manage all aspects of The Defense Civilian Human Resources System (DCHRMS) deployment
- Plan and execute a deployment strategy that includes Training HR End-Users, Managers, and Employees, coupled with User Acceptance Testing and Migrating Data
- Deliver secure DoD core HR capability through DCHRMS, supported by performance, talent management, benefits, etc.
- Rationalize HR technology to deliver Integrated talent management and additional efficient HR capabilities.



DoD – Expeditionary Civilian



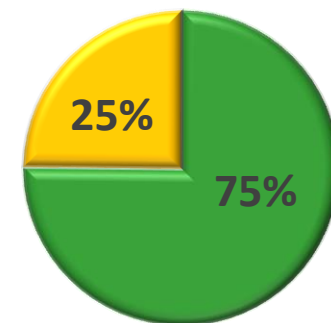
The Department of Defense Expeditionary Civilian Program Office supports the Warfighter in all phases of DoD Contingency operations, offering opportunities for the DoD civilian community to deploy and use their experience and subject matter expertise to help facilitate the success of Combatant Commands/Uniform Services.



CENTCOM Ordered Requirements					
Force Providers	Total Positions	Filled	* Do Not Fill	Vacant	% Filled
Army	22	16	17	6	73%
Air Force	37	34	0	3	92%
Navy	16	12	1	4	75%
DSCA/MoDA	26	14	0	12	54%
4th Estate	40	30	0	10	75%
TOTAL	141	106	18	35	75%

* FPs advised not to fill position pending INA/CWOS per USFOR-A/OIR

Fill Rate %



■ Filled ■ Vacant

48% decrease

DoD – Expeditionary Civilian

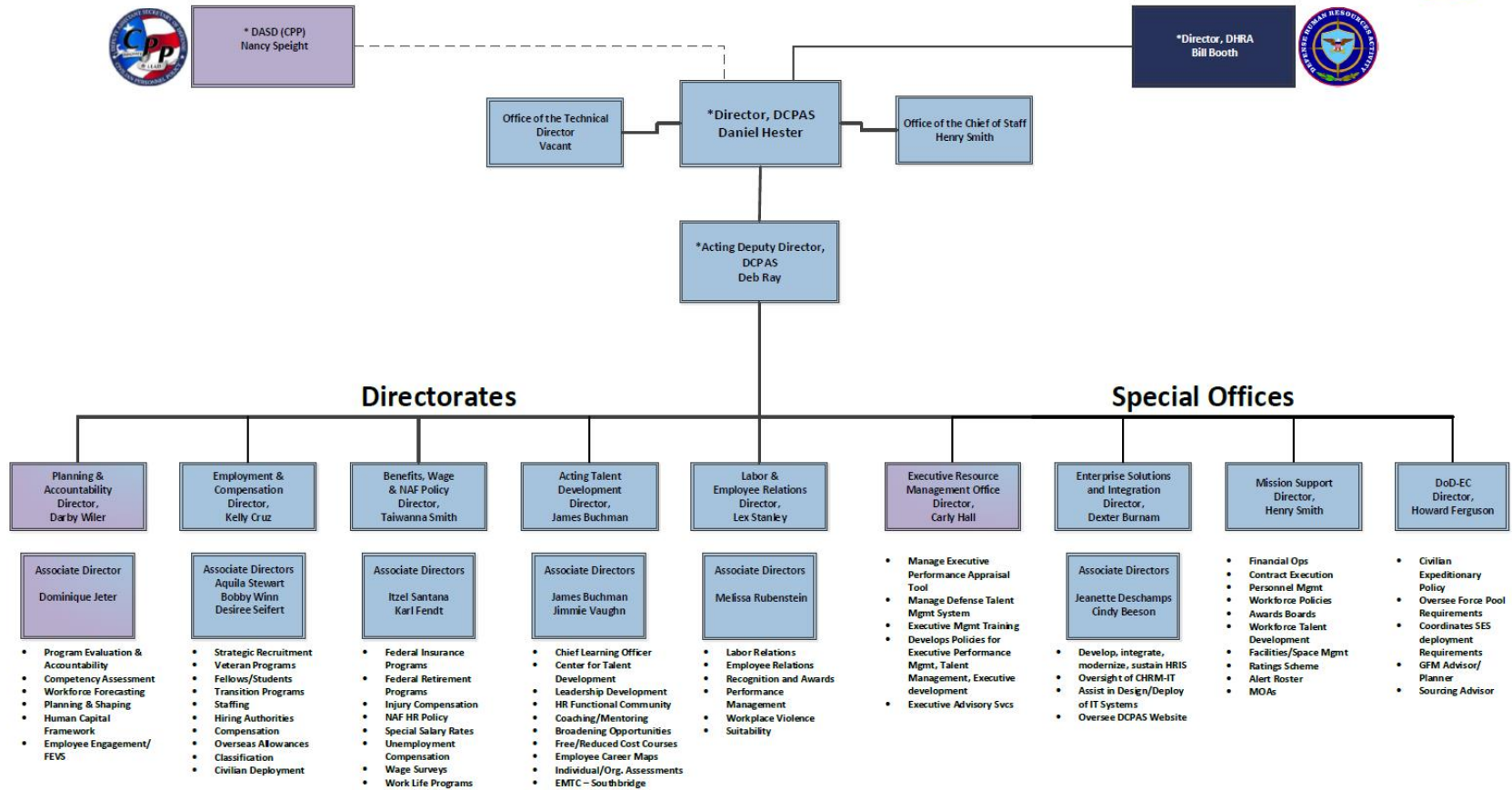
Top Priorities:

- Provides guidance/policy for the DoD-EC workforce in support of contingency, emergency, and other national defense missions of the DoD
- Review the projected demand for expeditionary civilians and develop long-term strategies to incorporate expeditionary civilians into the DoD Total Force planning process, via collaboration with the DoD Components, the Joint Staff, and the Combatant Commands



Organizational Chart

Defense Civilian Personnel Advisory Service



* Annotates Senior Executive Service Member

As of August 2021
POC: Todd Charette

DCPAS Acquisitions (Active/Upcoming)

Active Acquisitions

Requirement Description	Contract Number	POP Start	POP End	Duration
Qualtrics - Cloud-based Qualtrics software with the capability to design and manage competency assessments and job analytic evaluations.	H98210-20-F-0315	9/26/2020	9/25/2025	Base + 4
Human Capital Data Analysis & Reporting - Strategic Workforce Planning, Analytics, and Competency Management support.	H98210-18-F-0181	8/1/2018	7/31/2022	Base + 3
Talent Neuron - access to a web-based talent analytics platform capable of providing comprehensive recruiting data and strategic analysis.	H98210-20-F-0237	7/1/2020	6/30/2023	Base + 2
Virtual Hiring Platform - Web-based (or cloud based) virtual career fair platform that is accessible to the general public via desktops or mobile devices and enables DoD Component/Agency hiring managers, recruiters, and human resources specialists to remotely interact on the given platform with job seekers from the general public domains as well as internal and other Federal agency participants on Government networks.	H98210-21-F-0213	8/9/2021	8/8/2025	Base + 2
NAF Benefits Consulting - Health and retirement benefits consultant services on DoD NAF health and retirement policies and programs	H98210-17-F-0057	6/29/2017	6/28/2022	Base + 4
HR Functional Community - Curriculum and certification program development in support of approximately 14,000 Department of Defense (DoD) human resources (HR) professionals to increase HR expertise.	H98210-20-F-0340	9/21/2020	9/20/2025	Base + 4
Survey Software and 360 Degree Assessment Tool (Qualtrics) - unlimited use account of cloud-based, online survey software and license for a 360 degree assessment tool.	H98210-17-F-0152	9/26/2017	9/25/2022	Base + 4
Conference Board Membership - One-stop, centralized repository via a Center for Talent Development (CTD) that provides the spectrum of information, resources and access needed for the DoD Civilian Workforce.	H98210-18-C-0027	9/28/2018	9/27/2023	Base + 4
Partnership for Public Service - Membership in the Federal Human Capital Collaborative provides a gateway into shared expertise from across the various human capital spectrums.	H98210-18-P-0022	9/12/2018	9/11/2023	Base + 4
Executive Leadership Development Program - Curriculum Development and Delivery	H98210-18-F-0149	8/15/2018	8/14/2023	Base + 4
Defense Senior Leader Development Program (DSLDP) - Curriculum Development and Delivery	H98210-18-F-0003	12/12/2017	12/11/2022	Base + 4
Defense Civilian Emerging Leader Program (DCELP) - Curriculum Development and Delivery	H98210-19-F-0003	12/3/2018	12/2/2023	Base + 4
Senior Executive Development Program (Vanguard) - curriculum design and delivery	H98210-18-F-0012	1/16/2018	12/15/2022	Base + 4
Cyberfeds - On-line research service to assist advisors in providing accurate and timely advice; guidance; and interpretations of law, policy, regulations, and applicable third party decisions.	H98210-19-F-0377 GS-35F-0404K	9/20/2019	9/19/2024	Base + 4
Westlaw - Online research service to assist advisors in providing accurate and timely advice, guidance, and interpretations of law, policy, regulations, and applicable third party decisions.	H98210-19-F-0196	7/1/2019	6/30/2024	Base + 4
Administrative Support Services - Correspondance Management & SharePoint Support	H98210-21-F-0296	9/22/2021	9/21/2024	Base + 2
Strategic Communications - Full-service strategic communications support in developing communications plans, brand planning, identifying target markets, design and development of marketing materials (i.e., briefing cards, handouts, brochures,	H98210-21-C-0014	9/20/2021	9/19/2026	Base + 4
Web Development, Sustainment and Cloud Hosting - Full lifecycle website sustainment support services to include hosting in the cloud, design, development, content management, testing, operations and maintenance for two websites, https://www.dcpas.osd.mil and https://www.dodciviliancareers.com .	H98210-21-C-0009	9/21/2021	9/20/2026	Base + 4

Upcoming Acquisitions

Requirement Description	Contract Number	Anticipated POP Start	Anticipated POP End	Base/Option Year
<u>Human Capital Data Analysis & Reporting</u> - Strategic Workforce Planning, Analytics, and Competency Management support.	Follow-on to H98210-18-F-0181	8/1/2022	7/31/2027	Base + 4
<u>Alternative Personnel Systems</u>	New	FY22	TBD	Base + 4
<u>NAF Benefits Consulting</u> - Health and retirement benefits consultant services on DoD NAF health and retirement policies and programs	Follow-on to H98210-17-F-0057	6/29/2022	6/28/2027	Base + 4
<u>Prospecting Data File</u> - Data Purchase	Follow-on to H98210-19-F-0013	12/1/2021	11/30/2026	Base + 4
<u>Survey Software and 360 Degree Assessment Tool (Qualtrics)</u> - unlimited use account of cloud-based, online survey software and license for a 360 degree assessment tool.	Follow-on to H98210-17-F-0152	9/26/2022	9/25/2027	Base + 4
<u>Defense Senior Leader Development Program (DSLDP)</u> - Curriculum Development and Delivery	Follow-on to H98210-18-F-0003	12/12/2022	12/11/2027	Base + 4
<u>Senior Executive Development Program (Vanguard)</u> - curriculum design and delivery	Follow-on to H98210-18-F-0012	12/16/2022	12/15/2027	Base + 4

A photograph of a piece of lined paper with the word "Questions?" written in a large, cursive, black marker. A black marker is visible in the bottom right corner, having just finished writing the word. A long, curved underline is drawn beneath the word.

DIVERSITY MANAGEMENT OPERATIONS CENTER

DMOC Overview

Mr. Clarence A. Johnson
Director

October 2021





Vision

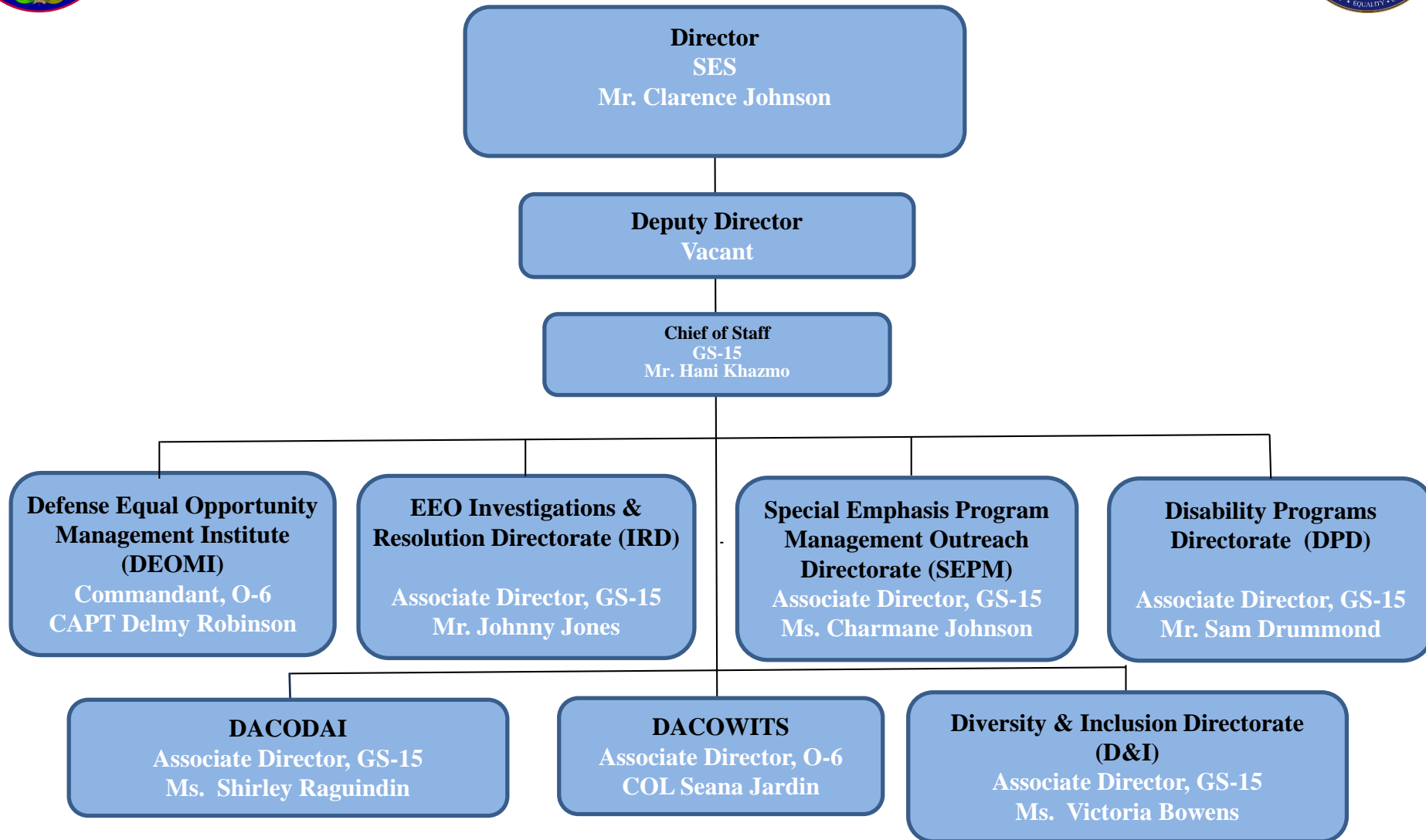
DoD mission success through an environment where all are valued and can reach their highest potential based on individual capabilities and desires.

Mission

Execute DoD diversity management programs through training, EEO complaint investigations, consultation, research, and outreach in order to create a culture of inclusion where all individuals are drawn to serve, are valued, and actively contribute to Total Force readiness.



DIVERSITY MANAGEMENT OPERATIONS CENTER





INVESTIGATIONS AND RESOLUTIONS DIRECTORATE (IRD)

Mission

The Investigations and Resolutions Directorate (IRD) is responsible for investigating Equal Employment Opportunity (EEO) discrimination complaints for Department of Defense agencies.

Functions



IRD receives and docketed formal EEO complaints from Installation EEO offices.



Cases are assigned to investigators who return a completed report to the Installation EEO office in 120 days.



The office seeks to resolve cases through mediation/facilitation as a processing efficiency and to avoid protracted litigation.



The IRD aims to finish as many cases as they receive each year, currently around 3,000.



Stakeholders: DoD Civilians, EEO, Legal.

Resources

- 1. 10 directors/managers.
- 2. Numerous investigators nationwide.
- 3. Investigations support contract.

Capabilities

- 1. Employees with previous EEO expertise.
- 2. A nationwide presence with frequent Installation contact.



Defense Equal Opportunity Management Institute (DEOMI)

Mission

The Defense Equal Opportunity Management Institute (DEOMI) is the center of excellence for human relations training, education, research and consultation in matters related to diversity and inclusion, military equal opportunity, civilian equal employment opportunity, the prevention and response to harassment, hazing, and bullying across the total force. a) Vision: An inclusive force that values and develops all individuals and thrives on their contributions. b) Mission: Develop and deliver innovative education, training, research and collaborative solutions to optimize force readiness.

Functions



Trains military equal opportunity advisors, command climate specialists, EEO professionals, and senior leaders. Develops programs supporting unit cohesion. Applies Social Science research in connection with human relations and organizational culture.



DEOMI uses its collective knowledge to research, create, and test new training programs and provide input on DoD policies.



Offerings include courses on EEO (basic, intermediate, and advanced), mediation, special emphasis programs, disability programs, EO Advisors, Leadership Team Awareness Seminar, and specialized briefings on HR topics.



As a DoD school, DEOMI provides training, training materials, and training support to the entire defense community.



Stakeholders: Military Service MEO, EEO, Diversity & Inclusion Management, ODEI Policy Office and prevention professionals.

Resources

1. Education and Training directorate:
 - EEO Training department
 - MEO Training department
 - Academics standards and evaluation
2. Research directorate:
 - Research department
 - Human Relations Library and Information Clearinghouse

Capabilities

DEOMI possess four main capabilities beyond their trainers and educators:

1. Audio-visual recording studio
2. Graphics development
3. Training development
4. Applied Social Science research



DIVERSITY & INCLUSION (D&I)

Mission

Provide strategic and operational direction to the military services to ensure DoD attracts, develops, and retains a diverse workforce with the unique skills and experiences the Nation has to offer in order to optimize mission readiness.

Functions



Conduct assessment reviews to ensure 100% compliance with all D&I/EO/MEO Directives, requirements, and laws.



Evaluate alignment of employee engagement strategies combined with assessing ongoing emerging challenges to meet mission readiness.



Assess accountability structures, sustainability strategies. Also assess effectiveness of strategic communications, recruiting, and retention strategies.



Strengthen partnerships: the Services, OPM, MEO, EEO, Legislative Parties, Academic Institutions, industry and the broader DoD.

Resources

1. One full-time management analyst
2. Contracting support (STEM/D&I Functional Community Assessment, Research and Training).
3. Detailee

Capabilities

1. A broad mission that makes collaboration with other directorates feasible and often necessary.
2. A strong, connected network of stakeholders.



SPECIAL EMPHASIS PROGRAM MANAGEMENT OUTREACH (SEPM)

Mission

The Special Emphasis Program Management Outreach (SEPM) Directorate serves as the operational arm that leads the Department's outreach and in-reach efforts to identify, attract, promote, and retain a well-developed, competent, diverse, and inclusive workplace reflective of the nation it serves.

Functions



SEPM focuses efforts to remove barriers of Black/African American, American Indian and Alaska Native, Asian American and Pacific Islander, Hispanic, LGBT, Individuals with Disabilities, and Women in Federal careers, internships, and student programs.



They increase public outreach by attending job fairs and supplying employment information schools or other entities.



SEPM also supports partnership opportunities with internal and external organizations on an individual basis.



Stakeholders: Military, Civilian, and Non-Governmental Organizations and Affinity Groups that work to remove barriers in Federal employment.

Resources

1. Regulations, policies and procedures.
2. Advisory Committees.
3. Other SEPMs.
4. Organizations promoting EEO.

Capabilities

1. Assessment of outcomes.
2. Measuring EEO Performance.
3. Improvement (or lack thereof) in retention of Minorities, women and individuals with disabilities.



DISABILITY PROGRAM DIRECTORATE (DPD)

Mission

The Disability Program Directorate (DPD) provides guidance to the Military Departments and Defense Agencies on the implementation of affirmative steps to become a model employer of individual with disabilities.

Functions



DPD executes the WRP for College Students and Recent Graduates with Disabilities. The goal is for Interns to join the DoD Civilian Workforce as permanent employees.



The DPD participates in both public outreach and government sponsored events to share information about the benefits of the WRP. The team attends job fairs, symposiums and public events to employment information schools to share WRP information.



DPD host the DoD Annual Disability Awards Ceremony recognizing exemplary contributions of disabled military and civilian members to the DoD mission.



Twice a year, DPD holds a forum with Component WRP Coordinate to understand current trends that will guide future discussions and to gather feedback.

Resources

1. Support contractor
2. DEOC FM CIVPAY
3. DFAS CIVPAY
4. DOL ODEP WRP.gov
5. OPM

Capabilities

1. Education and Information Program.
2. Data Analytics.
3. Workgroups/Focus Groups .
4. A robust outreach program.



DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)

Mission

The Defense Advisory Committee on Women in the Services (DACOWITS) is chartered by the Secretary of Defense to provide advice and recommendations on matters and policies relating to the recruitment, retention, employment, integration, well-being, and treatment of servicewomen in the Armed Forces.

Functions



DACOWITS is a discretionary Federal Advisory Committee and an executive support staff. While the staff is aligned under DMOC, the Committee reports to the SecDef via the USD (P&R).



The Committee acts as an independent entity producing an annual report with recommendations pertaining to policies and issues impacting servicewomen for the SecDef to consider.



The staff seeks to improve the Committee's financial and operational efficiency.



DACOWITS is required by law to operate in the public. This requirement is met via open meetings, social media, website, media engagements/press releases, etc.



Stakeholders: Secretary of Defense, USD (P&R), DoD Components, Military Services (including individual Service members), Congress, Veterans Affairs, the Media, and the general public.

Resources

1. Committee: 20 special government employees consisting of retired flag/general officers and senior enlisted, veterans, and civilians
2. Staff: 2 military members; 2 civilian government employees
3. Research contractor

Capabilities

1. A wealth of publicly available information regarding women in the Services.
2. Interest from Congress, media, and the public .



DEFENSE ADVISORY COMMITTEE ON DIVERSITY AND INCLUSION (DACODAI)

Mission

The Defense Advisory Committee on Diversity and Inclusion (DACODA) is chartered by the SecDef to provide independent advice and recommendations on matters and policies to improve racial/ethnic equal opportunity, diversity, and inclusion in the DoD, pending approval.

Functions



DACODAI, if approved, is a discretionary Federal Advisory Committee and an executive support staff. While the staff is aligned under DMOC, the Committee reports to the SecDef via the USD (P&R).



The Committee acts as an independent entity producing a report with recommendations pertaining to policies and issues impacting racial/ethnic equal opportunity, diversity, and inclusion for the SecDef to consider.



The staff seeks to improve the Committee's financial and operational efficiency.



DACODAI, if approved, is required by law to operate in the public. This requirement is met via open meetings, social media, website, media engagements/press releases, etc.



Stakeholders: SecDef, USD (P&R), DoD Components, Military Services (including individual Service members), Congress, Veterans Affairs, the Media, and the general public.

Resources (pending approval)

1. Committee: 20 special government employees that may consist of experts from corporate industry, educational, and/or non-profit institutions, including military and civilian workforce.
2. Staff: 2 military members; 2 civilian government employees
3. Research contractor

Capabilities (pending approval)

1. An independent and external oversight body to improve equal opportunity, diversity and inclusion at all levels, and address extremism in the Armed Forces.
2. Interest from Congress, media, and the public.



DIVERSITY MANAGEMENT OPERATIONS CENTER



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
Taking the Pentagon to the People (H9821021C0013)	FFP/ 8A	JUL '26	541430	SEP2021-SEP2026
Outreach Engagement/ STEM Consultation (H9821020C003)	FFP/8A	JAN '25	611430	MAR2020-MAR2025
D&I Research/Emerging Issues (H9821021C0016)	FFP/8A	JUL '26	541720	SEP2021-SEP2026
EEO Functional Community Assessment (H9821021C0013)	FFP/8A	APR '26	611430	SEP2021-JUN2026
DDWG SUPPORT (H9821021C0007)	FFP	JUN '26	541611	SEP2021-AUG2026
**Qualtrics Surveying Tool Subscription (FY20-23)	Brand Name	MAR '22	541512	JUN2021-JUN2022
**SPSS Support	Brand Name	APR '22	541512	SEP2021-AUG2022
FY20 DMOC IRD EEO Investigative Support Services (H9821020F0216)	Sole Source 8A	APR '25	611430	JUN2020-JUN2025
FY20 DACOWITS Support (H9821020F0205)	FFP/WOSB	OCT '24	541611	JUN2020 -DEC2024

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

** Assisted Acquisition





DIVERSITY MANAGEMENT OPERATIONS CENTER



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
**ProQuest Research Library and Ethnic NewsWatch Online Subscription	Sole Source	JUL '22	541512	DEC2017-NOV2022
**EOS.web Express Cloud Integrated Library System Subscription (FY20-22)	Sole Source	MAY '22	541512	OCT2017-SEP2022
Disability Programs for Employment of Individuals with Disabilities: WRP Support Services (H9821020C0001)	8A	APR '22	611430	NOV2019 -OCT2022
**Electronic Publications Subscriptions (PsycArticles, PsycINFO, SocINDEX) (FY20-24)	Sole Source	DEC '24	541512	MAR2020-MAR2025
Research-Instructional Support System (OASIS)	FFP	NOV '21	541720	DEC2021-NOV2022
Research-Instructional Support System (IDIQ)	FFP	NOV '22	541720	DEC2022-NOV2027
Canvas Cloud Subscription (FY22-26)	Sole Source SB	NOV '21	511210	DEC2021-NOV2026
DEOMI Faculty/Staff Laptop/Desktop LCR (FY22-26)	AFWAY	APR '22	423430	JUN2022-MAY2023
DEOMI Printer LCR (FY22-26)	AFWAY	APR '22	423430	JUN2022-MAY2023
Multimedia Support Services	FFP/8A	MAR '26	541512	SEP2020-JUN2025

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** Assisted Acquisition



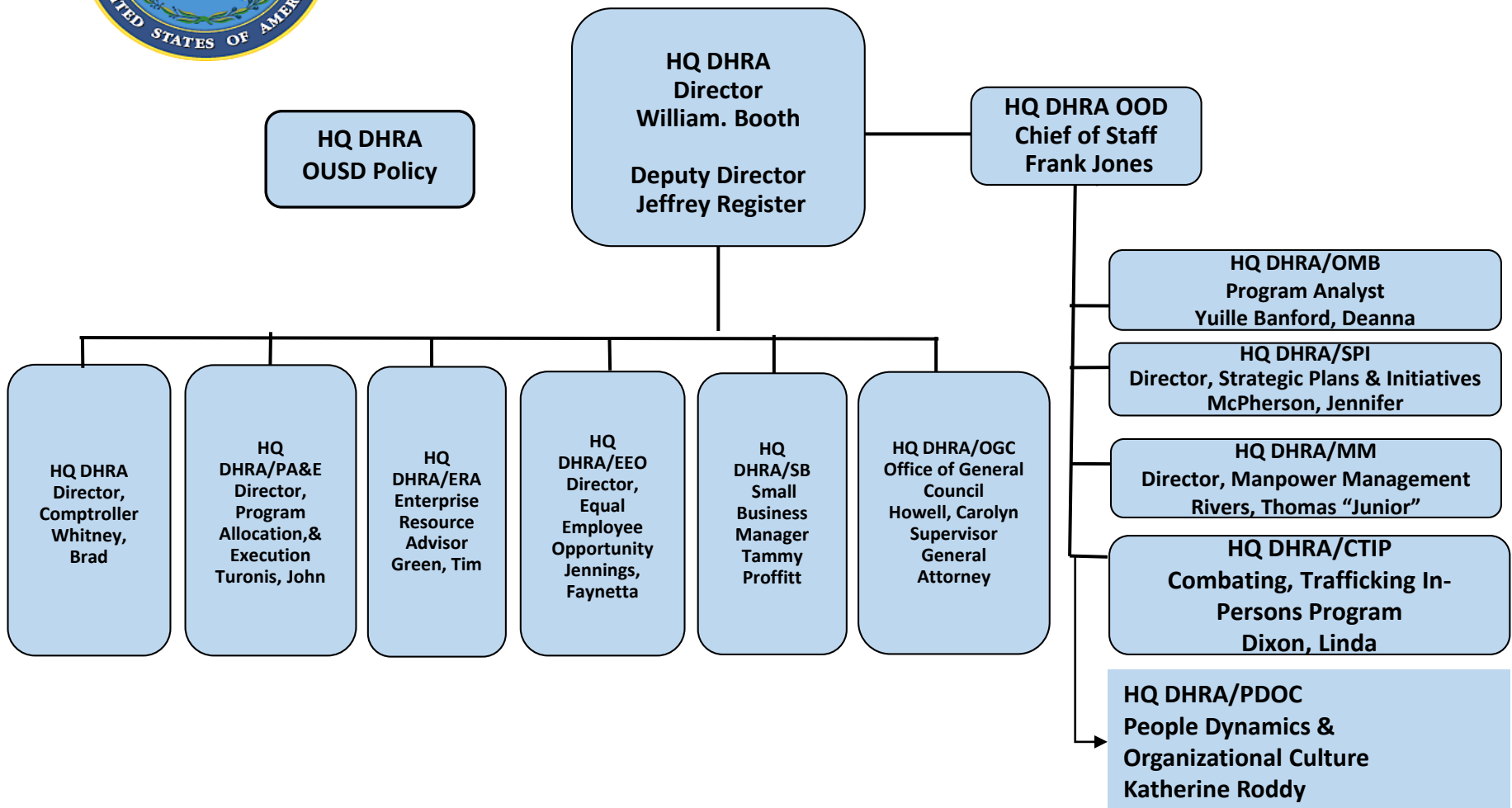
Headquarters, DHRA



- DHRA is a Field Activity of the Under Secretary of Defense for Personnel and Readiness, serving as an intermediate headquarters charged with formulating, executing, and overseeing DoD-mandated human resource programs, budgets, policies, and initiatives; and with providing resources and guidance to Centers and Offices.
- Updated Strategic Plan is now available on our website <https://www.dhra.mil>



Headquarters, DHRA Organizational Chart



Combatting Trafficking in Persons



The CTIP Program Management Office is responsible for the development and oversight of the Department's policy to combat human trafficking. <https://ctip.defense.gov/>

Guiding Principles

- Reduce the risk and incidence of trafficking in persons (TIP) within DoD's garrison and deployed operations
- Identify victims and help alleviate suffering
- Improve TIP monitoring and reporting
- Identify TIP criminal activity
- Educate stakeholders on DoD's stance on trafficking in persons
- Train all DoD personnel on combating trafficking in persons
- Inform contractors of DoD CTIP policies and best practices

Opportunities – HQ and DEOC



Requirement	Current Contract/Vendor	Planned Acquisition Strategy	NAICS Code	Est. Completion Date	Place of Performance
Customer Assurance Support Services for Strategic Communication; Trends Analytics Support	VISTRA Communications, LLC H9821019C0016	8(a) Sole Source	541611	9/2022	Alexandria, VA/Contractor site
DoDC Custodial Services	Hope Services / W9124N19P0003	Ability One Army - MICC	561720	4/2024	Seaside CA
Administrative support for DHRA Enterprise. IDIQ	Clason Point Partners H9821020R0008	8(a) Compete	541612	8/2025	Various
DAI Helpdesk/Accounting	Index Systems /H9821019P0005	8(a) Compete	541219	4/2022	Alexandria, VA
Enterprise Training Support	NEW	TBD			
DHRA Enterprise Integration	Chirality / H9821019C0007	8(a) Sole source	541611	1/2022	Alexandria, VA
Digitization of Dental Records	Business Technology Career Opportunities/H9821021C0015	Disability Demo Program DFARS226.7	561439	3/2023	Seaside, CA
Support Services-Culture of Service	Under Development	TBD			

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Opportunities – HQ and DEOC



Requirement	Current Contract/Vendor	Acquisition Strategy	NAICS Code	Est. Completion Date	Place of Performance
FIAR Support Services for DHRA to achieve all audit readiness requirements	TFC Consulting H9821019F0005	Small Bus Set-aside GSA FSS	541219	1/2023	Alexandria, VA
EEO Support Services	ADNET/ACCOUNTNET H9821018C0018	8(a) Sole Source	541612	7/2023	Alexandria, VA
Records Digitization/Scanning	AbleForce H9821020C0018	Disability Demo Program DFARS226.7	561439	10/2021	Contractor Site
Integration Support Services and continuous process improvement training	Chirality/H9821019C0007	8(a) Sole Source	541611	1/2022	Alexandria, VA
EEO Electronic Tracking System	BCA Underway	TBD			
Enterprise Measurement Dashboard	Undetermined/Early Planning				
ERM-RMIC Support	Under Development – Feedback on placing work on FIAR follow-on. Late FY22/23	TBD			

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- ✓ Register for free counseling: <https://virginiaptac.org/services/counseling/>
- ✓ Your “one stop” shop for Government Contracting assistance
- ✓ Reach us at ptac@gmu.edu or 703-277-7750



Thank you for attending!



- Many thanks to the Virginia PTAC!
- Please use DHRA OSBP as a first line of communication
- Remember to register for our Small Business Vendor Database

Tammy Proffitt, Director

Rhonda Griffin, Admin Assistant

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