

1. Purpose.

To provide commanders with an accurate assessment of the current state of their unit EO programs and EO climate.

2. Scope.

This Equal Opportunity Command Inspection Plan applies to all III Corps Divisional and Separate Brigade Equal Opportunity Programs.

3. Focus.

EO program administration and unit EO climate

4. Areas of Interest.

- a. EO staff requirements IAW AR 600-20 dated 7 Jun 06
- b. EO training assessment
- c. Consideration of Others program

5. Timeline.

- a. EOR In brief / feedback (30 min) - III Corps EOA
- b. Inspection of EO documents and training records (2 hours) – III Corps EOA
- c. PVT thru SPC sensing session (45 min)- III Corps EO Program Manager and SGM
- d. SGT thru MSG sensing session (45 min) – III Corps EO Program Manager and SGM
- e. Inspection of unit areas (2 hours) – III Corps EOA and BDE EOA, does not require soldiers
- f. Informal out brief to EOA (15 min) – by III Corps EOA

6. Personnel Requirements.

- a. III Corps EO Program Manager
- b. III Corps EO SGM
- c. III Corps EOA

7. Resource Requirements.

a. Separate Brigades: The III Corps EOA (SFC), Brigade EOA, two battalion EORs (including their company EORs). Inspected unit will coordinate for room large enough to accommodate 25 soldiers.

b. Divisions: The III Corps EOA (SFC), one selected Brigade EOA, two battalion EORs (including their company EORs) . Inspected unit will coordinate for room large enough to accommodate 25 soldiers.

c. EOR books, training records and sign in rosters will be made available to the inspector during the EOR in-brief / inspection.

d. Separate Brigades and Divisions: Sensing sessions with III Corps EO Program Manager / SGM will be conducted in two separate groups of 15 soldiers each. One group will consist of PVT thru SPC and the other group will be SGT thru MSG. Each session will be 45 minutes long. Inspected unit is responsible to coordinate for conference room or classroom.

NOTE: SENSING SESSIONS SHOULD BE HELD DURING THE MORNING TO ENSURE THAT SLIDE PREP FOR THE OUTBRIEF AND FEEDBACK TO THE EOA CAN BE ACCOMPLISHED.

8. Standards and References.

- a. AR 600-20, Army Command Policy dated 7 Jun 06.
- b. FORSCOM Suppl 1 to AR 600-20.
- c. Appendix E III Corps & Fort Hood Regulation 600-21.

d. Special Requirements:

1) Separate Brigades:

a) Corps EO representative will meet with the inspected unit EOA and 2 battalion EORs (including their company EORs) immediately after CIP in brief. EOR reference books, training records and sign in rosters will be reviewed during this meeting.

b) One 45 minute sensing session will be conducted by the Corps EO Program Manager or SGM with 15 soldiers, SPC and below. Composition of the group must closely match the demographic make up of the Brigade. All soldiers will have a minimum of six months at their present duty station. Names of selected individuals will be turned in to the III Corps EO Program Manager NLT five working days prior to the inspection.

c) One 45 minute sensing session will be conducted by the Corps EO Program Manager or SGM with 15 soldiers, SGT thru MSG. Composition of group must closely match the demographic make up of the Brigade. All soldiers will have a minimum of six months at their present duty assignment. Names of selected individuals will be submitted to the III Corps EO officer NLT five working days prior to the inspection.

d) Inspected unit EOA will coordinate with III Corps EO for time and location of EO in-brief and sensing sessions. Conference room or classroom should be large enough to accommodate at least 15 personnel.

2) Divisions, 13 SC (E), Corps Artillery, Fort Carson, Fort Riley:

a) Corps EO representative will meet with the inspected unit's EOA and battalion level EORs immediately after CIP in-brief. EOR reference books and training records will be reviewed during this meeting.

b) One 45 minute sensing session will be conducted by the Corps EO officer or NCO with 15 soldiers, SPC and below. Composition of group must closely match demographic make up of the Division, Corps Artillery, 13 SC (E), Fort Carson or Fort Riley. Inspected unit is responsible for selecting soldiers for sensing session participation. Names of selected individuals will be submitted to the III Corps EO officer NLT five working days prior to the inspection.

c) One 45 minute sensing session will be conducted by the Corps EO officer or SGM with 15 soldiers, SGT thru MSG. Composition of group must closely match demographic make-up of the division, 13 SC (E), Corps

Artillery, Fort Carson or Fort Riley. Names of selected individuals will be submitted to the III Corps EO office NLT five working days prior to the inspection.

d). Inspected unit EOA will coordinate with III Corps EO for time and location of EO in-brief and sensing sessions. Conference room or classroom should be large enough to accommodate at least 15 personnel.

9. Conduct of the Inspection:

a. The inspection of a unit's Equal Opportunity Program will be accomplished IAW Appendix E, III Corps and Ft. Hood Regulation 600-21.

b. Immediately after CIP in-brief, III Corps EO representatives will meet with inspected unit EOA and EORs. Training records will be inspected at this time. Inspected unit EOA and EORs will be prepared to conduct a walk through of their unit area and of their work and office areas.

c. After the EOA / EOR meeting, Corps EO will conduct two sensing sessions at a time and place previously coordinated with inspected unit EO office.

d. Informal out briefs will be conducted on the spot with the inspected unit's EOA. Formal out brief to the unit commanders will be conducted IAW CIP schedule.

10. POC: LTC David J. Stevens, III Corps EO Program Manager, 287-6242.