

## LOCAL RESOURCES

### **Equal Opportunity Advisor**

GySgt Laugand, Tarrez J.  
252-466-2326

### **SAPR Victim Advocate**

Catherine Bane  
252-626-8505

### **Substance Assessment & Counseling Program**

252-466-7568

### **Community Counseling Program**

252- 466-3264

### **Family Advocacy Program**

252-466-3264

### **New Parent Support Program**

252-466-3651

### **Chaplain**

252-229-7248

### **HR Office**

Vanessa Lawrence  
252-466-2118

### **Equal Employment Opportunity**

Mr. Smith, Lindsay  
252-466-3398



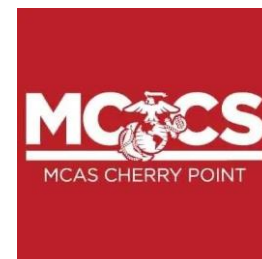
U.S. Department of Defense



OFFICE OF PEOPLE ANALYTICS

## **Defense Organizational Climate Survey (DEOCS) Results**

**MCCS at Marine Corps  
Air Station Cherry Point**



**Mr. Mason**

**18 Sept 2025**

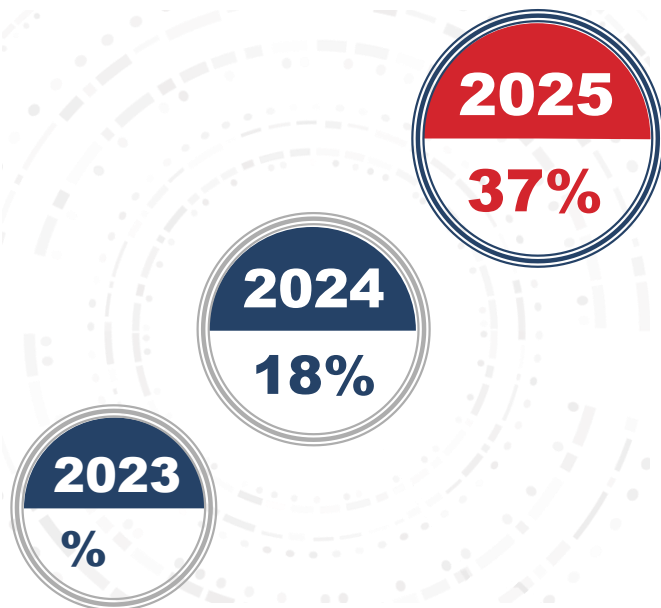
## MISSION STATEMENT

Empowering Marines and their families through comprehensive programs that strengthen their resilience and overall well-being, ensuring they thrive both on and off the field. This mission reflects the commitment to supporting the operational readiness and life quality of Marines and their families at MCAS Cherry Point

## DEOCS PURPOSE

The purpose of the DEOCS is to serve as a command tool to enhance mission readiness by improving your organization's command climate and reducing negative or destructive behaviors. Your input and the unit's/organization's collective responses are used to create actionable insights to improve your command climate.

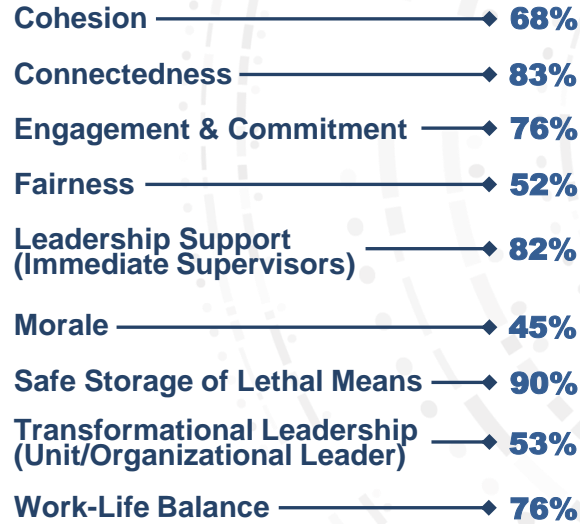
## SURVEY RESPONSE RATES



## OUR DEOCS RESULTS

### PROTECTIVE FACTORS

Attitudes, beliefs, and behaviors associated with positive outcomes. Favorable ratings for protective factors are shown below. Higher favorable ratings are linked to a higher likelihood of positive outcomes.



### RISK FACTORS

Attitudes, beliefs, and behaviors associated with negative outcomes. Unfavorable ratings for risk factors are shown below. Higher unfavorable ratings are linked to a higher likelihood of negative outcomes.



### AREAS OF STRENGTH

- 1 Connectedness**
  - DoD 77% - MC 71%- CP 83%
- 2 Engagement & Commitment**
  - DoD 75% - MC 67%- CP 76%
- 3 Work-Life Balance**
  - DoD 68% - MC 63%- CP 76%
- 4 Leadership Support**
  - DoD 84% - MC 83%- CP 82%
- 5 Safe Storage of Lethal Means**
  - DoD 83% - MC 81%- CP 90%

### AREAS OF CHALLENGE

- 1 Moderate/High Stress**
  - DoD 42%- MC 41%- CP 42%
- 2 Frequent Workplace Hostility**
  - DoD 14%- MC 17%- CP 16%
- 3 Racially Harassing Behaviors**
  - DoD 17%- MC 17%- CP 14%
- 4 Passive Leadership (Unit Leader)**
  - DoD 17%- MC 19%- CP 13%
- 5 Toxic Leadership**
  - DoD 9%- MC 10%- CP 11%

### WRITTEN COMMENTS THEMES

- 1 Communication**
- 2 Transparency, Accountability, Fair Treatment**
- 3 Mixed Reviews on Leadership**
- 4 Work/Life Balance Struggles**