



**CULTURAL
AWARENESS**

OBSERVANCES

OBSERVANCE	DATE	AUTHORIZATION	SOURCE/THEME
Martin Luther King's Birthday	18 January 2016	Public Law 98-144	National and Department of Defense USD (P&R) Theme Source: The King Center <i>Theme: Remember! Celebrate! Act! A Day On, Not A Day Off!!</i> (This theme does not change.)
African American/Black History Month	1-29 February 2016	Public Law 99-244	National and Department of Defense USD (P&R) Theme Source: Study of African American Life and History (ASALH) <i>2016 Theme: Hallowed Grounds: Sites of African American Memories.</i>
Women's History Month	1-31 March 2016	Public Law 100-9	National and Department of Defense USD (P&R) Theme Source: Women's History Project <i>2016 Theme: Working to Form a More Perfect Union: Honoring Women in public Service and Government"</i>
Sexual Assault Awareness Month	1-30 April 2016	DoD Directive 6495.01 – Department policy on sexual assault prevention and response. Highlights responsibilities for training.	Department of Defense USD (P&R) Theme Source: Sexual Assault Prevention and Response Office (SAPRO) <i>2016 Theme: Eliminate Sexual Assault: Know Your Part. Do Your Part.</i>
Holocaust Remembrance Day Days of Remembrance	5 May 2016 1-8 May 2016	Public Law 96-388 and Presidential Proclamation	National and Department of Defense USD (P&R) Theme Source: Defense Equal Opportunity Management Institute <i>2016 Theme: Learning from the Holocaust: Acts of Courage</i>
Asian American and Pacific Islander Heritage Month	1-31 May 2016	Title 36, U.S. Code, Section 102.	National and Department of Defense USD (P&R) Theme Source: Federal Asian Pacific American Council (FAPAC) <i>2016 Theme: Walk Together, Embrace Differences, Build Legacies.</i>
LGBT Pride Month	1-30 June 2016	Presidential proclamation (historically published the beginning of June)	Department of Defense Theme Source: DoD Pride <i>2016 Theme: Celebration</i>

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Women's Equality Day	26 August 2016	Joint Resolution of Congress, 1971 and Presidential Proclamation	National and Department of Defense USD (P&R) Theme Source: Women's History Project <i>Theme: Celebrating Women's Right to Vote</i> (This theme does not change.)
Hispanic Heritage Month	15 September-15 October 2016	Title 36, U.S. Code, Section 126.	National and Department of Defense USD (P&R) Theme Source: National Council of Hispanic Employment Program Managers <i>2016 Theme: Embracing, Enriching, and Enabling America</i>
National Disability Employment Awareness Month	1-31 October 2016	Title 36, U.S. Code, Section 121.	National and Department of Defense USD (P&R) Theme Source: Department of Labor <i>2016 Theme: TO BE ANNOUNCED</i>
National American Indian Heritage Month	1-30 November 2016	Public Law 102-188, Executive Order 13270 and Presidential Proclamation	National and Department of Defense USD (P&R) Theme Source: Society of American Indian Government Employees (SAIGE) <i>2016 Theme: TO BE ANNOUNCED</i>

PLEASE NOTE: On behalf of the Department of Defense office of the Under Secretary of Defense for Personnel and Readiness, and the Office of Diversity Management and Equal Opportunity (ODMEO), the Defense Equal Opportunity Management Institute provides these themes for national observances on this compiled listing for use in developing special observance programs. DEOMI does not create these themes, but this listing provides the source of each of them. While these themes are representative of the Department of Defense, this does not preclude an organization from creating their own theme or using previously published themes. Organizations are not required to limit their special observances to just those reflected here. Others may be conducted providing the same local procedures are used for research, planning, implementation and evaluation as any other special observance. Organizations are reminded that special observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families, and the civilian workforce. For more information about how to conduct a special observance, please visit: www.deomi.org.