



## SPECIAL OBSERVANCES

Department of Defense establishes the special observances and guidance that the Defense Equal Opportunity Management Institute and United States Army Garrison-Hawai'i follows to design and create the supporting annual Cultural Observances and Awareness events.

DoD-approved cultural Observance and Awareness Events List is outlined below and is directed by USD P&R and are established by law, bill or resolution of Congress. Additionally, while a specific observance may not currently be on the annual DOD-approved Cultural Observances and Awareness List, nothing precludes any organization to limit their special observances, create their own themes / products or use previously published themes / products to reflect on their website.

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. The design is to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families and the DoD civilian workforce.

The following are annual Special Observances each year:

**MARTIN LUTHER KING, JR. BIRTHDAY – 3<sup>RD</sup> MONDAY IN JANUARY**

**BLACK HISTORY MONTH – FEBRUARY**

**WOMEN'S HISTORY MONTH – MARCH**

**DAYS OF REMEMBRANCE & HOLOCAUST REMEMBRANCE DAY – VARIES APRIL/MAY**

**ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH – MAY**

**PRIDE MONTH – JUNE**

**JUNETEENTH – 19 JUNE**

**WOMEN'S EQUALITY DAY – 26 AUGUST**

**NATIONAL HISPANIC HERITAGE MONTH – 15 SEPTEMBER THRU 15 OCTOBER**

**NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH – OCTOBER**

**NATIONAL AMERICAN INDIAN HERITAGE MONTH - NOVEMBER**