



# ETHNIC OBSERVANCES

(This card is used to facilitate instruction, questions to ask – answers ETC... If the back is required – that’s OK – but try to limit to one card for reference)

## Ethnic Observances

- What is an Special / Ethnic Observance?  
Observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should promote understanding, teamwork, harmony, pride, and esprit among all groups, not just within the specific group being honored.
- Why do we conduct special and ethnic observances?  
To enhance cross-cultural awareness among all Soldiers, civilian employees, and their Families.
- Activities will be designated and scheduled to allow maximum attendance by all Soldiers and civilians within the command.  
Commanders will establish a policy that ensures that all personnel desiring to participate in these observances are given ample time.

## Ethnic Observances

- What are and when do we conduct special/ethnic observances?
- Martin Luther King, Jr. Birthday** - January (3<sup>rd</sup> Monday)
  - African-American/Black History Month** - February 1-28/29
  - Women’s History Month** - March 1-31
  - “Days of Remembrance” for Victims of the Holocaust** - April/May (Sunday to Sunday for week incorporating Yom Hashoah)
  - Asian Pacific Heritage Month** - May 1-31
  - Women’s Equality Day** - August 26
  - National Hispanic Heritage Month** - September/October
  - National Native American Indian Heritage Month** - November 1-30