



Ethnic Observances

TASK: Define and discuss Ethnic Observances

CONDITIONS: Question and discussion based training

STANDARDS: Understand the importance of having and conducting Ethnic Observances

REFERENCE: AR 600-20



Ethnic Observances

What is an 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 ethnic observances?

To enhance cross-cultural awareness among all Soldiers, civilian employees, and their Families.



Ethnic Observances

What are and when do we conduct special/ethnic observances?

- **Martin Luther King, Jr. Birthday**
 - January (3rd 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)



Ethnic Observances

What are and when do we conduct special/ethnic observances? (cont.)

- **Asian Pacific Heritage Month**
 - May 1-31
- **Women's Equality Day**
 - August 26
- **National Hispanic Heritage Month**
 - September/October (15 September – 15 October)
- **National Native American Indian Heritage Month**
 - November 1-30



Ethnic Observances

Observance guidelines:

- 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 to do so.
- Other observances may be conducted in addition to (but will not be used in place of) the observances listed