



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND, PACIFIC REGION
HEADQUARTERS, UNITED STATES ARMY GARRISON, HAWAII
SCHOFIELD BARRACKS, HAWAII 96857-5000

IMPC-HAW-ZA

SEP 12 2012

MEMORANDUM FOR All Military Personnel and Department of the Army (DA) Civilian Employees within US Army Garrison, Hawaii (USAG-HI) Installations

SUBJECT: Policy Memorandum USAG-HI-23, Special/Ethnic Observances

1. Reference AR 600-20, Army Command Policy, 18 Mar 08, RAR 4 Aug 11.
2. Applicability. This policy applies to all Soldier(s), DA Civilian(s), Family members, and other personnel who work on, reside on, or visit any US Army installations, facilities, or work sites in Hawaii.
3. Policy. The following DoD mandated Equal Opportunity Special/Ethnic Observances are conducted annually to enhance cross-cultural awareness among all Soldiers, the Civilian work force, and their Families.

Martin Luther King's Birthday	3rd Monday in January
Black History Month	February
Women's History Month	March
*Days of Remembrance	Apr/May
Asian Pacific Heritage Month	May
Women's Equality Day	26 Aug
Hispanic Heritage Month	15 Sep – 15 Oct
Native American History Month	November

* Date changes yearly, normally falls in April or May

a. Special/Ethnic Observances are conducted annually and are designed to enhance cross-cultural awareness among our Soldiers, their Families, and the Civilian work force. These activities are education and training extensions of the Army's Equal Opportunity Program. The events and activities during special or ethnic observances are designed to recognize the contributions and achievements of members of the diverse racial and ethnic groups that make up our society and our military community.

IMPC-HAW-ZA

SUBJECT: Policy Memorandum USAG-HI-23, Special/Ethnic Observances

The intention is to foster understanding, teamwork, harmony, pride and esprit among all groups, not just the honored group that is being observed.

b. I strongly encourage everyone within this command to contribute and participate in all special/ethnic observances within the parameters of mission requirements. Leaders at all levels should ensure they afford the utmost opportunity to their personnel to participate in these observances. Through their participation in these events they will be able to take full advantage of the cultural and educational benefits these observances promote.

c. Educational displays/observances are designed to educate and promote a climate of respect within the command that enhances cohesiveness and mission accomplishment. I expect all leaders to share my personal commitment to this program.

4. This policy supersedes CG Policy Memorandum, USAG-HI-23, Special/Ethnic Observances, 15 Sep 10, and remains in effect until cancelled or superseded in writing.

5. Proponent. The USAG-HI Equal Opportunity (EO) and Equal Employment Opportunity (EEO) Offices are the proponents for this policy memorandum. Additional information on this policy or assistance with any equal opportunity related matter may be obtained by contacting the EO Advisor, 655-0386 or the EEO Office, 655-9382.



DANIEL W. WHITNEY
COL, SF
Commanding

DISTRIBUTION
Electronic Media