



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER
PRESIDIO OF MONTEREY
MONTEREY, CALIFORNIA 93944-5000

SEP 25 2014

ATZP-CDR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Ethnic Observances

1. References:

- a. Department of Defense Directive 1350-2, Military Equal Opportunity Program, 18 August 1995.
- b. Army Regulation 600-20, Army Command Policy, 18 March 2008.
- c. Marine Corps Order P5354.1D, Marine Corps Equal Opportunity Manual, 14 April 2003.
- d. OPNAV INSTRUCTION 5354.1E, Navy Equal Opportunity Policy, 22 January 2001.
- e. Air Force Instruction 36-2706, Military Equal Opportunity and Treatment Program, 29 July 2004.

2. Purpose: To establish the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC and POM) Ethnic Observance Program schedule.

3. General.

a. Ethnic observances are designed to enhance cross-cultural awareness and promote harmony among all service members, civilian employees, and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender group to our society. The observances should also promote understanding, teamwork, harmony, pride, and esprit de corps among all groups and not just within the specific group being honored.

b. Ethnic observances provide commanders an opportunity to enhance the human relation's climate within their units through increased awareness and mutual understanding of the accomplishments and contributions made by members of the Department of Defense. Strong command support, leadership, and thorough planning are the essential elements of a successful ethnic observance program.

ATZP-CDR
SUBJECT: Ethnic Observances

4. Policy and Procedures.

a. The DLIFLC and POM will conduct ethnic observances in accordance with the DLIFLC and POM Ethnic Observance Standing Operating Procedures.

b. All identified units/tenant units will be responsible for their specific ethnic observance to be conducted at the installation level. This does not preclude commanders from conducting observances at the unit level. All units/tenant units should coordinate with the Installation Equal Opportunity Office for assistance in planning ethnic observances.

c. Commanders will establish a policy that ensures all personnel desiring to attend an ethnic observance are given a reasonable opportunity to do so.

5. The point of contact for this memorandum is the Installation Equal Opportunity Office at (831) 242-5442.

Encl
Observance Schedule


DAVID K. CHAPMAN
COL, AD
Commanding

DISTRIBUTION:
G

Organizational Sponsorship for Installation Ethnic Observances

The following is a schedule of Organizational Sponsorship for Installation Ethnic Observances for the 2015 calendar year. All events will take place in the Tin Barn and will begin at 1600.

Martin Luther King Jr. Birthday	14 JAN 2015	HHC
African American / Black History Month	26 FEB 2015	DENTAC
Women's History Month	26 MAR 2015	517 TH TRG
Holocaust Remembrance Day	30 APR 2015	HHC
Asian American and Pacific Islander Heritage Month	28 MAY 2015	CALMED
LGBT Pride Month	25 JUN 2015	517 TH TRG
Women's Equality Day	27 AUG 2015	MCD
Hispanic Heritage Month	1 OCT 2015	229 TH MI
National American Indian Heritage Month	19 NOV 2015	CIDU