

## 2016 Special Observance Themes

<b>Observance</b>	<b>Date</b>	<b>Authorization</b>	<b>Source/Theme</b>
<b>Martin Luther King’s Birthday</b>	18 January 2016	<b>Public Law 98-144</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: The King Center <i>Remember! Celebrate! Act!</i> <i>A Day On, Not A Day Off!!</i> (This theme does not change.)
<b>African American/Black History Month</b>	1-29 February 2016	<b>Public Law 99-244</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Study of African American Life and History (ASALH) <i>2016 Theme: “Hallowed Grounds: Sites of African American Memory”</i>
<b>Sexual Assault Awareness Month</b>	1-30 April 2016	<b>DoD Directive 6495.01 – Department policy on sexual assault prevention and response. Highlights responsibilities for training.</b>	<b>Department of Defense USD (P&amp;R) Theme</b> Source: Sexual Assault Prevention and Response Office (SAP ) <i>2016 Theme: “TO BE ANNOUNCED”</i>
<b>Women’s History Month</b>	1-31 March 2016	<b>Public Law 100-9</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Women’s History Project <i>2016 Theme: “Working to Form a More Perfect Union: Honoring Women in Public Service and Government”</i>
<b>Holocaust Remembrance Day Days of Remembrance</b>	5 May 2016 1-8 May 2016	<b>Public Law 96-388 and Presidential Proclamation</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: United States Holocaust Memorial Museum <i>2016 Theme – Use a Previous Theme per USHMM PA Dir.</i>
<b>Asian American and Pacific Islander Heritage Month</b>	1-31 May 2016	<b>Title 36, U.S. Code, Section 102.</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Federal Asian Pacific American Council (FAPAC) <i>2016 Theme: “TO BE ANNOUNCED”</i>
<b>LGBT Pride Month</b>	1-30 June 2016	<b>Presidential proclamation (historically published the beginning of June)</b>	<b>Department of Defense Theme</b> Source: Office of Diversity Management and Equal Opportunity <i>2016 Theme: “TO BE ANNOUNCED”</i>
<b>Women’s Equality Day</b>	26 August 2016	<b>Joint Resolution of Congress, 1971 and Presidential Proclamation</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Women’s History Project <i>Celebrating Women’s Right to Vote</i> (This theme does not change.)
<b>Hispanic Heritage Month</b>	15 September- 15 October 2016	<b>Title 36, U.S. Code, Section 126.</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: National Council of Hispanic Employment Program Managers <i>2016 Theme: “TO BE ANNOUNCED”</i>
<b>National Disability Employment Awareness Month</b>	1-31 October 2016	<b>Title 36, U.S. Code, Section 121.</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Department of Labor <i>2016 Theme: “TO BE ANNOUNCED”</i>
<b>National American Indian Heritage Month</b>	1-30 November 2016	<b>Public Law 102-188, Executive Order 13270 and Presidential Proclamation</b>	<b>National and Department of Defense USD (P&amp;R) Theme</b> Source: Society of American Indian Government Employees (SAIGE) <i>2016 Theme: “TO BE ANNOUNCED”</i>

**PLEASE NOTE:** On behalf of the Department of Defense office of the Under Secretary of Defense for Personnel and Readiness, and the Office of Diversity Management and Equal Opportunity (ODMEO), the Defense Equal Opportunity Management Institute provides these themes for national observances on this compiled listing for use in developing special observance programs. DEOMI does not create these themes, but this listing provides the source of each of them. While these themes are representative of the Department of Defense, this does not preclude an organization from creating their own theme or using previously published themes. Organizations are not required to limit their special observances to just those reflected here. Others may be conducted providing the same local procedures are used for research, planning, implementation and evaluation as any other special observance. 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. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families, and the civilian workforce. For more information about how to conduct a special observance, please visit: [www.deomi.org](http://www.deomi.org).

**As of: 5 Nov 2015**