



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

DEC 03 2015

ATZP-CDR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Ethnic Observances

1. References:

- a. Department of Defense Directive 1350-2, Military Equal Opportunity Program, 8 June 2015.
- b. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- c. Marine Corps Order P5354.1D W/CH1, Marine Corps Equal Opportunity Manual, 14 April 2003.
- d. OPNAVINST 5354.1F, Navy Equal Opportunity Policy, 20 September 2011.
- e. Air Force Instruction 36-2706, Equal Opportunity Program Military and Civilian, 5 October 2010.

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

3. Applicability: This memorandum applies to all units/tenant units assigned or attached to DLIFLC and POM.

4. Proponent: The proponent for this memorandum is the Installation Equal Opportunity Advisor's Office, ATZP-EOA at (831) 242-5442/4431.

5. 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.

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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.

6. Policy and Procedures.

a. The DLIFLC and POM will conduct ethnic observances in accordance with AR 600-20 and TC 26-6.

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.

7. The point of contact for this memorandum is the Installation Equal Opportunity Office at (831) 242-5442/4431.

Encl  
Observance Schedule

  
PHILLIP J. DEPERT  
COL, MI  
Commanding

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## Organizational Sponsorship for Installation Ethnic Observances

The following is a schedule of Organizational Sponsorship for Installation Ethnic Observances for the 2016 calendar year. All events will take place in the Weckerling Center and will begin at 1600.

Martin Luther King Jr. Birthday	14 JAN 2016	DENTAC
African American / Black History Month	25 FEB 2016	HHC
Women's History Month	24 MAR 2016	517 <sup>TH</sup> TRG
Holocaust Remembrance Day	29 APR 2016	HHC
Asian American and Pacific Islander Heritage Month	26 MAY 2016	CALMED
Women's Equality Day	25 AUG 2016	CIDU
Hispanic Heritage Month	6 OCT 2016	MCD
National American Indian Heritage Month	17 NOV 2016	229 <sup>th</sup> MI