

Date: November 16, 2023

From: Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness (006)

Subj: Office of Resolution Management, Diversity and Inclusion Special Emphasis Program Observances for Calendar Year 2024 (VIEWS 10741736)

To: Under Secretaries, Assistant Secretaries and Other Key Officials

1. The Department of Veterans Affairs (VA) joins the Nation in observing certain days, weeks and months designated by joint congressional resolution or presidential proclamation. The attached calendar year 2024 schedule lists observances that are related to the Special Emphasis Programs (SEPs) or other programs managed by the Office of Resolution Management, Diversity and Inclusion (ORMDI).

2. As the Nation's largest employer, the Federal Government has a special obligation to lead by example in attaining a diverse, qualified workforce. In accordance with the Civil Rights Act as amended and related equal employment opportunity (EEO) laws, SEPs were established in the Federal Government to remove barriers to EEO for groups who were historically not represented in the workforce and who were subjected to employment discrimination. ORMDI's SEPs currently address the unique needs of the following groups:

- a. American Indian and Alaska Native
- b. Asian American, Native Hawaiian and Pacific Islander
- c. Black/African American
- d. Hispanic
- e. Individuals with Disabilities
- f. LGBTQ+
- g. Women

3. VA leaders are encouraged to support the commemoration of these observances, including new ones that may be established throughout the year. [ORMDI's SEP Observances Toolkit](#) offers suggested observance activities and is available to any VA employee or group interested in forming a committee and organizing such events.

4. Valuing the diversity of all our employees is integral to VA delivering outstanding services to our Nation's Veterans, their families and beneficiaries. Thank you for your support. For guidance on conducting SEP observances or more information, contact ORMDI, at odi@va.gov.

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Attachment

Office of Resolution Management, Diversity and Inclusion
Special Emphasis Program Observances for Calendar Year 2024

Date	Special Observance	Reference
January 15	Birthday of Martin Luther King Jr.	P.L. 98-144
February	National Black History Month	P.L. 99-244
March	Women's History Month	P.L. 100-9
March 31	Transgender Day of Visibility	Presidential Proclamation
April TBA	Federal Inter-Agency Holocaust Remembrance Program	P.L. 96-388
May	Asian American, Native Hawaiian and Pacific Islander Heritage Month	36 U.S.C. § 102
June	Pride Month	Presidential Proclamation
June 19	Juneteenth	P.L. 117-17
July 26	Anniversary of the Americans with Disabilities Act	Presidential Proclamation
August 26	Women's Equality Day	P.L. 93-105, Presidential Proclamation
September 15- October 15	National Hispanic Heritage Month	36 U.S.C. § 126
September 26	Anniversary of the Rehabilitation Act of 1973	29 U.S.C § 701, <i>et seq.</i>
October	National Disability Employment Awareness Month	36 U.S.C § 121
November	National American Indian Heritage Month	P.L. 103-462, Presidential Proclamation
November 20	Transgender Day of Remembrance	Presidential Proclamation

*This list is not all inclusive and does not preclude employees or employee groups from organizing events related to observances not listed above.