



DEPARTMENT OF VETERANS AFFAIRS
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION
WASHINGTON DC 20420

JAN 05 2004

UNDER SECRETARIES, ASSISTANT SECRETARIES, AND OTHER KEY
OFFICIALS

SUBJECT: Special Emphasis Program Observances for 2004

The Department of Veterans Affairs (VA) observes special days, weeks, and months as reflected in the attached schedule of Special Observances for 2004. Special observances promote continued diversity awareness and education. I urge all managers and supervisors to plan activities and implement initiatives that help increase the employment, training, and advancement of VA's diverse staff, especially those in underrepresented groups.

Announcements for each observance will be made to VA staff through broadcast messages. In addition, special observance information may be found on the Office of Diversity Management and Equal Employment Opportunity (DM&EEO) Web site at www.va.gov/dmeeo. Questions regarding special observances should be addressed to the Office of DM&EEO at (202) 501-1970.

Thank you for your continued commitment to making VA an employer of choice.


William H. Campbell
Acting

Attachment

**Department of Veterans Affairs
Special Observances for 2004**

Month/Date of Observance	Special Observance
January 19, 2004	Dr. Martin Luther King Jr.'s Birthday
February 2004	Black History Month
March 2004	Women's History Month
May 2004	Asian Pacific American Heritage Month
August 26, 2004	Women's Equality Day
September 15 – October 15, 2004	Hispanic Heritage Month
September 19 – 25, 2004	Historically Black Colleges and Universities Week
October 2004	National Disabilities Employment Awareness Month
November 2004	Native American Indian Heritage Month