

**Department of
Veterans Affairs**

Memorandum

Date: October 23, 2021

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

Subj: Department of Veterans Affairs Special Observances for Calendar Year 2022 (VIEWS 5957968)

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 2022 schedule lists observances that are related to the Special Emphasis Programs (SEPs) managed by VA's Office of Resolution Management, Diversity & 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 or 202-461-4131.

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Attachment

VA Special Observances for Calendar Year 2022*

Date	Special Observance
January 15 (Federal holiday observed January 17)	Birthday of Martin Luther King, Jr.
February	National Black History Month
March	Women's History Month
March 31	Transgender Day of Visibility
April TBA	Federal Inter-Agency Holocaust Remembrance Program
May	Asian American and Native Hawaiian/ Pacific Islander Heritage Month
June	Pride Month
June 19 (Federal holiday observed June 20)	Juneteenth
July 26	Anniversary of the Americans with Disabilities Act
August 26	Women's Equality Day
September 15-October 15	National Hispanic Heritage Month
October	National Disability Employment Awareness Month
October 19	Disability Mentoring Day
November	National Native American Heritage Month
November 20	Transgender Day of Remembrance

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