



Special Emphasis Programs

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Special Emphasis Programs are implemented and observed primarily to ensure that minorities, women, people with various disabilities, and people with various sexual orientations are provided an equal opportunity in employment and program delivery activities. These programs improve the workplace environment by promoting and fostering diversity in the workplace through awareness and educating Census Bureau employees and others to appreciate, value, understand, and celebrate social and cultural similarities and differences.

As part of each special observances tools such as resume writing courses, job interview training/briefings, job fairs, and other educational and training resources are utilized to promote and encourage participant to consider competing for employment or specific position in order to foster diversity. Special Emphasis Programs sponsored by your local Special Emphasis Program managers include:

- *Women of the Year Awards Banquet**
- *A Discussion Of Japanese History and Culture**
- *Tools For Success Seminar**
- *Education: The First Step In Ladder of Success**
- *Vision for the 21st Century: A Focus On Education**

- *Communicating For Success Seminar**
- *Get Back To School Workshop**



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The following are Special Emphasis Observances implemented by Public Law or Presidential Proclamation.

Observance: **African-American/Black History Month**
Month: February

Observance: **National Women's History Month**
Month: March

Observance: **Asian Pacific Heritage Month**
Month: May

Observance: **National Hispanic Heritage Month**
Month: September - October

Observance: **National Disability Employment Awareness**
Month: October

Observance: **National Native American Indian Month**
Month: November

NOTE: There are several additional Presidential Proclamations issued under the current Administration that may be grouped as/or considered a part of the Special Emphasis Program observances. With this in mind, and based on agency budgetary constraints associated with Special Emphasis Programs, this list is not all inclusive. To review an all inclusive list of current Presidential Proclamations, please visit the White House.

Observance: **Lesbian, Gay, Bisexual, and Transgender Pride Month**
Month: June