



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND**  
**SUSTAINMENT CENTER OF EXCELLENCE**  
2221 ADAMS AVENUE  
FORT LEE, VIRGINIA 23801-2102

ATCL-CG

NOV 2 2010

FORT LEE POLICY NO. 07-09

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Special/Ethnic Observances

1. Army Regulation 600-20 outlines the Equal Opportunity Program in the Army. Our workforce is a diverse mixture of many racial and ethnic groups. Equal Opportunity special/ethnic observances are conducted each year and are intended to enhance cross-cultural awareness among all Soldiers, their Families, and Civilians.
2. Ethnic observances provide an opportunity for commanders to enhance the human relations climate through increased unity, awareness of the accomplishments and contributions of all members of the Department of Defense. Strong command support, leadership, thorough planning, and adequate funding are the essential elements of a successful ethnic observance program.
3. This policy provides guidance on planning and conducting special/ethnic observances for all organizations at Fort Lee, and outlines specific responsibilities for sponsoring and supporting organizations. The events should be informative and educational for all. The diversity of the various facets of our society should be reflected by diversity of the observance events. Variety and innovative ideas are strongly encouraged.

JAMES L. HODGE  
Major General, U.S. Army  
Commanding

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COMMANDERS