

Special Emphasis Programs

Special Emphasis Programs receive their authority from Federal statutes, regulations, and Presidential Executive Orders which include, but are not limited to, the Civil Rights Act of 1964, as amended, Age Discrimination in Employment Act, Rehabilitation Act, and Equal Employment Opportunity Act. These authorities require Federal agencies to conduct affirmative recruitment of women, minorities and persons with disabilities.

Special Emphasis Programs (SEP) are an integral part of the Equal Employment Opportunity and Affirmative Employment Program. The purpose of these programs is to provide cultural awareness and to ensure that agencies take affirmative steps to provide equal opportunity to minorities, women and people with disabilities in all areas of employment. The term, "Special Emphasis Programs," refers specifically to employment related programs which focus special attention on groups that are conspicuously absent or underrepresented in a specific occupational category or grade level in the agency's work force. These programs serve as a channel to management officials. The goals of the Special Emphasis Programs are to:

- Improve employment and advancement opportunities for minorities, women and people with disabilities in the Federal service;
- Identify systemic causes of discrimination against minorities, women and people with disabilities;
- Seek ways to help minorities, women and people with disabilities to advance by using their skills more fully;
- Monitor agency progress in eliminating discrimination and adverse impact on minorities, women and people with disabilities in employment and agency programs; and
- Educate Federal employees and managers about the extent of various forms of discrimination within the Federal Service.

The president issues annual proclamations to commemorate observances for the birthday of Dr. Martin Luther King Jr., African American History Month, Women's History Month, Asian American Pacific Islander Heritage Month, Women's Equality Day, Hispanic Heritage Month, National Disability Employment Awareness Month and American Indian Alaskan Native Heritage Month.

FEDERAL WOMEN'S PROGRAM

Department of Defense Directive 1440.1 authorizes as an integral part of the civilian equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP's). One of these programs is the Federal Women's Program. As a vital component of the overall EEO program, SEP's have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

During Woman's History Month in March, MSC recognizes the historical contributions that women have made to the country and the gains they have made in the workforce.

OTHER LINKS OF INTEREST

[Federally Employed Women](#)

[Women's Bureau, Department of Labor](#)

BLACK EMPLOYMENT PROGRAM

Department of Defense Directive 1440.1 authorizes as an integral part of the civilian equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP's). One of these programs is the African American Employment Program. As a vital component of the overall EEO program, SEP's have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

Each January MSC recognizes the rich legacy of African Americans and their profound contributions to the United States by observing Dr. Martin Luther King day in January and African American History Month in February.

OTHER LINKS OF INTEREST

[National Association for the Advancement of Colored Persons](#)

[National Blacks in Government](#)

[National Association for Equal Opportunity in Higher Education](#)

HISPANIC EMPLOYMENT PROGRAM

Department of Defense Directive 1440.1 authorizes as an integral part of the civilian equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP's). One of these programs is the Hispanic Employment Program. As a vital component of the overall EEO program, SEP's have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

In March of 1999, the US Census Bureau estimated that there were 31.7 million Hispanic people, representing more than twenty Spanish-speaking countries, living in the United States.

The term “Hispanic” refers to persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. Many Hispanic individual persons also trace their origins to indigenous people of Mexico, Central and South America.

Each fall from September 15 to October 15, during National Hispanic month, MSC recognizes the rich, diverse cultures of Hispanic America and its contribution to the United States.

OTHER LINKS OF INTEREST

[National Association of Hispanic Federal Executives, Inc.](#)

[National Society for Hispanic Professionals](#)

[Hispanic Association of College and Universities](#)

ASIAN AMERICAN/PACIFIC ISLANDER EMPLOYMENT PROGRAM

Department of Defense Directive 1440.1 authorizes as an integral part of the civilian equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP’s). One of these programs is the Asian/Pacific Islander Employment Program. As a vital component of the overall EEO program, SEP’s have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

The US Census Bureau estimates that there are more than 11 million Asian/Pacific Islanders living in the United States. Asian American refers to persons whose origins are any of the original peoples of the Far East, Southeast Asia or the Indian subcontinent. Pacific Islanders are persons whose origins include the aboriginal, indigenous, native peoples of Hawaii and other Pacific Islands within the jurisdiction of the United States. Asian and Pacific Islander peoples comprise a significant portion of the world’s population and represent hundreds of unique cultures and language groups.

The Army recognizes the rich, diverse cultures of Asian and Pacific Islanders and the impact they have had United States. Each May, during National Asian/Pacific American month, the Headquarters, Department of the Army – Office of Equal Employment plans and implements a program which includes regionally and nationally recognized speakers. Program topics have included the value of diversity and equality, the business environment, cross-cultural paradigms.

OTHER LINKS OF INTEREST

[Federal Asian Pacific American Council](#)

AMERICAN INDIAN ALASKA NATIVE EMPLOYMENT PROGRAM

Department of Defense Directive 1440.1 authorizes, as an integral part of the civilian Equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP's). One of these programs is the American Indian/Alaskan Native Employment Program. As a vital component of the overall EEO program, SEP's have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

According to the 1990 US Census Bureau figures, there are over 1,950,000 American Indians and Alaskan Natives living within the United States; more than 5 million persons indicated that they were of American Indian or Alaskan Native heritage. Indian status is determined by individual tribal criterion. Certain government agencies also have criteria used to determine Indian status for eligibility in federal programs. The federal government recognizes 550 tribes including 223 village groups in Alaska. Federal recognition means that each tribe or group has a special, legal relationship – a government-to-government relationship - with the U.S. government.

The Army recognizes the rich, diverse cultures of American Indians and Alaskan Natives and the contributions they have made to United States each November during American Indian/Alaskan Native Heritage Month. The Headquarters, Department of the Army - Office of Equal Employment Opportunity hosts a program during this time which includes regionally and nationally known guest speakers. Program themes have included the contributions of American Indians and Alaskan Natives to American society, Indian folklore, traditional dances and often have incorporated a sampling of traditional foods.

OTHER LINKS OF INTEREST

[Bureau of Indian Affairs](#)

[American Indian Higher Education Consortium](#)

[National Indian Education Association](#)

INDIVIDUALS WITH DISABILITIES EMPLOYMENT PROGRAM

Department of Defense Directive 1440.1 authorizes as an integral part of the civilian equal Employment Opportunity Program, the establishment of Special Emphasis Programs (SEP's).

One of these programs is the Program for People with Disabilities. As a vital component of the overall EEO program, SEP's have two major functions: to increase awareness and inform the public of the many contributions made by women and minorities; and to enhance the employment, training and advancement of women, minorities or people with disabilities.

An estimated 54 million Americans have a disability. A person with a disability is a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment. Major life activities include functions such as taking care of one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. Whether a disability is congenital or acquired, any one can be disabled regardless of race, color, religion, sex or national origin

The Army recognizes the contributions that persons with disabilities have made and continue to make the United States. Each October, the Headquarters, Department of the Army - Office of Equal Employment Opportunity hosts a program that has included regionally and nationally known guest speakers and has focused on themes such as ability, employment accommodation, and CAP.

[Disability Info \(Government Site\)](#)

[Civilian Personnel On-line](#)

[Computer/Electronic Accommodation Program \(CAP\)](#)

[Job Accommodation Network \(JAN\)](#)