SEP are an integral part of the OAR EEO/Diversity Program Office. The overall goal is to improve employment and advancement opportunities for women, minorities, and people with disabilities.

**CULTURAL AWARENESS OBSERVANCE MONTHS**

Under Public Law, Congress calls upon the President of the United States to issue annual proclamations designating certain months as national observances. The special emphasis observances are designed to educate and recognize the contributions and achievements of all Americans and reflects on historically excluded groups of people in the U.S. and those underrepresented in the workforce.

Photos: Advocates for the establishment of the observance months and notable NOAA and National leaders in STEM.

**FEBRUARY**  
**African American History Month**  
*Authority: Public Law 99-244*

**MARCH**  
**National Women’s History Month**  
*Authority: Public Law 103-22*

**MAY**  
**Asian Pacific American Heritage Month**  
*Authority: Public Law 102-450*

**JUNE**  
**Lesbian, Gay, Bisexual & Transgender Pride Month**  
*Authority: Proclamation 8387*

**SEPTEMBER**  
**National Hispanic Heritage Month**  
*Authority: Public Law 100-402*  
*(September 15—October 15)*

**OCTOBER**  
**National Disability Employment Awareness Month**  
*Authority: Public Law 100-630*

**NOVEMBER**  
**National American Indian/Alaska Native Heritage Month**  
*Authority: Pub. L. 101-343*