



## DEPARTMENT OF THE NAVY

NAVAL ACADEMY PREPARATORY SCHOOL  
440 MEYERKORD AVENUE  
NEWPORT, RI 02841-1519

NAPSINST 1700.1A

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22 Sep 17

### NAVAL ACADEMY PREPARATORY SCHOOL INSTRUCTION 1700.1A

From: Commanding Officer, Naval Academy Preparatory School

Subj: NAVAL ACADEMY PREPARATORY SCHOOL DIVERSITY AND INCLUSION SOCIETY

Ref: (a) Department of the Navy Diversity and Inclusion Roadmap  
(b) OPNAVINST 5354.1F Navy Equal Opportunity Policy

Encl: (1) Observance Themes

1. Purpose. To provide guidance for the establishment and management of the Naval Academy Preparatory School (NAPS) Diversity and Inclusion Society.

2. Cancellation. NAPSINST 1700.1

3. Background. The Navy and Marine Corps are developing a philosophy of acceptance amongst their ranks and with their civilian counterparts as set forth in reference (a). In order to gain appreciation for the varied backgrounds and unique personal characteristics of all, NAPS is developing a Diversity and Inclusion Society. Our support of this program demonstrates our commitment to developing a culture of respect and dignity, additionally the knowledge gained will enhance mission accomplishment.

4. Policy. To ensure the effectiveness of the NAPS Diversity and Inclusion Society (NDIS), the following guidelines will be followed:

a. The NDIS will be established as a means to promote diversity and inclusion at NAPS.

b. Participation by Department of Navy personnel (Midshipman Candidates, military and civilian staff), in this program is voluntary.

c. A military or civilian staff member will serve as the sponsor for the NDIS.

d. Participation with NDIS is meant to enhance the overall moral and character development of the Midshipman Candidate and therefore will not interfere with the established training requirements.

5. Responsibilities

a. Command Senior Enlisted Leader will:

- (1) Monitor the program to ensure success.
- (2) Ensure a NDIS sponsor is assigned.
- (3) Review topics and curriculum for any presentations or displays.

b. Diversity and Inclusion Society Sponsor will:

(1) Establish and maintain an effective diversity and inclusion program within the command.

(2) Facilitate all meetings of the NDIS.

(3) Review topics and curriculum for any presentations or displays.

(4) Ensure at a minimum the observances listed on enclosure (1) are conducted.

c. Command Managed Equal Opportunity Manager (CMEO):

(1) Review topics and curriculum for any presentations or displays.

(2) Act as an advisor to the NDIS members and sponsor to ensure compliance with all command and Navy equal opportunity directives and instructions.

d. Diversity and Inclusion Society members will:

(1) Seek out and initiate opportunities to educate others on topics of diversity and inclusion.

(2) At a minimum organize displays or presentations for the observances listed on enclosure (1).

(3) Become open-minded leaders that promote mutual respect for all.

(4) Provide a support group and network for all Midshipman Candidates and staff.

6. Standards of Conduct. All NDIS events, members, sponsors and guests will adhere to all NAPS regulations.



C. R. HOWES



**CULTURAL**

# OBSERVANCES

**AND AWARENESS EVENTS**

OBSERVANCE/AWARENESS EVENT	DATE	AUTHORIZATION
<b>Martin Luther King, Jr. Birthday</b>	16 January 2017	<b>Public Law 98-144</b>
<b>National African American/Black History Month</b>	1-28 February 2017	<b>Public Law 99-244</b>
<b>Women's History Month</b>	1-31 March 2017	<b>Public Law 100-9</b>
<b>National Sexual Assault Awareness and Prevention Month</b>	1-30 April 2017	<b>Presidential Proclamation and DoD Directive 6495.01</b>
<b>Holocaust Remembrance Day Days of Remembrance</b>	24 April 2017 23 – 30 April 2017	<b>Public Law 96-388 and Presidential Proclamation</b>
<b>Asian American and Pacific Islander Heritage Month</b>	1-31 May 2017	<b>Title 36, U.S. Code, Section 102.</b>
<b>Women's Equality Day</b>	26 August 2017	<b>Joint Resolution of Congress, 1971 and Presidential Proclamation</b>
<b>National Hispanic Heritage Month</b>	15 September- 15 October 2017	<b>Title 36, U.S. Code, Section 126.</b>
<b>National Disability Employment Awareness Month</b>	1-31 October 2017	<b>Title 36, U.S. Code, Section 121.</b>
<b>National American Indian Heritage Month</b>	1-30 November 2017	<b>Public Law 102-188, Executive Order 13270 and Presidential Proclamation</b>

**PLEASE NOTE:** DEOMI does not create themes. Nothing precludes an organization from creating their own theme or using previously published themes. Organizations are not required to limit their special observances to just those reflected here. Organizations are reminded that special observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families, and the DOD civilian workforce. For more information about how to conduct a special observance, please visit: [www.deomi.org](http://www.deomi.org) .