



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

January 31, 2025

MEMORANDUM FOR ALL MAJCOM-FOA-DRU-FLDCOM-COCOM/CC
Distribution C

FROM: SAF/MR
1800 Air Force Pentagon
Washington, DC 20330-1665

SUBJECT: Cultural Observance Guidance

References: (a) Executive Order 14151, "Ending Radical and Wasteful Government DEI Programs and Preferencing," 20 January 2025
(b) Executive Order 14148, "Initial Rescissions of Harmful Executive Orders and Actions," 20 January 2025
(c) OUSD(P&R) "Cultural Observance Guidance," 31 January 2025

In compliance with References(a), (b) and (c), the Department of the Air Force will not use official resources, to include man-hours, to host celebrations or events related to cultural awareness months. (*See e.g.* Attachment 2) Service members and civilian personnel remain permitted to attend these events in an unofficial capacity outside of duty hours.

Installations, units, and offices are encouraged to celebrate the valor and success of military heroes of all backgrounds as we restore our warrior culture and ethos. We are proud of our warriors and their history, but we will focus on the character of their service instead of their immutable characteristics.

This guidance is effectively immediately. Airmen, Guardians, and civilian personnel should consult their ethics counselor to resolve questions pertaining to this guidance arising under the Joint Ethics Regulation.

GWENDOLYN R. DeFILIPPI, SES, DAF
Acting Assistant Secretary of the Air Force for
Manpower and Reserve Affairs

Attachment:

1. OUSD(P&R) "Cultural Observance Guidance," 31 January 2025
2. Cultural Awareness Months

cc:

AF/A1

USSF/S1

NGB/A1

AF/RE

MAJCOM/A1

FLDCOM/S1