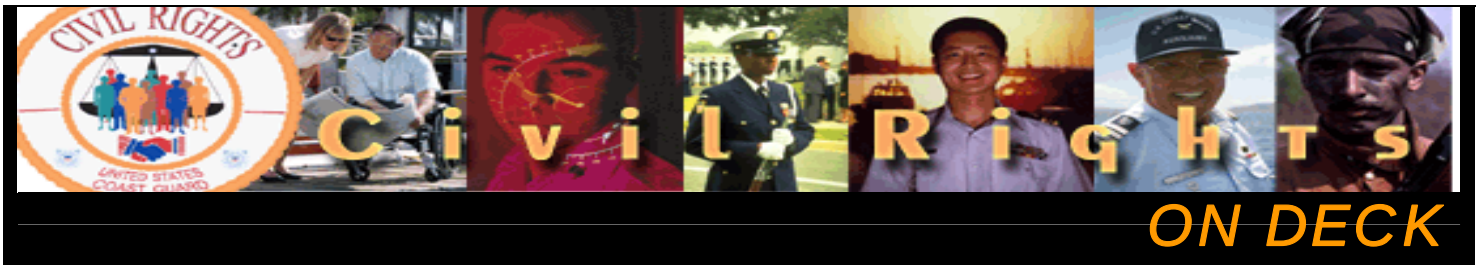
PLEASE FORWARD AND POST THIS NEWSLETTER TO BENEFIT ALL PERSONNEL



A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967

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NUMBERS

79 & 0: For FY 2007, the number of Coast Guard active and reserve recruits under age 18 at the time of enlistment, totaled 79; 26 female and 53 male. Zero is the number of active and reserve members, under the age of 18, assigned to permanent duty in the combat zones of Iraq or Afghanistan during 2007.

CIVIL RIGHTS TOOLBOX

OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director
CAPT Joseph Kolb, Deputy
Ms. Tina Calvert, Compliance and Liaison
Ms. Arlene Gonzalez, Policy & Plans
Ms. Talisha Rosen, Resource Management/Strategic Planning
Ms. Francine Blyther, Investigations and Response

Best Practices, Photos to share? Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, **202-372-4500 Fax 202-372-4967** ***or email,*** **deborah.i.gant@uscg.mil**

MICROSITE OFFERS EDUCATIONAL RESOURCES!

Coast Guard Partner in Education (PIE) developed in support of the National and Community Service Act of 1990, provides youth with opportunities to interact with and be mentored by Coast Guard men and women at schools, during field trips, and at Coast Guard facilities. Coast Guard's mentors work individually and collaboratively to provide students with opportunities to achieve academic success; create awareness of the Coast Guard's mission and people; and to promote excellence in education. Coast Guard hopes that these students will consider public service, including Coast Guard, as they chart their career paths.

What's New? – Coast Guard regularly posts events and initiatives to the PIE Microsite on CG Central. This site is only accessible to PIE coordinators and Civil Rights Service Providers (CRSPs). PIE coordinators, please visit the site to learn about outstanding partnership programs throughout Coast Guard and to obtain ideas for your program. This month, we feature a new "Activity for Students" on the PIE Microsite. It's a fun-filled activity designed to enhance students' geography skills, while providing insights about Coast Guard's operations and lifesaving missions. If you would like to share additional CG learning activities, or for additional PIE program information, please contact Gwendolyn White at: gwendolyn.e.white@uscg.mil

10 SIMPLE RULES FOR MENTORSHIP

The focus of any mentoring effort is about the protégé, not the mentor. Confidences must always be maintained to ensure trust. The mentor needs to set and enforce boundaries in the relationship to ensure professionalism. A mentor must know his/her limitations when giving guidance or advice. Promises made by the mentor need to be kept if the relationship is to last. During mentoring, the senior officer must use effective listening and should refrain from simply telling the protégé what to do. This method will help the protégé to develop problem-solving skills. Potential mentors must be approachable if junior personnel are to feel comfortable in seeking their counsel. Feedback needs to be specific and, when necessary, include constructive criticism. Mentors must understand themselves and develop a mentoring style that is authentic and consistent with whom they really are. Finally, mentors need to dedicate themselves to continuous learning, technically, tactically, and as mentors.

Mentor Rules
#1 It's Not About You!
#2 Always Maintain Confidence
#3 Set and Enforce Boundaries
#4 Know Your Limitations
#5 Keep Your Promises
#6 Listen and Ask Questions
#7 Reach Out to Junior Officers
#8 Don't Sugarcoat Feedback
#9 Be Yourself
#10 Commit to Continuous Learning

Source: COL Mark A. Melanson, MS, USA
Army Medical Department Journal, July/Sept. 2006, www.usarmy.mil

MAY IS ASIAN PACIFIC AMERICAN HERITAGE MONTH
Theme: "Leadership, Diversity, Harmony - Gateway to Success"

36TH NATIONAL IMAGE, INC. AWARDS BANQUET

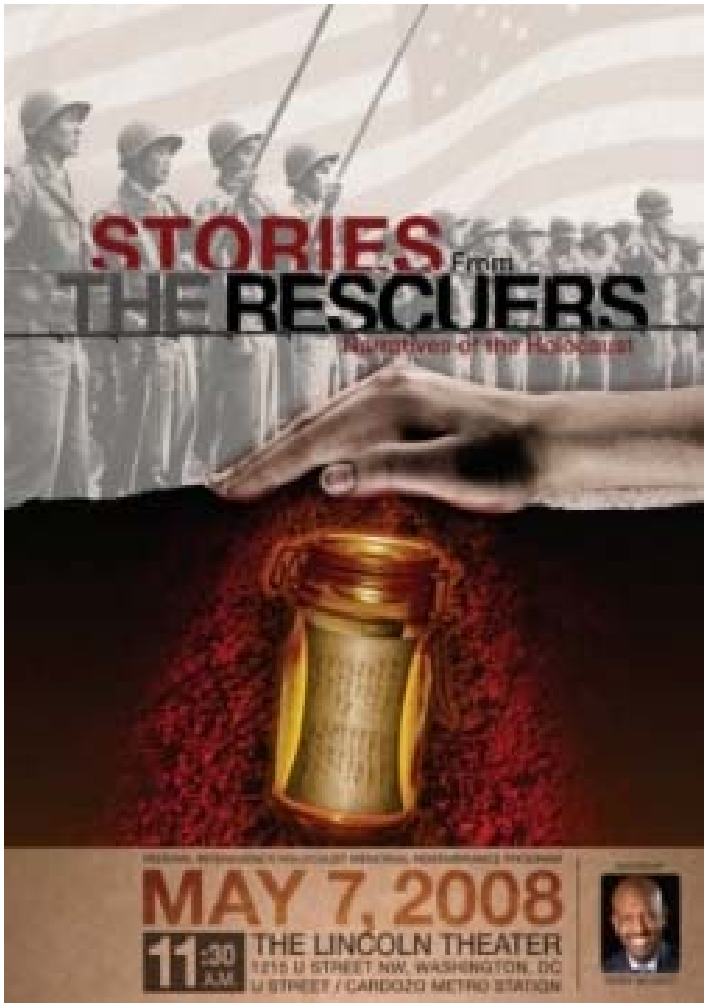
The National IMAGE, Inc., 36th Annual Awards Banquet was held in Las Vegas, NV on April 18, 2008. SK3 Belen Guzman of Sector Field Office VALDEZ was presented the 2008 National IMAGE award. She was recognized for her leadership while serving on the Human Relations Council, her volunteer spirit and for her diligent efforts to enhance the quality of life for Hispanic-American Coast Guardsmen living and working in the remote Valdez area. SK3 Guzman was commended for her energetic involvement in planning community events and her willingness to seek new challenges while bringing about greater understanding and appreciation for cultural differences. Coast Guard salutes SK3 Guzman for her outstanding performance of duty and for being a leader.

▲ ***Pictured with CAPT Joseph Kolb, Deputy Director, Office of Civil Rights, and SK3 Guzman are her parents, Dionisio and Mercedes Guzman and her sister, Alejandra.***

RIVERDALE ELEMENTARY CAREER DAY

LCDR Paul Ledoux recently participated in Riverside Elementary School's Career Day Event. He visited 5 classes and spoke with over 100 students aged 7-13. LCDR Ledoux provided a brief presentation on the Coast Guard and what he does on his job as a Marine Safety Inspector/Investigator. He also discussed the significance of Coast Guard work to our nation and environment, the importance of developing academic skills; along with the contribution of his job to the community. While explaining his job as a Marine Safety Inspector/Investigator he focused primarily on the basic fundamentals that the students learn everyday, like reading, writing, math, science and physical fitness. LCDR Ledoux encouraged students to have a good "ATTITUDE" which is a key element to success in school and life. He stressed the importance of a positive attitude and willingness to respect fellow students as key factors in helping achieve their goals. LCDR Ledoux had a great time and recommends the experience to every member of team Coast Guard!

▲Above: LCDR Ledoux, CG-ACO-R-6 pictured with Riverdale Elementary School students and faculty.



The 15th annual Holocaust Remembrance program was held on Wednesday, May 7, 2008, at the historic Lincoln Theatre in Washington, D.C. The theme for this year's national Days of Remembrance, as designated by the United States Holocaust Memorial Museum, is "Do Not Stand Silent: Remembering Kristallnacht 1938."