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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

DEOMI
Resource Network

The new state of the art tool for Equal Opportunity Advisors and Equal Employment Opportunity Professionals

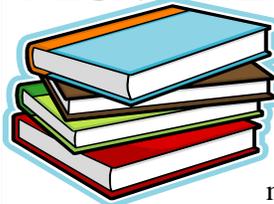
Go to deomi.org & click on Resource Network

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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!



The Coast Guard Partnership in Education (PIE) program, 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

Coast Guard encourages mentor-protégé relationships and programs. The focus of any mentoring effort is 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 person 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 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.

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

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*

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

36TH NATIONAL IMAGE, INC. AWARDS BANQUET



▲ Pictured with CAPT Joseph Kolb, Deputy Director, Office of Civil Rights, are SK3 Guzman and her family, Dionisio Guzman (father), Alejandra Guzman (sister) and Mercedes Guzman (mother).

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.

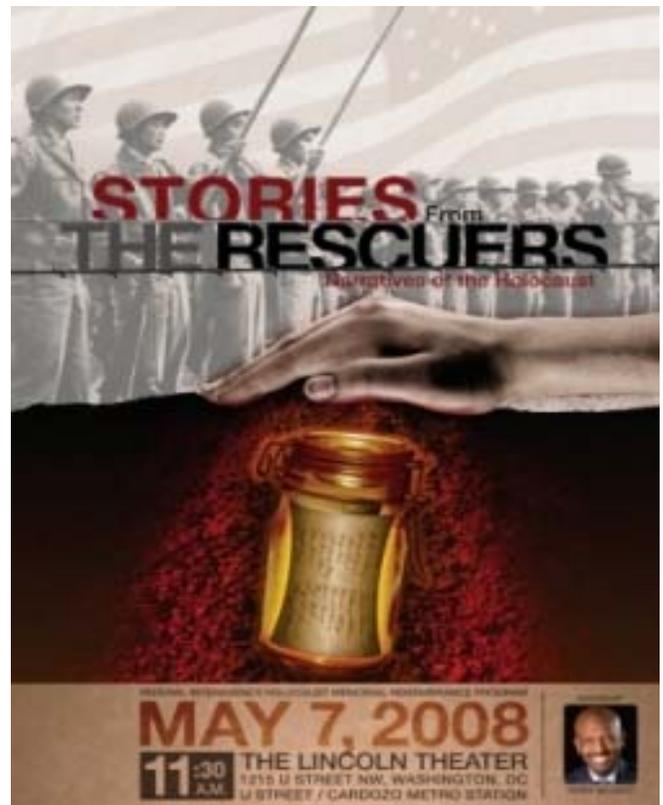
MEMBER SUPPORTS CAREER DAY

CG encourages education partnerships which also help to recruit a diverse future workforce! LCDR Paul Ledoux recently participated in Riverside (Alexandria, VA) 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 every day, like reading, writing, math, science and physical fitness. LCDR Ledoux encouraged students to have a good attitude, which he said is a key element to success in school and life.



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

25 AGENCIES SPONSOR REMEMBRANCE



The 15th annual Holocaust Remembrance program (poster above) was held on Wednesday, May 7, 2008, at the historic Lincoln Theatre in Washington, D.C. The National theme designated by the United States Holocaust Memorial Museum, was "Do Not Stand Silent: Remembering Kristallnacht 1938." The committee for the interagency program adopted the theme "Rescuers."