



State of New Mexico
Department of Military Affairs
47 Bataan Boulevard
Santa Fe, New Mexico 87508-4695

Bill Richardson
Governor

Kenny C. Montoya
Brigadier General
The Adjutant General

20 June 2003

MEMORANDUM FOR All New Mexico Army and Air National Guard Personnel

SUBJECT: Consideration of Others Policy

1. The New Mexico National Guard's "Consideration of Others (CO2)" program is a mandatory curriculum that was developed to help commanders and leaders build and maintain unit cohesion and readiness. CO2 is defined as "those actions that indicate a sensitivity to and regard for the feelings and needs of others and the impact of one's own behavior on them." This program will focus on the relationship between an individual and his or her role as a member of this command. It is not an additional program, but is designed to enhance on-going efforts to lead the New Mexico National Guard (NMNG) in a way that fosters basic leadership and respect.
2. The mainstay of CO2 is small group discussions. Leaders will interface with personnel regularly to discuss human issues, to learn from each other, and to provide feedback to the command. Company and battery commanders, managers, and supervisors have the responsibility for ensuring the quarterly discussion groups meet at the section or squad level. The MACOM (brigade or 06 commands) Equal Opportunity Advisor (EOA) and the unit Equal Opportunity Representative (EPR) will coordinate the overall program and provide commanders and leaders with additional details and suggested curriculum based unit needs. Additional resources include key NCO's leaders, Chaplains, the Staff Judge Advocate, Inspector General, Equal Employment Opportunity Office, medical personnel, and other professional and academic sources.
3. Each member of the New Mexico National Guard needs to be able to recognize that our attitudes and actions affect others, Recognizing this, by adding a willingness to take responsibility for one's own behavior, and changing behaviors when necessary is what the Consideration of Others program is all about.
4. This memorandum will be posted on all official bulletin boards in this command.

//signed//

KENNY C. MONTOYA,
BG, NMARNG
The Adjutant General

POST ON ALL OFFICIAL BULLETIN BOARDS