



December 14, 2022

Dear Campus Community:

Cal Maritime remains dedicated to providing our cadets with an inclusive learning environment that prepares them for real-world challenges ashore and at sea. We strongly condemn harassment and assault of any kind against members of our community, especially individuals that have experienced acts against them in the past, such as women, members of the LGBTQ community, and other historically marginalized groups.

We as a campus community at Cal Maritime are comprised of the most brilliant and talented cadets, staff, and faculty in the world. It is our academy culture that makes us the most unique campus in the California State University (CSU) system, and it is our direct link to the maritime industry and all that comes with it that fuels our desire to meet the need for a more inclusive environment.

We are currently in a pivotal time of change in our campus culture as well as in the maritime industry, and this moment is a part of that pivot.

Some of you have read the story in today's *Los Angeles Times* about Cal Maritime and incidents of sexual assault and harassment, and gender discrimination experienced by members of our academy.

Although the story primarily addresses issues that we have been confronting and seeking to change together as a campus community for more than a year, that fact does not diminish the pain or stress that you may be feeling or reliving in reading about these issues again today. Nor does this fact in any way diminish the continued feelings among our faculty, staff, and cadets, who bravely shared with the reporters, that we need to do more to ensure Cal Maritime is a safe and inclusive learning environment for everyone, regardless of race, gender identity or sexual orientation. *(Please see below for support resources available.)*

Regrettably, the *Los Angeles Times* article did not paint a complete picture of the work we have been doing together to loudly denounce all forms of discrimination and hate, make our systems work better and more accessible for victims, and deliver timely resolution of issues. Beyond strengthening these supportive systems, the article also did not capture the important work we are doing together to make our campus culture more inclusive, from the opening of the Inclusion Center to our CommUnity Day and the intensive training we have been doing to reset

expectations and behaviors on our campus and on the Training Ship *Golden Bear* (TSGB) and commercial cruise.

There is more work to be done this academic year and more work to do in the years to come. We are committed to lasting improvements and candid communication within our campus community to ensure a safe and welcoming Cal Maritime for all.

Our administration, faculty, and staff are working day-to-day to ensure that we are moving these diversity, equity, and inclusion (DEI) and Title IX initiatives forward. We have engaged in efforts to assess our environment, allocated additional resources, and added programming and staff, including a Director of Inclusion who will start in January 2023, to ensure welcoming and inclusive living and learning environments. For more information, visit the [Inclusion Initiatives](#) page of the Division of Cadet Leadership and Development site.

We are also acting in partnership as a member of the CSU system as it works to ensure that all 23 campuses are strengthening CSU's culture by assessing current practices. This assessment includes insights, recommendations, and resources that are being provided to advance our Title IX and civil rights training, awareness, prevention, intervention, compliance, and support systems.

Moreover, our campus is also working with the other State Maritime Academies, representatives from the U.S. Department of Transportation Maritime Administration (MARAD) and industry partners to continue the much-needed work to address issues of sexual assault and sexual harassment in a maritime environment and continued changes needed in the maritime industry. Cal Maritime will continue to do this necessary work now and well into the future to ensure a more equitable maritime experience.

Simply put, Cal Maritime has been and will continue to be a champion for changing the culture of the maritime industry. We should be proud of the work we have accomplished while recognizing the ways we can partner for more progress. We will continue to seek and receive support from our maritime academy family and the CSU system.

We encourage anyone who is in need of support or has questions about Title IX to reach out to our Title IX staff at titleix@csum.edu or visit our Title IX resource page at <https://www.csum.edu/title-ix/index.html>. Our Office of Community Standards is also in place to help guide our Corps of Cadets and foster a campus culture that protects the rights of all members of our community.

For some, this story is going to bring up past issues that may retraumatize or be triggering for former victims of harassment or sexual assault. Resources are available for our cadets, faculty, and staff affected.

Counseling and Psychological Services (CAPS) is available for our cadets. Appointments (in person and video) are available Monday through Friday, 8 a.m. to 5 p.m. (until 6 p.m. on

Monday, Thursday, and Friday). To schedule an appointment, call or visit the Student Health Center (SHC) at (707) 654-1170. Daily drop-in visits are available at the SHC from 2 p.m. to 3 p.m. After-hours support is available by calling the SHC (x1170 Ext. 1). Consultation support is available to faculty and staff. For more information, visit www.csum.edu/caps.

Faculty and staff are encouraged to utilize the Employee Assistance Program (EAP). More information for EAP can be found by visiting www.csum.edu/hr/eap.html.

In service,



Thomas A. Cropper, President

Lori Schroeder, Provost & Vice President, Academic Affairs

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