



**DEI Council Meeting  
Friday, February 4<sup>th</sup>, 2022  
10:30am - 12:00pm**

**Topp Room or Zoom (<https://csum.zoom.us/j/84135201847>)**

**Council Members:** King Xiong, Andrew Oca, Veronica Boe, John Robert Hickam, Amy Parsons, Rhonda Pate, Natalie Bohrer, Josie Alexander, Siobhan Case, Kelly Flynn, Sheik Nayeem, Angel Warren, Aparna Sinha, Mira Elwell, Liam Garcia, Olivia Munoz, Francelina Neto, Ian Wallace

**Ex Officio Members:** Michael Martin, Robin Bates, Vineeta Dhillon, & R. Mac Griswold

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**Agenda Items:**

**I. Opening (10:30am)**

- Open check-in around the room from members on how they are doing

**II. Updates**

**a. Council Chairs & Vice Chairs**

*Chair Updates*

- Fall 2021 DEI Council Report: share a message to the campus regarding the progress made by the council since fall 2021.
- Council Membership: reminder that membership lasts one academic year

**b. Chief Diversity Officer & Inclusive Excellence Strategic Planning Committee**

*Inclusive Excellence Strategic Planning Committee*

- Strategic planning group mission is to strengthen the overall DEI projects on campus.
- The group is still in the process of requesting approval for funding and campus resources to support the overall program.
- Strategic planning group is still working on developing the budget proposal plan for their program.

**III. Old Business**

**a. Day of Dialogue & Learning Updates [Kathleen]**

- Potential date for the event has moved to either March 29<sup>th</sup>, April 5<sup>th</sup>, or April 6<sup>th</sup>
- Two major programs will take place in the morning and in the afternoon.
- One session in the morning, lunch break, and another session in the afternoon
- Wrapping up the day in the evening with music & social activities



- Commission an artist to create a mural on campus
  - Natalie will be forming a committee group to help with the process of bringing the Day of Dialogue & Learning forward
  - Potential campus partnerships include different clubs on campus that could serve as a sub-committee group
- b. Inclusion Center Updates [King]**
- The purpose of the Inclusion Center is to serve as a safe space for students to share their perspectives, connect with each other, and foster a sense of community.
  - Peer Equity Leader positions will be formed to help with the Inclusion Center during the school year. Student leaders should also have official trainings to go over the general responsibilities and overall expectations.
  - There will be an opening event on campus to inform the campus community about the Inclusion Center and its purpose – tentative February 22<sup>nd</sup>, 2022 at 11:30am
  - Reach out to Erin Cole, Maker Space Coordinator, to help envision the safe space environment for the Inclusion Center.
  - Student organizations on campus may also utilize the Inclusion Center to facilitate different programs on campus and meet regularly throughout the school year.
  - Members who helped bring the Inclusion Center to Cal Maritime campus include Vice President McMahan, King, Gaema, Professor Mets, Karen Yoder, Dean Griswold, as well as Cal Maritime cadets.
- c. Uniform & Grooming Standards Updates [King]**
- The new uniform & grooming standards guideline that has recently been shared with the campus will also be posted on the Unity Council website.

#### **IV. New Business/Discussion Items**

- a. Cadet Leadership Selection – Liam Garcia (~ 15 min)**
- The new revised leadership selection process has been released last semester.
  - Students want the core to be restructured in a democratic way to provide equal opportunities for new applicants.
  - New applicants should have some basic qualifications such as: being active on campus, being a part of the Unity council committee, be involved in the core for at least one year, their values should align with the campus values, and be a good example for the student body on campus.
  - Students may choose the candidate from a different division that best represent them.
  - Selection panels should also include faculty members on campus. The committee is considering inviting the office of the commandant to address some clarification of the overall selection process in future meetings.



- New cadet leadership common application includes ASCMA, new cadet ambassador program, Community Engagement, Residence Life, EOP, and athletics
  - More diverse pool can be achieved by adjusting the marketing methods of the selection process and encourage a wide range of students to apply.
  - Commandant office staffs should be in the same committee during the selection process to provide in dept decision of new applicants.
  - Suggestion: ensure that selection committee are consistently involved throughout the interview process
- b. Interim Title IX Coordinator Introductions – Jody Shipper/Kim Anderson (~ 10 min)**
- Kim Anderson is serving as the temporary Title IX coordinator until we find a permanent Title IX coordinator.
  - Kim is currently working remotely in Wisconsin. It is possible to have Kim move to campus in the future. The virtual service is currently not impeding the effectiveness of services and resources; from data assessment, students want to meet with Title IX office virtually
  - She has been working with staffs and students to address relevant topics that need to be discussed.
  - The Title IX office has contact information that students can reach out for support such as email and phone number.
  - The main strategy in building trust with students as a Title IX coordinator is through connecting with students, continuing to have discussions regarding different topics on campus, and building a strong foundation for the long-term plan.
- c. Safe Zone Training Initiatives – Vineeta Dhillon (~ 10 min)**
- Safe Zone Training Initiatives was created in the past to support the campus community. Many faculty members and students benefited from the program.
  - We will be inviting guests to be a part of the Safe Zone Training Initiatives through the program.
  - Two training platforms include creating awareness and building allyship (volunteer based) to support the campus community.
  - The goal is to try to bring back the program on campus moving forward to help foster a sense of community for Cal Maritime.
  - There will be support from the new Confidential Advocate with WEAVE in serving as a key facilitator of Safe Zone training.
  - Important consideration for Safe Zone Training is to require key campus leadership (cabinet, cadet leaders, etc.) to complete the training.
  - Suggestion: Members of the DEI Council should consider supporting Safe Zone Training efforts by stepping up to be a facilitator or participant



- d. DEI Efforts for New student Application & Orientation Cycle – Vineeta Dhillon (~ 10 min)
  - Requesting additional support from the DEI committee on the image that we want to share with the incoming class ahead of time.
  - Create a calendar of events, program contents, and other relevant items for students to promote the program during orientation week.
  
- e. Black History Month Programming & Initiatives – Natalie Bohrer (~ 15 min)
  - On campus event include 5K run with the goal of raising awareness for change. This event involved partnerships with the running club on campus as well as other organization partners outside of campus. This event will happen on February 17<sup>th</sup>, and there will be BBQ at the fire pit on the Waterfront.
  - There are also other several in-person and virtual events that will take place throughout the month.
  - Visual representations of the events such as posters are still in progress.
  - Black History Month Booth camp is a 21-day podcast that Cal Maritime campus can also participate on as a part of the Black History Month as well as other programs with our organization partners.
  
- f. Inclusion Initiatives Webpage – Kathleen (~ 10 min)
  - A webpage for Inclusion Initiatives will displays relevant contents for the campus community to get access to information regarding new uniform and grooming standards, campus updates, as well as the history of different meaningful initiatives on campus.

**V. Open Floor Items**

- Natalie will be leaving Cal Maritime in March.
- Think about potential plan for the vice-chair leadership support in the future, especially if appoint cadets to those positions.

**VI. Action Items**

- a. 11:45am DEI Council Group Picture

**VII. Adjournment**