

CALIFORNIA STATE UNIVERSITY – MARITIME ACADEMY

Resolution on Campus Gender Equity

Female students make up less than 20% of CSU Maritime Academy's student population. Within engineering majors, females constitute less than 7% of the student population. Additionally, NCHA data suggests that last year 25.5% of our female students experienced some sort of sexual assault and 52.3% of them reported feeling unsafe during the day on campus. Lastly, female faculty make up 31.9% of instructional faculty, with some departments having no female faculty and difficulty in recruiting female candidates. This resolution establishes the statement of policy and initiatives urgently needed to confront the gender disparities at CSU Maritime Academy.

WHEREAS,

2018 American College Health Association – National College Health Assessment II data from CSU Maritime Academy show significant gender disparities across varied categories of students lived experiences, such as *Sexual Violence, Abusive Relationships, Personal Safety, and Mental Health*, all necessitating an immediate intervention around gender issues on our campus.

WHEREAS,

As a public university, CSU Maritime Academy has a moral and legal responsibility to serve as an educational resource for all of the state's people with a mission of providing each of our students with an education that includes leadership development and global awareness in a diverse living/learning community.

WHEREAS,

Increasing evidence of gender inequities on our campus demonstrate that we are not effectively functioning as an educational resource for all of the state's populations, which contradicts and undermines our educational mission and our legal mandate by state and federal authorities.

WHEREAS,

Lacking gender diversity is not only incongruent with the mission of the CSU System to serve all people of California, but has important implications for the lived experience of under-represented gender minorities at the academy.

WHEREAS,

Many campus regulations and practices continue to discriminate on the basis of gender (e.g. uniform policy, grooming standards, mandatory meetings in preparation for cruise, etc.), perpetuating the problems around gender disparity.

Therefore, be it Resolved that the Academic Senate calls upon the CSU Maritime Academy and its campus leaders, including the President and his cabinet as well as the Academic Senate Executive Committee, Corps Leadership, and Student leadership to:

- 1) Build and align Academy leadership and management across all levels of the institution to immediately embark on a comprehensive effort allying administration, staff, faculty, and cadets to address the gender inequities on our campus.
- 2) Conduct a rigorous, transparent institutional investigation and research of the gender issues on our campus. Hire a third-party investigator, with demonstrated expertise in assessing gender equity issues at an institutional level, to study gender equity on our campus;
- 3) Create a permanent position for an expert, with demonstrated expertise in addressing gender equity issues at an institutional level, to improve the campus's gender equity operations at all levels.
- 4) Develop and **implement** a comprehensive, multi-year *Institutional Strategic Plan* that will integrate all actions to bring about mutual respect and zero tolerance for sexual assault and harassment.
- 5) Develop an *Institutional Strategic Plan* to create an equitable working and learning environment for all genders, which includes the following:
 - a) Incentivize and require employees and student leadership to participate in professional development trainings meant to promote gender equity.
 - b) Additional on- and off-campus opportunities to engage in meaningful workshops relating to gender equity.
 - c) Broad dissemination and examination of the existing campus data relating to gender inequity.
 - d) Instill a sense of personal responsibility for preventing and addressing sexual harassment, sexual assault, and retaliation at all levels within the Academy to build a culture of trust respect, and accountability.
 - e) To change the paradigm from blaming the victim to advocating for and protecting the victim.
- 6) Develop and disseminate an actionable *Institutional Strategic Plan* to increase gender diversity on our campus.
- 7) Examine and rewrite campus regulations that discriminate on the basis of gender for expeditious implementation.
- 8) Include a gender equity committee representative at all actions described above.

Copies of this Resolution be forwarded to the CSU Maritime Academy President's Cabinet, CSU Maritime Academy Deans, CSU Maritime Academy Department Chairs, California Governor Gavin Newsom, the CSU Board of Trustees, Chancellor Timothy White, CFA President Charles Toomes, Corps Leadership, Student leadership and the CSU Campus Senate Chairs.