



# CAL MARITIME

OFFICE OF THE PRESIDENT

## Message from the President November 22, 2021

Dear Campus Community,

The last two weeks at our academy have been tough and heart-wrenching. Hurtful, hateful, and denigrating text communications by some of our cadets have hit all of us hard, violating our standards of community and inflicting pain. While these texts were sent by a few people, the incredibly harmful impact is felt by everyone on our campus. This was communicated very clearly last Friday, when I had the opportunity to meet in person and listen to cadets in the quad as they shared their frustrations and concerns.

Following my time with cadets, I met with Cabinet leaders. We discussed timely, effective responses to the concerns outlined by our cadets. Vice President McMahon will be instituting several changes regarding Title IX and CAPS counselors. Specifically, she will be hiring a dedicated, highly experienced Title IX Coordinator whose role will include hearing, understanding and addressing cadet concerns regarding Title IX processes. She is also working with the organization When Everyone Acts Violence Ends (WEAVE), an organization ([weaveinc.org](http://weaveinc.org)) that supports survivors of sexual assault and domestic violence, to expand their presence on campus with a full-time confidential advocate. Vice President McMahon will also be working to add CAPS counselor capacity to reduce the time that cadets must wait for counseling. For the duration of the semester, Athletic Director Karen Yoder will continue PEAC availability for cadets at current levels, opening at 6am and closing at 9pm, as has been requested. Both leaders are committed to working diligently to meet cadet needs and are joined by all campus leaders in implementing these changes. Should you or someone you know need support, please contact our colleagues in the Student Health Center, the Dean of Cadets or your School Dean for assistance. We are here to support you.

I would also like to share information regarding the actions that have been underway in the aftermath of cadet misconduct involving expressions of anti-LGBTQIA and racist statements and threats. The cadets involved in last summer's Training Ship *Golden Bear* vandalism and hate-filled graffiti will complete the cadet conduct hearing process this week. Those cadets involved in the transphobic texts are currently moving through the cadet conduct process. While the identity of the anonymous person or persons involved in the racist and threatening text is still unknown at this point, the incident remains under investigation by both Title IX and the University Police department as it has been since its discovery in early November. We will continue to employ all resources available as the investigation unfolds.

Many of us are about to depart the campus for a short respite, gathering with family for Thanksgiving. I am hopeful that we will use this time to reflect on what has happened and return to campus with a renewed sense of purpose and a desire to more fully institute our shared values. I am personally grateful for your strong demonstrations of ethical, caring and compassionate actions in support of all of our campus colleagues hurt by these recent actions. This quick and supportive reaction by our campus is compelling evidence that our campus community can and does hold a set of morals and principles that respect and actively include every single person here. I am most thankful for this solid foundation of care within our campus community.

I wish you safe travels and a time of joy with your families in this season of thanks.

In service, TC



Thomas A. Cropper

President

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