
From: Cadet Affairs
Sent: Friday, December 10, 2021 9:22 AM
To: All Students; All Faculty; All Staff
Subject: Important Title IX Updates

Cal Maritime Community,

We are writing to share an update on the recently announced Title IX initiatives that are now moving forward.

As a reminder, Title IX is a federal law that prohibits sex-based discrimination in any educational institution or program that receives federal financial assistance. Title IX provides a process for ensuring equal access to school programs and benefits, as well as protection from sex-based harassment and violence.

As a community, we are now confronting challenging issues that sit squarely within the realm of Title IX and its assurance of gender equality and protection. For this reason, we are strengthening our capacity to comply with this civil rights law.

Effective immediately, Cal Maritime has contracted with [Grand River Solutions](#) (GRS) consultancy services to help us respond to ongoing feedback to improve our Title IX efforts on campus. GRS will help us strengthen our systems of responding to and handling allegations of discrimination, harassment based on sex or gender identity and sexual misconduct, as well as other equity concerns. To begin, GRS Managing Director Jody Shipper will meet with key stakeholders to understand the immediate issues and discuss a proposed strategic response. They will also be supporting us during this time of transition to a permanent campus Title IX Coordinator and Gender Equity Officer, as Ms. Shipper serves as our Interim Title IX Coordinator. She can be reached at jody@grandriversolutions.com.

Ms. Shipper will be supported by a team at GRS, all of whom have deep experience in trauma-informed, sensitive and complex investigations and campuses. Ms. Shipper will begin meeting with key stakeholder groups in January. Stakeholder meetings will be communicated to the campus community, so please look for those opportunities when we return from winter semester. She will also be conducting Title IX trainings and information sessions across campus, to best prepare and equip the entire campus community to make effective, sustainable change together.

In addition, we have also contracted to hire a full-time confidential advocate from WEAVE (When Everyone Acts Violence Ends) who will be starting work in January 2022. As many of you already know, the confidential advocate and our CAPS counselors are the two on campus confidential resources for Title IX reports.

Finally, the permanent Title IX Coordinator and Gender Equity Officer job posting will be live shortly. A hiring committee chaired by Dr. Elizabeth McNie, composed of cadets, faculty and staff will be appointed in early January, and our intention is to have the new person start work sometime in the spring.

All of these steps are part of a concrete set of actions to ensure Cal Maritime honors our commitment to ensuring a safe, equitable and inclusive learning and working environment for everyone. This effort will be

overseen by the three of us in our roles as senior leaders of cadet affairs, academic affairs, and human resources.

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