

# Uniform and Grooming Standards Policy *Information Session*

01/21/2022



# Goals for Today

- Provide overview of the creation of new [Uniform and Grooming Standards Policy](#)
- Describe what guided the development of the policy
- Highlight aspects that remain the same
- Highlight aspects that have changed
- Discuss feedback process
- Answer questions about application of the policy

# Overview

- Fall 2021 ASCMA resolution to address gender equity and inclusivity in the Uniform and Grooming Standards
- Resolution endorsed by Faculty Senate
- First draft circulated for feedback
- Second draft circulated for feedback
- Received input from cadets, alumni, faculty, staff, campus committees, and industry partners, MARAD
- Final draft approved by Cabinet and President as formal policy to be adopted on January 24

# Guiding Purposes

- Meet the federal mandate for a uniformed Corps of Cadets (student body)
- Address concerns related to equity with respect to gender identity and gender expression
- Instill a sense of pride in the Cal Maritime identity and image on campus, in the community, and in the maritime industry
- Remove subjective or ambiguous criteria (e.g., “conservative” or “professional”) that allowed for the potential of disparate treatment and/or unconscious bias

# Guiding Purposes

- Move beyond the initial scope of the ASCMA and Faculty Senate resolutions to allow for greater personal expression
- Demonstrate cadets' ability to maintain adherence to a set of standards for a sustained period of time
- Balance unique facets of our maritime academy and CSU identities that emphasize uniformity and individuality, respectively

# What Remains the Same

- Expectation of positive representation of Cal Maritime
- Cleanliness and appropriate presentation of uniform
- Times/places when the policy applies
- Requirement to secure a chit when cannot be in full compliance
- Hair must obscure neither face nor eyes
- Beards are not authorized
- Safety concerns are addressed (e.g., dangling jewelry)

# What Has Changed

- Gender-differentiated standards have been removed; all cadets adhere to the same standards
- Greater flexibility for gender- and self-expression
- Physical chit does not need to be carried
- Allowance for more than a single pair of stud earrings
- Removal of make-up guidance
- Removal of restrictions on hair and nail polish colors
- Ability to swap components of binary-gendered uniforms

# Feedback Process

- Community members will be able to provide feedback on the new policy
- Input will be collected throughout the spring 2022 semester and cruise 2022
- Some guided questions will focus on any ways in which policy inhibits teaching or learning



# Questions about Application of Policy