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