



Fall 2022 Inclusion Initiatives Update

As we begin fall semester, I wanted to provide an update on Title IX and inclusion initiatives underway to improve our campus climate. Many community members have been directly engaged in moving initiatives forward in a timely manner and I want to thank all those involved. Your effort and dedication are making a safer and more equitable, inclusive, and welcoming Cal Maritime for all.

A broad series of efforts are in progress to address sexual assault and sexual harassment, inclusion, and safety, both on our campus and on the Training Ship *Golden Bear* (TSGB) and commercial cruise. We have engaged in efforts to assess our environment, allocated additional resources, and added programming and staff to ensure welcoming and inclusive living and learning environments. Below are examples highlighting some of our actions to date. For more information, visit the [Inclusion Initiatives](#) page of the Division of Cadet Leadership and Development site, which will be updated regularly.

Inclusion

We opened the new Inclusion Center at PEAC last April with a well-attended ribbon-cutting ceremony. The Inclusion Center's mission is to foster diversity, equity, and inclusion (DEI) through education and awareness. The Center serves as a welcoming place for cadets to gather and study; it is also a venue to host programs on equity and empowerment, supporting a sense of belonging for all cadets. The Center has been well received and is filling an important need for our cadets. We held an open house for new cadets during move-in so new cadets and families could experience a place of belonging on day one.

To bolster our efforts and elevate DEI on campus, we have raised the classification of the previous Coordinator of Belonging position that had two unsuccessful searches. After consultation with campus stakeholders, we are creating a new role titled Director of Inclusion Initiatives that will have the Coordinator of Belonging responsibilities in their portfolio, along with overseeing the Educational Opportunity Program (EOP) and the Inclusion Center. We are excited to have a key leader role on campus dedicated to DEI for cadets, supporting CommUnity Day, and serving on the DEI council.

King Xiong, our current EOP Coordinator, has taken another role to be closer to family in the Sacramento area and his last day will be August 31. This is a loss for our cadets and the good work King has done to build a more inclusive community during his three years here. While we search for the Director of Inclusion Initiatives this fall semester, and for a new EOP Coordinator, we have delegated some duties to two members of our community to support responsibilities in the role. Dr. Jennifer Metz, faculty in Global Studies and Maritime Affairs, will be taking on a role to support the Inclusion Center and the Peer Equity Leaders. If you'd like to host a program or workshop at the Inclusion Center, contact her at JMetz@csum.edu. Josie Alexander, Executive Director of ASCMA, will be supporting the EOP Program and the Peer Mentors, and can be reached at jfalexander@csum.edu. Also, please welcome Jalen Chavez, the new EOP program assistant, who started this past week.

Title IX

We continue to improve and build out our Title IX program with Grand River Solutions (GRS), a Title IX consulting organization. Kimberly Anderson, interim Title IX coordinator, has been working closely with campus colleagues to create a Title IX training program for cadets, faculty, and staff to improve awareness of what the office does, what it can offer, and how it works to support cadets, regardless of whether they choose to file a

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formal complaint. This month Kimberly is joined by Lori Makin-Byrd, Acting Director of Title IX Processes. Lori will work closely with Kimberly to support reporting parties and ensure a timely and thoughtful response. Look out for trainings for faculty and staff that will be offered in the fall. At the same time GRS continues this work, we continue to work to identify a permanent Title IX Coordinator. We will be adding Title IX liaisons, faculty and staff trained to receive, document, and provide an initial response to reports or concerns involving sex/gender-based discrimination, sexual harassment, or sexual misconduct.

Madeline Hamill, our new full-time confidential advocate with [WEAVE](#), is on campus with an office in [Upper Residence Hall](#). We also hired a new full time CAPS counselor, Marie Ekmekjian, who comes to us from San Jose State.

Education

Safe Zone trainings were held this summer for all MPP staff and for cadet leaders. Orientation held a DEI session for all new cadets in August. The divisions of Academic Affairs and Cadet Leadership and Development have planned a First-Year Experience (FYE) program for the fall semester that includes topics such as safe zone/allyship, sexual assault/harassment, healthy relationships and mental health.

As you will recall, Cal Maritime hosted [CommUNITY Day](#) last April. In lieu of classes, we engaged and reflected on key topics such as communicating across differences, sexual assault and sexual harassment, implicit bias, bystander intervention/allyship, and diversity and inclusion in the workplace. CommUnity Day is now an annual event that we are tentatively planning for the month of February.

Prevention

In direct response to the Feedback and Perspectives on Cruise 2021 report, President Cropper created a Task Force last semester. The Presidential Task Force was charged with providing immediate and long-term recommendations on ways to make cruise a positive, safe, and equitable experience for every cadet. After careful review and discussion, the Task Force made recommendations that were implemented for summer Cruise 2022. Meetings were held with the senior officers on the TSGB to share the recommendations and an action plan. The action plan was implemented on cruise, and the assessment results indicate that the climate on cruise was strongly improved and most knew where to report an incident if they witnessed one.

Along with the other state maritime academies (SMAs), we have been working over the past year with United States Maritime Administration (MARAD) and representatives of the United States Department of Transportation (DOT) to ensure that all our cadets who participate in Sea Training are safe and respected. Our team has worked with the other SMAs to assist MARAD on its development of the “Every Mariner Builds a Respectful Climate” (EMBARC) program to create universal policy standards for implementation this spring. These improvements include: initiating mandatory in-person, in-depth Sexual Assault & Sexual Harassment (SASH) training for all faculty, staff and cadets going on TSGB cruise, developing a clear protocol for Title IX-related issues occurring while on cruise, a designated Title IX liaison aboard the TSGB cruise, and other additional safety, education and training measures.

There is more work to do this semester and going forward. We are committed to ongoing improvement and communication to ensure a safe and welcoming environment on our campus and during Sea Training. The ambitious agenda outlined above is part of our collective commitment to making Cal Maritime the most diverse, relevant, and inclusive maritime academy. Feel free to reach out to me with any feedback, visit my open office hours on Thursdays from 4 p.m. to 5 p.m. or contact Macel Santos (msantos@csum.edu) to set up a time to meet.

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