



Statement from VP McMahon, Dean Griswold, and Commandant Taliaferro:

As a follow up to President Cropper's email of 11/22, we wanted to reach out and provide additional details in two areas.

First, over the course of the last few weeks, the Cal Maritime community has been called to action in response to multiple reports of current and past conduct and speech that conflict with our values. From all segments of our community, leaders have sought to express both their empathy and outrage as we support impacted individuals and groups, hold individuals accountable, and take steps to change our culture, systems, processes, and perspectives.

We commend the cadets in ASCMA who put forth the thoughtful resolution proposing revisions to the uniform and grooming standards and are committed to bringing the cadet voices forward to create positive change on campus. We remain committed to ensuring equal treatment for our nonbinary and transgender community members, including through ongoing training and professional development for staff. As such, we have suggested revisions to the uniform and grooming standards, taking into account all of the requests in ASCMA's resolution. We are currently seeking campus feedback, reaffirming the campus process of shared governance, so that the final standards reflect our values of inclusion and can be implemented in an equitable, fair, and respectful manner.

Second, we have heard your feedback and are implementing the following actions to strengthen resources for cadets:

- Hiring a FT Title IX Coordinator and creating 3 deputy Title IX positions
- Hiring a FT Confidential Advocate
- Hiring additional counselors to the CAPS staff
- Hiring a Coordinator of Belonging and Engagement to support the work of the DEI Council, the development of identity-based cadet affinity groups, and the creation of regular dialogue-based activities
- Conducting Safe Zone trainings in the spring semester, first for senior staff and faculty, followed by cadet leaders, then the Corps of Cadets
- Hosting Allyship and Bystander Intervention trainings
- Improving Sea Time pre-departure trainings and procedures
- Basing future efforts on the results of rigorous internal assessment and the findings and recommendations of external auditors and consultants

In addition to these resources, the campus is also planning a Day of Dialogue and Learning on January 19, 2022, during a normal instruction day, where the campus will come together to listen and learn on topics of sexual assault/harassment, microaggressions and implicit bias, allyship and bystander intervention, use of social media, and communicating across difference.

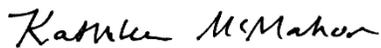
The pain that many of you have shared has been felt throughout the campus community, including with staff, faculty, and alumni. We are a diverse group of professionals and educators, within both higher education and the maritime industry, and there are many perspectives on how to take action

to move us forward. A point of consensus, however, is that challenges that are seemingly insurmountable can no longer deter us from action. Both immediate steps and thoughtful, strategic planning can start to repair the harm caused to individuals and our collective community.

We stand ready as partners in efforts initiated by cadets and commit to building a community of trust, care, and inclusivity through restorative actions, including the strengthening of resources, programs, services, and processes.

To assist us in these efforts, we are asking for your input. We have heard from you that there is a lack of trust among cadets, staff, administration, and faculty. We have also heard that you feel we have let you down. The Cadet Experience Strategic Planning committee wants to hear your ideas on how we can improve life on campus. Please take a few minutes to share your ideas in this [brief questionnaire](#). Your information is valuable and we will use it to help shape the strategic planning process for the Cadet Experience.

Sincerely,



Dr. Kathleen McMahon
Vice President of Cadet
Leadership and Development



Cmdt. David Taliaferro
Commandant of Cadets



R. Mac Griswold, Ph.D.
Dean of Cadets