



CAL MARITIME

OFFICE OF THE PRESIDENT

Message from the President

July 17, 2023

Dear Members of the Cal Maritime Community,

With appreciation for your candid feedback and ongoing engagement, I am pleased to update you on our ongoing efforts to nurture and strengthen our culture of caring, safety, belonging and respect at Cal Maritime.

As part of a systemwide effort across the 23 campuses of California State University, the Cozen O'Connor Institutional Response Group has assessed how we respond to reports and incidents of discrimination and harassment.

Today, the full written report of the systemwide Cozen O'Connor assessment, including a summary report and a separate report concerning Cal Maritime was posted on the [CSU's Commitment to Change webpage](#) and on [Cal Maritime's Title IX webpage](#).

Through a series of interviews, campus visits, survey results and email feedback, Cozen O'Connor has identified core observations for improvements at both the system and university levels. The recommendations from this assessment will guide and help us improve our Title IX and Discrimination, Harassment and Retaliation (DHR) training, awareness, prevention, intervention, compliance, and support systems.

For your reference, on May 24, Cozen O'Connor presented to the Board of Trustees an initial [overview](#) of their assessment. *(View a recording of the presentation here: <https://youtu.be/37GVdhqjn5o>. Cozen section begins at 23:15.)*

A CSU-system Title IX report conducted by the [California State Auditor](#) is expected to be released tomorrow and we expect its findings to concur with those iterated by Cozen.

The recommendations outlined in both the Cozen report and the state auditor's report will continue to help guide our efforts in improving campus climate and culture moving forward. As we continue forward, our campus will work diligently to incorporate these improvements and recommendations and apply them specifically at Cal Maritime.

Our campus has assembled an implementation team comprised of a cross-section of campus stakeholders to advance Cozen's recommendations. Key areas of focus and action over the months to come will include:

- Creating an advisory committee comprised of faculty, staff, and cadets to work closely with the Director of Title IX and Civil Rights Officer
- Enhancing and implementing training to cultivate Title IX and DHR competencies for faculty, staff, and cadets
- Ensuring effective communications structures between the Director of Title IX and Civil Rights Officer and key campus constituencies

This work will be very challenging. My trust, full support, and thanks go to the implementation team members who will invest their time, energy, and expertise in this vital effort so important to all of us. Our ambitious goals will require substantial planning, additional resources and personnel, and will be accomplished in stages. We will continue to share our progress and specific plans with you as they are developed and evolve.

Thank you again for helping to ensure Cal Maritime is a safe and inclusive place, where all of us can pursue our personal goals and professional aspirations with meaning and purpose, and without fear, threat, or intimidation.

Respectfully,

A handwritten signature in blue ink, appearing to read "Mike Dumont". The signature is fluid and cursive, with a large initial "M" and "D".

Mike Dumont, J.D.
Interim President
California State University Maritime Academy