

CALIFORNIA STATE UNIVERSITY – MARITIME ACADEMY

Resolution on Campus Gender Equity

Female students make up less than 20% of CSU Maritime Academy's student population. Within engineering majors, females constitute less than 7% of the student population. Additionally, NCHA data suggests that last year 25.5% of our female students experienced some sort of sexual assault and 52.3% of them reported feeling unsafe during the day on campus.

- 1) Build and align Academy leadership and management across all levels of the institution to immediately embark on a comprehensive effort allying administration, staff, faculty, and cadets to address the gender inequities on our campus.
- 2) Conduct a rigorous, transparent institutional investigation and research of the gender issues on our campus. Hire a third-party investigator, with demonstrated expertise in assessing gender equity issues at an institutional level, to study gender equity on our campus;
- 3) Create a permanent position for an expert, with demonstrated expertise in addressing gender equity issues at an institutional level, to improve the campus's gender equity operations at all levels.
- 4) Develop and **implement** a comprehensive, multi-year *Institutional Strategic Plan* that will integrate all actions to bring about mutual respect and zero tolerance for sexual assault and harassment.
- 5) Develop an *Institutional Strategic Plan* to create an equitable working and learning environment for all genders, which includes the following:
 - a) Incentivize and require employees and student leadership to participate in professional development trainings meant to promote gender equity.
 - b) Additional on- and off-campus opportunities to engage in meaningful workshops relating to gender equity.
 - c) Broad dissemination and examination of the existing campus data relating to gender inequity.
 - d) Instill a sense of personal responsibility for preventing and addressing sexual harassment, sexual assault, and retaliation at all levels within the Academy to build a culture of trust respect, and accountability.
 - e) To change the paradigm from blaming the victim to advocating for and protecting the victim.
- 6) Develop and disseminate an actionable *Institutional Strategic Plan* to increase gender diversity on our campus.
- 7) Examine and rewrite campus regulations that discriminate on the basis of gender for expeditious implementation.
- 8) Include a gender equity committee representative at all actions described above.

Copies of this Resolution be forwarded to the CSU Maritime Academy President's Cabinet, CSU Maritime Academy Deans, CSU Maritime Academy Department Chairs, California Governor Gavin Newsom, the CSU Board of Trustees, Chancellor Timothy White, CFA President Charles Toomes, Corps Leadership, Student leadership and the CSU Campus Senate Chairs.