
Subject: LA Times Faculty Senate Response

Date: Saturday, December 17, 2022 at 10:40:03 AM Pacific Standard Time

From: Faculty Senate Executive Committee

To: All Faculty

Dear Campus Community:

The recent Los Angeles (LA) Times article has strengthened our resolve to do everything in our power to address our university's ongoing issue and guarantee that all students have a safe, equitable, and fair campus community. We are writing to you in solidarity and support at the frustrations and outrage our students have expressed around our campus culture, hate crimes, and race, sex, and gender-based prejudice. We commend the students and all members of our community who spoke about their lived experiences and perspectives on these incidents. We also recognize that voices are often silenced due to the fear of retaliation and other negative consequences and will work tirelessly to protect those whose stories have not yet been heard. Our campus is facing a crisis that we must confront together for the survival of our institution.

We, the Faculty Senate of Cal Maritime, have a responsibility to make sure that students have as supportive and nurturing an environment as possible in order to grow and learn. Much work remains to be done, and the faculty stands ready to collaborate with students, staff, alumni, and administration to ensure that all who come here to learn feel sincerely heard and supported.

We, as faculty, take this moment as a call to action to get even more involved in efforts to improve our campus culture. We commit to:

- Participating in and supporting Inclusion Center activities and events.
- Participating in the revamped DEI council and its activities.
- Participating in the annual CommUNITY Day.
- Working to support reforms in Title IX processes on campus.
- Utilizing the growing number of faculty development opportunities focused on diversity, equity, and inclusion.
- Examining our curriculum and teaching pedagogy through an equity lens and incorporating DEI metrics in faculty policies and practices.
- Seeking out and elevating the voices of DEI experts as we pursue solutions.

We also support the request from the elected ASCMA board members, calling upon the President and his cabinet to join ASCMA and the campus community in a Town Hall meeting in January as early as possible once classes resume to present the so-called "complete picture" of Cal Maritime's inclusivity and SASH prevention efforts.

Most importantly, we call upon each member of the campus community to confront these issues – to call out harassment and discrimination inside and outside the classroom through active intervention.

To campus leaders, we call on you to take bold, concrete actions through policy, enforcement, and robust Title IX services to communicate that intimidation, violence, harassment, or attacks against any member of the campus will be addressed with serious administrative actions. We urge you to take discrimination seriously and work hard to prioritize our students' safety. No student on our campus should ever feel unsafe mentally or physically.

To students, particularly those who will become tomorrow's leaders in the maritime industry, we ask all of you to find ways to educate yourselves around social justice, equity, and inclusion to better empathize with and understand how some students are excluded, prejudiced against, and made to feel unsafe. Think carefully and reflect on whether your actions will perpetuate a culture of hate, intolerance, and violence, or rise and improve the current culture. Learn about ways you can actively interrupt hateful rhetoric. Speak out and interrupt if you hear someone making an offensive joke about women, people of color, or LGBTQIA+ individuals or trivializing rape or assault in any form. Continue to hold our community accountable.

We hope that the publication of this article continues the discourse needed to uproot a climate that allows sexual assault and harassment to persist and replace it with an environment that does not tolerate bigotry, misogyny, transphobia, or other forms of discrimination and retaliation based on personal identity. We urge all members of the campus community to join us in committing to the hard work necessary to make this institution a place we can all be proud to call our own.

Signed:

The Faculty Senate of the California State University Maritime Academy

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