



California State University Maritime Academy Faculty Senate

Resolution 21-22/03

November 18, 2021

Vote (For/Against/Abstain): 16/0/1

Mari-TimesUp: Changing the Toxic Culture and Indifference at Cal Maritime

WHEREAS: The Faculty of California State University Maritime Academy firmly believe that all acts of hate, bigotry, intolerance, intimidation, or exclusion are antithetical to intellectual inquiry and curiosity and are therefore fundamentally incompatible with the purpose of any university and our stated Principles of Community.¹ And,

WHEREAS: The Faculty recognizes that campus culture is shaped by many factors including the results of the action and inaction of all constituents, and we further affirm that while this includes administration, staff, and students as well as faculty, the faculty of the university should lead in the establishment and protection of an environment conducive to education and research and that in such an environment all must feel safe and empowered to engage in free inquiry, debate, and discussion.

Nevertheless,

On or about Saturday Aug. 21, 2021, an act of homophobic vandalism directed at a Cal Maritime cadet was committed aboard the TSGB near the completion of Cruise 2. The campus community was notified via an email message from the Office of the President on Aug. 26, which characterized the events as being “in violation of Cal Maritime’s rules, values, and code of conduct”, but more pointedly focused on the damage to federal property rather than the content or explicit, hateful message contained in the graffiti and the insidious nature of the culture leading to the acts themselves, and;

On or about August 23, 2021, during a campus event for student leaders in preparation for Fall Orientation, personnel working for the O2X Performance group posted a social media video of training student leaders (filmed on campus), which *was also re-posted to the official Cal Maritime Instagram page*, containing the enclosed still image (see attached screen-grab) from that video showing a coffee product whose logo is imagery of a gun (with silencer) and whose name is an overt white-supremacist/Nazi abbreviation, where the product is *exhibited for maximal* display and the video re-posted by our campus originated from an account whose name itself contains an ethnic slur [against the Romani people](#), and;

On Wednesday, Sept. 8, 2021, Cal Maritime Library faculty were alerted to a swastika carved into a Library table. The Library Dean reported the hate symbol to Human Resources (Diversity and Inclusion officer) and other administrators. On Sept. 17, the President sent an email message to

1 Principles of Community listed at <https://www.csum.edu/diversity/council/index.html>

the campus community which condemned the symbol and aligned with a statement signed by Library personnel posted to their website, and;

WHEREAS: Any of these examples are totally unacceptable at an institution of higher learning, and cannot occur with such frequency or with such visibility without indicating a *real problem of culture* that we cannot ignore or permit to exist, and;

WHEREAS: Despite sincere efforts to address these incidents on a case-by-case basis, remaining silent about the cumulative effects of the culture that engenders them and discouraging vocal opposition constitutes a tacit acceptance of such acts. And,

WHEREAS: Taken together, these acts and incidents do suggest a clear pattern of unchecked toxicity, hatred and bigotry which if left unaddressed and hidden from view, constitutes *an existential crisis for our university*;

THEREFORE IT IS

RESOLVED: That the Faculty of the California State University Maritime Academy, through its representative Senate condemn these acts of intolerance, exclusion, hatred, bigotry, and displays of violent/anti-Semitic symbols in the strongest possible terms;

RESOLVED: We regret the lack of serious inquiry into root causes that includes the reluctance or fear of reporting and vocally resisting hateful ideologies among CSUM students that lingers in the shadow of generic university responses, and the deafening silence of ourselves as a faculty. We find the lack of visible, credible, committed and coordinated action by the university as a whole in the face of these travesties and crimes against intellectualism and human dignity unacceptable;

RESOLVED: We ask that the administration expand any investigation of the incident aboard the TSGB employing external bodies to examine the entire campus culture and all campus organizations, and that this investigation be conducted by a competent, established and neutral party selected by the Faculty Senate, in consultation with and supported by the CSU Chancellor's Office;

RESOLVED: That the Faculty Senate establish an ad-hoc Faculty Senate committee on equity to operate during the Spring 2021 semester, and that this committee develop recommendations on the following:

- Charge and composition for a permanent Faculty Senate standing committee on diversity and equity (including gender equity).
- Possible changes to the current practices and procedures of the Faculty Senate to ensure they are anti-bias.
- Examination & possible changes to the Faculty Senate Constitution and Bylaws to ensure the governance of Cal Maritime's Faculty Senate is anti-bias.
- How the Faculty Senate can work with the Title IX Coordinator, the Diversity, Equity & Inclusion Council, the Diversity Officer and other campus efforts to advance inclusion and equity.

RESOLVED: We call on the administration to work with the Faculty Senate and ASCMA (the singularly representative bodies elected by their constituents) to develop policy and standards regarding third-party contracting to prevent our campus' association with groups whose ethos, operations, activities or public image contradict our Principles of Community, and we further call on all campus constituencies to immediately investigate and vet current associations/partnerships to verify that they accord with the Principles of Community, and work with the elected bodies of the campus to determine whether affiliation or patronage of any company shall be continued, be reformed, or be dissolved;

RESOLVED: That the Faculty stands ready to work with all campus and community partners towards reforming our campus culture towards total alignment with the Principles of Community.

RESOLVED: That this resolution be distributed to the President, the President's Cabinet and Director of Human Resources, all Deans, Directors and Administrators at Cal Maritime, the Student Leadership of Cal Maritime, and also to all Presidents and Senate Chairs of the CSU campuses, and to CSU Vice Chancellor for Human Resources Evelyn Nazario and to CSU Chancellor Joseph I. Castro.

Exhibit:



CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

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