

## **Overall Action Plan for Reinstatement of the Marching Band**

The following is a six-point plan to address the results of the climate review of the Cal Aggie Marching Band (CAMB). This is not a fully comprehensive list of the specific actions and changes being implemented. It is meant to highlight the approach to changes and actions being taken to move the band forward in a positive, student-focused direction that the entire UC Davis community can be proud of.

The band will have a new bylaws document that will take the place of the previous “CAMB Student Constitution” and will no longer be a “student-run” organization. Rather, it will be considered a “university-supervised” organization, similar to other student groups on campus. These bylaws go into effect immediately upon reinstatement of the band.

### **1. Leadership Reorganization and Student Requirements**

- a. New coordinator and assistant director positions have been written to reflect the structural changes in the organization and address emerging needs.
  - i. The new coordinator and assistant director will be hired to start fall 2019.
- b. Student Leadership Team will now be selected by Campus Recreation.
  - i. Leaders will no longer be elected to their positions. Interested students may apply for each position and will be selected by career staff.

### **2. New Mission, Vision and Values**

- a. Career staff, with the input of the Student Leadership Team, will write and establish new mission, vision and values for the organization.
- b. All activities of the band will need to be directly in line with these guiding principles. If they are not, they will be immediately discontinued.

### **3. Required Trainings**

- a. Sexual Harassment and Prevention
- b. Question. Persuade. Respond. — Suicide Prevention
- c. CARE — Supporting Victims
- d. Positive Safe Sex Education, including consent.
- e. Transformative Justice in Education — Restorative Justice Practices
- f. Hazing Identification, Prevention and Intervention
- g. Safe Party — Alcohol Abuse Education
- h. Procedures for Reporting Concerns within the band (band, Campus Recreation and campus resources)

### **4. Band Culture and Rebranding**

- a. Events including Barn, Midnight Rally, Tahoe Retreat and Marching Test have been specifically identified as problematic to the healthy community the band strives to create. These events will be discontinued immediately.
- b. The Hymnal is not endorsed by the band. This document is not to be distributed, shared or sung.
- c. All groups will be open to all students.
  - i. Example: Push-Up Crew will open its membership to any student, rather than asking specific students to join.
- d. Unofficial committees, surprise events and unofficial band retreats will not be allowed.
- e. The band will be renamed to reflect its new organization.

- f. Uniform changes:
  - i. Retire Yackets.
  - ii. Retire Maverick uniform.
  - iii. Design new pep band uniform prior to basketball season.
  - iv. Design and raise funds for new, full dress uniform over the next year.
- 5. Band will be on a Two-Year Probation**
  - a. All band members must read and agree to the new bylaws.
  - b. While on probation: Performances will be limited to athletics games and events, campus ceremonial events and gigs specifically approved by Campus Recreation.
    - i. No additional community requests for gigs will be accepted during probation.
  - c. Sanctions
    - i. After investigation, individual, group or band-wide violations may result in expulsion from the band up to potential dismissal from the university or indefinite suspension of the band.
- 6. Alumni Band**
  - a. As advised by campus administration, the Alumni Band will no longer exist, be part of the band or participate in any of its performances.

Campus Recreation is committed to creating a band that is high energy, fun and the pride of UC Davis. Together with the students, we will create an environment where students have the training, tools and experience needed to prepare them for life after graduation.