

12 June 2020

Dear Chancellor DiStefano,

Thank you for your commitment. The original demands still stand, however; we ask that you begin to demonstrate your commitment to this work by critically analyzing the budgeting of both the Boulder Police Department and University of Colorado Police Department.

When speaking to the role of policing, we are speaking to the legacy of police terrorism in our communities, from slave patrols, to the war on drugs, stop and frisk, and the ongoing brutality of structural racism. The University cannot excuse the misconduct of the Boulder Police Department with Zayd Atkinson, who was racially profiled and detained at gunpoint at his own residence. This is just one incidence. University policing was built during the 1960's Civil Rights and Anti-War student protests; protests that mirror the same injustices students are experiencing today. In response to this outcry for social justice, students were met for the first time with violent, and ultimately fatal, police brutality. The police's role on campus was not as a mediator, but as an enforcer. During this period, many institutions, such as UC Berkeley, forcibly took their students' rights to free speech and discussion as a means to silence their questioning of the current establishment. These means of so-called police de-escalation created an intense skepticism among Black and Brown students towards local police. These feelings of fear and mistrust have only grown over the past decades.

The budgeting priorities of a community directly reflects the values held. The City Council of Boulder approved a 2020 budget of \$38,629,082 for Police and \$21,655,671 for Housing and Human Services, approximately an 8% increase and 28% decrease, respectively, from the 2018 approved budgets. We ask for transparency in the budget of the University of Colorado Police Department. We ask for the University of Colorado Boulder to take a step in defunding and reinvesting resources into our own community. As school boards and city councils from Los Angeles, Portland, Minneapolis, and Denver are beginning to reimagine the role of policing, we ask the University of Colorado Boulder to do the same. We demand that in ceasing contracts and defunding policing, the reallocation of those funds goes towards community programming that invests in mental health, youth, and housing. Safe, thriving, and equitable communities are created by investing in and supporting the social and economic needs of the people, not through policing, litigation, and incarceration.

We are inviting you to reimagine the possibilities of defunding campus policing. In reallocation, the University has an opportunity to:

- Immediately break ties with the Boulder Police Department
 - This is a divestment that transitions into rebuilding what public safety and wellness looks like on our campus
- Demilitarize the campus police, enforce anti-racism trainings and comprehensive reporting, and remove officers with forceful complaints
- Recruit, hire, and retain BIPOC faculty and instructors
- Immediately implement the IDEA Plan
- Invest in an Africana Studies Space (ETHN)

- Build permanent remembrances for the history of BIPOC on this campus, including Los Seis de Boulder and Lucile Buchanan
- Create stronger mental health resources with the involvement of BIPOC in CAPS and OVA
- Increase accessibility to OIEC anti-racism trainings, workshops, campaigns, and reporting practices with the inclusion of BIPOC in the process of creating and teaching
 - Mandate the training of student, staff, and faculty from the Center of Inclusion and Social Change alongside our Ethnic Studies, Women and Gender Studies professionals on campus
- Implement an additional educational requirement for antiracism
 - In 2018, a focus in ‘marginalization’ was implemented to the General Education Diversity requirement for U.S. and Global Perspective Courses
 - In 2020, we demand the inclusion of a new academic requirement for anti-racism, with the direct language of anti-racism in course materials and texts. This requirement needs to be made for both undergraduate and graduate studies. (total up to 9 credits for undergraduates).
- Ensure protections for all faculty and instructors involved in these discourses
- Invest in high school recruitment initiatives geared towards BIPOC, alongside student organizations (BSA, ASA, QTPOC, UMAS y MECHA, Oyate, Asian Unity, MASP)
- Hold admissions accountable through the release of data pertaining to admitted students per program with detailed outreach strategies
 - Involve anti-racism practices in outreach
- Create programs that directly address and condemn sexual assault
- Directly support local BIPOC-owned businesses

These are just a few of the opportunities to reinvest. The alignment of resources and supports that create the space for our BIPOC community to thrive is a requirement, as diversity means nothing if we are not addressing the inequities of our current system and how we are failing as a community.

Throughout the process of reinvestment, we demand that decisions are intersectional of the lives BIPOC student, staff, and faculty lead. The best way to denounce acts of racism and promote the safety of this multiracial, multiethnic, and multilingual campus community is through action. Let’s get to work.

In power,

Ruth Woldemichael.

Black woman.

Olivia Gardner.

Black woman.