



October 7th, 2019

A Letter in Support of the Black Student Alliance's Demands

Dear University of Colorado Boulder Students, Faculty, Staff, and the greater CU Community,

As the representatives of the student body, we — the leadership of The University of Colorado Student Government (CUSG) and the United Government of Graduate Students (UGGS) — condemn the incident that was caught on video on October 6th, 2019 as racist and therefore unacceptable.

We acknowledge that this incident is not an isolated problem. It should not have taken this specific incident to spur our public condemnation of racism on our campus, and prior to this, we have been too complacent and therefore complicit in the presence of white supremacy on campus. Racism, in all forms, creates a hostile, unsafe environment which prevents the educational success of students of color. It is not enough as a community to speak of diversity and hold conversations on inclusion; we also must address the institutional framework as a perpetrator of whiteness as power.

This statement aligns with CU Boulder's identity as defined by respect for diversity and inclusivity. All members of the CU Boulder community must agree under the Colorado Creed to: "1. Act with honor, integrity and accountability in my interactions with students, faculty, staff, and neighbors. 2. Respect the rights of others and accept our differences. 3. Contribute to the greater good of this community."¹ These values are reinforced by CU Boulder's *Inclusive Excellence Initiative*. Additionally, the [Guiding Principles](#)² of the University of Colorado system states that we will "promote and uphold the principles of ethics, integrity, transparency, and accountability", "promote faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning, including diversity of political, geographic, cultural, intellectual, and philosophical perspectives", and "provide an outstanding, respectful, and responsive living, learning, teaching, and working environment".

¹ Colorado Creed: <https://www.colorado.edu/creed/>

² University of Colorado Mission, Guiding Principles, and Vision:
<https://www.cu.edu/mission-university-colorado-guiding-principles-and-vision-statement>



As representatives of the student body, it is our responsibility and duty to advocate for the safety and wellbeing of all students to ensure a safe educational and living environment. We acknowledge and support the demands created and released by the Black Student Alliance (BSA) of the University of Colorado Boulder. It is necessary that our community — including students, faculty, and staff — acts with a sense of urgency in addressing racism across our campus and on a system wide level, both immediately and in the future.

As our community tries to move forward and improve, we must ask ourselves whose lives are considered to matter and whose are considered to be disposable. We acknowledge the weight carried by students of marginal backgrounds when in a space that is neither welcoming nor safe. We understand the importance of advocating on behalf of the student body and ensuring that underrepresented voices do not get pushed aside or ignored.

We shall uphold BSA's request that all members of the community wear all black until their demands have been fulfilled.

In support,

Ryan Passas, CUSG Tri-Executive

Nicholas Kennedy, CUSG Tri-Executive

Michael Martin, CUSG Tri-Executive

Sarah Fahmy, UGGS President

Jennifer Reeve,
UGGS VP of Internal Affairs

Donavon Bright,
CUSG Multicultural Liaison

Olivia Gardner,
CUSG Director of Diversity and Inclusion

Jessie Bixler, CUSG Chief of Staff

BLACK STUDENT ALLIANCE | UNIVERSITY OF COLORADO

The Black Student Alliance categorically condemns actions of the CU Boulder student who engaged our brother by making racist remarks towards him while he was studying in the Engineering Center. Furthermore her actions, coupled with the University's centering politeness over the safety of its students has created a hostile and unsafe environment for Black students on its campus.

As a student body, we are truly committed to advocating for, creating and maintaining environments where all students, regardless of racial identity, can learn and thrive.

As such we issue the following demands to The University of Colorado Boulder:

I.

The student who engaged in the racist behavior be expelled and barred from all CU System campuses.

II.

That the expulsion be made public and that Mark Kennedy, the President of the University of Colorado, make a statement that directly names the act as racist and condemns it, and similar acts.

III.

The University work directly with organizations whose members are impacted by discrimination, harassment, and racism to restructure its policy so they reflect a zero tolerance of acts of discrimination, harassment, and racism.

IV.

The University develops a system-wide initiative that names and condemns racism, racial profiling, and all forms of white supremacy in ANY manifestation thereof.

V.

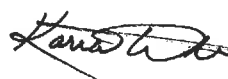
The University, in collaboration with the Black Student Alliance and ally organizations, develop an initiative to better train staff, faculty, CU Campus Police, and current and incoming students on the school's commitment to anti-racism, de-escalation of hostile situations, and reporting procedures.

We give the university and its leadership 48 hours to respond to our demands.

 PRESIDENT, BSA

 OFFICER OF
SERVICE & OUTREACH


 INTERNAL COMMUNICATIONS, BSA.

 DIRECTOR OF SOCIAL MEDIA, BSA.



 External
Communications

 SERVICE
AND OUTREACH, BSA

 VICEPRESIDENT
NATIONAL SOCIETY OF
BLACK ENGINEERS