

On a related note, I have asked Vice Chancellor Boswell to work with our students to explore options that can enable the use of our endowment funds to support businesses and initiatives involving formerly incarcerated people. As you know, university purchasing is governed by Colorado Revised Statutes Title 17, Corrections § 17-24-111, but we can begin to explore how to make changes. I have also asked Vice Chancellor Boswell to work with our students to explore options that can enable the use of our university funds to support businesses and initiatives involving formerly incarcerated people. While the way our endowment operates is not easily repurposed and other legal parameters exist, we welcome the opportunity to explore the options available to us to pursue opportunities that support this intent.

One area where we have made significant progress is in the areas of anti-racism and de-escalation trainings for our community. Thanks to the leadership and collaboration with our students that began last fall, we have enacted the following trainings:

- Our engagement with Olivia and additional student leaders resulted in changes in how the campus communicated key workshops for the community – namely, workshops were highlighted as part of the 2019 Diversity and Inclusion Summit sessions (11/12 – 11/13) to make them more high-profile and accessible to the campus community. Some of the content of four of these workshops was adapted based on input ODECE and OIEC received as a part of the engagement with student groups. The workshops were:
  - De-escalation Strategies for Safety and Self-care
  - Interrupting Racism
  - Community Building
  - Honest and Hopeful Racial Representation at CU
  - CU Boulder 2020 Conference for Student Success and Advising
  - The Key to Unlocking Students' Greatness Workshop – Discussed Microaggressions, Privilege and Intersecting Identities

Additionally, we have made the following updates to our ongoing student engagement efforts:

- The Office of Institutional Equity and Compliance (OIEC) has begun a new “**Know Your Rights**” messaging/campaign and plans to expand the existing “**Don't Ignore It**” campaign with the goal of increasing accessibility and understanding of policies, procedures, and processes related to responding and educating around racist and other discriminatory and harassing behaviors. OIEC is also exploring ways to expand messaging opportunities with students and employees for bystander educational opportunities and ways to improve OIEC communications to students in partnership with Strategic Relations and Communications.
- Implementation of the IDEA Plan, policies and procedures will advance this summer and continue throughout fall 2020, spring 2021 and beyond. As an immediate step, we are prioritizing near-term actions to assign our leaders this June to enable tangible goals and measurable progress as we enter the coming academic term.

Thank you again for writing and for continuing to push for more rapid progress in our work to combat racism together. I expect our entire university leadership team, myself included, to do more to demonstrate the campus-wide changes we need to see. We hear you. We are listening. And we are committed to working together with you.

Respectfully,  
Phil DiStefano, chancellor  
U