

Hi All, I am Paul Weinrauch, Department Chair for MGD, PHO, JOU. Thank you for allowing me to address faculty senate today on the topic racial justice. About 2 years ago I was faced the indisputable truth that I was not an anti-racist. I was able to have my white privileged life and ignore all of the social injustices, because I was not affected.

I realized it, I couldn't, and wouldn't stand on the sidelines anymore.

Every day I wake up and I hope I make the choice to try to be an anti-racist. Black, Indigenous, people of color, lesbian, gay, bi-sexual, transgender, Queer +, and other minorities shouldn't have to stand up for themselves, it was a problem that was created by white people.

I am white, and we need to create equality where everyone has the same privileges as me.

Which is why I am here today.

There are many topics that need to be addressed, but today I want to talk about our campus police.

I am a human being who is trying to be anti-racist, there are still days that I fall short and make comments that are inappropriate and need to make amends. What about the people that have been trained to kill and harm others? What happens when a police officer makes a mistake and loses control? Police need to be held to a standard.

Since the beginning of the protests and outrage of George Floyd, we continue to see problems with policing throughout the country. During this time, I have had an expectation that the RRCC Campus Police would make an acknowledgement on the centuries of abuse, address racial profiling, and how excessive force has hurt: Black, Indigenous, people of color, lesbian, gay, bi-sexual, transgender, Queer +, and other minorities in this country.

I want this to be addressed. We, as a community, should want this to be addressed.

If the campus police begin with acknowledging the long history of racist policing in our nation, we can begin to look inward and find the changes necessary to move towards an equitable environment at Red Rocks Community College.

I wondered, is this topic being addressed internally with the campus police department?

One of the reasons I questioned this, is because I visited the website for our campus police. The last campus police news release on the website was on September 25th, 2019 (1 year ago!). And over the past 6 months I have not seen any communication from campus police regarding racial justice.

They have not, why?

Are they afraid of standing against systemic racism in our country? Are they hoping the problem will just go away? Or does the low minority student population dictate a low priority to the problem? Or, is it a problem of institutional racism?

I do not want to see an incident like this on our campus.

I am addressing this today because I believe we need a set of standards for the campus police on this topic, so we don't have an incident. We have an opportunity today.

This problem is not going away.

From my own experience, when I create a mission and vision for my own life and company, which is available to all, it creates accountability. If there are no guiding values, mission and vision, how do we know they are upholding the beliefs you and I want them to have?

We should all make outward facing anti-racism plans. What changes do we want our campus police to take?

I am troubled our police department has been silent. As faculty, what are we doing to help the police officers change the systemic issues that face our country on our own campus?

Do the BIPOC, LGBTQ+, and other minority groups feel safe around the campus police? Do campus police feel comfortable around Black and People of color? Do the campus police know if Black and People of Color feel comfortable around them? What are the Campus police doing to help them feel safe?

As I address this today and reflect, I am left with more questions than answers. I believe, the faculty senate needs to demand an action plan to address these.

I recently read, the State Student Advisory Council (SSAC) Black Lives Matter Statement which addressed that our community colleges should, "Incorporate ongoing equity training into onboarding processes for employees, security officers, workstudy's and processes for new students."

Regarding training, does basic training address the following topics:

Avoiding situations that lead them to use force

De-escalation tactics

Chokeholds; Have campus police been trained for an alternative method?

Training regarding their own implicit racial bias? (Do they even think they have racial bias?)

What is the hiring process? What are we doing to insure we are hiring people that support and protect BIPOC, LGBTQ+, and other minority groups?

Even after all of things I have said I am still left with many questions.

How are we making sure our campus police are not racially profiling?

How do we know that they are not racist?

Are police actively learning how to be anti-racists?

Are our police for Black Lives Matter?

Do they realize Blue Lives Matter is an anti-Black Lives Matter statement?

By not making a statement are they condoning white supremacy in our school?

How will the officers must be held accountable in a transparent way?

I would like to request that faculty senate formally ask the campus police to address these questions, and to consider creating an accountability board to review procedures and current policies to help the BIPOC, LGBTQ+, and other minority groups.

I have had personal experiences of people of color not feeling safe on our campus and it breaks my heart.

I want to work for a school that believes in creating real equality, and that our students, faculty, staff, and adjuncts feel safe on campus and that the police have all people's best interest, not just white privileged people.

Thank you for considering my thoughts.

Paul Weinrauch