

## RESOLUTION 1275

### A RESOLUTION COMMITTING THE CITY OF BOULDER TO PROMOTE RACIAL EQUITY IN CITY RELATIONSHIPS, PROGRAMS, SERVICES AND POLICIES.

*Not everything that is faced can be changed, but nothing can be changed until it is faced. - James Baldwin*

The Boulder community has long benefited from its beautiful natural surroundings. Originally the home of the Southern Arapaho, Cheyenne and several other tribes, the land on which we sit, was stolen from them. In 1858, the first non-native community in Boulder County was established in the area now known as Settlers Park, in violation of the 1851 Treaty of Fort Laramie. Many of the Indigenous inhabitants were killed or forced to relocate as a result of these white settlers. In later decades the city continued deliberate discrimination against immigrant people of color. In the 1920's the Ku Klux Klan developed a unique presence in the state, and many members took up various positions in office and in government administration. Klan members then used their positions to further segregate people of color and maintain deeply rooted systems of oppression.

The KKK eventually became a powerful organization in Boulder County and at the state level, and many of the attacks in Boulder County were targeted at Latinx individuals. Their exclusion from the community was exemplified in signs saying "No Mexicans Allowed" posted out front of shops and restaurants across Colorado.<sup>1</sup> Due to a labor shortage the immigrant work force was somewhat welcomed for a short time throughout the early/mid-twentieth century. However, after demands subsided and laborers were less needed, people were sent away. On May 18, 1932, the Boulder County Commissioners passed a resolution funding the deportation of Mexican families to the United States-Mexico border based on "there being no prospect of them finding employment."<sup>2</sup>

In 1928, the city adopted its first zoning code, which prioritized single family housing in much of the city and pushed "obnoxious industries" to the outskirts. This, on top of Boulder's already high real estate prices, effectively excluded people who had not had or had been denied access to the education required for the allowed industries. (Carnegie Library for Local History, Boulder's First Zoning Ordinance report, by Dan Corson, 1997, 998-5-15) In the ensuing years, skilled and unskilled laborers (often those denied access to higher education) had to find jobs outside of Boulder.

As the city continued to grow Boulder became a hub for scientific research and technology industries. The dominance of these advanced and highly technical industries in the

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<sup>1</sup> Bowley, Nicoli R., "Ten Dollars to Hate Somebody": Hispanic Communities and the Ku Klux Klan in Colorado, 1917-1925 (2017), retrieved from [https://scholar.colorado.edu/cgi/viewcontent.cgi?article=2497&context=honr\\_theses](https://scholar.colorado.edu/cgi/viewcontent.cgi?article=2497&context=honr_theses)

<sup>2</sup> Boulder County Commissioners' Resolution, agreeing to pay train fare for unemployed Mexican families to the border, May 18, 1932, retrieved from <https://teachbocolatinohistory.colorado.edu/primarysource/boulder-county-commissioners-resolution-1932/>

city ultimately excluded people of color from many job opportunities because, historically, they were denied an education and most desired industries require an education.<sup>3</sup>

In 1974 the City of Boulder elected its first and only black mayor, Penfield Tate II. He was mayor until 1976. Tate advocated for equality for all and due to his protection against discrimination and actions to make the LGBTQ community feel more welcome,<sup>4</sup> and his attempt at introducing a “sexual preference” amendment to the Boulder’s Human Rights Ordinance lost adoption by the general public. Residents sought to recall Tate and all council members who supported the amendment. While the recall of Tate failed, in the next election he was voted out.<sup>5</sup> Tate is quoted as saying, "The measure of a great city and a great country is not the size of its greenbelt, but how it treats its people."

Across the United States a person’s race remains a key predictor of access, opportunity, safety and well-being. Boulder is no exception to this. For example, according to the American Community Survey, in 2017 the overall poverty rate in Boulder County was 12.6% for white individuals, the rate jumps to an average of 23.4% for all other races and 23.5% for Latinx county residents. Over the years, the City of Boulder has attempted to examine, as individuals and groups, what diversity, equity and inclusion means to our organization and community. Despite these efforts and intentions, this work has failed to achieve racial equity.

The city intends to understand its relationship with race and will endeavor to collect data that supports a deeper understanding of actions and impacts, as well as data to help identify and track outcomes of racial equity work.

#### **THE CITY COUNCIL OF THE CITY OF BOULDER, COLORADO, FINDS THAT:**

A. The Boulder City Council believes every person has the freedom to feel valued and respected and anyone who threatens the freedom of one individual threatens the freedom for all of us.

B. The City Council recognizes the history of racism in our country and how it has led to many current-day disparities in education, health and safety, job attainment, income and wealth; housing and healthcare; disproportionate incarceration rates for people of color; and other pernicious systems of injustice. The City Council further recognizes the existence of white privilege, meaning the systemic advantages that white people have relative to non-white people.

C. The City Council recognizes that racial inequities have become institutionalized in the policies and practices of many agencies, governmental and otherwise.

D. The City Council recognizes that the issues of racial equity must be addressed proactively and deliberately in the course of decision making to increase the success for all groups and the

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<sup>3</sup> Delgado, Richard and Stefancic, Jean, Home-Grown Racism: Colorado's Historic Embrace - And Denial - Of Equal Opportunity in Higher Education (1999), retrieved from [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2411625](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2411625)

<sup>4</sup> Taylor, Carol, Boulder’s LGBT history has many lessons to teach, including that backlash often follows progress (2016), retrieved from <http://getboulder.com/boulders-lgbt-history/>

<sup>5</sup> University of Colorado Boulder, Penfield Wallace Tate II (1968), retrieved from <https://www.colorado.edu/law/pen-wallace-tate-ii-68>

need to meet people who are actively trying to understand oppression and bias, where they are in their learning journeys while approaching them with compassion and kindness to support their growth.

E. The City Council recognizes the need to examine seemingly neutral policies and practices to determine whether they are contributing to racial inequity and, where needed, change or eliminate the policy or practice as the city has a long history of decision and policy making that has resulted in classist and racist outcomes.

F. The City Council engaged in a community listening session on March 18 following an interaction between an African American college student and members of the city's Police Department after the student was approached while picking up trash in his yard. Personal stories were shared by people from a variety of races, ethnicities, as well as perspectives of family members with mixed race backgrounds.

G. The city completed Community Perceptions Assessment in 2017, where it learned there is a general lack of awareness in the Boulder community of the discrimination and exclusion that many individuals experience, as well as a lack of racial and socioeconomic diversity. This has led to a negative impact on the experiences of belonging and the general awareness of inequalities present within the city for communities who are most often underserved by the city.

H. The City Council recommits to the 2015 Inclusivity Resolution no. 1178 (Attachment A) a resolution re-affirming Boulder's status as and commitment to be an inclusive community, its commitment to working with local partners to improve support for and inclusion of diversity, and encouraging other jurisdictions and their elected leaders to do the same.

I. The city strives to partner with other community partners to learn about and address issues of racial equity including, but not limited to, the University of Colorado Boulder, Naropa University, the Community Foundation Boulder County and community organizations representing people of color.

J. The city collaborates with other municipalities as members of the Government Alliance on Race and Equity to advance racial equity through mindful governance practices, recognizing racial inequities are embedded into government and that racial inequities across all indicators for success are deep and pervasive. Additionally, other groups of people are still marginalized based on gender, sexual orientation, class, religion, and age, among other factors. Focusing on racial equity provides the opportunity for local government to create frameworks, tools and resources that can also be applied to other marginalized people.

K. The city is a member of the initial cohort communities within the National League of Cities composed of multiple cities that have faced racial tension within the past year with the aim to strengthen local leaders' knowledge and capacity to sustain community conversations on race relations, justice and equity.

L. The City Council recommits to the Minority Issues Coalition's statement (Attachment B) entitled Boulder United Against Racism Declaration of November 1, 2001, drafted after the national tragedy of September 11, 2001, which called upon every member of the community to ensure they protect the freedom for all to feel valued and respected.

M. The coalition encouraged everyone to openly speak out against intolerant acts of bigotry and to stand up for others who are unjustly disparaged, discredited and abused because of their race, ethnic identity or beliefs. The coalition encouraged people to speak out or take a stand so

that it is known that we are a united community in our effort to rid Boulder of ethnic and racial intimidation.

N. The city will seek out and support ways to honor, acknowledge and memorialize the lives, deaths, struggles and contributions of people of color from Boulder to justice, equity and parity in Boulder and beyond.

O. The city is in the midst of a request for proposal requiring bias and microaggression training for all city staff, city council members, boards and commissions.

P. The City Council is exploring and instituting methods that have worked in cities around the country to update, eliminate or create government policies, practices and programs specifically to dismantle existing racial disparities.

Q. The City Council acknowledges potential difficulties in assessing the impact of decisions on racial equity, but is committed to applying a racial equity lens in a systematic way in its decision-making processes with the goal of continuing to build an inclusive, equitable community and ensure a vibrant and healthy community for all Boulder residents and visitors.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BOULDER, COLORADO:**

That the Boulder City Council:

1. Commits to the Inclusivity Resolution (Resolution no. 1178 its status as, and commitment to be, an inclusive community and explicitly welcome all residents regardless of their age, race, ethnicity, country of origin, sexual orientation or gender identity, ability, religion, income, political persuasion, or cultural practices) and re-affirms its commitment to working with local partners in continuing to pursue policies and programs that improve our community's support for and inclusion of diversity; and encourages other jurisdictions and their elected leaders to do the same.

2. Commits to the Minority Issues Coalition's statement entitled Boulder United Against Racism Declaration of November 1, 2001, drafted after the national tragedy of September 11, 2001.

3. Commits itself to systematically and deliberately applying a racial equity lens in its decision making henceforth with the goal of continuing to build an equitable community and ensure a healthy community for all Boulder residents and visitors. Council acknowledges community values will bump up against each other and hard work will be needed to ensure meaningful decisions are made.

4. Commits to Ibram X. Kendi's words that racial inequity is most often the problem of bad policy, not bad people and as such commits to identify racial inequity and all its intersections and manifestations while monitoring outcomes to ensure anti-racist policies that reduce and eliminate racial inequity. When policies fail, the people should not be blamed and commits itself to start over and seek out new and more effective anti-racist treatments until they work.

5. Commits to on-going race relations training, including being among the first groups along with other city boards and commissions to be trained in the bias and microaggressions training as soon as possible, as well as to participate in Advancing Racial Equity: The Role of Government.

6. Will further explore coaching and training in the Right Use of Power and other training opportunities focused on systemic racism and white privilege.

7. Directs the city manager, together with the community, to develop a plan for delivering city services in a manner that promotes racial equity. The plan will direct strategic actions to advance opportunities and achieve equity that includes:

- a. intentional collective leadership;
- b. community engagement;
- c. equity tools and infrastructure to support and sustain systemic changes;
- d. and shared accountability with metrics on progress that would be reported back to the community including training by city council members.

8. Will continue to work with the community to address racial equity issues identified in the 2017 Community Perceptions Assessment.

9. Commits to continuing to participate in racial equity efforts with partner institutions and organizations, including the diversity summits at the University of Colorado Boulder and the programs of the Governmental Alliance on Race and Equity and the National League of Cities.

10. Be it further resolved, it is anticipated there will be future race and equity resolutions to continue to demonstrate the city's intention and commitment to impact.

ADOPTED this 17 day of DECEMBER, 2019.

CITY OF BOULDER, COLORADO



\_\_\_\_\_  
Mayor

Attest:



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Lynnette Beck, City Clerk

RESOLUTION NO. 1178

A RESOLUTION RE-AFFIRMING BOULDER'S STATUS AS AND COMMITMENT TO BE AN INCLUSIVE COMMUNITY, ITS COMMITMENT TO WORKING WITH LOCAL PARTNERS TO IMPROVE SUPPORT FOR AND INCLUSION OF DIVERSITY, AND ENCOURAGING OTHER JURISDICTIONS AND THEIR ELECTED LEADERS TO DO THE SAME.

**WHEREAS**, the diversity of backgrounds, perspectives, and experiences of the American people – native and immigrant – makes our nation and communities richer and stronger; and

**WHEREAS**, the City of Boulder is proud of its long history of working to protect the civil rights and liberties of all of our residents, partner with our community leaders to speak out against human injustices and abuses, and welcome immigrants to our community; and

**WHEREAS**, Boulder has long advocated for public policies at all levels of government that promote inclusion, equity, health, and well-being of all people who live in our community; and

**WHEREAS**, Boulder strives to be inclusive in our city government through our hiring practices, our recruitment and appointment of diverse members to serve on advisory boards and commissions, and our communications and policies; and

**WHEREAS**, Boulder established a Human Relations Commission in 1973 to help foster mutual respect, celebrate and promote understanding of the diversity of the city's population, suggest appropriate changes to ordinances and policies, and enforce the City of Boulder's Human Rights Ordinance to prohibit discrimination; and

**WHEREAS**, Boulder established an Immigrant Advisory Committee in 2005 to advise the city on programs, services and processes that encourage and support immigrants' participation in local government and make recommendations to the city on policies and legislation affecting immigrants; and

**WHEREAS**, the City of Boulder's past and current work includes numerous examples of efforts to embrace and support diversity and inclusion, including providing services intended to facilitate transition into our community, providing safety net services for our most vulnerable and marginalized residents, supporting Human Rights protections, adopting affordable housing programs, supporting diversity through cultural events such as immigrant heritage celebrations, and providing school-based programs that offer all students the opportunity to succeed; and

**WHEREAS**, despite our community's collective efforts to create an inclusive and supportive community, a number of people still do not feel welcome, included, or safe in Boulder; and

**WHEREAS**, some members of our community continue to experience discrimination, harassment, and intimidation based on their cultural, religious or personal beliefs, identities, and practices; and

**WHEREAS**, while a large number of us never personally encounter discrimination or acts of hatred directed towards us, those that do suffer greatly because of it; and

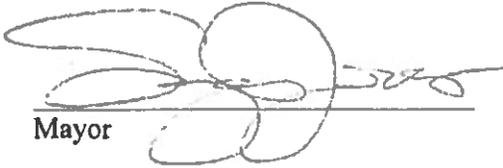
**WHEREAS**, according to recent Community Foundation *Trends* reports, less than half of Boulder County residents feel we are welcoming to immigrants from other countries or racial and ethnic minorities; and

**WHEREAS**, recent international incidents of violence and terrorism have triggered a spate of hateful and hurtful rhetoric and actions in America against refugees and people of certain religious faiths and ethnic groups, causing local concerns and triggering a need to explicitly re-confirm our intentions, beliefs and values around inclusivity;

**THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BOULDER, COLORADO, that:**

Boulder re-affirms its status as, and commitment to be, an inclusive community and explicitly welcome all residents regardless of their age, race, ethnicity, country of origin, sexual preference or gender identity, ability, religion, income, political persuasion, citizenship status, or cultural practices; re-affirms its commitment to working with local partners in continuing to pursue policies and programs that improve our community's support for and inclusion of diversity; and encourages other jurisdictions and their elected leaders to do the same.

**PASSED AND ADOPTED THIS 15<sup>TH</sup> DAY OF DECEMBER, 2015.**

  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

## Boulder United Against Racism Declaration

November 1, 2001

We speak out as elected and selected leaders and representatives of our community. We are painfully aware that institutional racism exists within the Boulder community and that only our intentional, collective efforts will eliminate it. We also believe that there should be no sanctions for preserving acts of racism in our community.

There has been much discussion around healing our nation following the recent acts of terrorism and criminal acts of intolerance. We believe that by publicly acknowledging the existence of this problem, in our community, we afford ourselves the opportunity to timely heal the wounds. By doing this, we are taking proactive steps to discourage subsequent assaults of ethnic and racial intolerance.

While the recent acts of intimidation and racial/ethnic harassment in Boulder represent the exploits of a few, we acknowledge that the seeds of such beliefs are rooted among many. While we must value and respect the different views and opinions of others, we do not encourage respect for actions and behaviors of bigotry and bias.

We, as the Minority Issues Coalition in concert with other local organizations are committed to using our resources and leadership to stand against these acts of intimidation by demanding zero tolerance. We call upon every member of this community to join us in a sustained effort to educate others and to create an environment:

- *Where every person has the freedom to feel valued and respected.*
- *Where anyone who jeopardizes that freedom for one individual threatens the freedom of us all.*
- *Where the consequences for breaching this freedom will be met with an immediate and vigorous enforcement of our laws, policies and code of ethical conduct.*

We encourage you to openly speak out against intolerant acts of bigotry and to stand up for others who are unjustly disparaged, discredited and abused because of their race, ethnic identity or beliefs. Then share these particular stories and experiences, where you spoke out or took a stand, with other members of our community so that we make it known that we are a united force to be reckoned with in our effort to rid Boulder of ethnic and racial intimidation.

### *Individuals and organizations that endorse this statement:*

- |   |   |
|---|---|
| <input type="checkbox"/> Bill De La Cruz                                | <input type="checkbox"/> Stan Garnett                                       |
| <input type="checkbox"/> Boulder Professional & Technical Services, LLC | <input type="checkbox"/> The Boulder Chamber of Commerce                    |
| <input type="checkbox"/> Boulder Valley School District                 | <input type="checkbox"/> The Boulder Daily Camera                           |
| <input type="checkbox"/> George Garcia                                  | <input type="checkbox"/> The Crochet Consulting Group                       |
| <input type="checkbox"/> Jean Gore                                      | <input type="checkbox"/> The Family Learning Center                         |
| <input type="checkbox"/> Restoring Choices, Inc.                        | <input type="checkbox"/> Women's International League for Peace and Freedom |
| <input type="checkbox"/> Seagate Technology LLC                         |   |

### Others Supporters:

Brenda Lyle - The Family Learning Center  
 Jason Robbie - The Boulder Human Relations Commission  
 George Crochet - Minority Issues Coalition  
 George Epp - Boulder County Sheriff  
 George Garcia - Boulder Valley School District  
 Stan Garnett - BVSD School Board

Susan Purdy - Boulder Housing and Human Services  
 James Fadenrecht - University of Colorado Police Department  
 Jean Gore - Women's International League for Peace and Freedom  
 Mark Beckner - Boulder Police Department  
 Mike Madigan - The Daily Camera  
 Jana Mendez - Boulder County Commissioners  
 Mary Keenan - Boulder District Attorney