

#CallOutCSU

List of Demands for President Joyce McConnell and Colorado State University

1. We demand that the president of Colorado State University, Joyce McConnell, issue a statement condemning hateful and violent behavior against LGBTQIA+ and BIPOC students when incidents of racism, transphobia, and homophobia occur on campus, affirming the rights of each student group, and unequivocally taking a stance on equity and inclusion after each incident.
2. We demand that those responsible for committing acts of racist, ableist, antisemitic, islamophobic, xenophobic, homophobic, and transphobic discriminatory harassment, bias motivated harassment, and other instances of violence be held accountable under Title IX and applicable policies in a timely manner with frequent communication about the investigation with the impacted parties.
3. We demand the creation of a task force to investigate instances of hateful and violent language to distinguish between hate speech and discriminatory harassment and bias motivated harassment to protect LGBTQIA+ and BIPOC students from violent behavior and language. This task force must be made within 30 days following the #CallOutCSU protest on 09/17/2021.
4. We demand required ongoing and continuing antiracist, disability justice, and trans, nonbinary, and gender expansive inclusive education and professional development for all faculty, staff, administrators, police officers/peace officers, counselors and health network professionals, and student facing staff positions on campus to prevent the ongoing climate of harassment, humiliation, and brutality faced by BIPOC, disabled, trans, nonbinary, and gender expansive students on campus.
5. We demand that those participating in hate speech under the 1st Amendment be relocated to the stump in the LSC Plaza so the violent language is not as disruptive to LGBTQIA+, BIPOC, disabled, and immigrant students going to classes.
6. We demand the creation of a notification system that sends out immediate alerts directly to students, staff, and faculty when an instance of discriminatory harassment, bias motivated harassment, or other racist, transphobic, or homophobic act of violence occurs on campus.
7. We demand the creation of a system for observations of individuals and parties on campus by a non-police person to allow for close monitoring to prevent the continuing racist, homophobic, and transphobic incidents of discriminatory harassment, bias motivated harassment, and violence acts towards LGBTQIA+ and BIPOC students on campus. There needs to be a designated non-police interventionist who can determine hate speech versus hate crime in order to preserve both 1st Amendment rights whilst also protecting students from acts of discriminatory harassment, bias motivated harassment, and violence. This system will have a 3 strike policy; if an instance of acts of violence, discriminatory harassment, or bias motivated harassment occurs the offending person shall be removed from campus for the remainder of the day. If this violent behavior continues, after

the third warning, the offending person will be banned from campus for a period of no shorter than 30 days. If the behavior happens again after the 30 day ban, the offending party will be banned indefinitely from the CSU campus.

8. We demand that a non-police based force be created to observe and intervene in incidents of discriminatory harassment and bias motivated harassment to remove offending persons from campus, utilizing the \$3.3 million dollars allocated to CSUPD from the education & general fund to train these non-police based personnel. The interventionists need to have required expertise in deescalation, social work, counseling, education, or restorative justice based backgrounds, in accordance with the findings from AbolishCSUPD stressing the importance of education over criminalization. Collaboration should be done in tandem with AbolishCSUPD and their findings on the importance of education and restorative justice in abolitionist work.

9. We demand that AbolishCSUPD, notPROUDtobe, and #CallOutCSU's concerns listed in prior talking points and demands be re-evaluated and addressed within a period of 30 days from the date of the #CallOutCSU protest on 09/17/2021.

10. We demand that more LGBTQIA+, BIPOC, and disabled counselors be hired to best support student groups on campus in an expansion of the existing multicultural counseling hours.

11. We demand that a buddy system walk to class service be created for students to be able to get to class without feeling alone and scared in instances of abusive racist, ableist, transphobic, homophobic, and other violent language on campus. It is critical for the alert system to be established so that way students are aware and can seek this service out.