



COLORADO LAW
UNIVERSITY OF COLORADO **BOULDER**

A Message From Dean Anaya

July 21, 2020

Dear members of the Colorado Law community:

Today, I am announcing a comprehensive new initiative to confront racism and its persistent effects around us, and to advance the representation and genuine welcoming of Black people and other marginalized groups within the University of Colorado Law School community and the legal profession. I join Chancellor DiStefano in acknowledging that we need "to foster a fully anti-racist, diverse, inclusive and welcoming culture for everyone in our campus community" – and that includes the Colorado Law community. My commitment as dean of the law school is to work to that end, in line with the [broader campus effort](#) announced by the chancellor last month.

As educators of future lawyers who will have important roles in society that will inevitably bear on issues of equality and racial justice, and with our public service mission, we have a special obligation to work to embed anti-racism in the legal education we provide, and to confront racism and inequality in society in every way we can.

We also have an obligation to be fully inclusive of those from groups that have endured racism and its continuing effects or that are otherwise marginalized. Advancing representation of these groups in legal education and the legal profession is an imperative

for justice's sake, as well as for the sake of ensuring a legal education for all our students that includes the diversity of perspectives and experiences present in society, and ensuring a legal profession and justice system that reflect, are responsive to, and have the confidence of all those it serves.

The Anti-Racism and Representation Initiative springs from my renewed commitment—as dean of Colorado Law and personally—to take and promote bold, practical, and effective steps to confront racism and advance greater inclusion. It has nine objectives and related steps, which I invite you to examine below. In developing these objectives, I benefited from conversations with many of you, including students, faculty, staff, and alumni of color. I look forward to further discussion around the objectives and to refining them as we go forward. A dedicated [page on our website](#) will report on the progress in implementing the initiative's objectives.

Several of the objectives will require faculty action to be fully implemented, and I look forward to working with the faculty to build the necessary consensus or support.

Other parts of the initiative will require funds we do not yet have, and I look forward to working with our donors and friends to raise funds dedicated to specific projects within the initiative. Additionally, I am pledging to allocate to the initiative all funds donated over the next year to the [Dean's Fund for Excellence](#). These gifts will support scholarships, efforts to improve the recruitment of and climate for Black students and other students from marginalized groups, and a wide range of programs and actions to address racism and its ongoing effects.

I am mindful that Martin Luther King, Jr. and Desmond Tutu counseled: neutrality and silence in the face of injustice only helps to perpetuate that injustice. I invite you to join me in the important work to confront racism and elevate representation in any way you can.

Sincerely,

A handwritten signature in black ink, appearing to read "S. James Anaya". The signature is stylized, with a large, sweeping initial "S" that loops around the first few letters of the name.

S. James Anaya

Dean