



Dear Mines Community,

A few weeks ago, I proudly co-signed a letter written with President Johnson, Dr. Amy Landis and other university leaders, which outlined ways that the Mines community would challenge itself to transform in response to the tragic and senseless death of George Floyd. Specifically, I committed the Mines Department of Public Safety to taking a leading role in this work. We need to be transparent, reflective, engaged and a committed partner to, and ally for all students, faculty and staff. In the intervening weeks, the 11 police officers who wear the Mines badge and I have been exploring ways we can do this—and quickly.

Because we wear the badge, and see this as a symbol of trust, we believe that the Mines Department of Public Safety plays an important role in this moment, and we intend to play it. We understand that not all Mines community members have had a positive experience with law enforcement during their lives, and we strive to remain fair and impartial in all interactions with our community.

As a department, Mines police officers are deeply committed to the tenets of community policing in the truest sense of that term. We are Orediggers, just like our fellow Mines staff, faculty and students. To us, community policing means building mutual trust and working hand-in-hand with all of our campus partners to ensure Mines is a place where we all can learn, work, innovate and grow in a safe and supportive environment.

Being part of a community so full of inquisitive minds also means we support our fellow Orediggers asking questions. We are asking them of ourselves, too. What can the Department of Public Safety do to strengthen bridges of understanding and awareness in this moment?

As part of this re-examination, here are some of the things we intend to do:

- We are **reexamining our policies and procedures** to ensure they remain consistent with best practices in law enforcement, including initiatives related to diversity and inclusion.
- We will continue to **interact with and learn from our increasingly diverse students, faculty and staff** so we can do our part to increase awareness, understanding and combat racism and discrimination against all members of our campus community.
- We will **convene a virtual town hall** in August, update the Mines community on our efforts, and encourage dialogue on these important topics.
- We will **develop a newsletter each semester that provides updates** and information about the department and people who comprise Mines Public Safety.
- We will work with you to **foster a dialogue** with other local law enforcement agencies, introducing them to the diverse community we enjoy here and inviting them to learn more about us—and each of you—and in the process, better serve our community and their larger jurisdictions as well.

- We will work with HR, DI&A and other campus efforts and **strive to reflect the diversity of our campus community**, understanding the many benefits of doing so—for Mines and for our department.

A little more about us: The Mines Department of Public Safety is comprised of 11 full-time commissioned police officers, a full-time civilian employee, as well as part-time and reserve officers and student employees. All Mines police officers are fully-trained in accordance with the Colorado Peace Officer Standards and Training Board and the Colorado Revised Statutes.

We strongly believe in a community policing philosophy that fosters partnerships and strategies to reduce crime and enhance quality of life for all Mines community members. Over the years, our department roster has included officers so dedicated to Mines that they teach sections of the freshman success course, CSM 101, and lead fitness classes at the Student Recreation Center. We're cheering on the sidelines at football, volleyball and other sporting events – as fans, not just employees. For most of our officers, the ability to interact with the Mines student population is the primary reason they choose to work here – just like many Mines employees in departments across campus.

We are grateful to President Johnson and Dr. Landis and others who have invited us to be a part of the work ahead. As Orediggers and as your Department of Public Safety, we are with you, working for you, and committed to helping lead the cultural change ahead.

We will be back in touch soon to schedule a town hall. In the meantime, you can [visit our website](#) to provide feedback, report a concern and more. Thank you for your participation and for joining in this dialogue and crucial work with us.

Sincerely,

Chief Dustin Olson on behalf of the entire Mines Department of Public Safety