



DEFENDING
EDUCATION



August 5, 2025

Dr. Carrie A. Olson, President
Denver Public Schools Board of Education
1860 Lincoln Street
Denver, CO 80203

Mr. Rob Gould, President
Denver Classroom Teachers Association
1500 Grant Street, Suite 200
Denver, CO 80203

Dear Dr. Olson and Mr. Gould,

We write to you today because we are deeply concerned about the inclusion of ideological programming and discriminatory mandates in the current Denver Public Schools Collective Bargaining Agreement—specifically those found in Article 31, “Equity in the School District.”

As representatives of parents, grandparents, and concerned citizens, we reject politicized Diversity, Equity, and Inclusion (DEI) initiatives being included in the contract that governs public education in Denver. Article 31 goes far beyond ensuring fair treatment of teachers and students. Instead, it mandates ideological conformity, requires staff to undergo divisive training modules like the “Equity Experience,” and creates racially segregated mentoring programs, all while focusing the school district on identity politics rather than academic excellence.

DEI promotes discriminatory practices by compelling individuals to view themselves and others primarily through the lens of race and other immutable characteristics. It shifts the focus of hiring, professional development, and classroom instruction away from merit and equality, and toward divisive identity-based practices. Public schools should be places of learning and scholarship, not indoctrination and dogma.

As you negotiate the next collective bargaining agreement, we request the following revisions to the District’s contract with DCTA:

- **Remove Article 31 in its entirety** from the new agreement, which would include sunseting of the “Collaborative Equity Committee,” ending the requirement for mandatory “Equity Experience” modules, and the use of racial equity analysis tools in hiring, retention, and instructional decisions.

- **Reject any provisions that divide educators and students by race, ethnicity, or other group identities.** DEI language that enforces race-based mentoring programs or hiring quotas must have no place in a contract meant to serve all teachers and students equally.
- **Refocus on academic priorities**—improving educational outcomes, supporting teachers in the classroom, and ensuring that taxpayer resources are directed to the success of all students, not ideological programming.

Denver teachers deserve a contract that champions fairness and academic excellence, not one that perpetuates ideological conformity. As the August 31st deadline for a new agreement approaches, we are counting on your leadership to course-correct and remove these harmful policies from the forthcoming agreement.

Sincerely,

Nicole Neily
President
Defending Education

Lori Gimshteyn
Executive Director
Colorado Parent Advocacy Network

Erin Lee
Executive Director
Protect Kids Colorado