

President Parsons,

We are writing on behalf of The People United, a coalition of students and community members who are deeply concerned about CSU's response to recent federal directives regarding diversity, equity, and inclusion. In your email to the CSU community, you assured us that the university is "confident that the institution currently complies with the law." Yet, despite this confidence, your response has been to shift employee duties, alter human resources policies, and modify CSU's websites, all **before** any formal legal challenge has even been made against the university. Your message attempts to frame these decisions as necessary steps to secure federal funding, but the truth is clear: CSU is not simply complying with the law—it is preemptively erasing and dismantling resources that directly support marginalized students. If CSU truly stands by its values as a land-grant institution committed to "unlocking the doors of opportunity for all," then why have these changes already happened? Why were mentions of undocumented students erased from CSU's website with no explanation? Why were DEI and Safe Zone trainings quietly put on hold? Why has there been zero transparency about how decisions are being made regarding the Cultural Resource Centers and the Department of Race, Gender, and Ethnic Studies? And this isn't just about pausing programs—it's about sending a message that these students, faculty, and staff are expendable. CSU employees who have historically led efforts to support undocumented students were suddenly denied funding to attend a regional conference, explicitly told they could not represent CSU on the subject. Faculty and staff are left in the dark about their roles and whether their work is being phased out. If CSU was truly standing firm, it wouldn't be making these decisions behind closed doors. CSU has a choice to make. Other universities across the country are standing with their students and refusing to cave to these attacks on DEIA. Meanwhile, CSU is bending at the first sign of pressure. Instead of defending its community, it is making quiet changes, preemptively complying before anyone has even forced its hand. If the concern is federal funding, then find another way to fund these programs. If the concern is legal challenges, then let it get to that point and fight for us. Students, faculty, and staff should not have to pay the price for CSU's unwillingness to take a stand.

We are demanding a real answer. Either find a way to fund and protect these programs, or be honest and admit that CSU is willing to sacrifice its values and its students for the sake of compliance. We are calling on you to stay the course until you are forced to change, not before. You cannot claim to put students first while erasing the very programs that make this university a place where all students can thrive. CSU must take a public stance against these federal directives and commit to fully funding and protecting all DEIA programs, the Cultural Resource Centers, and student resources without preemptive cuts, rebranding, or erasure. If CSU won't take a stand, we will. But make no mistake, we are watching, and we will not let this go unanswered.

We look forward to your response.

The People United