



May 29, 2024

Re: Charter Change Proposal to Remove U.S. Citizenship Requirement for Classified Service

Dear President Torres, President Pro-Tem Sandoval, and Honorable Members of City Council,

The Denver Immigrant and Refugee Commission passionately advocates for the well-being of Denver's immigrant and refugee communities. Our mission involves actively fostering connections between these communities and allies, stakeholders, and resources in Denver, providing crucial insights to policymakers.

The Denver Immigrant and Refugee Commission supports the proposed charter change by Council President Torres and Council President Pro-Tem Sandoval to eliminate the U.S. citizenship requirement for Classified Service applicants. The Classified Service includes the Denver Police and Fire Departments, and this proposal aligns with our commitment to diversity, inclusivity, and community-oriented policing and safety in our city.

By removing this requirement, we foresee positive outcomes:

- **Diversity Enhancement:** Broadening the candidate pool will create a police and fire force that better mirrors our community, fostering stronger relationships with residents.
- **Community-Oriented Safety:** A more representative force improves cultural understanding and responsiveness to diverse populations, aligning with community-oriented policing.
- **Inclusive Employment Path:** Eliminating the citizenship requirement opens avenues for all residents to serve, reducing employment discrimination and fostering inclusivity.
- **Recruitment and Retention:** Addressing law enforcement challenges, this change improves recruitment and retention, enhancing overall law enforcement effectiveness.

We believe that amending the charter is a progressive step towards inclusivity and fairness for Denver's immigrant and refugee communities. As the proposal progresses through the Charter Review Committee, we eagerly anticipate the positive impact it will have on Denver's Police and Fire Departments and our community as a whole.

Sincerely,

The Denver Immigrant & Refugee Commission (DIRC)