



Denver Justice Project
P.O. Box 273
Denver, Colorado 80201

December 16, 2025

Dear Chief Ron Thomas, Executive Director Al Gardner, and Mayor Mike Johnston,

The Denver Justice Project writes to inform you and the City and County of Denver our firm opposition to Education Based Development (previously, and based on, Education Based Discipline). Our organization advocates to radically transform the criminal legal system, and policies such as this one erode accountability for institutions that directly impact the lives of our most marginalized communities. **Education Based Development is bad policy.**

While often framed as an educational alternative to traditional discipline measures for law enforcement, Education Based Development (EBD) in all of its designs attempted across jurisdictions in the U.S., frequently demonstrate the complete ineffectiveness of this policy, and the gross overreach of law enforcement to drastically reduce accountability. Since the murder of Paul Childs, Denver community leaders have worked with law enforcement and the city to create a discipline matrix and oversight structure to best serve all who work and live in Denver.

Moreover, the police department and the city have been ineffective at proactively engaging community voices, especially those from the communities most impacted by policing. When the community was not originally included in shaping this policy aimed to change decades of advocacy and collaborative work, the “educational” response becomes another top-down cloaked mandate to protect bad behavior within the department.

The Denver Justice Project believes that this is an opportunity not to codify EBD into law enforcement practices, but to review the current discipline matrix and oversight structures, and consider what gaps and strengths need to be addressed. Denver law enforcement and community members deserve transparent and accountable leadership - always.

We urge the Denver Police Department, Department of Public Safety, Mayor’s Office, and the Denver City Council to immediately end all efforts and conversations regarding modifications and adoption of an Education Based Development policy.

Please see the attached petition of over 300 community members who are standing with the Denver Justice Project to “Say NO to EBD”. We deserve better, so let’s do better.

Sincerely,
The [Denver Justice Project](#) Team
Gianina Horton, Casey Childers, and Cat Moring