



MEETING OF THE BOARD OF GOVERNORS
UNC System Racial Equity Task Force

July 9, 2020 at 10:00 a.m.
University of North Carolina System Office
Via Videoconference at UNC-TV Live Stream

AGENDA

- A-1. Defining the Work of the Racial Equity Task Force.....Darrell Allison
- A-2. Baseline DataShun Robertson and Christopher Chiron
 - a. Educational Pipeline from High School into the University
 - b. Faculty and Staff Hiring, Retention, and Engagement Metrics
- A-3. Campus Engagement ProcessDavid Green, Isaiah Green, and Garrett Killian
- A-4. Adjourn

Additional Information Available:

A-2. UNC System Equity Task Force Memorandum



AGENDA ITEM

A-1. Defining the Work of the Racial Equity Task Force Darrell Allison

Situation: To begin the work of the UNC System Racial Equity Task Force, the System must first define equity, diversity, and inclusion. This presentation will explain how the UNC System Racial Equity Task Force plans to meet the goals laid out in the June 9, 2020 memo from UNC Board of Governors Chair Randall C. Ramsey and Interim President William L. Roper.

Background: The UNC System Racial Equity Task Force is charged with leveraging the talent and resources of our universities and communities, the task force will serve as a platform for a System-wide examination of the legacy of race and racism in the state's public higher education system and the impact and influence that this history continues to have on the lived experience of our students, faculty, and staff.

Assessment: The Racial Equity Task Force will develop a plan that can build a culture of inclusion and ensure a safe education and working environment that is rooted in belonging for all System constituencies. In order to reach this goal, the System must examine where inequities currently exist, how those inequities negatively affect many of our students and employees, and how we can transparently prioritize equity in the pursuit of our strategic goals. By fostering equity in our policies, programs, and practices, the UNC System can enhance economic and social mobility for all North Carolinians, particularly for those who have historically been underserved and underrepresented in our classrooms and across our institutions.

Action: This item is for information only.



AGENDA ITEM

A-2. Baseline Data..... Shun Robertson and Christopher Chiron

Situation: This presentation will provide baseline data on students' pathways into and through the UNC System, along with faculty and staff hiring, retention, and engagement metrics.

Background: The UNC System Office has existing data that can inform the work of the UNC System Racial Equity Task Force. In this session, Shun Robertson and Christopher Chiron will review the latest data measuring student success, along with data measuring faculty and staff hiring and engagement in the UNC System.

Assessment: The UNC System Racial Equity Task Force will cover several topics, including equity in student recruitment, enrollment, and success outcomes and diversity in the recruitment and retention of faculty, staff, and administrators. Data provided in this presentation will set the stage for these conversations.

Action: This item is for information only.

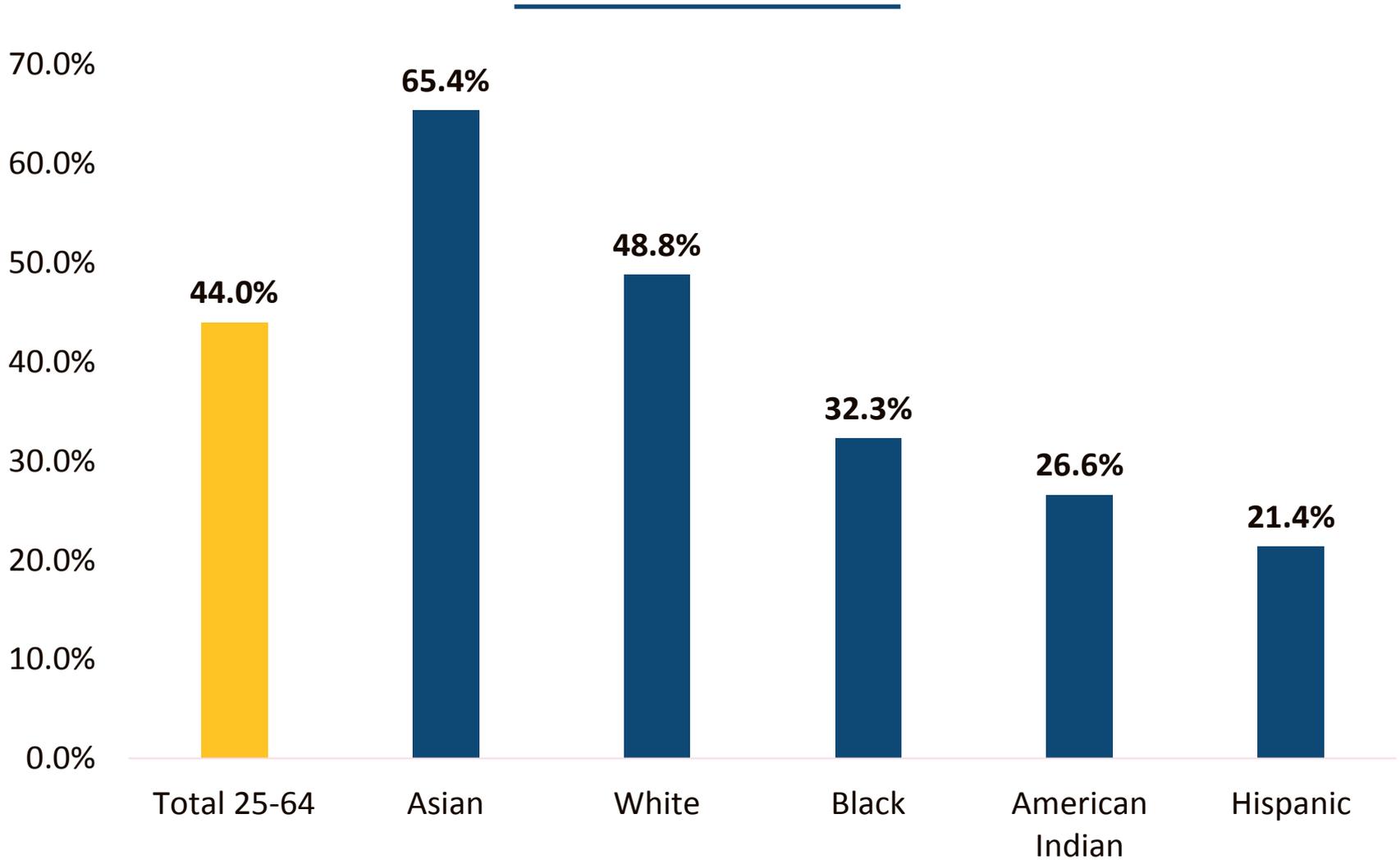


PIPELINE TO THE UNIVERSITY

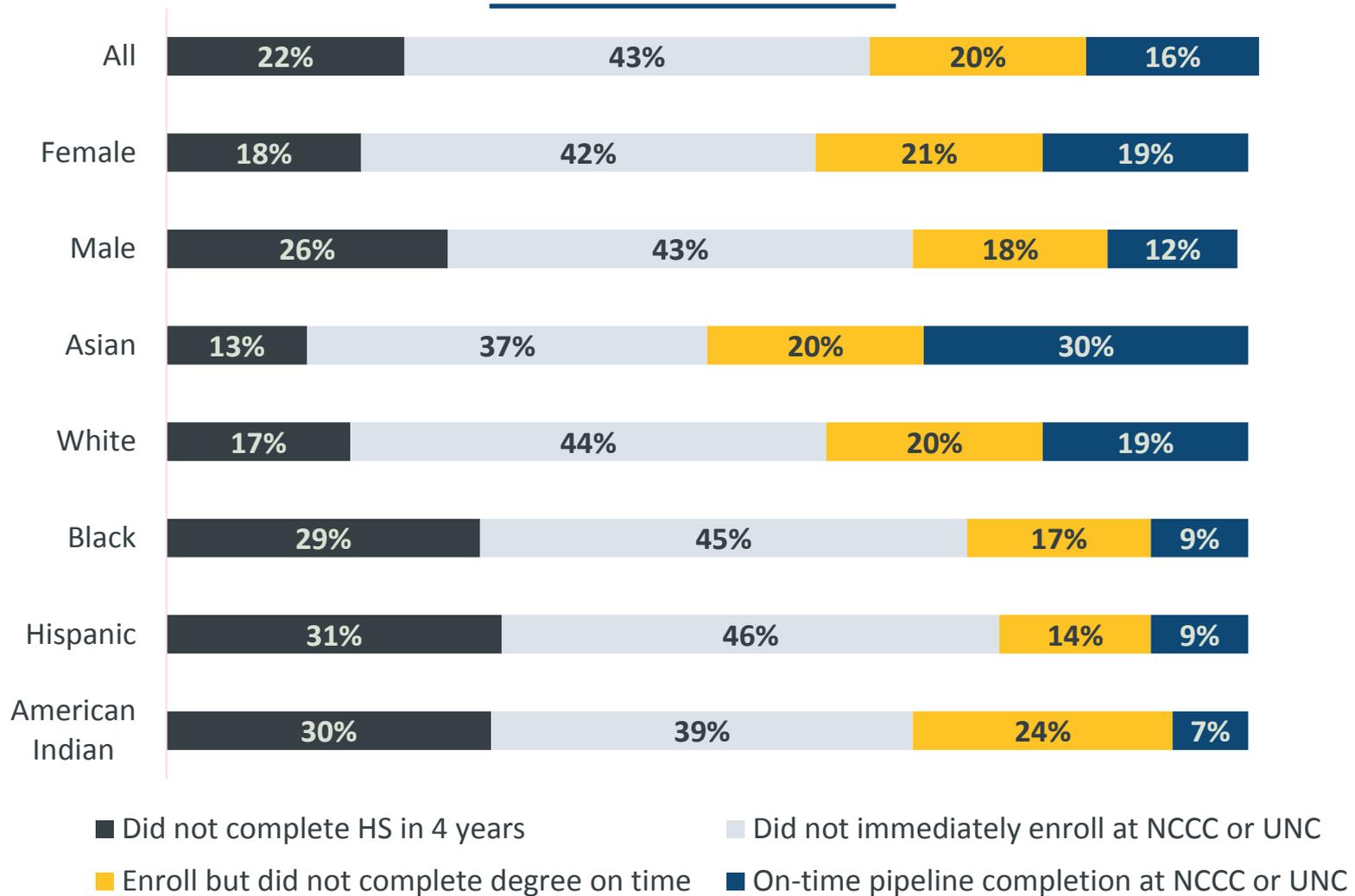
UNC System Racial Equity Task Force
July 9, 2020

As higher education has become increasingly essential, access to college remains unequal.

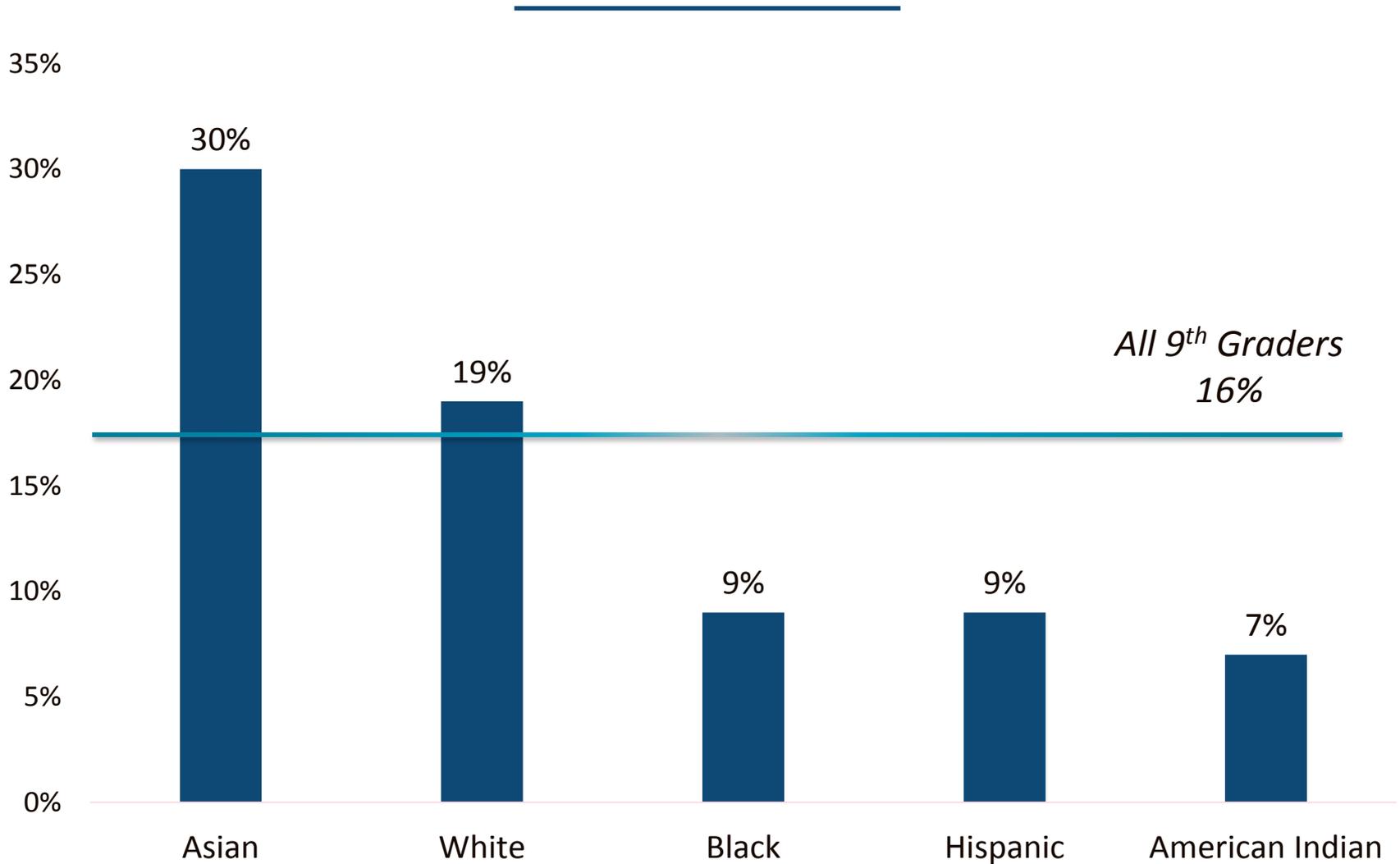
Attainment by Race



A Leaky Pipeline



Who Makes it to the End?



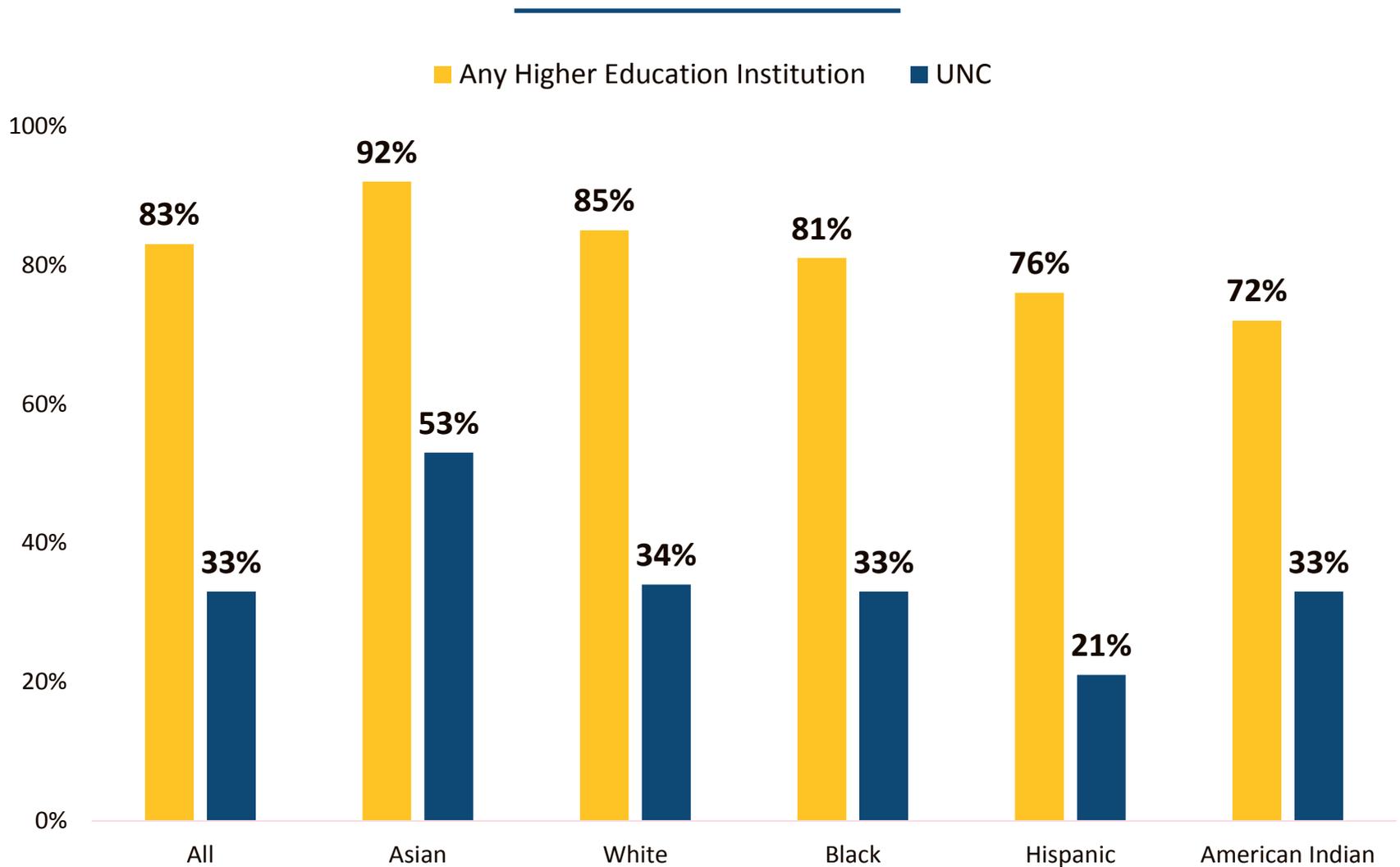
Diversification of NC High School Graduates

| | 2012-13 (Actual) | 2031-32 (Projected) | Change |
|-------------------------------|---------------------|------------------------|--------|
| White | 57.6% | 52.8% | -4.8% |
| Black | 27.4% | 23.1% | -4.4% |
| Hispanic | 10.5% | 16.4% | 5.9% |
| Asian/Pacific Islander | 2.9% | 6.4% | 3.5% |
| American Indian/Alaska Native | 1.5% | 1.2% | -0.2% |

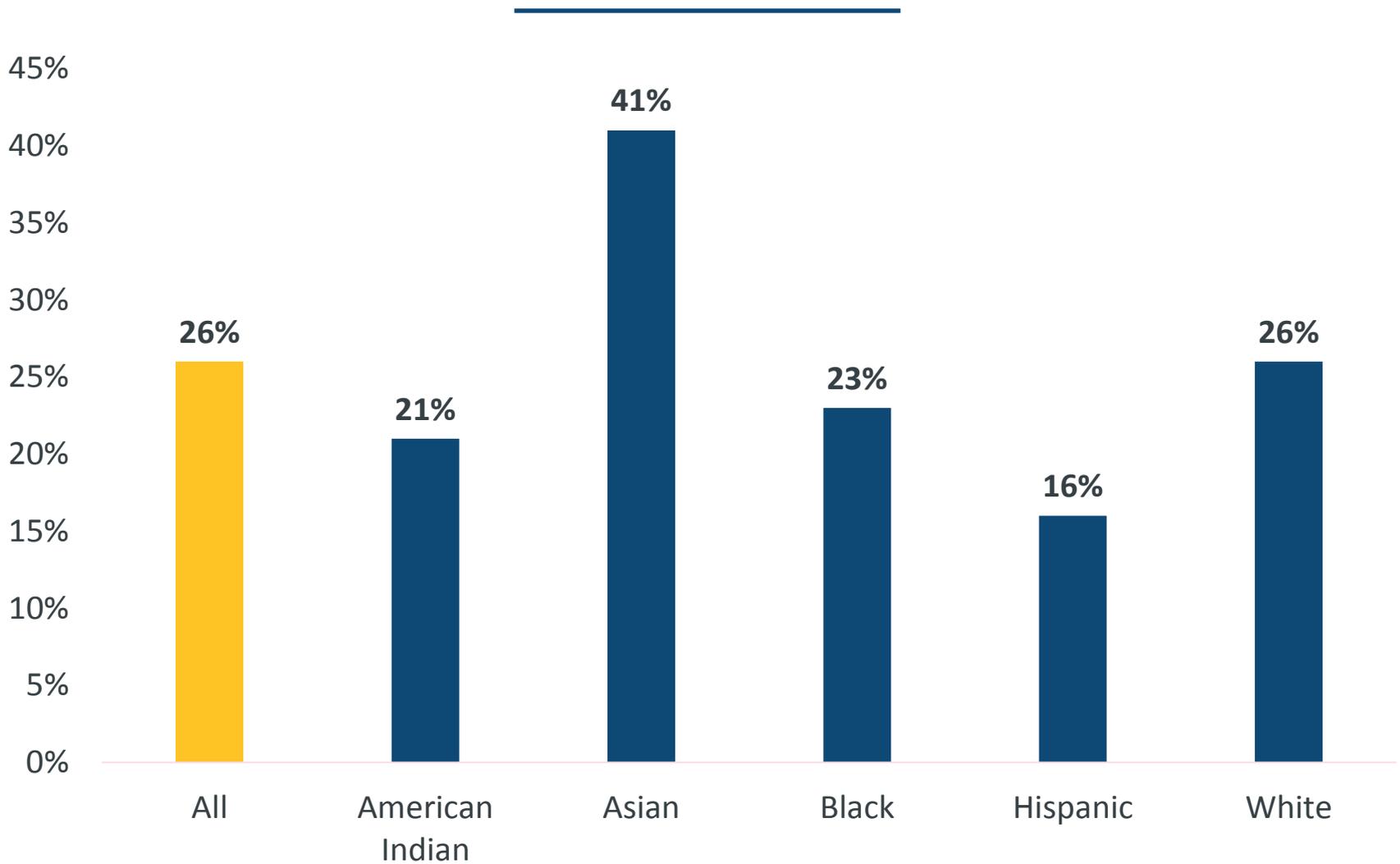
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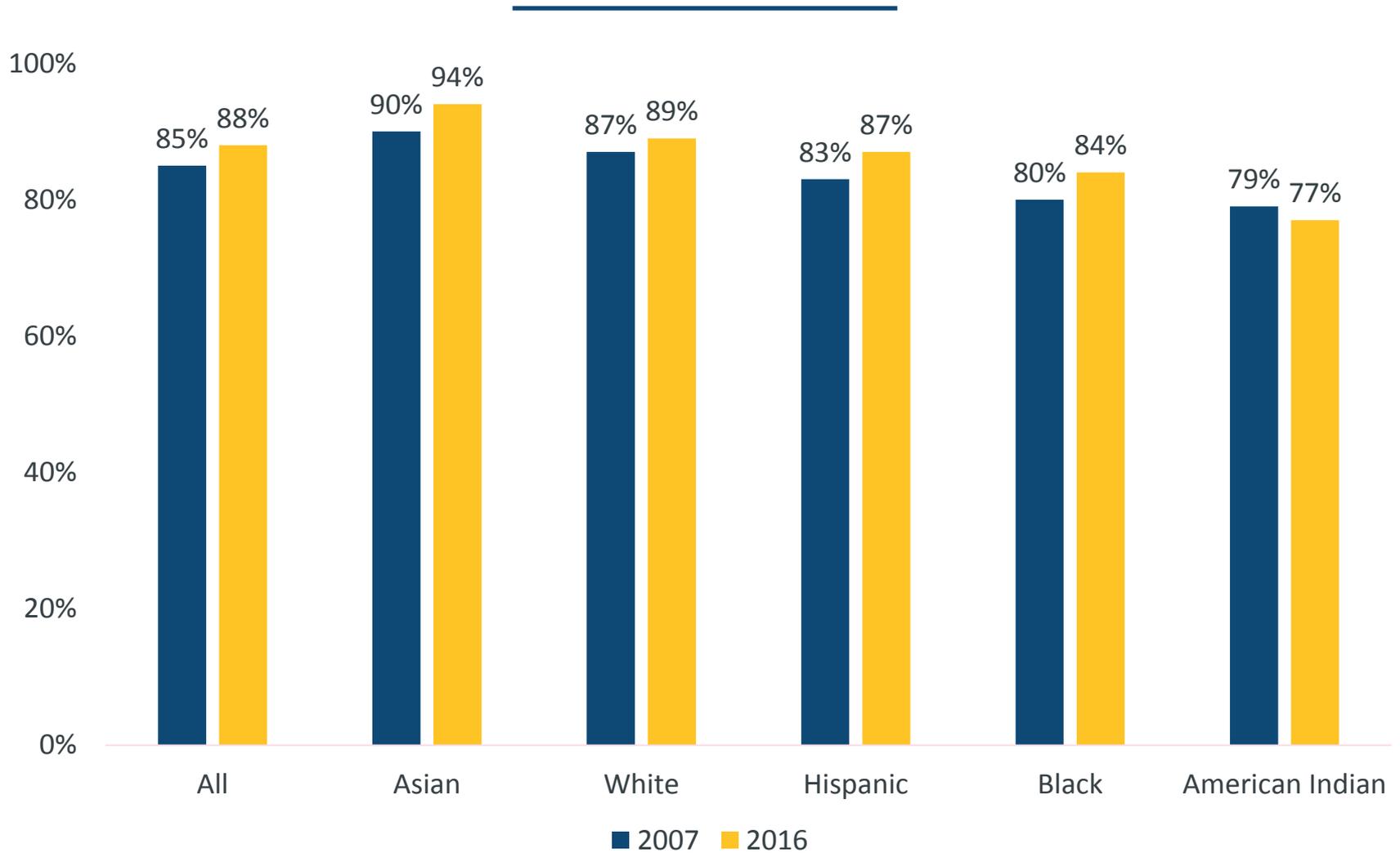
Postsecondary Intentions, NC High School Graduates



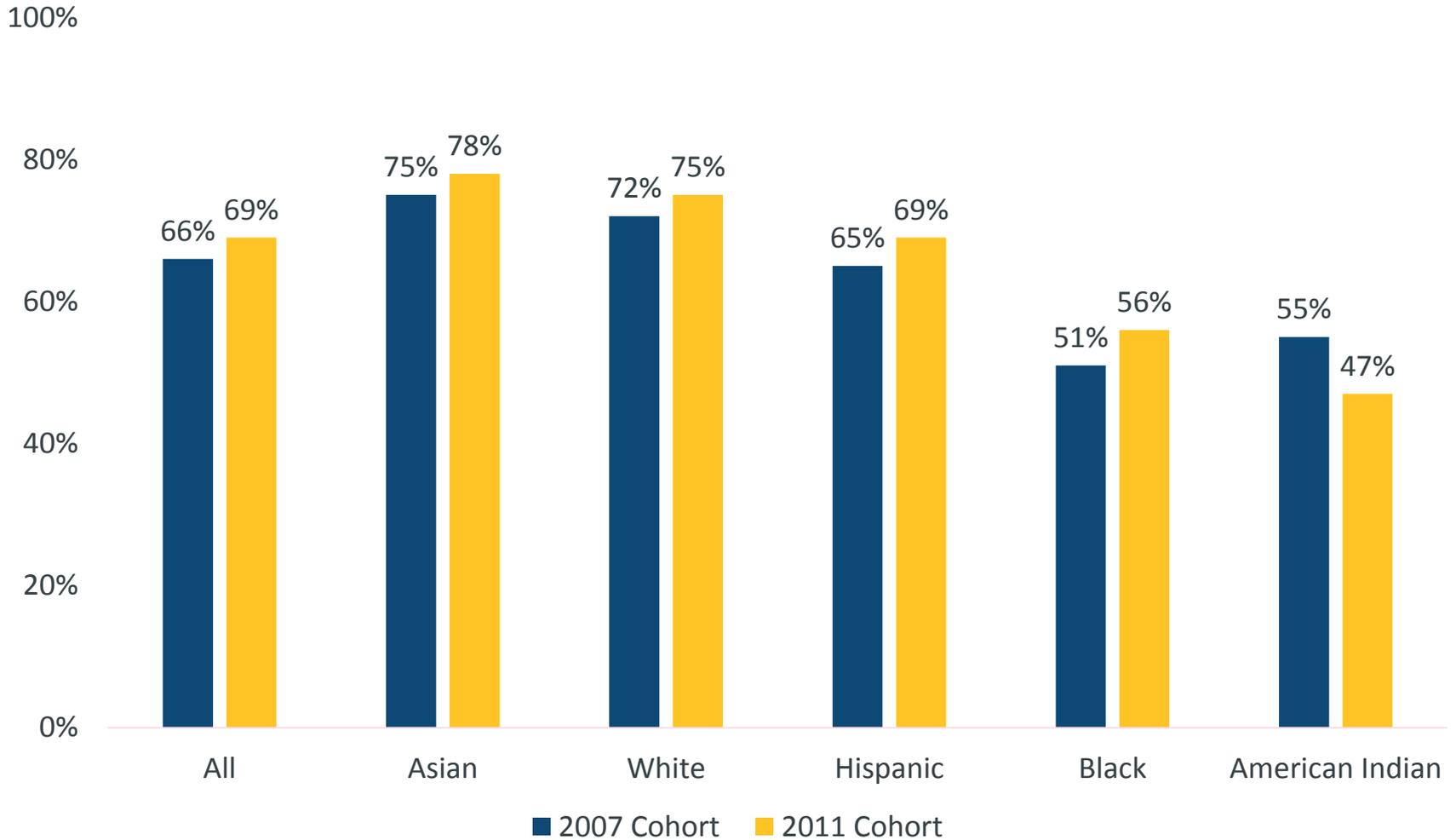
Immediate Enrollment at a UNC Institution



UNC Retention Rates



UNC Graduation Rates



Strengthening the Pipeline

- College Readiness Programs
- Advising and Student Supports
- Financial Aid and College Affordability
- Mental Health
- Community College Transfer Initiatives

THANK YOU

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UNC SYSTEM EMPLOYEE ENGAGEMENT SURVEY

Overview of Diversity & Inclusion Survey Data
for the UNC System

UNC System Employee Engagement Survey

- Launched first survey in 2018 on a two-year cycle
 - Included as part of the human resources metrics goal in UNC Strategic Plan
 - Survey administered by ModernThink
- Survey contains 60 belief statements rated on a 5-point scale
 - *(strong agree, agree, neither agree/disagree, disagree, strongly disagree)*
- Ratings shown are for the percent of “positive” responses
 - *(Strongly agree and agree only)*
- 2020 Survey was conducted in February 2020
 - Overall participation rate for survey was 51% in 2020 (50% in 2018)
 - Overall system-wide positive response was 61% in 2020 (63% in 2018)

DEI Survey Statements

Diversity, Equity & Inclusion (DEI) Statements *(selected by ModernThink)*

- At this institution, people are supportive of their colleagues regardless of their heritage or background.
- This institution places sufficient emphasis on having diverse faculty, administration and staff.
- This institution has clear and effective procedures for dealing with discrimination.
- All things considered, this is a great place to work.

Additional DEI Survey Statements *(selected by UNC System Office)*

- I can speak up or challenge a traditional way of doing something without fear of harming my career.
- Promotions in my department are based on a person's ability.
- This institution's policies and practices ensure fair treatment for faculty, administration and staff.
- This institution's culture is special - something you don't find just anywhere.

DEI Survey Statements

- UNC System Customized Diversity Statement
 - For the 2020 Survey, the university added a custom statement in regard to diversity and inclusion using language from the policy definition.
 - “My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. *(Diversity and inclusion means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for a diversity of individuals.)*”

DEI Survey Statements – System-wide Averages

| Diversity, Equity, and Inclusion Survey Statements | 2020 System-wide Avg | 2018 System-wide Avg | 4-Yr Public Inst Benchmark |
|--|----------------------|----------------------|----------------------------|
| People support colleagues regardless heritage/background | 70 | 73 | 78 |
| Institution places sufficient emphasis on diverse workforce | 66 | 70 | 72 |
| Clear and effective procedures for dealing with discrimination | 67 | 70 | 73 |
| All things considered, this is a great place to work | 69 | 72 | 72 |
| Group 2 | | | |
| Can speak up or challenge traditional ways without fear | 59 | 60 | 63 |
| Promotions are based on a person's ability | 47 | 49 | 55 |
| Policies and practices ensure fair treatment | 52 | 55 | 60 |
| This institution's culture is special | 57 | 59 | 63 |
| Group 3 | | | |
| UNC System Customized Diversity Statement | 69 | n/a | n/a |
| Averages | 61 | 64 | 67 |

DEI Survey Statements – MSI Averages

| Diversity, Equity, and Inclusion Survey Statements | 2020 System-wide MSI Inst Avg | 2018 System-wide MSI Inst Avg | 4-Yr Inst MSI Benchmark |
|--|-------------------------------|-------------------------------|-------------------------|
| People support colleagues regardless heritage/background | 63 | 63 | 79 |
| Institution places sufficient emphasis on diverse workforce | 71 | 74 | 76 |
| Clear and effective procedures for dealing with discrimination | 67 | 69 | 75 |
| All things considered, this is a great place to work | 65 | 67 | 73 |
| Can speak up or challenge traditional ways without fear | 51 | 53 | 61 |
| Promotions are based on a person's ability | 42 | 44 | 53 |
| Policies and practices ensure fair treatment | 47 | 49 | 59 |
| This institution's culture is special | 67 | 68 | 66 |
| UNC System Customized Diversity Statement | 72 | n/a | n/a |
| Averages | 59 | 61 | 68 |

DEI Survey Statements – Gender

| Diversity, Equity, and Inclusion Survey Statements | 2020 System-wide Avg | Female | Male | Trans | Non-binary |
|--|----------------------|-----------|-----------|-----------|------------|
| People support colleagues regardless heritage/background | 70 | 68 | 75 | 42 | 53 |
| Institution places sufficient emphasis on diverse workforce | 66 | 64 | 71 | 39 | 39 |
| Clear and effective procedures for dealing with discrimination | 67 | 64 | 72 | 44 | 41 |
| All things considered, this is a great place to work | 69 | 71 | 70 | 53 | 55 |
| Can speak up or challenge traditional ways without fear | 59 | 59 | 63 | 68 | 53 |
| Promotions are based on a person's ability | 47 | 45 | 51 | 57 | 31 |
| Policies and practices ensure fair treatment | 52 | 51 | 57 | 30 | 38 |
| This institution's culture is special | 57 | 59 | 56 | 42 | 47 |
| UNC System Customized Diversity Statement | 69 | 69 | 73 | 45 | 47 |
| Averages | 61 | 60 | 64 | 47 | 45 |

Note that the response population for employees identifying as trans or non-binary was small: Trans (38) and Non-binary (93).

DEI Survey Statements – Race

| Diversity, Equity, and Inclusion Survey Statements | 2020 System-wide Avg | Asian | White | Black | Am. Ind. | Pacific Islander | Hispanic | Non-Hispanic |
|--|----------------------|-----------|-----------|-----------|-----------|------------------|-----------|--------------|
| People support colleagues regardless heritage/background | 70 | 73 | 75 | 58 | 63 | 64 | 67 | 72 |
| Institution places sufficient emphasis on diverse workforce | 66 | 70 | 68 | 62 | 66 | 63 | 62 | 67 |
| Clear and effective procedures for dealing with discrimination | 67 | 69 | 70 | 62 | 65 | 69 | 64 | 68 |
| All things considered, this is a great place to work | 69 | 77 | 71 | 71 | 72 | 76 | 76 | 71 |
| Can speak up or challenge traditional ways without fear | 59 | 64 | 63 | 55 | 55 | 54 | 58 | 62 |
| Promotions are based on a person's ability | 47 | 61 | 49 | 41 | 47 | 51 | 49 | 49 |
| Policies and practices ensure fair treatment | 52 | 64 | 54 | 51 | 54 | 57 | 61 | 54 |
| This institution's culture is special | 57 | 64 | 57 | 62 | 68 | 50 | 62 | 58 |
| UNC System Customized Diversity Statement | 69 | 74 | 72 | 66 | 68 | 67 | 66 | 71 |
| Averages | 61 | 68 | 63 | 58 | 61 | 61 | 62 | 63 |

DEI Survey Statements – Position Type

| Diversity, Equity, and Inclusion Survey Statements | 2020 System-wide Avg | SAAO | EHRA IRIT | SHRA | Faculty | Supervisor | Non-Supervisor |
|--|----------------------|-----------|-----------|-----------|-----------|------------|----------------|
| People support colleagues regardless heritage/background | 70 | 80 | 72 | 69 | 68 | 72 | 70 |
| Institution places sufficient emphasis on diverse workforce | 66 | 72 | 63 | 71 | 59 | 67 | 66 |
| Clear and effective procedures for dealing with discrimination | 67 | 76 | 69 | 70 | 57 | 70 | 66 |
| All things considered, this is a great place to work | 69 | 82 | 74 | 69 | 62 | 73 | 68 |
| Can speak up or challenge traditional ways without fear | 59 | 73 | 65 | 57 | 55 | 66 | 56 |
| Promotions are based on a person's ability | 47 | 66 | 48 | 38 | 56 | 55 | 43 |
| Policies and practices ensure fair treatment | 52 | 69 | 57 | 51 | 47 | 56 | 51 |
| This institution's culture is special | 57 | 74 | 58 | 57 | 51 | 61 | 55 |
| UNC System Customized Diversity Statement | 69 | 77 | 69 | 72 | 63 | 71 | 69 |
| Averages | 61 | 74 | 63 | 60 | 57 | 65 | 59 |

UNC System Diversity & Inclusion Council

- Section 300.8.5 of the UNC Policy Manual adopted September 2019
 - 2017 Appropriations Act required a study of equal employment opportunity and diversity and inclusion at the UNC System, completed in spring 2018
 - One recommendation from the BOG subcommittee on EO/DI was to conduct a study to develop a UNC System policy on diversity and inclusion
 - Fall 2018 through Spring 2019, UNC worked with an external consultant to develop a D&I policy and regulation

UNC System Diversity & Inclusion Council

- Policy/Regulation define three roles at each institution
 - Inclusion Executive
 - Diversity & Inclusion Officer
 - Equal Employment Opportunity Officer
- Also establish a Diversity & Inclusion Council comprised of the institutional D&I Officers in order to:
 - Recommend system-wide D&I metrics and standard report formats for D&I information
 - Promote D&I best practices and collaboration/resource-sharing on D&I programming

Next Steps

- D&I Council will meet regularly to develop recommendations to the Board this fall for system-wide metrics and goals
- UNC institutions will review 2020 engagement survey data to share more broadly with their institutions this fall
- System Office Human Resources will provide additional survey information to this committee as requested and to the Board this fall



UNC System

Employee engagement survey

Overview of Diversity & Inclusion Survey Data
for the UNC System



AGENDA ITEM

A-3. Campus Engagement Process David Green, Isaiah Green, and Garrett Killian

Situation: This chairs of the Faculty Assembly, Staff Assembly, and president of the Association of Student Governments will provide information on how the Racial Equity Task Force will gather feedback from UNC System constituencies.

Background: Chair Randall C. Ramsey and Interim President William L. Roper asked the UNC System Racial Equity Task Force to meet with student, faculty, and staff groups to discuss issues of race and equity in the UNC System and all tangible steps that can be taken across the UNC System in pursuit of equity and understanding. These discussions will inform a report to the UNC Board of Governors.

Assessment: It is essential to understand the diverse perspectives of the UNC System’s campus constituents and broader communities. The UNC System Racial Equity Task Force will host a series of conversations with faculty, staff, and students to discuss racial equity in the UNC System and gather potential recommendations.

Action: This item is for information only.

UNC SYSTEM RACIAL EQUITY TASK FORCE PROPOSED CAMPUS ENGAGEMENT STRATEGY

| Communication Type | Audiences | | | | Notes |
|---------------------------|--|---------|-------|----------------|--------------------------|
| | Students | Faculty | Staff | Administrators | |
| ON-CAMPUS VISITS | | | | | |
| Task Force & Staff | ✓ | ✓ | ✓ | ✓ | Goal: visit 4-5 campuses |
| ELECTRONIC/DIGITAL | | | | | |
| Customized Survey | ✓ | ✓ | ✓ | | Prepared w/Facilitator |
| Virtual Town Hall(s) | ✓ | ✓ | ✓ | ✓ | |
| Focus Groups | ✓ | ✓ | ✓ | | |
| Social Media platforms | ✓ | ✓ | ✓ | ✓ | |
| Listserve/email | ✓ | ✓ | ✓ | ✓ | |
| Website(s) | ✓ | ✓ | ✓ | ✓ | |
| Facebook Live | ✓ | | | | |
| CAMPUS RESOURCES | Identify campus liaisons to work with Task Force engagement team | | | | |
| Staff Liaisons | Cultural Center | | | | |
| Student Liaisons | Student Orgs/Clubs | | | | |
| Communication | Comms Staff | | | | |
| D&I Officers | HR/D&I Council | | | | |
| Faculty Senate | Chair and officers | | | | |
| Staff Senate | Chair and officers | | | | |