



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.

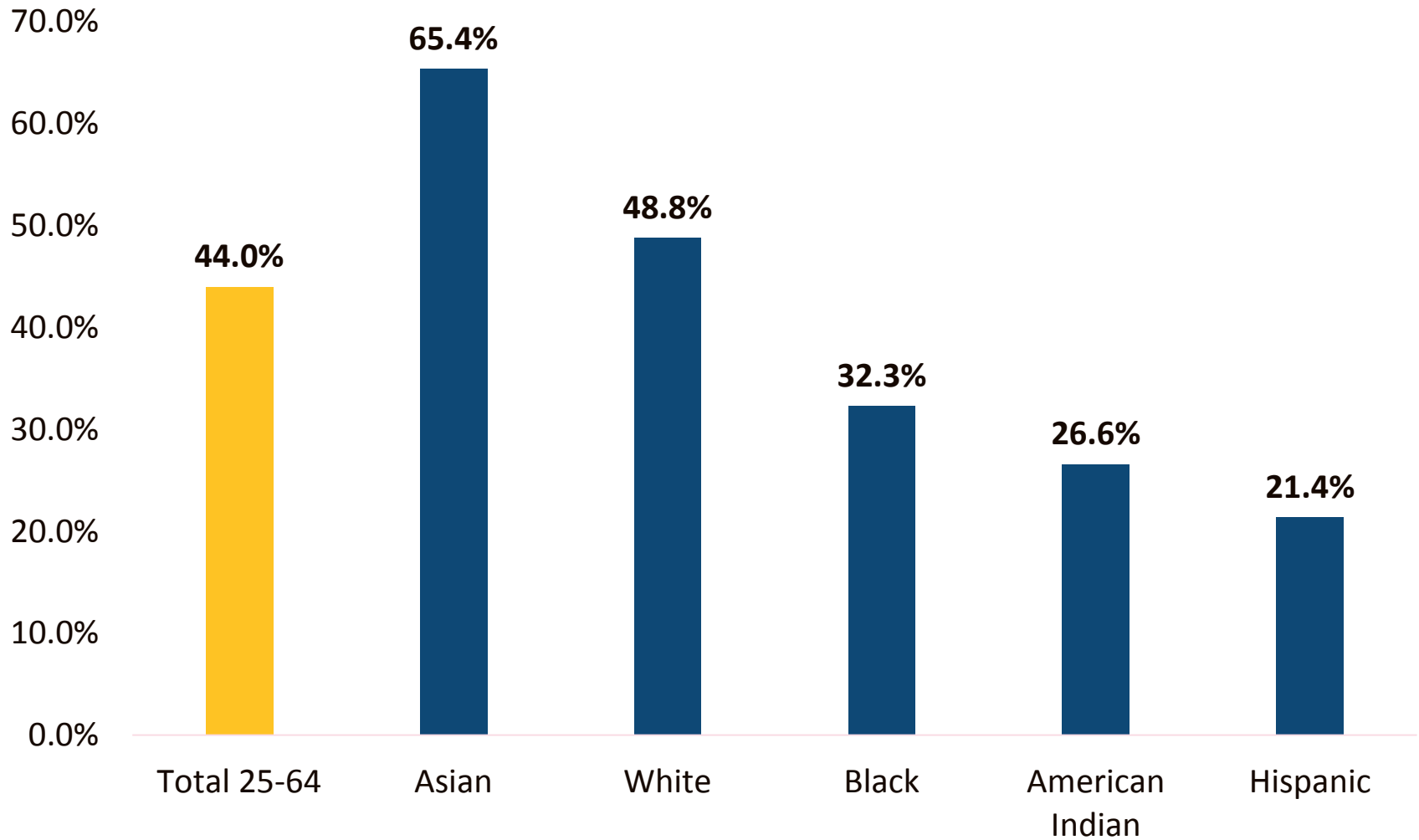


PIPELINE TO THE UNIVERSITY

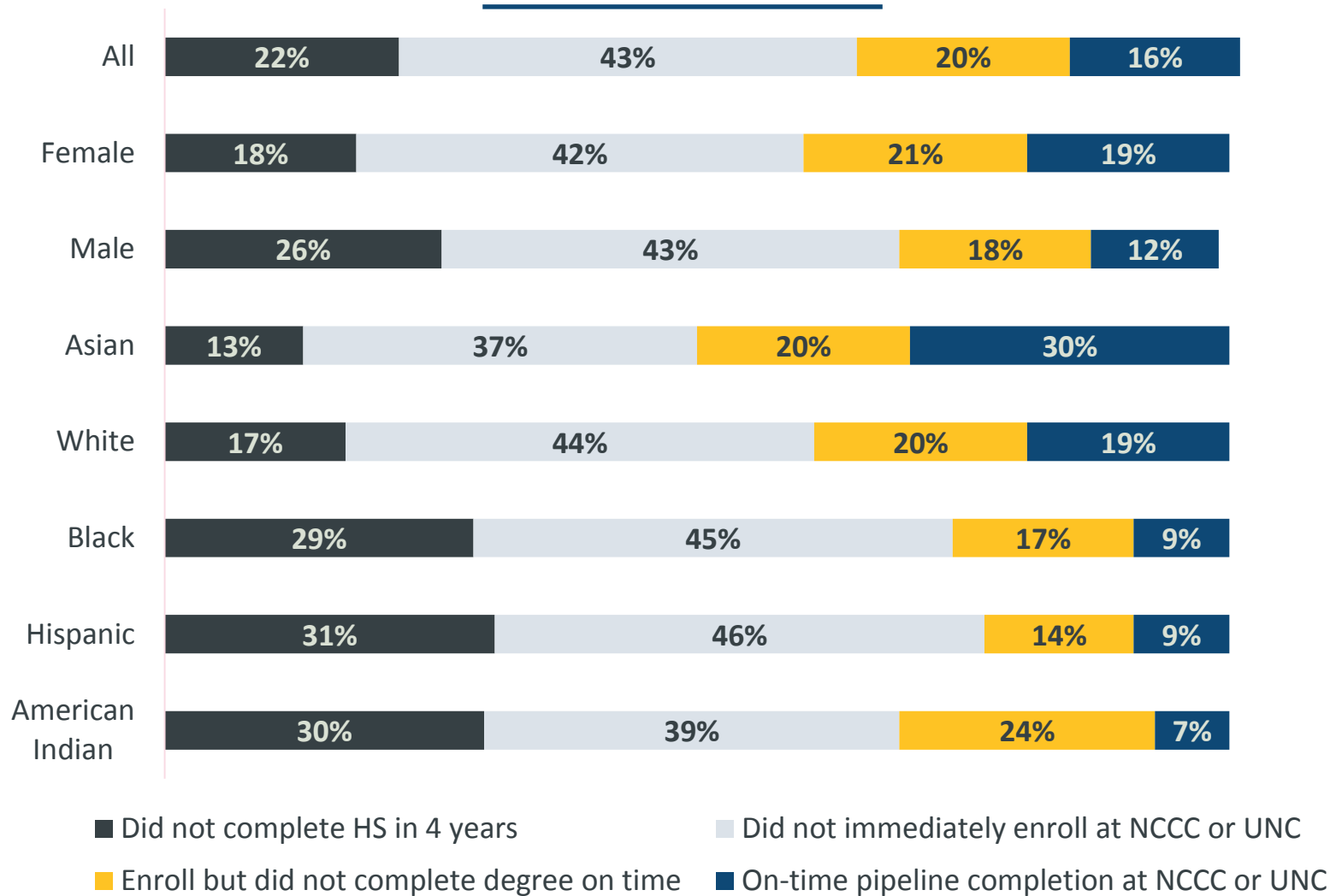
UNC System Racial Equity Task Force
July 9, 2020

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

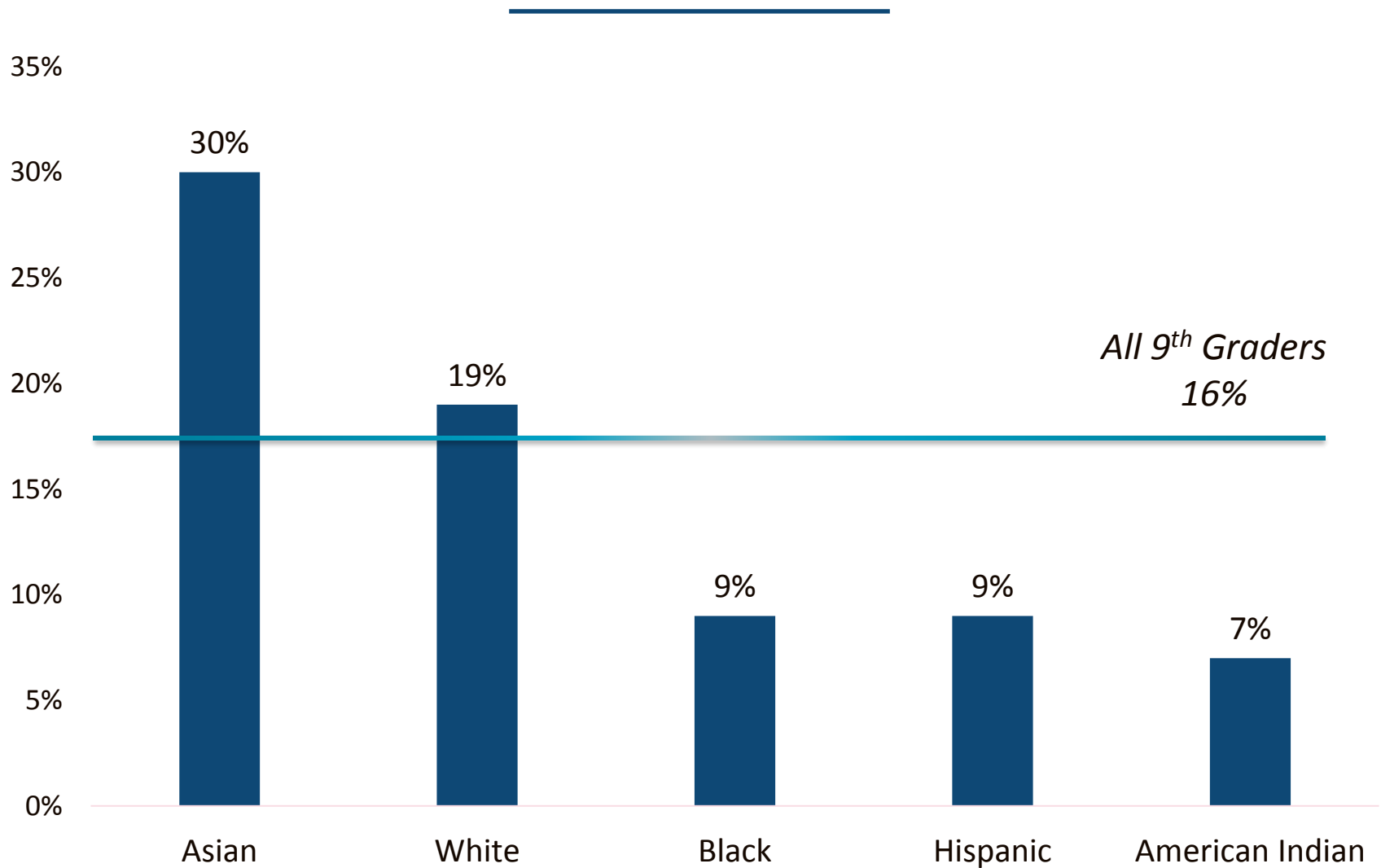
Attainment by Race



A Leaky Pipeline



Who Makes it to the End?



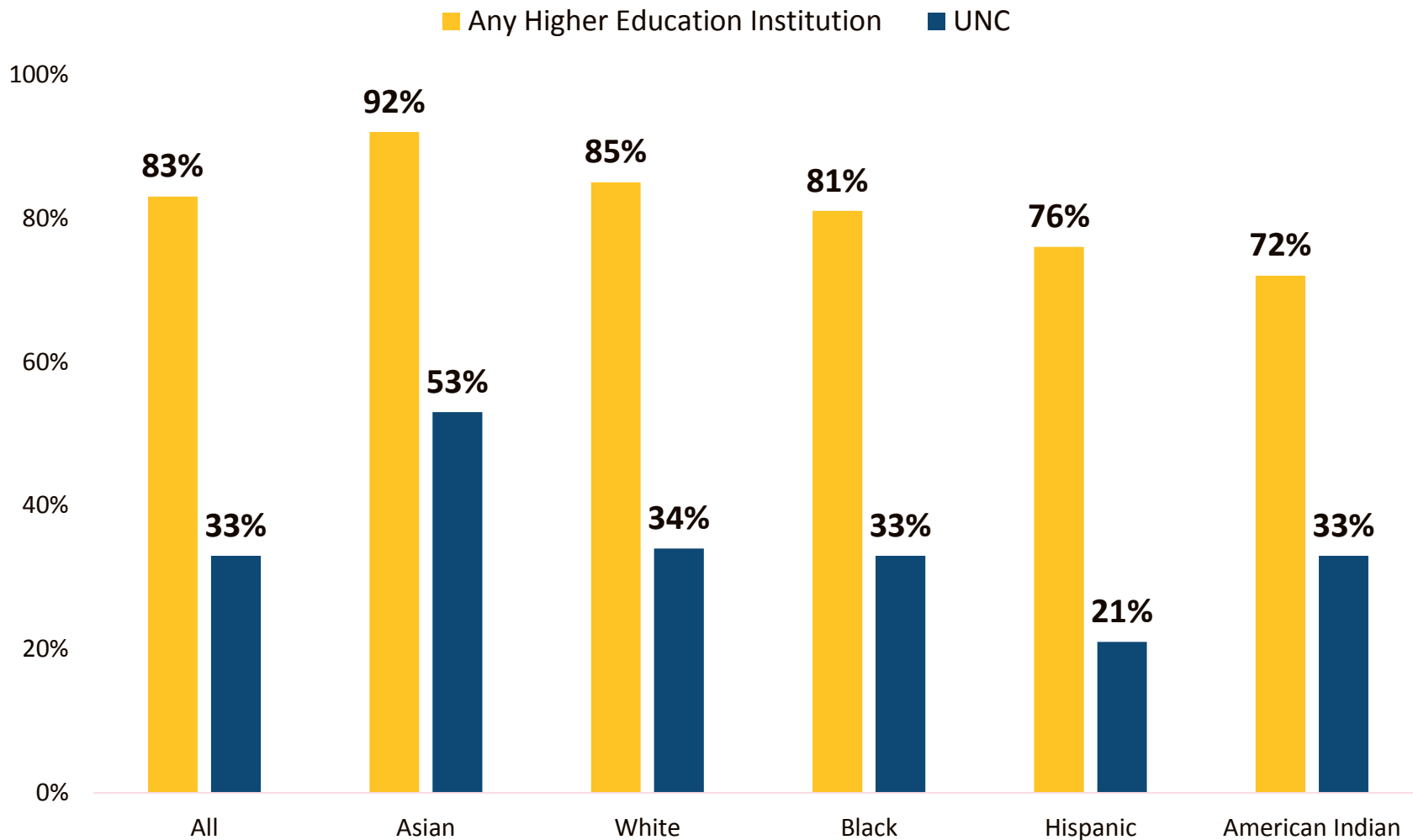
Diversification of NC High School Graduates

	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%

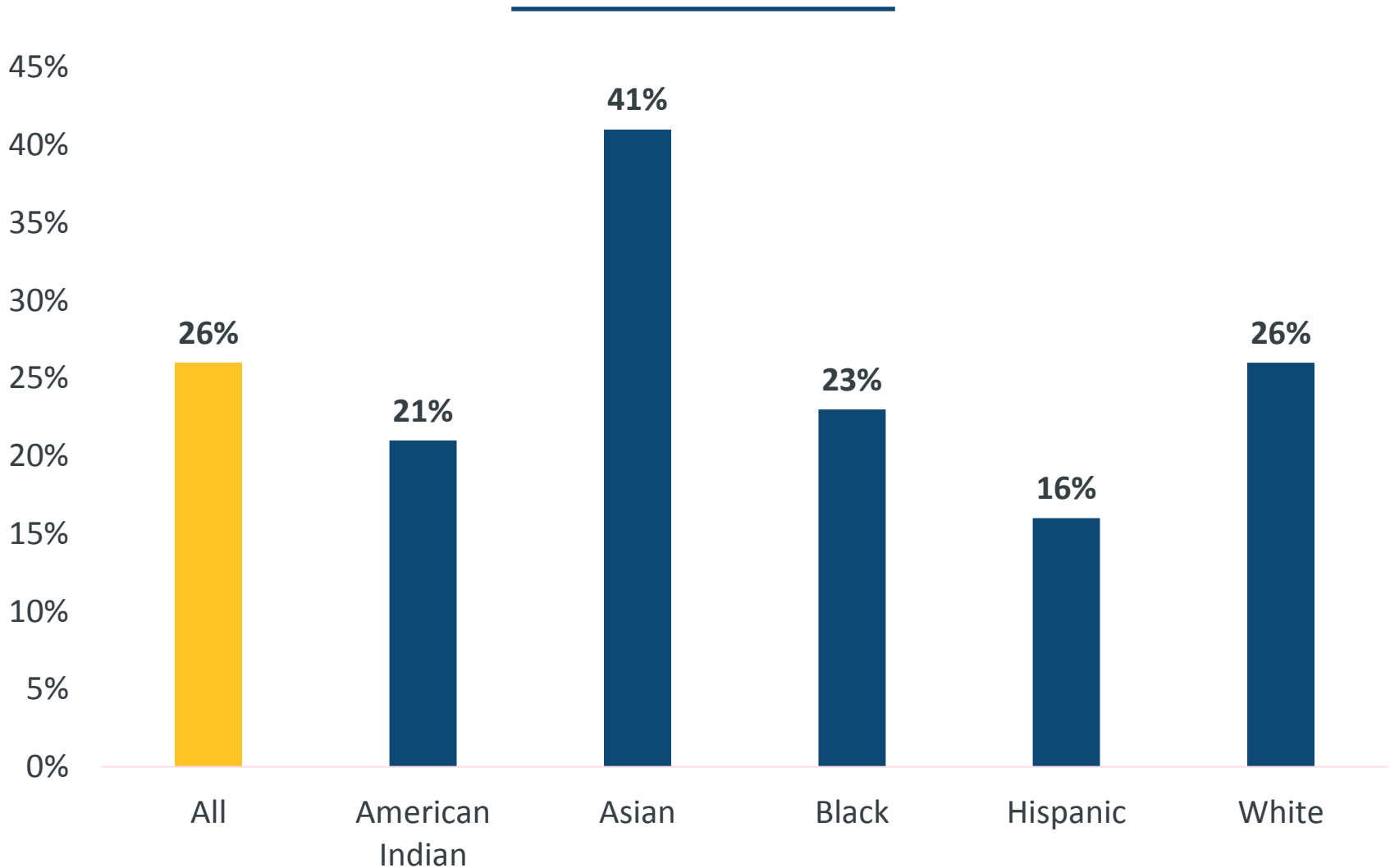
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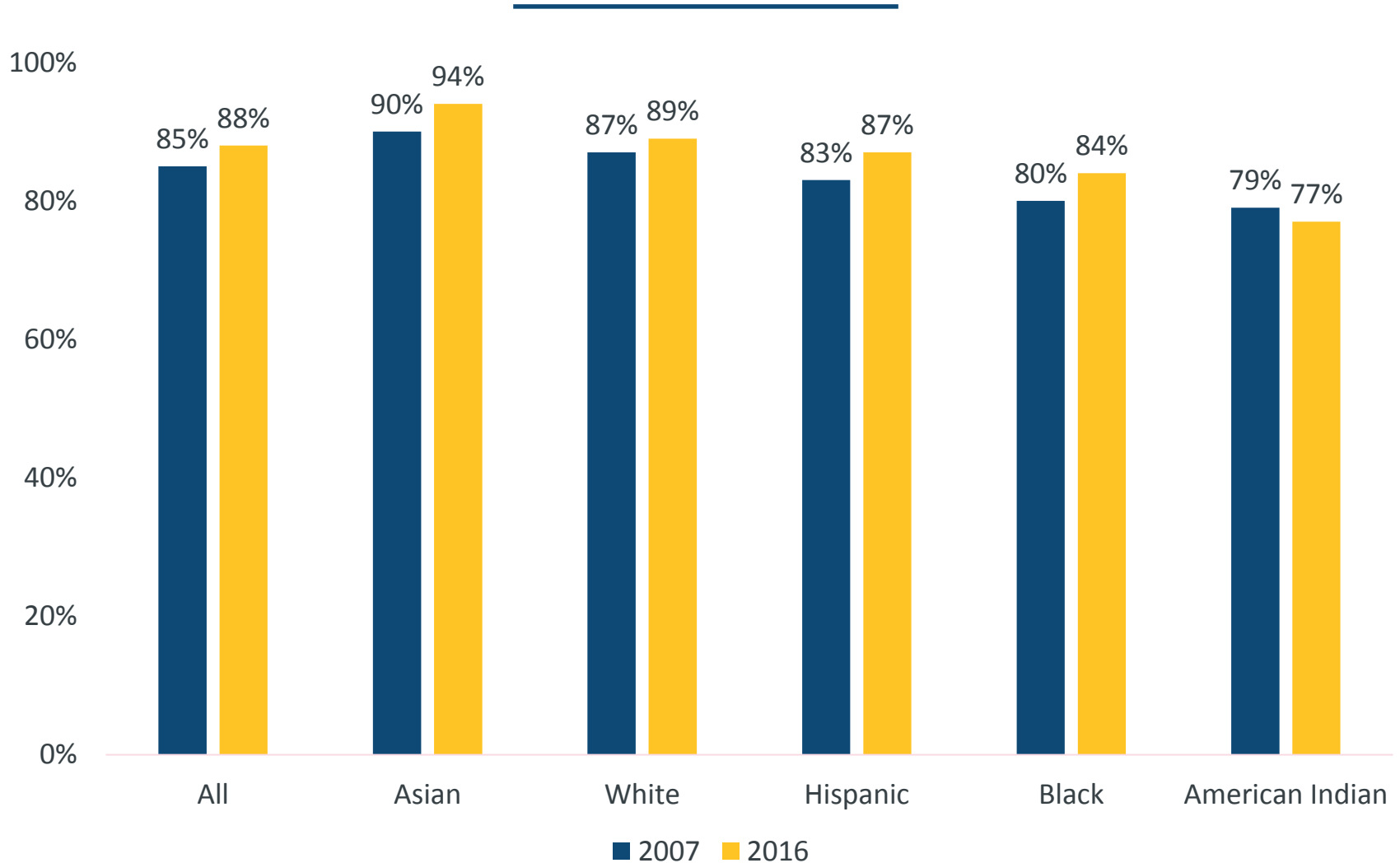
Postsecondary Intentions, NC High School Graduates



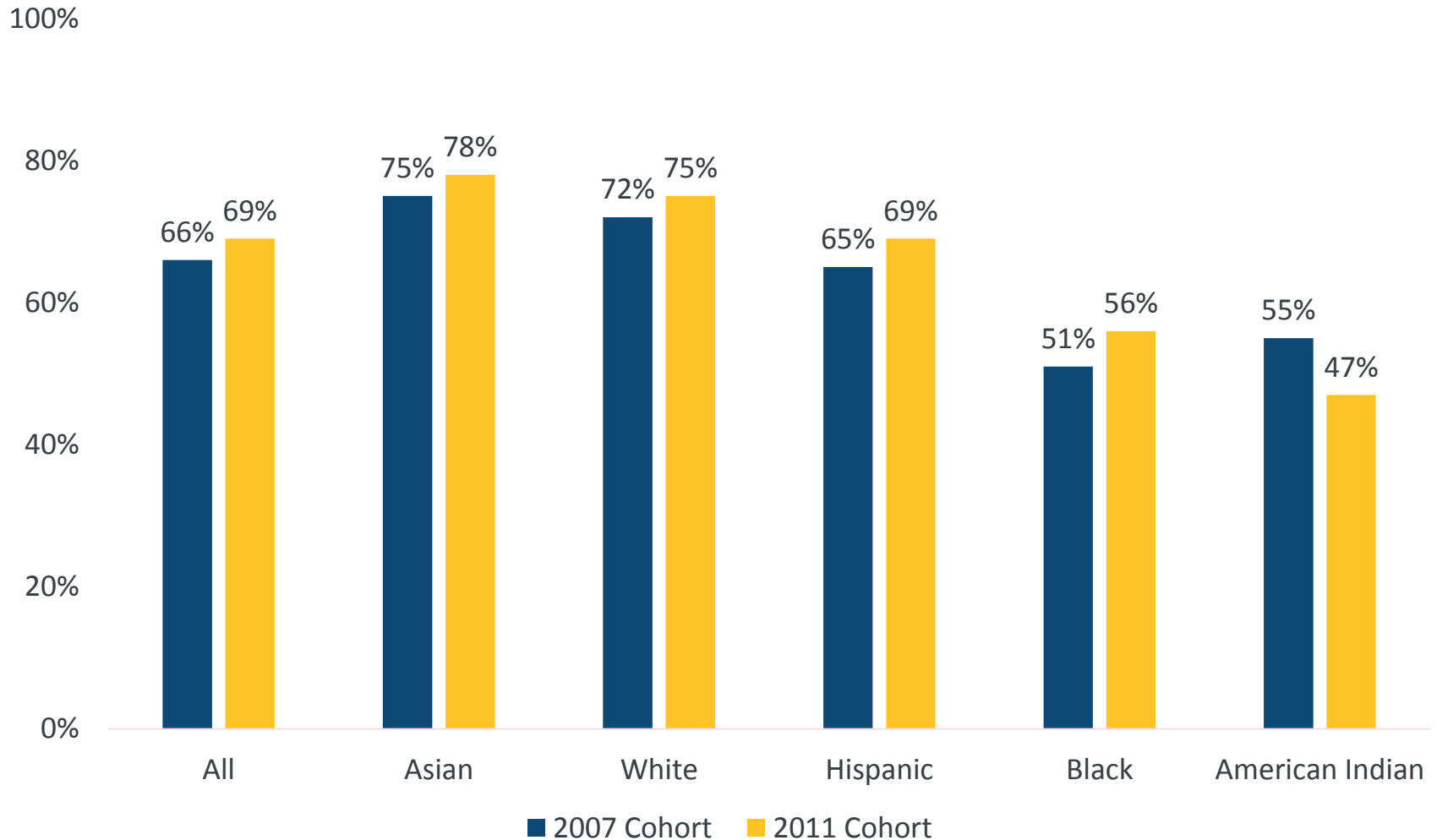
Immediate Enrollment at a UNC Institution



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
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
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				