



2025 CERTIFICATION & REPORT EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA

Peter Hans, President
University of North Carolina System
223 S. West St., Ste. 1800
Raleigh, NC 27603

Dear President Hans:

The University of North Carolina Board of Governors adopted Section 300.8.5 of the UNC Policy Manual, *Equality Within the University of North Carolina*, on May 23, 2024, to reaffirm the University's longstanding commitment to equality.

As such, the chancellor and director of student affairs (or equivalent officer) of each constituent institution must certify and report annually on his or her constituent institution's initial and continued compliance with Section 300.8.5¹.

As such, I certify the following on behalf of my constituent institution:

- I. I certify that NC State University fully complies with the University's commitment to institutional neutrality and nondiscrimination required by law and Section 300.8.5 of the UNC Policy Manual.
- II. My institution continues to act consistently with the actions described in our 2024 Annual Certification & Report and the certifications contained there remain true, noting the following additional or modified actions, including additional savings reallocated towards student success, if any:

[Insert detailed description of additional actions or modifications made to the actions expressed in the 2024 Certification & Report, including additional savings reallocated towards student success, if any.]

¹ The Equality Policy requires annual certification as to compliance and initially expected reports of savings derived from achieving compliance. It is likely that any savings achieved would have occurred in the first year and that succeeding annual certifications will identify fewer additional savings in succeeding years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year and remain addressed). However, in instances where campuses have determined—following the initial certification—that additional programs need to be brought into compliance with the Equality Policy, reallocated savings should be reported in the subsequent certification.

- Three realigned positions that were listed in the 2024 Certification have since become vacant and were eliminated.
- No additional actions or modifications were made to the actions listed in the 2024 Certification and Report.

III. To achieve further compliance, my institution has taken the following additional concrete actions towards compliance with the Equality Policy since the last Annual Certification & Report:

[Insert detailed description of additional concrete actions made towards compliance with the Equality Policy since the last Annual Certification & Report. Actions like campus messaging, employee training, and programmatic changes would be described here.]

Restructuring of Roles and Programs

Several specific roles and programs were either eliminated or significantly changed.

- **Program Elimination:** The **Black Male Initiative** and **Native Space Village** were eliminated. Two positions within the Center for Environmental Farming Systems (CEFS) were also removed, and their grant funding was returned to the sponsor.
- **Role Consolidation:** The **Black Male Initiative village director** role was absorbed into a full-time position as Associate Director of the African American Cultural Center, which now focuses on broader student success programming. The **Global Village Director** no longer has oversight of Native Space and now focuses exclusively on the Global Village.
- **Scope Broadening:** The **Women and Minority Engineering Program (WMEP)** was renamed **ASCEND**, and its scope was expanded to support all engineering students, including transfer students. The **Office of Institutional Equity and Diversity's Assistant Vice Provost for Faculty Engagement** was moved to the Office for Faculty Excellence and given a broader, university-wide faculty affairs role. The College of Design outreach program for K-12 was refocused on underserved communities.
- **Review of Advisory Committee:** The **Council on the Status of Women** has been suspended this academic year to review and ensure alignment with the Equality Policy and applicable law. As the Council on the Status of Women is an advisory committee to the provost, there will be a call for input on a reconfigured advisory committee and its affiliated events..

Language and Content Adjustments

Significant effort was put into reviewing and changing language across the university to ensure compliance with the new policy.

- **Course and Curriculum Updates:** The general education program was updated as well as a review was conducted of major courses with DEI requirements as directed by the System Office. The "Understanding Diversity" chapter was removed from the Exploratory Studies curriculum. An "Inclusive Advising" training was renamed "Communicating with Advisees and Holistic Advising" to focus on broader student success. Also, courses were reviewed in the Osher Lifelong Learning Institute (OLLI) program resulting in some eliminations and revisions. A diversity training module, implemented through a third party, was removed for onboarding in Fraternity and Sorority life.
- **Website and Survey Audits:** University-wide directives were issued to review and update all websites. Surveys, including one used for a university application tool, were also revised to remove DEI-related sections and align with the policy.
- **Rescoping Initiatives:** The **Women of Color Retreat** was renamed the **Women of Care Retreat** and structure changed to be open to all students, with identity-based questions and activities removed. The **Black Research Symposium** was renamed the **Symposium on Afrofuturism and Diasporic Scholarship**. Similarly, a committee in OLLI changed its focus and as a result was renamed **Community, Participation and Support**, and the College of Design changed the scope of, and renamed, two committees, one titled **Designing our Community** committee and one renamed to the **Opportunity Committee** to match the new scope of each committee. Bylaws for the **Council on Athletics** were updated to reflect current committee member criteria.

Financial and Funding Changes

The university also made significant changes to its financial and funding processes.

- **Fund Review:** A comprehensive review of over 8,000 gift funds, including scholarships and grants, was conducted. This resulted in 345 funds being flagged, with 29 needing amendments and some spending being temporarily paused.
- **Internal Fund Management:** Internal university and unit funds that were originally established for DEI initiatives were either modified to align with the new policy or closed.
- **Scholarship Revisions:** The scholarship awarding process was updated to remove any criteria that would not be in compliance with the new policy.

Programmatic Changes and Expansions

Many existing programs were revised to focus on broader, non-identity-specific goals.

- **Expanded Student Support:** The **Multicultural Student Affairs** office expanded its leadership programming to focus on student success, well-being, and peer support for all students. The **Peer Mentoring program** was re-established as a general retention and student success initiative.
- **Revised Program Focus:** The **Women's Center's** Peer Educators were retrained to lead workshops on interpersonal violence prevention for all genders. **Heritage and**

History Month celebrations were reshaped to focus on cultural celebration rather than advocacy.

- **New Initiatives:** The **Student Success Initiatives** team led several new, broad-reaching projects, including a semester-long working group on resource navigation, a student success symposium, and the Penn Resilience Program, which focuses on student resilience and well-being.

Certifications of Each College and Administrative Unit: The dean of each college and administrative unit lead was also required to provide the following certification to the Provost and General Counsel:

After reviewing the Equality Policy, the areas listed in the template compliance certification, and the additional information requested, I certify that [college/unit] has provided all responsive information and that [college/unit] is in compliance with the Equality Policy.

These certifications will be used for the Chancellor and Vice Chancellor and Dean, Division of Academic and Student Affairs, to rely upon when they sign the certification on behalf of NC State University, as required under the Equality Policy. This requirement demonstrates that accountability is being pushed out further into the University.

- IV. To further monitor and assess our compliance, my institution's Board of Trustees established the subcommittee identified below and held meetings on the following dates and locations to discuss our institution's Equality Policy compliance:

[Identify subcommittee members appointed by the BOT Chair and list the dates and locations this subcommittee met since the prior Annual Certification].

Subcommittee members are Ed Stack, Tim Humphrey, Ghazale Johnston, David Powers, Ven Poole. The Subcommittee met on August 20, 2025 via Zoom.

[Summarize topics and presentations received by subcommittee at its meetings and any actions recommended by the subcommittee in review and preparation of this Certification].

See attached report submitted to the Board of Trustees subcommittee.

The subcommittee received the attached report and a draft version of the certification template for review prior to the meeting. The subcommittee met on Wednesday, August 20 from 9:00 am - 11:00 am. The meeting consisted of a report from Vice

Chancellor and General Counsel Newhart on policy background and the compliance and certification process that NC State implemented. This included some lessons learned and future compliance plans identified. Those recommendations involved training, a process for spot checking, communications, policy updates and a process for advising units as new programs, events and activities are created. Executive Vice Chancellor and Provost Arden then provided the committee with background on the campus operational changes leading to a recap of the realigned positions from 2024 including the campus community center moves from the former Institutional, Equity and Diversity office to the Division of Academic and Student Affairs. Finally, a summary of efforts and identified themes was reported involving institutional webpages, mission statements for programs, curriculum and objectives. Closed session reported on individual performance evaluations of realigned positions.

Recommendations from the Subcommittee are as follows:

- As the UNC System policy and other state and federal laws and policies evolve, continue to monitor and develop systems for spot checking regarding compliance.
- Develop and communicate a process for reporting concerns/seeking advice on potential non-compliance issues.
- Continue to monitor compliance and increase communications about the Equality Policy and compliance with the university community.
- Develop and communicate a university-wide training that is available for all faculty, staff and students.
- Closely observe and monitor activity by the student centers to ensure events, resources, services, and programming are open and welcoming to all students, and that all students participate.

**NORTH CAROLINA STATE
UNIVERSITY**

Title: Chancellor

By: Lee Howell

Name: Kevin Howell

Date: 8/29/2025

Title: Vice Chancellor and Dean,
Division of Academic and Student
Affairs

By: Doneka R. Scott

Name: Doneka R. Scott

Date: 08/29/20225

Attachment A

Report: 2025 Equality Policy Compliance

Report to the Subcommittee on Equality Policy Certification NC State University Board of Trustees August 20, 2025

On behalf of NC State University, this report on compliance with the UNC System Equality Policy is submitted to the Subcommittee on Equality Policy Certification.

Background

UNC Policy 300.8.5, Equality within the University of North Carolina (the Equality Policy) requires all constituent institutions to submit a certification by September 1 of each year certifying that the institution is in compliance with the policy. In addition, the Chair of the Board of Governors (BOG) and the Chair of the BOG Committee on Governance have directed all constituent institutions to appoint a subcommittee of the Board of Trustees to oversee compliance efforts. That subcommittee is required to meet and receive reports on compliance, including specific items, and to review the institution's draft certification.

In order to satisfy the compliance requirements, NC State University submits this report to the NC State Board of Trustees Subcommittee on Equality Policy Certification detailing the compliance efforts for 2025. This information will also be reported to the Equality Policy subcommittee as appropriate and as detailed in Chairs Murphy and Mitchell's instructions.

Process

NC State made significant changes and realignments in preparation for its certification of compliance of September 1, 2024. The certification was updated and supplemented by a memorandum dated February 21, 2025 from Vice Chancellor and General Counsel Allison Newhart. Since then, the university has continued to implement the Equality Policy and maintain compliance. Over the past year, university-wide compliance efforts have included continuous discussion of the policy with University leadership, including college deans and unit leads. In addition, Executive Vice Chancellor and Provost Warwick Arden and Vice Chancellor and General Counsel Allison Newhart sent out a memo dated June 3, 2025 reminding the university community of its continued compliance obligations. This memorandum served as a springboard for discussions among various groups that included reminders about implementation of the Equality Policy. Provost Arden and General Counsel Newhart also met with various university leadership groups to reinforce the message and to remind leadership that they needed to reinforce this message with their staff.

In June 2025, the University began its formal efforts to compile information needed to certify compliance with the Equality Policy. On June 17, 2025, the chairs of the boards of trustees of the constituent institutions received a memo from Board of Governors Chair Wendy Murphy and Governance Committee Chair Alex Mitchell. That memo directed the formation of a subcommittee of the BOT and also directed that the subcommittee receive reports of certain details.

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The university's certification process was led by the Office of the Executive Vice Chancellor and Provost (Provost's Office) and the Office of General Counsel.¹ On July 10, 2025, a message was sent out to the deans of all colleges and administrative units on behalf of Provost Arden and General Counsel Newhart. That message requested information from each college and unit in order to report compliance with the Equality Policy. Responses were due July 25, 2025. They were asked to complete the certification template if there were changes or additional information that was not provided in the 2024 certification. The request also sought information on training provided to staff regarding policy implementation, current position responsibilities for roles that have been realigned since the 2024 certification and a summary of all webpages and mission statements for programs, curriculum and objectives that have been updated in compliance with the university's commitment to institutional neutrality. The information provided has been compiled in this report.

The dean of each college and administrative unit lead was also asked to certify that the college or administrative unit is in compliance with the Equality Policy. These certifications will be used for the Chancellor and Vice Chancellor and Dean, Division of Academic and Student Affairs, to rely upon when they sign the certification on behalf of NC State University, as required under the Equality Policy.

If follow up questions arose, deans or unit leads were contacted, and they provided the requested additional information or answers. The Provost's Office and the Office of General Counsel remained open and available to provide advice and counsel on questions that arose from the units and colleges.

The university has maintained all of the information and responses provided by each of the colleges and administrative units.

The compliance efforts will continue on an ongoing basis.

I. 2025 Certification and Compliance Work

Significant compliance work occurred throughout the year. This work included, but is not limited to, a comprehensive review and update to endowments, scholarships, and other funds; review and, where necessary, revisions to, program content, mission and vision statements including the university's strategic plan; and a review of surveys and similar data collection mechanisms. This work is detailed in the 2025 Certification and/or throughout this report. The Office of General Counsel and the Provost's Office provided advice and counsel to individual units and departments as questions arose.

¹ Although this Report is focused on detailing NC State's compliance with the Equality Policy, NC State is also aware of other recently issued federal guidance, which is not inconsistent with the Equality Policy. See, e.g., Dear Colleague Letter from Craig Trainor, Acting Assistant Secretary for the U.S. Department of Education, Office of Civil Rights (Feb. 14, 2025) ("Dear Colleague Letter") (addressing nondiscrimination obligations of institutions) and Memorandum for All Federal Agencies from U.S. Attorney General Pamela Bondi (July 29, 2025) ("Bondi Memo") (clarifying the application of federal antidiscrimination laws to programs or initiatives that may involve discriminatory practices, including "DEI programs").

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The draft 2025 Certification has been shared with the Subcommittee. All information that is responsive to the requests in the Certification is included and described therein. In addition, some of the significant work is highlighted below.

Course Requirements

In February 2025 and March of 2025, additional directives were issued from the Board of Governors and UNC System Office.² Those directives required the removal of DEI course requirements and implemented a requirement to seek waivers for courses that did have a DEI component.

NC State has complied with the February and March directives from the UNC System and Board of Governors, including the DEI course waiver requirements and the implementation of the General Education Program (GEP) elective requirement.³ NC State suspended its U.S. DEI GEP requirement on February 10 and then worked with its Council on Undergraduate Education (CUE), the faculty senate and colleges to review and update the requirements. On March 5, the Executive Vice Chancellor and Provost approved those recommendations made by the CUE stating the DEI GEP category requirement has been removed, and NC State implemented a new GEP Elective requirement effective that day. NC State requested and received one waiver for the school of social work. This waiver was granted on the basis of accreditation requirements.

Scholarships and Funds

In response to recent UNC System Office policy changes and federal government guidance, NC State undertook a comprehensive review of all gift fund agreements, including scholarships, faculty support, and programmatic funds. This review was conducted in close collaboration by the Provost's Office, Office of General Counsel, Office of Scholarships and Financial Aid, Foundations Accounting and Investments, and University Advancement. Specific detail is included in the 2025 Certification.

Training and guidance were provided to scholarship and fellowship partners across campus to ensure awarding practices remain fully compliant with current requirements. NC State continues to monitor policies and guidance from the UNC System Office and federal agencies and is making adjustments as needed to maintain compliance.

² See "Memorandum Regarding Federal Contracting Compliance" to Chancellors from Andrew Tripp, Senior Vice President and General Counsel dated February 5, 2025 directing the suspension of mandatory curricular and program requirements (general education and major-specific) that required completion of course credits related to diversity, equity and inclusion or any other topic covered in the Equality Policy and implementing waiver requirements.

³ NC State submitted a report to the UNC System Office on May 6, 2025, detailing the waiver request.

II. Campus Operations Changes and Positions Realigned for 2024 Certification

As part of the 2024 certification process, 8 positions were eliminated and 41 positions were initially realigned⁴.

Positions Eliminated Under the 2024 Certification

The following 8 positions were eliminated entirely:

- The Division of Academic and Student Affairs Director for Diversity, Equity, Inclusion, and Belonging position has been eliminated.
- The Poole College of Management Assistant Dean of Diversity, Equity and Inclusion position has been eliminated.
- The College of Agriculture and Life Sciences eliminated its Office of Diversity and Inclusion and therefore the Director of Diversity and Inclusion position has been eliminated.
- The College of Agriculture and Life Sciences eliminated its Office of Diversity and Inclusion and therefore the University Program Associate for Office of Diversity and Inclusion position has been eliminated.
- The Office for Institutional Equity and Diversity was eliminated and therefore the Associate Vice Provost for Diversity Engagement position has been eliminated.
- The Administrative Support position and Program Coordinator in the former Office for Institutional Equity and Diversity has been eliminated.
- The College of Veterinary Medicine Director of Veterinary Student Community and Culture position (formerly Director of Diversity, Equity and Inclusion) has been eliminated.
- The College of Humanities and Social Sciences Associate Dean for Diversity, Equity and Inclusion has been eliminated.

Positions Realigned Under the 2024 Certification

The 41 positions that were realigned fall within three general categories: Provost's Office and reporting unit, Division of Academic and Student Affairs (DASA), and Colleges.

A. Provost's Office and Reporting Unit

The position realignments included the elimination of the Office of Institutional Equity and Diversity. Several positions were eliminated or were realigned and moved to the Office of the Executive Vice Chancellor and Provost. These realigned positions met departmental needs for centralized positions like communications and business operations and included changes in titles and position descriptions to ensure a full focus and continued emphasis on the university's compliance obligations under federal and state law. In addition, the Institute for Emerging Issues (IEI), made minor language changes to position descriptions. These changes involved revisions to the mission of the unit to realign with updated strategic plan goals, updates to

⁴ In the 2024 Certification, some positions were grouped together by category.

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required skills for the director position and changes in one job duty for a Finance and Operations Specialist position.

Positions Realigned to Report in Provost's Office and Reporting Unit

Vice Provost for Equal Opportunity, Provost's Office
Business Officer II, Provost's Office
Lead Visual Communications Strategist, Provost's Office
University Program Specialist (Digital Opportunities Leader), IEI (Vacant)
University Program Specialist (Digital Opportunities Leader), IEI
Director, Institute for Emerging Issues, IEI
Finance and Operations Specialist, IEI
Community Initiatives Program Specialist, IEI

B. Campus Community Centers

Campus Community Centers are important parts of the student experience contributing to their success. These centers provide support, resources and education to students. All of their programming, resources, and services are open and available to all students, regardless of identity, background, or other characteristics. These centers are popular among the students and serve a valuable and needed purpose within the campus community.

These centers, which include Multicultural Student Affairs (MSA), the African American Cultural Center (AACC), the LGBTQ Pride Center, and the Women's Center, were moved from the Office of Institutional Equity and Diversity (OIED) to the Student Success portfolio within the Division of Academic and Student Affairs (DASA). The centers' primary focus was redirected towards direct student support, and paid student staff roles were also realigned to comply. Significant changes to the centers' functions include:

- **Removal of DEI Efforts:** All Diversity, Equity, and Inclusion (DEI) efforts, which were primarily delivered through educational and training programs rather than direct programmatic opportunities for students, were eliminated.
- **Cessation of Social Advocacy:** Work focused on advocating for social issues was also discontinued.
- **Enhanced Communication Strategies:** Communication strategies for programs and services were revised to ensure that all members of the NC State community were aware of and welcome to participate in any programs, utilize spaces, and access services offered by all the centers.

As a result of the center realignment, positions of employees who work in the centers were also moved to the Division of Academic and Student Affairs.

Positions Realigned to Report in DASA

Senior Director, DASA (Centers)
Associate Director, DASA (Centers)

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Assistant Director, Multicultural Student Affairs, DASA (Vacant)
Assistant Director, Multicultural Student Affairs, DASA
Director, Student Services, LGBTQ Pride Center, DASA
Administrative Assistant, LGBTQ Pride Center, DASA
Assistant Director, LGBTQ Pride Center, DASA
Coordinator, DASA (Women's Center)
Administrative Support Specialist, Women's Center, DASA
Director, Women's Center, DASA
Assistant Director, Women's Center, DASA
Associate Director, Women's Center, DASA
Assistant Director, Women's Center, DASA
Associate Director, African American Cultural Center, DASA
Administrative Support Specialist, African American Cultural Center, DASA
Assistant Director, African American Cultural Center, DASA
Library Coordinator, African American Cultural Center, DASA
Director, African American Cultural Center, DASA
Assistant Director for Outreach, Counseling Center, DASA

C. Colleges

Similarly, in many of the colleges, positions were realigned to ensure complete focus and emphasis on community and student success. As a result of the realigned positions in 2024, operational changes followed. The operational changes and the realignments are operating as expected.

Positions Realigned in the Colleges

Associate Director of Student Recruitment and Engagement, WCOT
Associate Dean for Academic Programs and Faculty and Student Excellence, WCOT
Assistant Director of Undergraduate Student Engagement & Success, CED
Associate Dean for College Culture and Community, CNR
Director of Student Success, CHASS
University Program Specialist, University Libraries
Program Manager, Community and Culture, CVM
Assistant Dean for Wellbeing and Engagement, COE
Student and Employee Engagement Program Manager, COE
COMPASS Outreach and Recruitment Coordinator, COE

D. Additional Information about Realigned Positions

Of the initial positions that were realigned pursuant to the 2024 Certification, three are recently vacant, and three have been eliminated.

As positions across the university were realigned, training was provided via formal and informal means. This training included broad announcements and discussions via meetings with

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leadership, individual sessions with the employees whose roles were realigned, and ongoing mentoring sessions and check-ins with supervisors. In addition, implementation of the Equality Policy was regularly discussed during Dean's Council meetings, Cabinet, and other leadership meetings.

In addition to the positions reported on the 2024 Certification, a few more positions have been eliminated this year. These are included on the 2025 draft Certification.

III. Updated Institutional Webpages and Mission Statements for Programs, Curriculum and Objectives

The university hosts over 10,000 institutional web sites. These cover all areas of the institution, from academic programs, to centers, to support areas such as advancement, compliance, human resources, and administration. The webpages are managed in various ways; some are centrally managed through the Office of Information Technology, and many are managed by individual colleges, units, departments, or programs. Although they are managed in a distributed manner, all institutional webpages and content are required to follow all university policies, regulations and all federal and state laws.

Each college or administrative unit did a word search of diversity, equity and inclusion and their derivatives to ensure compliance and then provided a summary of any changes they made to websites and mission statements to comply with the Equality Policy and the requirement of institutional neutrality. We received responses from all units confirming that they reviewed all available webpages, strategic plans, and mission statements and, where necessary, made updates and/or revisions in order to comply with the Equality Policy and institutional neutrality mandate. This included significant updates to websites and statements throughout the university.

The majority of webpages were reviewed and updated during the 2024 certification process. In February 2025 after receiving further guidance, NC State undertook a review of its strategic plan to ensure continued compliance with the Equality Policy and support of its land-grant mission. As a result of this review, NC State reviewed and updated language for the vision and values statements as well as Goal 4 of its Strategic Plan. Today, Goal 4 is as follows:

“Champion a culture of equality, belonging and well-being in all we do.”

Based on these changes and the guidance and directives received from the System Office and Board of Governors, the campus leadership was asked to undertake additional reviews and additional revisions were made. This included academic program content, unit and college specific strategic plans for alignment with the university strategic plan, and other related website content. In a February 21, 2025 memorandum to Andrew Tripp, Senior Vice President and General Counsel of the The University of North Carolina System, Vice Chancellor and General Counsel Allison Newhart confirmed the ongoing continuing comprehensive website review as

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well as the review of the strategic plan. As a matter of ongoing compliance, webpages are spot-checked and continuously updated.

Specific details about all actions taken to comply are further described in the 2024 and 2025 Certifications.

IV. Performance of Individuals in Realigned Roles

****** This information is confidential and subject to the provisions of N.C.G.S. §§ 126-24 and 160A-168.******

In accordance with N.C.G.S. § 126-24 and the June 17 memo from Chairs Murphy and Mitchell, this topic will be discussed more specifically during the closed session portion of the subcommittee meeting.