

2025 CERTIFICATION & REPORT  
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA  
August 25, 2025

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 300.8.5<sup>1</sup>.

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

- I. I certify that the **University of North Carolina at Charlotte** 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:

- **Campus guidance.** The Equality Policy was adopted May 23, 2024, with System Office implementation guidance issued June 28, 2024. Prior to the System Office guidance, UNC Charlotte distributed an initial Q&A on June 3,

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<sup>1</sup> 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.



2024 to explain the policy and set expectations. The Office of Legal Affairs issued a detailed memorandum to leadership on July 9, 2024, with an accompanying Q&A and a dedicated webpage for policy updates.

- **2024 certification.** The August 29, 2024 certification documented the three office closures, elimination of associated programming, elimination or realignment of 18 positions, and the redirection of over \$1 million to student success, safety, and wellness initiatives. The information contained in the 2024 certification remains accurate.
- **Leadership briefing and campus town halls.** Leadership received a comprehensive briefing on August 23, 2024 regarding Equality Policy implementation. Campus town halls were held September 20, 2024 on free expression, which included Equality Policy guidance, and again on September 23, 2024 to specifically address the Equality Policy.
- **Focused support and training.** The Office of Legal Affairs fielded numerous questions, provided unit-specific guidance, and delivered presentations to student-facing units; a Spring 2025 “lunch and learn” addressing the Equality Policy drew over 450 faculty and staff attendees.
- **Web and content remediation.** Units removed or updated viewpoint-endorsing content. Hundreds of webpages were altered or retired, and a full charlotte.edu redesign helped capture lingering pages.
- **Strategic plan and mission updates.** A Board of Trustees-approved mission statement (Aug 7, 2024) and subsequent Board of Governors approval (Nov 14, 2024) ensured consistency with the Equality Policy. The university’s strategic plan was also updated for compliance, and approved by the Board of Trustees on April 24, 2025.
- **Curricular compliance and federal contracting memo response.** After the System’s February 5, 2025 memo on mandatory coursework and federal contracting, UNC Charlotte reviewed programs and submitted a waiver memorandum on April 24, 2025, with public-facing FAQs explaining the changes.
- **Spring compliance reminder.** On June 9, 2025, the University circulated a reminder memo reinforcing expectations and distribution through leadership channels.

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:

Following a public incident in late May 2025, UNC Charlotte conducted a focused legal review to confirm compliance with the Equality Policy and to validate institutional controls. The review used interviews, reviews of documents, training,



and communications, and substantiation of position descriptions and supervisory practices. The review confirmed that the University is operating in compliance with the Equality Policy, and early transitional uncertainty has been addressed through subsequent guidance and supervisory directives. The review resulted in several recommendations, including:

- Embedding Equality Policy content in employee onboarding and annual training.
- Conducting targeted Equality Policy training for realigned units.
- Issuing a leadership guidance memo and content-review checklist ahead of the new academic year.
- Promoting and expanding the Equality Policy Q&A website.
- Delivering guidance on the use of disaggregated data to support lawful, neutral, and pedagogically sound practices.

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:

- **Subcommittee composition.** Equality Policy Compliance Subcommittee, appointed by Dontá Wilson, Chair, University of North Carolina at Charlotte Board of Trustees:
  - Dontá Wilson, subcommittee chair
  - Henry Atkins, trustee
  - Geoff Gray, trustee
  - Lawrence Shaheen, trustee
  - Michael Smith, trustee
- **Initial meeting.** On **August 6, 2025**, the subcommittee received a comprehensive briefing on institutional actions since 2024 and the results of the review described in Section III of this certification. The discussion covered all topics identified in the June 17, 2025 memorandum from Board of Governors Chair Wendy Murphy and Committee on University Governance Chair Alex Mitchell, including:
  - An open session briefing from the chancellor related to campus operations and realigned offices.
  - A report provided by responsible vice chancellors related to all training provided to institutional staff regarding Equality Policy implementation.

- Alignment of web content, curricular language, and the university's mission statement and strategic plan.
- A briefing from the university's general counsel regarding the review described in Section III of this certification. A portion of this briefing was held in closed session to address those aspects of the review protected by the North Carolina State Human Resources Act, including a review of the steps taken to ensure that position titles and job descriptions in realigned offices were clearly articulated, and that all responsibilities were consistent with policy requirements and performed competently. Following the briefing, the subcommittee voted unanimously to accept the results of the review.
- **Certification approval and full Board of Trustees meeting.** The subcommittee conducted a separate vote at a special meeting on **August 19, 2025** to approve this certification. The subcommittee subsequently reported its activities and findings to the full Board of Trustees at its regular meeting on **August 22, 2025**.

**The University of North Carolina at Charlotte**

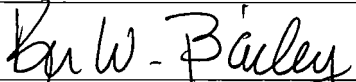
Title: Chancellor

By: 

Name: Sharon L. Gaber

Date: 8/22/25

Title: Vice Chancellor for Student Affairs

By: 

Name: Kevin W. Bailey

Date: 8/22/25