



**ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
August 30, 2024**

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 on his or her constituent institution's compliance with Section 300.8.5¹.

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

- I. I certify that the University of North Carolina at Greensboro (UNC Greensboro or UNCG), 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. To achieve compliance, my constituent institution took the following concrete actions:

UNC Greensboro's approach to compliance with Board of Governor's policy on Diversity and Inclusion has never required a DEI infrastructure. From our days as the Woman's College to today as a minority serving institution, providing access and excellence has always been at the core of who we are. Thus, UNCG has never had a full-time diversity and inclusion position or office. UNC Greensboro achieved compliance with the previous UNC Policy on Diversity and Inclusion, which mandated a campus point person on diversity and inclusion efforts towards

¹ The Equality Policy requires annual certification as to compliance and expects reports of savings derived from achieving compliance. It is likely that any savings achieved will occur in the first year and that succeeding annual certifications will not report on any additional savings in the out years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year).

meeting UNC system goals, by designating the Chancellor's Campus Climate Fellow to serve in that role. The Fellow role has always been a part-time position for a faculty member, for whom the Chancellor's Office provided course releases (to allow for time to do this work) and an administrative stipend. In this role, the Fellow participated in the System-wide diversity and inclusion council and focused on strategic priorities and institutional needs as a minority serving institution. Projects, from year to year, would change depending on UNCG priorities, but generally included developing and maintaining a robust racial equity website with resources, staffing the Chancellor's equity, diversity and inclusion advisory council, supporting faculty efforts around campus, and development of faculty leaders.

The University will be adjusting the Fellow's portfolio in line with the new policy. The University will also be providing fewer course releases as a result. Thus, this year, the Fellow will only have one course buy out instead of three course buy outs. We also will be eliminating the racial equity website and the Chancellor's advisory committee. The Fellow will focus on developing leadership and training opportunities for faculty to better support UNCG's mission around student success.

In addition to the Fellow, UNC Greensboro had five positions where designated diversity and inclusion-related work duties were allocated for more than half of the position's time: the Director of Military Affiliated Services, the Director of the office supporting students' disability accommodations, and three positions in the Office of Intercultural Engagement (OIE).

OIE's mission, staffing, programs and website were reviewed to ensure compliance with the Equality Policy and a focus on student success. Though the office has always been focused on student success, inclusion, and retention, the language of the OIE mission is now more explicit. All OIE position descriptions are being reviewed and updated to ensure language reflects the updated mission and any reference to eliminated programs is removed. In addition, its programming has been reviewed to ensure it aligns with the new policy. The Revised Mission Statement reads:

The Office Intercultural Engagement at UNC Greensboro supports our diverse student population in achieving their academic goals, by promoting student success through culturally rich experiences and affinity focused support. OIE provides opportunities for student-centered community building, leadership development, intergroup dialogues and cross-cultural engagements that prepare students for success in a diverse global society.

And the following changes have been implemented:

1. The programs "House of Privilege" and "Tunnel of Oppression," which offered simulations focused on various forms of oppression in society and privileges based on their identities will no longer be offered.


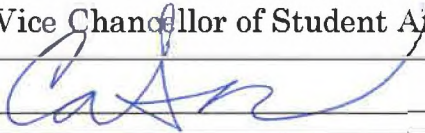
2. The Community Dialogue series which focused on various social justice topics including matters of contemporary debate (e.g. privilege and systemic oppression) will no longer be offered.
3. The role of student facilitators who helped facilitate programs in the Community Dialogue series (above), has been removed.
4. The OIE departmental website and publications are being reviewed to ensure they reflect the changes above.

Finally, in addition to addressing the Chancellor Fellow's responsibilities, and these changes regarding OIE, UNC Greensboro has also implemented the following programmatic changes University-wide:

- The Office of General Counsel has been meeting with units across campus to educate stakeholders and ensure compliance, including review of search processes and committee charges.
- In working with external search firms, any mandatory bias trainings have been eliminated.
- As previously stated, eliminated racial equity website and university's advisory committee.

With regard to redirected use of funds, UNC Greensboro has achieved \$8,000 of cost savings by redirecting the funds previously utilized for course "buy outs" for the Chancellor's Fellow's time to other student success efforts.

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Title: Chancellor	Title: Vice Chancellor of Student Affairs
By: 	By: 
Name: Franklin D. Gilliam, Jr.	Name: Cathy Akens
Date: 8.30.24	Date: 8.30.24