

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 300.8.5¹.

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

- I. I certify that UNC Greensboro 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:

As reported in last year's certification, UNC Greensboro has never had a full-time diversity and inclusion position or office. When a Board of Governors policy required a campus point person for these kinds of efforts, we designated a Chancellor's Faculty Fellow for Campus Climate to serve in that role and provided course releases (to allow for time to do this

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.

work). Last year, we adjusted the Fellow's portfolio (to focus on leadership development) in line with the new policy. This academic year (partially because of the faculty member's retirement), we eliminated this fellowship, thus saving the cost of course releases.

During 24-25, we ensured the mission of the Office of Intercultural Engagement (OIE) continued to focus on student success, inclusion, and retention. Prior to this, all OIE position descriptions were reviewed and updated to reflect the office's updated mission and current work. The programming and website are regularly reviewed to ensure compliance. Previously the office discontinued programs that were no longer in compliance.

This year, the university evaluated and then made the decision to disband the Bias Education and Support Team. The team was formed in 2020 in response to feedback received from a student survey, which indicated incidents of bias on campus often went unreported because students did not know how to report the information. The team focused on establishing reporting mechanisms, educating the community about bias and hate crimes, and providing resources and support to students who believed they were impacted by an incident of bias. Reported incidents of bias or hate crimes will continue to be managed through our normal reporting process in the Dean of Students Office, removing the team approach, which some may perceive to be a group that is providing surveillance of speech on the campus, or limiting freedom of expression.

- II. 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:

Trainings:

Following the adoption of the Equality Policy at the University of North Carolina in May 2024, the Office of Institutional Integrity and General Counsel (OIIGC), in conjunction with the Chancellor's Office, created a comprehensive presentation outlining the changes. This presentation was shared with the Chancellor, the Chancellor's Council, and the Compliance, Audit, Risk Management, and Legal Affairs (CARL) Committee of the UNCG Board of Trustees. Attorneys from OIIGC also conducted nearly a dozen meetings with various campus units to educate stakeholders about the new Equality Policy, answer questions regarding the policy, and to emphasize the need for compliance. Attendees included: academic deans, department chairs, Faculty Senate, Staff Senate, communications staff, and professional staff from the divisions of Student Affairs and Student Success. Additionally, department chairs disseminated the presentation to their faculty.

Members of Chancellor's Council and Provost's Council also participated in a training from NC Hillel on antisemitism on September 18, 2024.

Curriculum:

Upon receipt of Senior Vice President and General Counsel Andrew Tripp's Memo of February 5 suspending required DEI-related course credits, UNC Greensboro initiated a full review of its academic offerings.

Since the Fall of 2021, UNCG's general education program has been composed of one course in each of eleven competencies, including one in Diversity and Equity. That competency has been abolished for all students in catalog years that require it (2021-2022 to 2024-2025), with affected students being asked only to complete one course in each of the remaining ten competencies. Completed courses were converted into electives. Students were notified by email of the change on February 14. Students enrolled in affected courses received specific instructions on how to withdraw without penalty on February 24.

Beginning in the Fall of 2025, the general education curriculum will return to eleven competencies, replacing Diversity and Equity with Civics and Community. Every course approved in the Civics and Community competency will satisfy the foundations of American democracy learning outcomes, as detailed in section 400.1.5(9) of the UNC Policy Manual.

For major-specific courses, a joint team from the Institutional Research Office and the Provost's Office coordinated a process that included a keyword search of DEI terms in course titles and descriptions. A resulting list of courses was then reviewed by the relevant academic dean, the Associate Vice Provost and Dean of Undergraduate Studies, and by the Office of Institutional Integrity and General Counsel, with recommendations made to the Provost. Courses that could reasonably be understood to be in violation of policy were either made electives, revised significantly, or submitted to me for waiver consideration. Twelve courses from five degree programs representing three disciplines were identified as waiver eligible. It is worth noting that these courses represent but a fraction of the thousands of courses we offer in more than 200 programs. As instructed, we reported the waivers to the System Office on April 23, 2025.

Programs/Webpages:

During the 2024-25 academic year, all administrative and academic units undertook comprehensive evaluation, review, and revisions of their websites and related materials to support compliance with the policy. These changes went beyond surface-level edits and included examination of program content. Examples include:

- The University underwent a strategic planning process, and the new plan (adopted January 2025) is in compliance with the policy.
- The University archived its "Inclusive Excellence" website.
- The University archived the Board of Trustees statement on diversity.
- The University updated the Human Resources site.
- The School of Health and Human Sciences updated its strategic plan.
- The Global Engagement Office updated its mission.
- The School of Education updated its mission.
- The Division of Student Affairs archived the page for the Bias Team and removed other references to the team.
- The University updated Banner (university database) and directory systems to remove hard-coded pronouns, though students, faculty, and staff continue to have the authority and flexibility to include pronouns in their email signature lines.

Other Efforts:

- Additional compliance efforts included revising committee charges and working with Human Resources to institute new guidelines for job descriptions and search processes. In February, a team from Human Resources, the Provost's Office, and

OIIGC reviewed job descriptions posted on UNC Greensboro's website and flagged 27 for further evaluation. Ultimately, five job descriptions required revisions to remove "minimum qualifications" requirements such as:

- Proven record of inclusive and strategic leadership, fostering faculty and student development to enhance diversity, equity, access, and inclusion.
- Experience with diversity, equity, and inclusion in creative activity & research, teaching, or service.
- Demonstrated experience in leadership advancing equity and inclusivity by integrating diverse cultural or musical perspectives into teaching and professional/creative practice.

III. 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:

Pursuant to the June 17, 2025 memorandum from Board of Governors Chair Wendy Murphy and Governor Alex Mitchell, Chair of the Board of Governors Committee on University Governance, UNCG Board of Trustees Chair George Hoyle designated the following trustees to serve as the committee designated to review the annual Equality Policy Certification and receive related briefings, as outlined in the memorandum. These trustees constitute the Board's standing Compliance, Audit, Risk Management, and Legal Affairs (CARL) Committee:

- Anita Bachmann, Committee Chair
- Margaret Benjamin
- George Hoyle, Board of Trustees Chair
- Dale Phipps
- Matthew Rankin

President Hans approved the designation by memorandum issued July 21, 2025.

The CARL Committee/Subcommittee on Equality Policy Compliance convened in a duly noticed special session at 1:00 pm on August 20, 2025, in the Mossman Administration Building, Chancellor's Boardroom, to receive a briefing from Chancellor Gilliam and senior staff on UNC Greensboro's compliance with the Equality Policy and to review the 2024-2025 certification report.

In open session, Chancellor Gilliam reviewed the Certification report and outlined steps taken in alignment with the Equality Policy, such as a comprehensive review of general education and major-specific curricula, updates to university websites and strategic plans, and robust trainings and communication efforts, all of which reflect the university's ongoing commitment to compliance while continuing to advance UNCG's unique mission. The briefing also included a summary of relevant federal and UNC System guidance, Board of Governors directives, and the university's actions in furtherance thereof from Vice Chancellor and General Counsel Jerry Blakemore and UNC Faculty Assembly Chair and Chancellor's Fellow Wade Maki.

In closed session, the committee discussed personnel matters from Vice Chancellor for Student Affairs Cathy Akens related to Equality Policy implementation.

The Committee/Subcommittee recommended that the university continue to monitor and review and expressed full confidence that the university has been and will continue to be compliant.

UNC GREENSBORO

Title: Chancellor

By: 

Name: Franklin D. Gilliam, Jr.

Date: August 25, 2025

Title: Vice Chancellor for Student Affairs

By: 

Name: Cathy Akens

Date: August 25, 2025