

2025 CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
September 1, 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 Winston-Salem 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:

Realignment of Positions

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.

Prior Job Title: Coordinator for Student Leadership, Belonging, and Off-Campus Housing

Prior Job Description: By empowering students, promoting belonging, and providing crucial housing support, this position will significantly enhance student engagement and success, ultimately contributing to a thriving university community.

New Job Title: Coordinator for Residential Student Leadership and Off-Campus Housing

New Job Description: The Coordinator for Residential Student Leadership and Off-Campus Housing at Winston-Salem State University (WSSU) is crucial in fostering an supportive environment for students. This position not only enhances the residential experience but also promotes student leadership and engagement both on and off campus.

- 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:

Campus Messaging

SuperUser Memo from Office of Risk & Compliance

In complying with [Section 300.8.5 of the UNC Policy Manual](#), the campus completed a review of all web content containing DEI-related messaging. As we move forward to maintenance, we asked that the SuperUsers be made aware of the new requirements. The Office of Risk & Compliance distributed a memo detailing expectations and a review checklist for compliance.

Campuswide Email from the Office of the General Counsel

On June 13, 2025, the Office of the General Counsel sent an email to the WSSU campus community emphasizing the university's responsibility to uphold transparency, accountability, and integrity as part of the UNC System. The message highlighted the Division of Institutional Integrity's role in supporting compliance efforts through guidance, programming, and resources. Employees were reminded that compliance with federal, state, UNC System, and WSSU policies is mandatory, and that non-compliance can result in serious consequences. The email also underscored the importance of professional communication, awareness that interactions may be recorded, and the need to refer official university positions to designated representatives. Links to the UNC System Policy Manual and WSSU policies were provided to ensure employees have access to expectations and best practices.

August 28, 2025 Campuswide Memo from the General Counsel

The Office of the General Counsel issued a campus-wide communication at the start of the academic year to reinforce key compliance expectations under UNC System policies. The message emphasized the Equality Within the University of North Carolina policy, which requires institutional neutrality on political and ideological matters, the Political Activities of Employees policy, which governs how employees may engage in political activity as private citizens, and the Free Speech and Free Expression policy, which protects lawful speech while maintaining university operations and neutrality. Employees were reminded to distinguish personal views from institutional positions, communicate professionally, and seek guidance before engaging in matters involving DEI, political activity, or free speech. Resources and points of contact were provided to support employees in meeting these responsibilities and reducing institutional risk.

Employee Training

General Counsel Presentation to Faculty Senate

On Thursday, April 10, 2025, the office of the General Counsel presented to the Faculty Senate an update on the UNC System Equality Policy reaffirming the system's commitment to nondiscrimination, academic freedom, institutional neutrality, and student success. The presentation also included a review of key provisions of the Equality Policy.

Provost's ELITE Session

In September of 2024, then Provost Anthony Graham moderated a training for faculty and staff related on Institutional Neutrality and Equality in the UNC System. The goal of the session was to ensure that faculty and staff at the institution level have a sound, firm understanding of these concepts. The session prepared faculty and staff to interpret these policies correctly for daily operation purpose. During this conversation, university administrators assisted the campus community with learning more about the policies that govern the institution relative to institutional neutrality and equality in the UNC System; moreover, the panelists unpacked what these policies look like "in action" inside and outside the classroom and what our roles and responsibilities are as state employees to ensure that we comply with them.

- 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 Members

Brent Moore, Chair BOT

Dr. Pam Oliver

Bill Miller

Dr. Alex B. Johnson

Carlos L. Pauling

Meeting Date and Location

Monday, August 25, 2025

Zoom

Summary of Topics and Presentations Received

The Subcommittee received a presentation from Chancellor Brown, Provost Lawrence, and Vice Chancellor Johnson-Norwood on the campus' efforts to fully comply with the University's commitment to institutional neutrality and nondiscrimination required by law and Section 300.8.5 of the UNC Policy Manual. Topics included in the presentation were updates to job titles and job descriptions, and communication and training to faculty and staff.

Actions Recommended by the Subcommittee

A question and answer period at the end of the meeting provided an opportunity to clarify the presentation and resulted in no recommended actions.

Winston-Salem State University

Title: Chancellor

By: 

Name: Bonita Brown

Date: 08/29/2025

Title: Director of Student Affairs

By: 

Name: Mel Johnson-Norwood

Date: 08/29/2025








2025 Equality Policy Certification Final

Final Audit Report

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