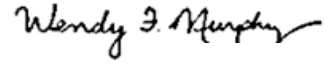



To: Chairs, Boards of Trustees

From: Wendy Murphy, Chair, Board of Governors
Alex Mitchell, Chair, Committee on University Governance

Re: Directives to Boards of Trustees Regarding September 1, 2025
Equality Policy Certification

Date: June 17, 2025

In the last several years, the Board of Governors has amplified efforts to ensure protection of the equality of *all* persons and their respective viewpoints. These efforts materialized in this Board's passing of the [policy prohibiting compelled speech](#), the University's [directives](#) regarding implementation of the *Students for Fair Admissions* decision, this Board's adoption of the [Policy on Equality within the University of North Carolina](#), as well as the February 2025 directive to suspend all general education and major specific requirements mandating completion of diversity, equity, and inclusion curriculum in response to federal action.

The effectiveness of any policy depends on its implementation. Effective implementation requires strong leadership and ongoing oversight. The 2024 Equality Policy certification—as the initial effort—required campuses to realign offices and personnel towards achieving student success. This year's certification—due on or before September 1, 2025—will require a meaningful verification that those realignments succeeded, and each board of trustees has a collective role to play in that verification.

Please implement the following steps with your board and your chancellor to ensure the comprehensiveness of your campus's 2025 Equality Policy certification:

1. Each board chair elected to serve for the 2025–26 term must establish a subcommittee, consisting of 5 members of your board, approved by President Hans. Names of proposed subcommittee members must be submitted no later than July 31, 2025 for President Hans' review and approval. Each subcommittee's collective work will continue until the Board of Governors deems its specific oversight no longer needed.
2. Open session briefings from your chancellor on campus operations and realigned offices are critical. The subcommittees must receive briefings from the chancellor and his or her responsible vice chancellor on all training provided to institutional staff regarding Equality Policy implementation; and position

responsibilities for those realigned roles as certified in your 2024 certification, including an explanation of the duties of any realigned positions with vague titles.

3. Subcommittees should also receive a report on updated institutional webpages and mission statements for programs, curriculum, and objectives that comply with the University's commitment to institutional neutrality and equality under [UNC Policy 300.8.5](#).

4. You should work with your chancellor and your campus general counsel to arrange for your board to receive limited closed session briefings from your chancellor on the performance of relevant campus personnel consistent with Chapter 126 and Chapter 143 of the General Statutes. This time should include hearing from your chancellor on employee performance of: directors of any offices realigned pursuant to the Equality Policy; any campus personnel whose responsibilities were realigned pursuant to the Equality Policy; and any professionals with vague or unclear titles within student affairs operations.

These confidential reviews should compare an individual's prior position to his or her new responsibilities, including how the employee's performance in that role has changed, and what safeguards exist to ensure an employee's previous responsibilities do not continue in the present role. Confidential briefings from the chancellor on any disciplinary action taken against personnel should occur at this time as well.

5. The subcommittee will review, in consultation with your chancellor, your campus's draft Equality Policy certification due on September 1, 2025, *prior* to submission to the Board of Governors.

This is valuable work and should be done collectively—not individually by board members. The work of your subcommittees will contribute meaningfully to our shared goals to affirm equality, institutional neutrality, free expression, and academic freedom. Its work should be directed towards and through the chancellor as the chief administrative officer of the campus—it will be up to the chancellor to decide if and how to bring other campus personnel before the subcommittee.

Thank you for your prompt attention to these matters.

CC: President Peter Hans
Chancellors
Chiefs of Staff
Board Professionals
General Counsels