



DRAFT RECOMMENDATIONS

UNC System Racial Equity Task Force
November 10, 2020

Recommendation 1

Data and Accountability

Establish reporting requirements, accountability mechanisms, and processes that support a sustainable procedure for collecting race and equity data and the implementation of strategies in support of a more equitable UNC System.

Recommendation 1: Potential Strategies

BOG/System Office-Based Strategies

- Collect and analyze faculty, staff, and leadership race and ethnicity data at all institutions and the UNC System Office.
- Present more disaggregated data on student enrollment, transfer, and success outcomes.
- Require regular reporting to the Board of Governors, the president, boards of trustees, and chancellors on progress and areas for improvement related to racial equity.

Institution-Based Strategies

- Administer campus climate surveys and exit interviews for students, faculty, and staff leaving the University.
- Analyze and act on the data collected by increasing diversity where it may be lacking and putting in place supports, resources, and trainings.
- Formalize incentives and accountability measures for stakeholders to engage in work to promote racial equity, diversity and inclusion, and include institutional measures related to racial equity as part of performance evaluations.

Recommendation 2

Representation and Retention at All Levels of the University

Examine and improve recruitment, hiring, promotion, and retention policies and practices to build a racially diverse and equitable University student body, faculty, staff, and leadership.

Recommendation 2: Potential Strategies

BOG/System Office-Based Strategies

- Increase financial aid counseling and support and improve partnerships with college access organizations.
- Seek opportunities to increase diversity in boards of trustees so that it reflects student enrollment.
- Continue rollout of the Executive Leadership Institute, emphasizing HMSIs.
- Assess how hiring, promotion, and retention policies are enacted at the institution-level.
- Review the nomination and selection process for BOG awards.

Institution-Based Strategies

- Build a high-quality, diverse teacher pipeline by recruiting, enrolling, and graduating more students of color in educator preparation programs.
- Assess and modify search and hiring processes to help promote a more diverse applicant pool.
- Review equitable pay, promotion, and tenure practices, assess strength and growth opportunities, and develop actionable plans for improvement.

Recommendation 3

Diversity and Equity Staffing to Support Inclusion and Belonging

The System Office should establish an executive position that reports directly to the President to implement the recommendations of the Racial Equity Task Force and oversee future equity initiatives. All faculty, staff, and students should have access to a diversity, equity, and inclusion representative and a safe space to talk confidentially about difficult situations.

Recommendation 3: Potential Strategies

BOG/System Office-Based Strategies

- Develop a Faculty Equity Fellows program that brings together the expertise of faculty members and evidence-based research that advances the UNC System's policies and practices towards diversity, equity, and inclusion practices.
- Partner with the D&I Council to develop a knowledge management strategy for institutions to share best practices.

Institution-Based Strategies

- Appoint and/or enhance the role of the diversity, equity, and inclusion position so that each institution has a clear path to reporting race and equity issues and establishing processes, resources, and solution-based support/assistance.
- Make available to all constituent institutions the services of one or more ombuds officers to serve as confidential, impartial, informal, and independent resources for faculty, staff, and students. This officer would work in collaboration with the DEI officer to address race and equity issues.

Recommendation 4

Campus Policing

Build upon and make consistent across institutions training, procedures, and data collection practices that effectively support and promote racial equity in campus policing. Strengthen partnerships with other campus departments to facilitate alternative and/or shared responses to certain crises.

Recommendation 4: Potential Strategies

BOG/System Office-Based Strategies

- Determine what data should be collected by campus law enforcement related to race and implement regular collection and analysis of any such data that is not currently collected.
- Complete a review of how campus law enforcement departments develop and adopt policies and procedures.
- System Office and institutional representatives should review the campus law enforcement training to ensure it is appropriate in content and frequency.

Institution-Based Strategies

- All campus police departments should obtain CALEA or IACLEA accreditation.
- Equip every sworn officer responding to calls with a body-worn camera. All campus police departments should possess less lethal devices.
- Require agreements with independent contractors for security services or for mutual aid with local law enforcement agencies to be approved by the campus police chief/designee.
- Partner with student affairs and counseling services for alternative or shared responses to incidents.

Recommendation 5

Programs and Activities in Support of Racial Equity and Inclusion

Develop and support programs that improve equitable outcomes.

Recommendation 5: Potential Strategies

BOG/System Office-Based Strategies

- Review best practices that the UNC System should consider that can improve the delivery of student mental health services for students and employees of color.
- Provide support to institutions to pilot and scale innovative programming to ensure students of color persist and graduate, including transfer students.
- In partnership with the D&I Council, identify a common core of diversity and equity training programs for employees (topics: racial bias, implicit bias, and diversity and inclusiveness).

Institution-Based Strategies

- Integrate student support and mental health programming at critical student transition points and targeted for underrepresented populations.
- Increase diversity of mental health staff and expand access to counseling professionals with diverse backgrounds and/or trained to be trauma-informed and culturally responsive.
- Offer mental health supportive programs and services in technology-based and in-person formats.
- Develop trainings and resources for faculty and staff to learn best practices on how to reach underrepresented populations.

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