

Subcommittee on Equality Policy Certification
Wednesday, March 25, 2026
2:30 p.m.

AGENDA

Call to Order	Jerry Gregory, Subcommittee Chair
Welcome and Opening Remarks	Jerry Gregory
Roll Call	Karen Bussey
Approval of Minutes:	August 25, 2025
Information Items:	
A. Equality Policy Update	Wanda Jenkins <i>General Counsel & Vice Chancellor for LARC</i>
Action Items:	
There are no action items to be presented at this subcommittee meeting.	
Adjournment	Jerry Gregory

Committee members: Joyce Adams, Jerry Gregory, Kimberly Jeffries Leonard, John McFadyen, and Frederick Nelson

SUB COMMITTEE ON EQUALITY POLICY CERTIFICATION

Monday, August 25, 2025

10:00 a.m.

The Subcommittee on Equality Policy Certification of the Fayetteville State University Board of Trustees convened Monday, August 25, 2025, via Microsoft Teams. Subcommittee Chair Jerry Gregory called the meeting to order at 10:01 a.m.

ROLL CALL

The following trustees were in attendance in person: Mr. Glenn Adams, Mrs. Joyce Adams, Mr. Jerry Gregory, Dr. Kimberly Jeffries Leonard, Mr. John McFadyen, and Mr. Frederick Nelson.

Staff persons in attendance were Chancellor Darrell Allison, Chief of Staff Samantha Holmes, Provost Monica Leach, Vice Chancellor Wesley Fountain, Vice Chancellor Wanda Jenkins, Vice Juanette Council, Associate Vice Chancellor Carl Dean, Associate Vice Chancellor Charles McKinnon, Assistant Vice Chancellor Beth Hunt, and Director Linda Gerron.

SUBCOMMITTEE UPDATE

Board Chair Glenn Adams welcomed the subcommittee and provided a brief overview of the purpose of the creation of the subcommittee in July. He then turned it over to Subcommittee Chair Jerry Gregory.

Chancellor Dallison and Chief of Staff Samantha Holmes presented the Equality Policy Report. 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.

In the first year, we completed the 2024 Equality Policy Certification, which included an initial assessment of Diversity & Inclusion positions across the institution, review of terminology of the university's website, and an evaluation of selected areas within Student Affairs and Human Resources. An evaluation of federal regulations, including executive orders, and their impact on federal grants and university programs have ensued. These regulatory changes were included in FSU's top 5 risks presented to and approved by the Board during the March 2025 meeting. Chief Samantha Holmes also presented several recommendations for 2025-26 to continue to maintain compliance.

Trustee Glenn Adams recommended that resources be housed in an accessible format for subcommittee members awareness, if asked. Trustee Nelson asked for clarification about why we cannot accept some grants focused on gender, for example Black male initiatives.

Vice Chancellor Wanda Jenkins shared that the Department of Justice issued guidance in July to include gender. Therefore, we cannot accept.

This report was for informational purposes, and no action was required of the Board.

ADJOURNMENT

The Subcommittee on Equality Policy Certification adjourned at approximately 10:21 a.m.

Respectfully submitted,

Jerry Gregory, Subcommittee Chair
Karen Bussey, Secretary to the University



EQUALITY POLICY WORK GROUP UPDATE

March 25, 2026

ACTION STEPS

The Equality Policy Working Group completed the following:

- Department specific policy trainings
- Added Equality Policy to Compliance Annual Notifications
- Added Equality Policy to New Employee Orientation
- Added Equality Policy to Annual Mandatory Compliance Training
- Conducted 26 policy compliance consultations
- Consulted with the Matriculation Institute to ensure compliance

2025 EQUALITY TRAININGS

Date	Number of Participants	Audience
8/6/2025	50	Student Training
8/12/2025	25	Residence Life Training
9/9/2025	45	Departmental Training
9/10/2025	40	Departmental Training
9/11/2025	5	Departmental Training
9/11/2025	10	Departmental Training
9/15/2025	10	Departmental Training
9/19/2025	40	Departmental Training
9/24/2025	15	Departmental Training
9/30/2025	60	Greek Organizations Training
10/3/2025	45	Departmental Training
11/3/2025	60	Departmental Training
11/6/2025	25	Compliance Leaders Training

EQUITY POLICY ALIGNMENT ON THE MATRICULATION INSTITUTE



- **Open Access Model**

- Available to all students

- **Eliminated Gender-Specific Structures**

- Gender-based program distinctions removed
- Male/Female Coordinators transitioned to Student Success Coordinators
- Job descriptions revised

- **Student Success Focus**

- 5 key pillars: Academic Support, Engagement, Personal Development, Wellness & Career Readiness
- Focus on retention and persistence

- **Policy Alignment**

- Revised Title III proposal and outcomes to ensure compliance and measurable impact
- Webpage and materials revised for compliance
- Ensured program design complies with UNC Equity Policy & institutional neutrality.

Ensures equal access and inclusive participation for all students while aligning with UNC Equality Policy and strengthening student success outcomes.