



Board of Trustees Subcommittee Meeting

SUBCOMMITTEE ON EQUALITY POLICY CERTIFICATION

Wednesday, July 22, 2026

11:00 A.M.

AGENDA

Call to Order

Jerry Gregory, *Subcommittee Chair*

Roll Call

Karen Bussey, *Secretary to the University*

Information Items:

A. Equality Policy Certification

Wanda Jenkins
General Counsel & Vice Chancellor for LARC

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

Agenda Item EP-1

Executive Summary

MEETING DATE: July 22, 2026

SUBJECT: UNC System Equality Policy Certification

BACKGROUND: The University of North Carolina (UNC) Board of Governors' *Policy on Equality within the University of North Carolina* [UNC Policy Manual Section 300.8.5] requires each system institution to annually certify their implementation of the policy. As such, the Subcommittee on Equality Policy Certification was established in 2025 by directive of the UNC Board of Governors to ensure the comprehensiveness of campuses' Equality Policy Certification Report.

FAYETTEVILLE
STATE UNIVERSITY

Fayetteville State University's 2026 Equality Policy Certification Report is presented to the Subcommittee.

MOTION: This item is for information only.

Supporting Document(s) Included: 2026 Equality Policy Certification Report

Prepared By: Samantha Holmes
Chief of Staff and Vice Chancellor

Date: 7/20/2026

ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
September 1, 2026

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 on his or her constituent institution's compliance with Section 300.8.5¹.

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

- I. I certify that Fayetteville 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 has acted consistent with the concrete actions expressed in our prior Annual Certifications & Reports except for the following modified actions:

[Insert detailed description of modifications made to the actions expressed in the last Annual Certification & Report].

Based on the 2025 Annual Certification report, the FSU Equality Policy working committee continued its consistent practices of monitoring and training and made no modifications.

¹ The Equality Policy requires annual certification as to compliance and expects reports of savings derived from achieving compliance. It is likely that any savings achieved will occur in the first year and that succeeding annual certifications will not report on any additional savings in the out years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year).

- III. To achieve further compliance, my institution has made the following additional concrete actions towards compliance with the Equality Policy since the last Annual Certification & Report:

[Insert detailed description of additional concrete actions made towards compliance with the Equality Policy since the last Annual Certification & Report]

Legal, Audit, Risk and Compliance

LARC continued to support Fayetteville State University employees through targeted training, guidance, and consultation services. During the reporting period, LARC delivered mandatory Equality Policy training to all employees within the Strategic Enrollment and Student Success Division and the Student Affairs Division.

In August 2026, LARC will meet with the new provost to discuss the Equality Policy and provide mandatory training to all deans and department chairs.

- In addition, LARC provided individualized guidance and consultation to twelve (12) employees regarding various plans and projects.
- LARC also reviewed and provided recommendations for four departmental student handbooks and three departmental websites to support compliance with Equality Policy requirements and best practices.
- LARC will continue to provide ongoing training, guidance and consultation to the university.
- In collaboration with the UNC System, LARC will continue to monitor and assess the implementation of any new state regulations affecting the Equality Policy.
- LARC will also remain engaged in reviewing federal regulations, guidance, and emerging developments related to topics addressed within the Equality Policy to support ongoing compliance and policy effectiveness.

The Equality Policy training will remain part of the university's annual mandatory compliance training which is required for all employees.

Strategic Communications Continuous Improvement

Strategic Communications has supported this policy by strengthening executive leadership communications; campus communications; web content and managing the distribution of images, branding, and informational text campus wide. OSC works in collaboration with Risk & Compliance to:

- Ongoing evaluations of university website pages and communication with departmental web managers where needed.
- Submitted monthly reports on website content to Equality Policy Committee for review
- Edited university and departmental magazines and brochures prior to printing and distribution, as needed
- Monitored university and departmental social media pages
- Distribution of emails by semester to university leaders and the campus community in support of the policy

Student Affairs & Student Success

In support of this policy, the University created a small committee to expand the Matriculation Institute with ongoing meetings and oversight with the staff. The changes included:

- Rebranded the Matriculation Institute: A Student Success Academy, ensuring that all programs and materials reflect services that attract and invite all students
- Monitoring and evaluating new and existing grants in Student Affairs to ensure equity language is included
- Working closely with Risk and Compliance on continuous training for staff and student assistants in support of the policy

IV. To assess our compliance, my institution's BOT, or an appropriate subcommittee, took the following actions towards monitoring Equality Policy Compliance:

[Insert a description for the above, and list the dates and location when your institution's BOT, or an appropriate subcommittee, met since the prior Annual Certification to discuss Equality Policy Compliance]

Held a subcommittee meeting at the March 2025 Board of Trustees and provided a review of university practices in support of the equality policy to the full board.

Held a subcommittee meeting at July Special called meeting to review the draft 2026

**[INSERT YOUR CONSTITUENT
INSTITUTION'S NAME]**

Title: Chancellor

Title: Director of Student Affairs

By: _____

By: _____

Name: _____

Name: _____

Date: _____

Date: _____