



SUBCOMMITTEE ON EQUALITY POLICY CERTIFICATION

Chancellor Darrell T. Allison

Monday, August 25, 2025

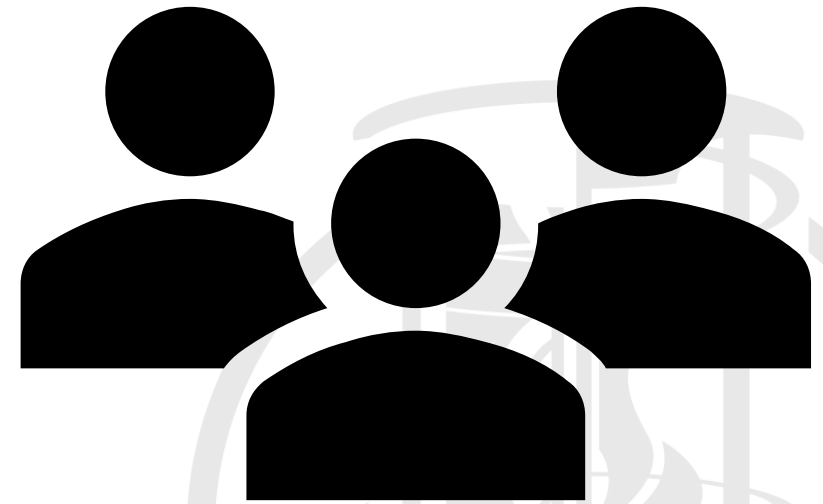
Background

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.

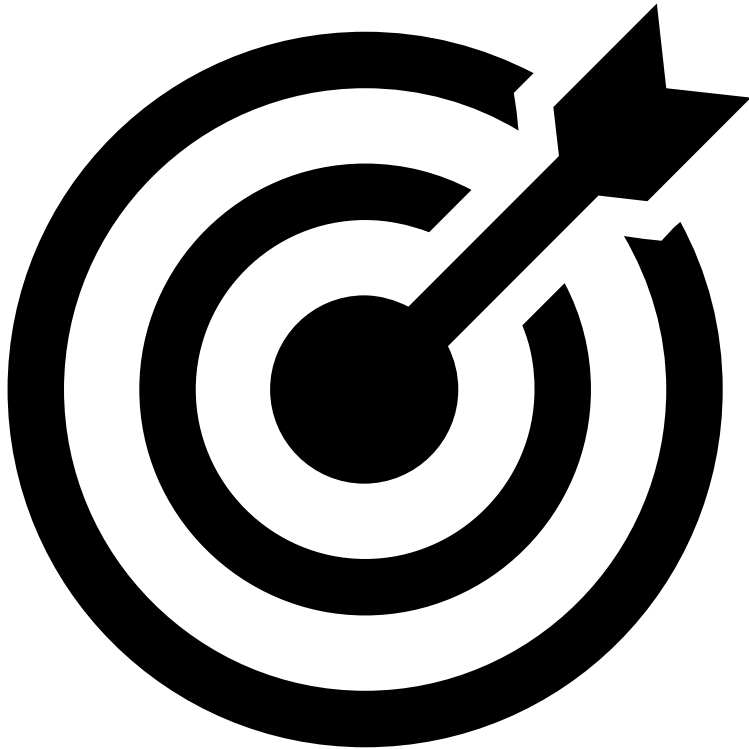
In the first year, we completed the **2024 Equality Policy Certification**, which included an initial assessment of Diversity & Inclusion positions across the institution, review of terminology of the university's website, and an evaluation of selected areas within Student Affairs and Human Resources.

WORKING COMMITTEE

- **Samantha Holmes**, VC & Chief of Staff
- **Wanda Jenkins**, General Counsel and VC for Legal, Audit, Risk and Compliance
- **Juanette Council**, VC for Student Affairs
- **Wesley Fountain**, VC for External Affairs and Military Relations
- **Beth Hunt**, AVC for Risk and Compliance
- **Carl Dean**, AVC for Human Resources



TRAINING AND EDUCATION



Targeted areas include units within:

- Student Affairs
- Human Resources
- Athletics



2025 Equality Policy Certification

IMPACT OF FEDERAL REGULATIONS

- Evaluation of executive orders and their impact on federal grants and university programs
- Evaluation and impact of DoJ's guidance regarding "unlawful discrimination"
- Pending changes to state or federal regulations
- Regulatory changes included as a top 5 risks



COMMUNICATIONS & WEBSITE

- Moved from quarterly to monthly review of the university website
- Sent email communication to University leadership providing guidance
- Shared external videos that surfaced in 2025



RECOMMENDATIONS FOR 2025-26

- **Increase** employee communication throughout the academic year
 - **Implement** mandatory employee compliance training (end of 2025)
 - **Provide** annual department training for key areas (student engagement, athletics, human resources)
 - **Review** of additional webpages, not owned by FSU
 - **Review** of the Fayetteville Cumberland Regional Entrepreneur and Business HUB and other entities
 - **Continue** monitoring of federal, state and local regulations
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