



**The University of North Carolina at Charlotte
Board of Trustees
Equality Policy Certification Subcommittee Meeting**
Wednesday, August 6, 2025, 11:00 a.m. – 12:00 p.m.
Zoom Videoconference

Open Session Minutes

Committee Members in Attendance

Dontá Wilson, Chair
Henry Atkins
Geoff Gray
Larry Shaheen Jr.
Michael Smith

Staff/Faculty in Attendance

Sharon Gaber, Chancellor
Kim Bradley, Chief of Staff and Assistant Secretary to the Board
Jesh Humphrey, Vice Chancellor for Institutional Integrity and General Counsel
Melva Jenkins, Administrative Liaison for University Governance

Guests

Sheena Cobrand, Esq - Associate Vice Chancellor/Deputy General Counsel NC A&T State University

Call to Order. Mr. Wilson called the meeting to order and reminded Committee members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act, in accordance with Chapter 138A of the North Carolina General Statutes, and advised the Committee members to notify him immediately if anyone should become aware of a conflict of interest or the appearance of a conflict of interest during the meeting. No conflicts of interest were reported.

Discussion of Board of Governors Directive on the *Policy on Equality within the University of North Carolina*. Mr. Wilson asked Chancellor Gaber to provide the Subcommittee with a summary/background of the directive issued by the Board of Governors. She reported that the directive from UNC Board of Governors Chair Wendy Murphy and BOG Committee on University Governance Chair Alex Mitchell regarding the September 1, 2025 Equality Policy Certification, was intended to ensure the comprehensiveness of the campuses' 2025 Equality Policy certifications. Chancellor Gaber summarized the following requirements of the directive.

- The establishment of a subcommittee with five members chosen by Chair Wilson, with approval from President Hans. The subcommittee's work will continue until the BOG determines that its specific oversight is no longer needed.
- The Chancellor is to provide briefings on the following items in open session:
 - Campus operations and realigned offices.
 - Training provided to institutional staff regarding Equality Policy implementation.
 - Realigned role responsibilities as certified in the 2024 certification.
 - Updated institutional webpages, program objectives, curricula, and mission statements to ensure compliance with the Equality Policy.
- And the following briefings in closed session:
 - Performance of relevant campus personnel, including directors of realigned offices, staff whose responsibilities were realigned, any professionals with vague or unclear titles within student affairs.
- The Chancellor will also review the draft Equality Policy certification due on September 1, with the subcommittee prior to submission to the System Office.

Discussion of UNC Charlotte's implementation of the *Policy on Equality within the University of North Carolina*. Chancellor Gaber provided a summary of UNC Charlotte's multi-phase implementation strategy to ensure compliance with the Equality Policy. She highlighted the key actions taken by the University as follows:

- On August 1, 2024, three offices (Office of Diversity and Inclusion, the Office of Academic Diversity and Inclusion, and the Office of Identity, Equity, and Engagement) that focused on diversity, equity and inclusion were closed, eliminating or realigning 18 positions within those offices. Programming associated with the offices was also eliminated, redirecting more \$1 million in salary and programmatic funds to student success, safety, and wellness initiatives.
- The position titles and job descriptions for the realigned positions were in compliance with policy requirements and clearly articulated to staff.
- The University's mission statement was reviewed and revised to comply with the new policy, and was approved by the Board of Trustees on August 8, 2024, and by the Board of Governors on November 14, 2024.
- A strategic plan update working group was established in November 2024 to review and revise the strategic plan for compliance. The revised plan was approved by the Board of Trustees on April 25, 2025.

- In response to the UNC System’s February 5, 2025 memorandum directing institutions to evaluate whether any mandatory coursework might conflict with the new federal contracting requirements related to nondiscrimination, UNC Charlotte conducted a comprehensive review of all degree and certificate programs containing DEI-related course requirements. A detailed memorandum was submitted to the UNC System Office on April 24, 2025, describing eight degree programs and four graduate certificate programs that were issued waivers, and providing accreditation, licensure, and pedagogical justifications for retaining key elements of those courses, and identifying revisions to others to ensure full compliance.
- Throughout the Fall 2024 semester and into early Spring 2025, University Communications worked with University divisions, colleges, and departments to identify website content that endorsed specific political or social viewpoints, resulting in the alteration or removal of hundreds of webpages of content to ensure compliance with both the Equality Policy and the University’s adherence to institutional neutrality.
- Numerous communication strategies have been implemented to ensure that the campus is aware of the Equality Policy and its requirements. Training for administrators, faculty, and staff, including information sessions, town halls, and FAQs have been provided to ensure ongoing compliance.

Motion to Convene in Closed Session. Mr. Wilson requested a motion to convene in closed session pursuant to the following General Statute of the State of North Carolina:

- a. *Pursuant to N.C.G.S. §143-318.11 (a)(6) To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee.*

Action. On a motion by Mr. Shaheen seconded by Mr. Smith, the Subcommittee convened in closed session.

Closed Session

Closed session minutes are filed in the office of the assistant secretary to the Board of Trustees.

Open Session

Other Business. There being no further business to come before the Subcommittee, Mr. Wilson adjourned the meeting at 11:49 am.

