FINAL RECOMMENDATIONS

UNC System Racial Equity Task Force
December 4, 2020

Recommendation 1

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 UNC System Racial Equity Task Force and oversee future equity and inclusion initiatives. All faculty, staff, and students should have access to a diversity, equity, and inclusion representative and a safe space to talk confidentially about inequities.

1. **Appoint, elevate, and/or enhance the role of the diversity, equity, and inclusion position at each institution. The diversity, equity, and inclusion position should be empowered to help set a clear path for addressing race and equity issues and establishing processes, resources, and solution-based support/assistance.**

2. **Develop a System-wide Faculty Equity Fellows program, which 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.**

3. Make available to all constituent institutions the services of an ombuds officer, who will be a confidential, impartial, informal, and independent resource for faculty, staff, and students. This officer would work in collaboration with the DEI officer to address race and equity issues.

4. The System Office should partner with the UNC System Diversity and Inclusion Council to develop a knowledge management strategy for institutions to share best practices to develop equitable working and learning environments.

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 of students, faculty, staff, and top leadership.

1. **Build a high-quality, diverse teacher pipeline by recruiting, enrolling, and graduating more students of color in UNC System educator preparation programs.**

2. **Ensure that students of color are prepared to succeed by increasing financial aid counseling, improving partnerships with college access organizations, and expanding access to internships and undergraduate research.**

3. **Assess and modify hiring, salary increases, promotion and tenure, and retention processes and practices to identify strength and growth opportunities, and develop System and institution action plans for improvement.**

4. Seek opportunities to increase diversity in boards of trustees so that each reflects student enrollment.

5. Continue rollout of the Executive Leadership Institute with an emphasis on representation from historically minority-serving institutions and persons of color.

6. Review the nomination and selection processes for Board of Governors awards to ensure equitable practices and processes exist

THE UNIVERSITY OF NORTH CAROLINA SYSTEM

Recommendation 3

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.

1. Require that regular presentations and reports be provided to the Board of Governors, the president, boards of trustees, and chancellors related to the University's progress and areas for improvement related to racial equity.

2. Increase the granularity of data that is collected, analyzed, and published on race and ethnicity for all faculty, staff, students, and leadership at all institutions and the System Office.

3. Require and administer campus climate surveys and exit interviews for students, faculty, and staff leaving the University.

4. Formalize incentives and accountability measures for students, faculty, staff, and administrators 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 4

Diversity, Equity, and Inclusion Education

Establish comprehensive programming for all students, faculty, and staff of the UNC System, and provide mandatory training for those individuals charged with ensuring compliance with diversity and inclusion standards, including institutional leadership, department chairs, division leaders, and others who serve in a supervisory role.

1. **In partnership with the UNC System Diversity and Inclusion Council, the UNC System Office should identify a common core of diversity and equity training programs for employees, including such topics as racial bias, implicit bias, cultural competence, and diversity and inclusion.**

2. Analyze and align the training modules with the responses from UNC System Racial Equity Task Force town halls and survey, and the System-wide employee engagement survey.

3. Establish reporting requirements and accountability and/or incentive tools to ensure effective training.

Recommendation 5

Programs and Activities in Support of Racial Equity and Inclusion

Develop and support programs that improve equitable outcomes.

1. **Review best practices and innovations that the UNC System and its constituent institutions should consider that can improve the delivery of mental health services for undergraduate and graduate students and employees of color.**

2. **Provide support to institutions to pilot and scale innovative programming to ensure students of color persist and graduate, including students transferring from community colleges.**

3. Increase diversity of mental health staff and expand access to counseling professionals with diverse backgrounds and/or training in trauma-informed and culturally responsive methods.

4. Integrate student support and mental health programming at critical student transition points (e.g., first-year student experience, transfer student experience, graduation) and targeted for underrepresented populations (e.g., black males).

5. Develop trainings and resources for faculty to learn best practices on how to reach underrepresented populations.

Recommendation 6

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.

1. **Centrally engage a subject-matter expert to 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.**

2. **Reduce the criminalization of incidents involving students by utilizing student affairs resources, such as counseling services and the student conduct process, rather than addressing matters through criminal prosecution.**

3. Complete a review of how campus law enforcement departments develop and adopt their policies, procedures, and training content and frequency.

4. Require all campus police departments to obtain accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) or the International Association of Campus Law Enforcement Administrators (IACLEA).

5. Equip every sworn officer in the field responding to calls for service or following up on reported crimes or incidents with a body-worn camera. All campus police departments should possess less lethal devices in addition to existing firearms.

6. 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 or his or her designee.

THANK YOU

QUESTIONS?