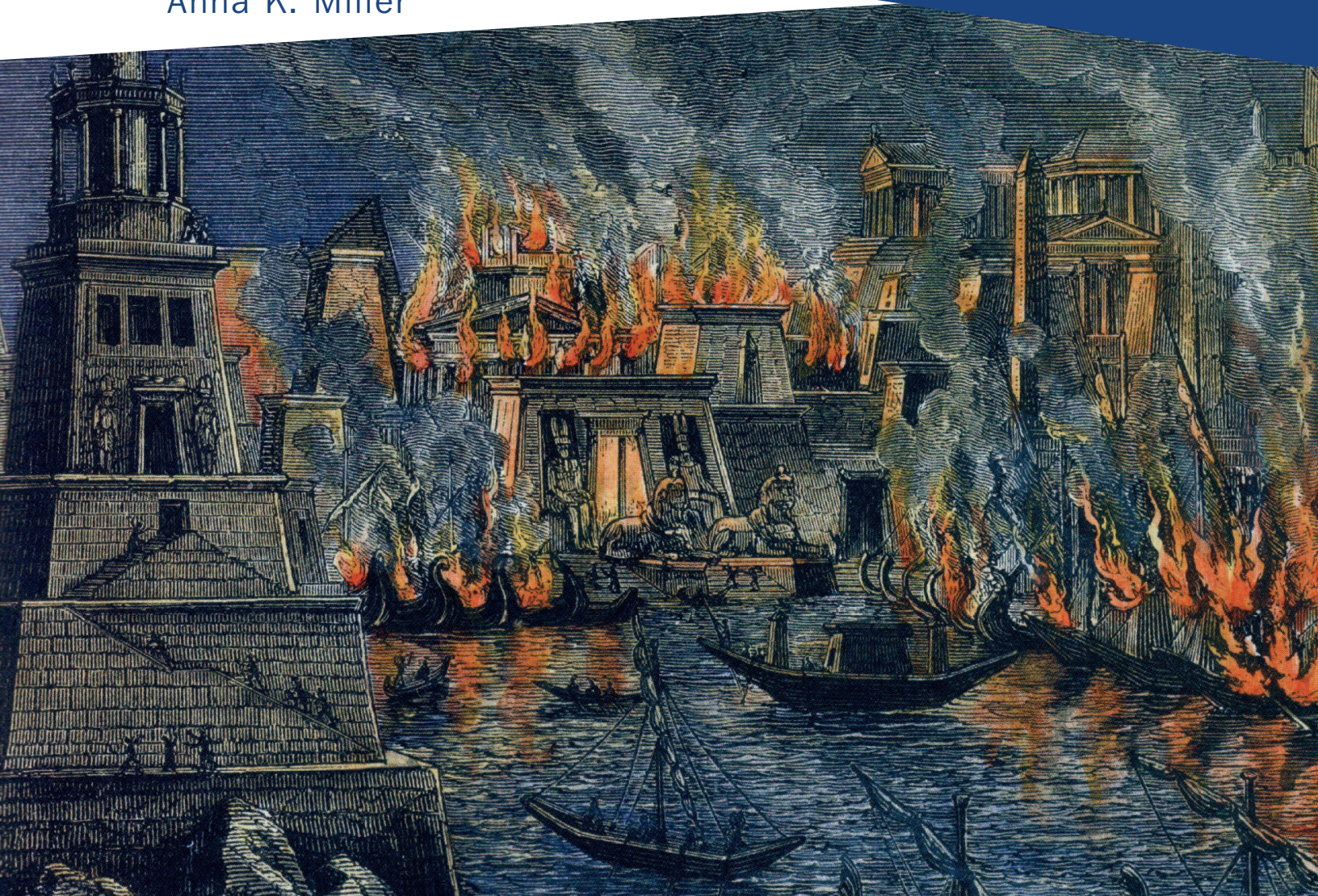


# Critical Social Justice in the UNC System

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# EXECUTIVE SUMMARY

Critical Social Justice (CSJ) poses a threat to higher education and to the American way of life. This school of thought goes by many names, including Critical Race Theory, Critical Theory, Multiculturalism, and Identity Politics. All these ideologies divide the world into aggrieved minorities and oppressive majorities, reducing people to a group identity grounded in immutable characteristics such as race and sex. They are based on a distorted view of what a human being is, compromising the pursuit of truth and diverting institutions that adopt it away from excellence and merit and toward factionalism. They cultivate resentment and anger among the supposedly aggrieved while undermining the stability, equal treatment, and mutual toleration that contributes to individual happiness and good citizenship. Universities promote CSJ policies under the seemingly innocuous rubric of Diversity, Equity, and Inclusion (DEI).

Most schools in the UNC System have adopted CSJ in their strategic plans, and things are accelerating across the system. A system-wide Racial Equity Task Force, which the Board of Governors seemingly empowered, released a report in December 2020 to accelerate the push to extend DEI programming into all facets of all the universities. It called for more administrative DEI hiring throughout the system and establishing more new programming aimed supposedly at aggrieved minorities, including curricular changes and more developed retention programs. The entire report was based on the idea that the UNC System represents systematically racist notions of achievement that could be deconstructed through careful administrative oversight.

Nearly every university is committed to building a DEI infrastructure. Here are the highlights from a survey of publicly available information across the system:

- Total DEI administrative salaries across the system exceed \$12 million.
- Both UNC-Chapel Hill and NC State each have 11 DEI administrators making more than \$100,000, with more than 30 DEI employees total at each school. Salaries at each university total more than \$3.25 million.
- UNC System medical schools have extensive DEI administrative functions, including the UNC School of Medicine's nine administrators dedicated to DEI and the Brody School of Medicine at East Carolina's five DEI administrators (three of whom earn more than \$100,000).
- All 16 schools have DEI aspirations laid out in their strategic plans.
- At least seven schools require implicit bias training for all job search committees.
- Curricula dedicated to DEI are expanding not only through increased general education requirements but also through "Living-Learning Communities" that promote social activism.
- The Racial Equity Task Force is pressuring schools to conform to these mandates.

The CSJ-DEI complex is expanding rapidly in the UNC System. Soon many more colleges will have deans and associate deans dedicated to promoting this pernicious ideology. Those deans will enact more policies such as requiring new candidates to submit DEI statements, creating higher pay scales for supposedly aggrieved minorities, or making optional training mandatory. Any influx of monies will be diverted in large part to further these DEI efforts. The Board of Governors and the legislature stand at an inflection point: either stop the DEI industrial complex or it will take over North Carolina's universities.

# POLICY RECOMMENDATIONS

In order to decrease the influence of critical social justice across the UNC System, policy reform is necessary. We recommend that universities and the North Carolina legislature implement the following reforms:

**Budget.** The legislature controls the purse strings. It should consider cutting budgets throughout the UNC System by amounts of spending on Diversity, Equity, and Inclusion to get universities to change direction.

**Centers and Institutes.** The legislature should discontinue funding identity-based Centers and Institutes. Such Centers should be funded only through private donations and investment.

**General Education.** Universities should stop requiring students to take diversity courses as part of the general education curriculum.

**Hiring practices.** Universities are public entities. Excellence, professionalism, and contributions to the core educational mission of the university should be the only considerations in hiring. The legislature should ban political litmus tests in hiring, including the requirement that candidates submit “diversity statements” in order to be considered for employment or promotion.

**Training.** Students and faculty should never be required to take DEI training in order to participate in university activities. All training should be voluntary only.

**Transparency.** All faculty members and administrators should post their CVs online. All course syllabi should be available to the public online. The public has a right to know what its universities are teaching.

**Racial Preferences.** The legislature should end racial preferences in hiring and university admissions.

# WHAT IS CRITICAL SOCIAL JUSTICE?

America's colleges and universities have become increasingly radical over the past 50 years.<sup>1</sup> Academics and administrators are no longer merely pushing progressive politics but transforming universities into institutions dedicated to political activism and indoctrinating students into a hateful ideology. We call this ideological bent Critical Social Justice.<sup>2</sup>

Many today are worried about critical race theory<sup>3</sup> (CRT), critical theory, cultural Marxism,<sup>4</sup> identity politics, or multiculturalism.<sup>5</sup> These are all basically the same ways of thinking. They each generally hold that all disparities in group outcomes are traceable to discrimination and would disappear through genuine liberation.<sup>6</sup>

CSJ begins with criticism or critical analysis, where activists unmask the supposed hidden realities of the world. America seems to be a place of equal opportunity or fair admissions, but through this critical lens, it is viewed as various structures of oppression built by the privileged to keep victim groups weak and unequal. Under this ideology, America is said to have a patriarchal, racist, homophobic, cisgendered, and ableist culture. The “advantaged” America tries to impose its ways on disadvantaged Americans. The supposed oppressors do this in sneaky ways, such as passing seemingly colorblind laws that are really designed to put more minorities in jail<sup>7</sup> or having colorblind admission standards at universities that really exclude minority students. America and all of the West are everywhere and always racist, sexist, etc.—that is the conclusion of the CSJ activists.

But activists promise a CSJ remedy to this problem. Victims should be elevated and the supposedly privileged pushed down. This remedy is realized differently in different institutional settings. At universities specifically, students' minds will be retrained. They will be taught to identify, shame, and destroy “oppressors.” Activists will teach oppressors to identify with the plight of victims and remediate activism on victims' behalf, while they encourage supposed oppressors to feel shame for their “whiteness” or “toxic masculinity.” Two sets of standards — one for the supposed oppressors and one for the supposed victims — emerge.

The result of such training will be a happier, more diverse student and an environment defined by perceived inclusion. Or so we are told. But this happy vision never comes about because the CSJ activists always identify another lingering inequality that must be removed before the promised land arrives. It sets about a rolling revolution in university life, where one reform always demands another. Resentment, hatred, and self-hatred reign in the meantime.

Diversity, equity, and inclusion (DEI) is the mechanism whereby CSJ is applied to institutions like universities. DEI is CSJ made more palatable using sweet-sounding civic language, but they represent the same critical analysis and remedy. Both CSJ and DEI emphasize how institutions like universities are irredeemably racist or sexist. Both CSJ and DEI hope for policies that might overturn the victim-oppressor framework, making the former victims the new rulers and the former oppressors the new victims.

As famous critical race theorist, Ibram X. Kendi writes, “The only remedy for past discrimination is present discrimination. The only remedy for present discrimination is future discrimination.”<sup>8</sup> *DEI is that present and future discrimination.*

**Diversity:** Diversity used to mean difference or plurality but not anymore. Diversity means more members of victim groups and fewer members of the supposedly oppressive groups. When men make up 80% of engineering students, that is a lack of diversity that must be remedied. When women make up more than 80% of elementary education majors, that is diversity that should be celebrated. And in curriculum, diversity means replacing books written by white males with authors from “historically underrepresented” groups. The achievement of diversity requires retribution to be taken against former oppressors. It requires that aggrieved minorities be held to lower standards than those who are privileged. The formerly marginalized get privilege and the formerly privileged get marginalized.

**Equity:** Equity used to mean fairness before the law but not anymore. Equity now stands for the idea that universities must aim at something like statistical group parity (e.g., since blacks make up 13% of the population, they should be 13% of engineers). Failure to achieve parity is sufficient evidence of systematic discrimination. Therefore, we must dismantle the old culture (no matter how well it seems to work) and build a new one that will achieve parity. In short, equity is equal group outcomes.

**Inclusion:** Inclusion used to mean everyone was welcome, but not anymore. Today’s inclusion demands an institutional climate that elevates and supports the well-being of aggrieved minorities instead or at the expense of the supposedly privileged. Sometimes that means the creation of discriminatory departments like a women’s or multicultural center or excluding ideas and things that some members of underrepresented groups find objectionable like thin blue line flags (supporting the police). LGBT- or Blacks-only graduations are done in the name of inclusion. Speech codes and safe spaces arise in order to accomplish this new inclusion. In short, inclusion means excluding all that makes supposedly aggrieved minorities uncomfortable.

The ideas behind DEI require people to believe that America is on an endless treadmill of oppression and victimhood. Accordingly, all efforts to transcend group identity are thought to be lies that rationalize “privilege.” Advocates for CSJ demand ideological conformity — victims can only be seen as members of an oppressed class rather than individuals, and non-victims are stigmatized and blamed for the evils victims suffer.

CSJ education undermines individual freedom, civil discourse, and the principle of equal treatment under the law. It is inconsistent with the idea that individual rights should help organize political life. It is inconsistent with a dedication to scientific inquiry. It is inconsistent with the American institutions and traditions that underlie economic prosperity and freedom of action and conscience. It denies there is a standard outside of group identity to which people can be held. It denies the reality that inequality and privilege are complex social phenomena that come about in many different ways, not just from oppression. CSJ is unfalsifiable and pernicious.

## How far has the Critical Social Justice agenda advanced across the UNC System?

# EXAMINING CRITICAL SOCIAL JUSTICE IN THE UNC SYSTEM

Others have expanded eloquently about the problems endemic to CSJ. This report is based on the idea that CSJ undermines the advancement of knowledge and the achievement of a common good. It asks: **How far has the CSJ agenda advanced across the UNC System?**

We have looked at publicly available documents at all 16 universities in the UNC System. Strategic plans, high-level administrators dedicated to DEI, total numbers of administrators dedicated to DEI, policies like bias training, offices focused on aggrieved minorities, curriculum, and other factors reveal the extent of CSJ on campuses. The report begins with what appear to be orders from the top—the system-wide push initiated through the Racial Equity Task Force of 2020. We then provide information about each university in two ways, one summative and one detailed. First, we include three charts: the number of administrators at each school in the UNC System and the total cost to employ them; selected policies adopted at each school; and curriculum dedicated to DEI and other aspects of student life. Second, we summarize what each school is doing on the DEI front and present the UNC schools in ranked order, from the most dedicated to DEI (UNC-Chapel Hill) to the least (Fayetteville State University). Rankings are determined by budget, personnel, policies, and curriculum.

## The System-Wide Push: The 2020 Task Force

The UNC System did not emphasize Diversity, Equity, and Inclusion (DEI) particularly before 2020. The system goals and objectives were almost exclusively race-neutral. Its 2017-2022 strategic plan, for instance, was titled “Higher Expectations.” The plan, released under UNC System President Margaret Spellings, emphasized student success and access. According to the report, it would have achieved that goal when UNC’s enrolling students and graduates would “more closely reflect the demographics and growth rate of the state.”

Efforts to achieve that goal would include trying to attract “underserved students, including those from low-income families, rural counties, and others who are underserved for any reason.” Included among those student success gaps, which UNC aimed to reduce, were the gaps between male and female students since males had six-year graduation rates 8% lower than females at 63%. The gap between minorities and non-minorities was 17%. What is most interesting about this particular strategic plan, however, is its willingness to adopt the view that all gaps are the result of systematic discrimination.

On June 8, 2020, leaders of the UNC System Faculty Assembly, the UNC Staff Assembly, and the UNC Association of Student Governments called on the Board of Governors to establish a Racial Equity Task Force.<sup>10</sup> This task force would make proposals about the strategic direction of the whole system. The next day, Interim President William Roper and Chair of the Board of Governors Randall Ramsey appointed three of their own to the force. They also promised “staff and resources needed to support” the Task Force’s “important work” and asked that it focus on meeting with people across the system,



gathering recommendations, preparing a report, and delivering the report to the Board of Governors. Thus the Racial Equity Task Force saw that it had a charge from the Board of Governors.

The Task Force delivered its report—covering student recruitment and outcomes; employee recruitment, retention, promotion; and campus climate and safety—in December 2020. It made six recommendations with 28 action steps:

- Diversity and Equity Staffing to Support Inclusion and Belonging
- Representation and Retention at All Levels of the University
- Data and Accountability
- Diversity, Equity, and Inclusion Education
- Programs and Activities in Support of Racial Equity and Inclusion
- Campus Policing

These recommendations amount to a small revolution in the purpose and direction of the UNC System.

Consider two recommendations made. The first, concerning staffing, has four action steps. Step 1 is building out a DEI administrative infrastructure for the system as a whole and at each constituent institution so that administrators are in a position to “set a clear path for addressing race and equity issues.” According to this recommendation, the UNC System itself must have a system expert fully dedicated to DEI who directly reports to the chair of the Board of Governors. It also calls for creating high-level administrators dedicated to implementing the DEI policies on each of the UNC System’s 16 campuses. Another action step involves the creation of a Faculty Equity Fellows program to expand the DEI mission. Other minor action items include establishing ombuds officers concerned specifically with race and equity issues and a system-wide Diversity and Inclusion Council to develop and deepen management strategies.

Recommendation 5 involves building programs and activities in support of racial equity and inclusion. Year-over-year retention rates and graduation rates among Black and American Indian students in the UNC System are lower than they are for white, Hispanic, and Asian students. The task force asserts the programs for Black students will help close these gaps. These include increasing mental health services on campus and piloting “innovative programming to ensure students of color persist and graduate.” More training for faculty and staff, the creation of new academic programs targeted to persons of color, and targeted expenditures will also help.

The Board of Governors has not officially adopted the recommendations and action items of the Racial Equity Task Force. However, the task force announced in a July 21, 2021 update, “The UNC System began implementing the report’s recommendations and advancing additional initiatives to strengthen diversity

**The Task Force's...  
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and inclusion across the system.”<sup>11</sup> In pursuit of Recommendation 1, for instance, System President Hans has “established a senior executive-level position (Darryl Bass, SAVP for Equity, Engagement, and Employee Relations) that is coordinating diversity and inclusion efforts.” Vice President Bass began work on January 1, 2021. Each institution has also identified a Diversity & Inclusion Officer and an Inclusion Executive, though these efforts were not obviously apparent on the websites of each university. A faculty fellows program has also been adopted pursuant to Recommendation 1.

There has been a noticeable hiring spree of upper-level [DEI] administrators across the UNC System.

Many programs are advancing in support of Recommendation 5, including many race-specific programs like the “Black Male Achievement Initiative”; the “Math pathways for African American Collegiate Transformation”; and infrastructure and marketing campaigns specifically targeting North Carolina’s Historically Black Colleges and Universities. Reforms in campus policing, undertaken under Recommendation 6, include implicit bias training for all campus police since they are supposedly infected with “unconscious stereotypes” that can lead police “to make dangerous snap judgments.” It attempts to divert people who have committed crimes from the criminal justice system through Criminal Justice Diversion Programs.

Furthermore, though the Update Report does not catalog it, there has been a noticeable hiring spree of upper-level administrators across the UNC System. UNC Wilmington hired Donyell Roseboro, Interim Chief Diversity Officer after the report came out, for instance, and UNC-Chapel Hill added several associate dean-level hires during that period.

The Racial Equity Task Force sees its work as making policy for the system. Administrations have reacted to its recommendations. The system as a whole has adopted some of its findings. The next system-wide strategic planning process, underway soon, is likely to entrench the ideology more deeply into the UNC System’s policy, unless there is a return to the race-neutral ideas that governed the system before 2020.

## System-Wide DEI Administration: At a Glance

The chart below contains the raw numbers of administrators at the university and college levels dedicated to promoting DEI missions. We put forward three groups of administrators: administrators making six figures at the university level, administrators making less than six figures at the university level, and college-level administrators. We then total the raw salary figures for each university. This is a very conservative — painfully naive, really — estimate for DEI personnel and spending. It does not account for course-buyouts for those who serve on committees, department support, people who contribute to DEI efforts but have other job responsibilities, and for the opportunity cost of promoting DEI efforts instead of efforts aimed at excellence, competence, and other values that universities could pursue.

	University Level Admin: 6 Figure Salary	University Level: Under 6 Figure Salary	Total At University Level	Dean Level: 6 Figures	Dean Level: Under 6 Figures	Colleges with DEI Director	Total Salary
<b>UNC-Chapel Hill</b>	5	12	17	4	14	8/10	\$3,034,943
<b>NC State</b>	4	21	25	7	4	10/12	\$3,377,182
<b>East Carolina</b>	1	3	4	3	4	1/20	\$1,107,009
<b>UNC Wilmington</b>	1	12	13				\$778,364
<b>UNC Charlotte</b>	0	12	12				\$661,579
<b>Appalachian State</b>	2	4	6				\$483,988
<b>UNC Greensboro</b>	0	9	9				\$476,084
<b>UNC Asheville</b>	1	5	6				\$364,000
<b>Western Carolina University</b>	1	4	5				\$315,214
<b>NC Central</b>		4	4				\$231,188
<b>UNC Pembroke</b>	1	8	9				\$180,215
<b>NC A&amp;T</b>		3	3				\$132,235
<b>Winston Salem State</b>		2	2				\$115,463
<b>Elizabeth City State</b>		1	1				\$55,000
<b>UNC School of the Arts</b>		0	0				\$0
<b>Fayetteville State</b>		0	0				\$0
<b>TOTAL</b>							<b>\$11,312,464</b>

## System-Wide CSJ Policies: At a Glance

The chart shows how schools across the UNC System promote the gamut of DEI policies. Most of the policies concern hiring; student, faculty, and staff training; affirmative action “goals and benchmarks”; and the evaluation of faculty for tenure or for annual reviews. Most of these policies are based on the idea that the university itself is systematically discriminating against supposedly aggrieved minorities, and that such discrimination could be remedied through administrative oversight or tweaks in procedures. They have the collective effect of creating a climate of fear and hatred between group identities.

	Implicit Bias Training for Search Committees	Bias Training for Students
<b>UNC-Chapel Hill</b>	required	plans to make it required
<b>NC State</b>	strongly encouraged	strongly encouraged
<b>East Carolina</b>	seems optional	
<b>UNC Wilmington</b>	seems optional	
<b>UNC Charlotte</b>	required	seems optional
<b>Appalachian State</b>	required	
<b>UNC Greensboro</b>	optional	optional
<b>UNC Asheville</b>	diversity advocates instead of training	optional
<b>Western Carolina</b>	none	optional
<b>NC Central</b>	none	optional
<b>UNC Pembroke</b>		
<b>NC A&amp;T</b>	required	optional
<b>Winston Salem State</b>	required	required of supervisors
<b>Elizabeth City State</b>	optional training, but must demonstrate diversity	optional
<b>UNC School of the Arts</b>	required	required
<b>Fayetteville State</b>	none	

Bias Training for Faculty and Staff	Safe Zone Training	DEI statements for Job Candidates	Office for LGBTQ+ Students	Office for Black/AfAm Students	Office for Women Students	Office of Multi-cultural Affairs
mandatory	optional	N/A	Yes	Yes	Yes	
plans to make it required	optional		Yes	Yes	Yes	
seems optional	optional		Yes	Yes	Yes	Yes
seems optional	optional		Yes	Yes	Yes	
	optional		Yes	Yes		
						Yes
optional	optional					Yes
optional	optional			Yes		Yes
optional	optional			Yes		Yes
optional	optional		Yes			Yes
optional	optional			Yes		Yes
optional	optional		Yes			Yes
none	none				Yes	Yes
optional	optional					Yes
optional	optional					In Progress
	optional					

	Number of Required Credits in General Education	Service Learning Requirements	Living Learning Communities Promoting Social Activism
<b>UNC-Chapel Hill</b>	6	3	
<b>NC State</b>	3		
<b>East Carolina</b>	0		encouraged
<b>UNC Wilmington</b>	6	3	encouraged
<b>UNC Charlotte</b>	12		encouraged
<b>Appalachian State</b>	9		encouraged
<b>UNC Greensboro</b>	6		encouraged
<b>UNC Asheville</b>	3		encouraged
<b>Western Carolina</b>			encouraged
<b>NC Central</b>	0		
<b>UNC Pembroke</b>	0	0	encouraged
<b>NC A&amp;T</b>	3		
<b>Winston Salem State</b>	3		
<b>Elizabeth City State</b>		3	
<b>UNC School of the Arts</b>	0		
<b>Fayetteville State</b>	0		

## System-Wide CSJ Offices and Curriculum: At a Glance

This chart presents a snapshot of the student experience at schools in the UNC System. It shows how many different offices for supposedly aggrieved minorities each university has and how the curriculum delivers on the school's CSJ mission. Centers are about "inclusion," based on the idea that members of a group have special needs that deserve to be elevated above other needs. The curriculum is more complicated, of course.

Our estimates here are again very conservative — almost naive. Only when required courses are explicitly dedicated to CSJ or where every course in a requirement is infused with CSJ do we categorize it as a "Diversity" requirement. Many more courses in the general education curriculum no doubt teach from a CSJ perspective, but students can theoretically avoid those courses or have them taught by teachers less taken with that perspective. A deeper dive would reveal that much more of the general education is infused with CSJ, but is beyond the scope of our study.

# UNIVERSITY SCORECARDS

Schools in the UNC System have more or less built-out DEI missions. UNC-Chapel Hill and North Carolina State University are the system's flagship DEI schools. Each has dozens of personnel dedicated to furthering the DEI mission. Each spends well over \$3 million on raw salaries for staff that promote DEI. This results in more mandatory policies, training, programming, and penetration into the daily operations of the university.

Other schools have only a handful of administrative personnel dedicated to DEI. Their administrators no doubt look longingly at the more fully built-out schools. But generally, the administrators in the middle-tiered DEI schools in the UNC System have lower pay and get less accomplished. The schools in the middle tier have optional policies instead of mandatory policies. They have fewer college committees or college-level deans for DEI, so the ideology does not penetrate as far down into the day-to-day academic operations. That day is probably coming soon when these schools promote the same DEI programs as the flagship DEI schools.

Many UNC schools fulfill their DEI missions by establishing "Living Learning Communities" (LLCs). This is just another place where the true meaning of a policy hides behind an innocuous-seeming word salad. Some explanation is called for since LLCs come up often in our scorecards.

Offices of Residential Life have turned large amounts of housing into venues for CSJ advocacy. The most vigorous advocacy is implemented through LLCs. LLCs include housing units dedicated to themes like Global Citizenship, Social Justice, Inclusion, Sustainability, Racial Justice, Civic Engagement, and Cultural Competency. LLCs are usually nicer housing units than a student would expect in a standard dorm. LLCs often target freshmen by offering the allure of superior housing and providing a network and community for students to join. These communities usually require participation in courses, trips, or service-learning activities that are focused on training students to become activists for CSJ. Required and optional courses are often attached to LLCs as well. When universities make it their mission to promote DEI activism, LLCs are a primary vehicle through which they drive that agenda. And nearly every school in the UNC System has a robust collection of LLCs.

We have studied DEI-dedicated administrative hiring, several areas of university policies, strategic plans, DEI-dedicated offices, general education requirements, and aspects of residence life at every university in the UNC System. We have compiled what we found into a scorecard. What follows are short synopses of each school in the UNC System, ranked in order of their adherence to CSJ as presented in DEI.

# University of North Carolina - Chapel Hill

DEI efforts have been sown into the operations and curriculum at UNC-Chapel Hill over a long period of time. Not only does it have more staff dedicated to promoting the cause (at least 17 chancellor-level administrators), but also the staff dedicated to the cause reach deeper into university operations than any other NC university. Eight out of the 10 colleges have deans dedicated to DEI programming. They are charged with enforcing the strategic plan's efforts to prioritize DEI in "teaching, research and service, and in hiring, evaluation, retention and promotion"<sup>12</sup> of faculty. DEI training is mandatory for faculty and staff. Students get their fill, too, from three CSJ-infused courses that are required for graduation (while none dedicated to American history or government are required). Residence Life is also aimed at creating "space for the exploration of self and social justice" and other aspects of the DEI agenda.

## UNC-Chapel Hill Timeline

The extensive build-out of the DEI infrastructure at UNC-CH demands special attention. Below is a timeline showing how UNC-CH built out its hiring and programming. The infrastructure has been building for years but showed a marked acceleration since 2020.

- 2002 Archie W. Ervin, Hired as Assistant to Chancellor and Director for Minority Affairs.
- 2004 Melva "Cookie" Newsom, Hired Director of Diversity Education Research
- 2006 Ervin promoted to Associate Provost, Diversity and Multicultural Affairs.  
U.S. Diversity Course Requirement added to the undergraduate catalog
- 2012 Taffye Benson Clayton hired as Vice Provost,  
Diversity and Multicultural Affairs.  
Added "Commitment to Diversity to Academic Catalogue
- 2014 Added "Framework for Understanding Diversity, Equality, and Inclusion"  
to Academic Catalogue  
Felicia A Washington hired Vice Chancellor, Workforce Strategy,  
Equity, and Engagement
- 2016 Jayne Grandes hired as Interim Director, Equal Opportunity and Compliance Office
- 2020 Sibby Anderson-Thomkins hired as Provost for Equity and Inclusion,  
Interim Chief Diversity Officer  
Vicki Bradley hired as *Associate Vice Chancellor, Human Resources and Equal  
Opportunity and Compliance*  
Strategic Plan "Carolina Next" emphasizes DEI and endorses mandatory  
implicit bias training.
- 2021 8 out of 10 Colleges have associate deans for diversity, equity, and inclusion.



## DEI in UNC-Chapel Hill’s Strategic Plan

**Strategic Priority #1:** “Invest in policies, systems, and infrastructure that promote belonging, community and transparency throughout the University community. ... Enhance the educational benefits of diversity, equity, and inclusion through effective student recruitment, enrollment, retention and graduation. ... Prioritize diversity, equity, and inclusion in teaching, research and service, and in hiring, evaluation, retention and promotion of under-represented faculty and staff.” (From strategic plan updated December 2020).<sup>13</sup>

### DEI Personnel at UNC-Chapel Hill:

UNIVERSITY LEVEL <sup>14</sup>		
<b>Associate Vice Chancellor</b>	Equal Opportunity and Compliance Office	\$172,507
<b>Vice Chancellor Human Resources &amp; Equal Opportunity &amp; Compliance</b>	Equal Opportunity and Compliance Office	\$326,781
<b>Vice Provost and Chief Diversity Officer</b>	University Office for Diversity and Inclusion	\$114,546
<b>Administrative Assistant</b>	University Office for Diversity and Inclusion	\$42,000
<b>Interim Executive Assistant</b>	University Office for Diversity and Inclusion	N/A
<b>Communications Specialist</b>	University Office for Diversity and Inclusion	\$52,754
<b>Programmatic Support Coordinator</b>	University Office for Diversity and Inclusion	\$45,000
<b>Director, Carolina Collaborative Resilience</b>	University Office for Diversity and Inclusion	\$52,826
<b>Director of Education, Community Engagement and Belonging</b>	University Office for Diversity and Inclusion	\$56,926
<b>Student Engagement Coordinator</b>	University Office for Diversity and Inclusion	\$37,203
<b>Director, Student Access and Success</b>	University Office for Diversity and Inclusion	\$58,100



<b>COLLEGE-LEVEL ADMINISTRATORS<sup>15</sup></b>		
<b>Associate Dean of Diversity, Equity, and Inclusion</b>	College of Arts & Sciences	\$104,315
<b>Vice Dean for Diversity, Equity and Inclusion</b>	UNC School of Medicine	\$100,000
<b>Associate Dean for Diversity, Equity and Inclusion</b>	UNC School of Medicine	\$289,000
<b>Director, Office of Rural Initiatives</b>	UNC School of Medicine	\$80,000
<b>Program Coordinator, Office of Diversity, Equity and Inclusion</b>	UNC School of Medicine	\$44,996
<b>Director of Strategic Initiatives at the Office of Diversity Equity and Inclusion</b>	UNC School of Medicine	\$60,000
<b>Director of Diversity Affairs</b>	UNC School of Medicine	\$83,618
<b>Associate Director, Office of Scholastic Enrichment and Equity</b>	UNC School of Medicine	\$85,550
<b>Director of Scholastic Enrichment and Equity</b>	UNC School of Medicine	\$86,000
<b>Associate Dean, Office of Diversity and Inclusion</b>	School of Pharmacy	\$124,401
<b>Program Manager, Office of Diversity and Inclusion</b>	School of Pharmacy	\$60,000
<b>Associate Dean for Inclusive Excellence</b>	UNC Gillings School of Global Health	\$150,000
<b>Associate Dean for Inclusive Excellence</b>	School of Nursing	\$93,780

## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Director</b>	LGBTQ Center	\$85,000
<b>Administrative Support Specialist</b>	LGBTQ Center	\$39,466
<b>Director</b>	Carolina Women's Center	\$128,520
<b>Gender Violence Services Coordinator</b>	Carolina Women's Center	\$50,225
<b>Gender Violence Services Coordinator</b>	Carolina Women's Center	\$49,200
<b>Co-Facilitator</b>	Multicultural Health Program	\$66,729
<b>Co-Facilitator of Multicultural Health Program</b>	Multicultural Health Program	\$67,500
<b>Staff</b>	Multicultural Health Program	\$57,000
<b>Staff</b>	Multicultural Health Program	\$57,000
<b>Staff</b>	Multicultural Health Program	\$57,000
<b>Staff</b>	Multicultural Health Program	\$57,000

**Total  
Personnel  
Spending:  
\$3,034,943**

### DEI Committees at UNC-Chapel Hill:

**University-level Committees:** University Diversity, Equity & Inclusion Council

**College-level Committees:**

- Adams School of Dentistry Inclusive Excellence Committee
- UNC Hussman School of Journalism Diversity & Inclusion Committee
- UNC School of Medicine Diversity, Equity and Inclusion Council (19 members)
- UNC School of Medicine DEI Liaisons (28 Members)<sup>16</sup>
- UNC School of Medicine Taskforce to integrate Social Justice (15 members)

## CSJ Policies and Programs at UNC-CH

- Diversity and Inclusion training is required for faculty and staff, including a “managing bias” course, which entails a DEI class and exploring topics such as identity, power, privilege, and communication. The university plans to design similar modules for students.
- Safe Zone Training and Gender Identity & Gender Expression training is offered by the Office for Diversity and Inclusion
- Hiring committees required to undergo Implicit Bias training
- Equal Employment Opportunity and Diversity Fundamentals Training
  - This training is offered by the Office of State Human Resources and is required by law for managerial and supervisory employees. Participants learn about federal and state equal employment opportunity and affirmative action laws in the context of daily work situations.<sup>17</sup>
- Hiring committees required to undergo implicit bias training (School of Medicine)
- All leaders must complete 1.5 days of racial equity training (School of Medicine)

**General Education Credits Explicitly Dedicated to CSJ:** At least 3 credit hours. Students are required to take one three-credit hour course from the U.S. Diversity category, one three-credit hour course from experiential or Service learning, and one three-credit hour course from Global Issues.

**Residence Life:** The mission of Carolina housing is to build “inclusive communities that create space for the exploration of self and social justice” and equity, defined as employing practices to serve “marginalized groups” and recruit and retain “diverse staff.” Students are put into Residential Learning Programs such as Pride Place, an LGBTQ-only community. The Residence Hall Association’s Social Justice Advocacy Board encourages students to attend one-sided events such as “Black History with the Commission on History, Race and a Way Forward.”

**Events** on campus are one-sided. Events in the 2020-2021 academic year included “Beyond Performative Activism: Strategies for Dismantling Anti-Blackness and Promoting Anti-Racism on Campus,” “Whiteness and Urban Planning,” “Antiracism, Allyship and Authenticity: Building Internal Capacity for Institutional Change,”<sup>18</sup> and “Confronting Whiteness in Student Affairs Work,” which included separate registration links for White and BIPOC student affairs professionals.<sup>19</sup>

# North Carolina State University

NCSU is committed to Critical Social Justice. It has at least 18 upper-level administrators dedicated to implementing its DEI mission. Nearly every college has an assistant dean, director, or advisor for diversity initiatives. Additional programming actually makes its raw DEI budget larger than UNC-CH's. All of its DEI training for faculty, staff, and students is still optional, though the NCSU president has pledged to make such training mandatory soon. Three credit hours of the general education curriculum are dedicated to diversity, and DEI is sown into residence life through LLCs.

**Strategic Priority #1:** NC State's strategic plan Goal 4 is to, "Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do."<sup>20</sup>

## DEI Personnel at NC State:

UNIVERSITY LEVEL		
<b>Vice Provost</b>	Office for Institutional Equity and Diversity	\$205,000
<b>Executive Assistant</b>	Office for Institutional Equity and Diversity	\$55,000
<b>Business Officer</b>	Office for Institutional Equity and Diversity	\$63,750
<b>Associate Vice Provost</b>	Inclusive Excellence and Strategic Practice	\$118,500
<b>Assistant Vice Provost for Faculty Engagement</b>	Inclusive Excellence and Strategic Practice	\$95,000
<b>Director of Education and Campus Engagement</b>	Inclusive Excellence and Strategic Practice	\$57,530
<b>Program Assistant</b>	Inclusive Excellence and Strategic Practice	\$39,780
<b>Associate Vice Provost</b>	Equal Opportunity and Equity	\$110,000
<b>Equal Opportunity Officer</b>	Equal Opportunity and Equity	\$72,000
<b>Equal Opportunity Officer</b>	Equal Opportunity and Equity	\$67,000
<b>Equal Opportunity Officer</b>	Equal Opportunity and Equity	\$70,000
<b>Equal Opportunity Officer</b>	Equal Opportunity and Equity	\$65,000
<b>Program Coordinator</b>	Equal Opportunity and Equity	\$45,390
<b>Associate Director</b>	Impact Response/Communications	\$66,000
<b>Director</b>	Impact Response/Communications	\$74,572
<b>Communications Specialist</b>	Impact Response/Communications	\$61,495
<b>Senior Director</b>	Campus Community Centers	\$105,000
<b>Business Services Coordinator</b>	Campus Community Centers	\$47,940

## COLLEGE-LEVEL ADMINISTRATORS

<b>Diversity Interim Vice Chancellor</b>	Division of Academic and Student Affairs	\$195,200
<b>Director of Diversity Affairs</b>	College of Agriculture and Life Sciences	\$103,514
<b>Assistant Dean, Student and Academic Services</b>	College of Design	\$97,887
<b>Senior Advisor for Diversity, Equity and Inclusion</b>	College of Education	\$102,646
<b>Assistant Dean</b>	College of Humanities and Social Sciences	\$142,378
<b>Student Diversity Coordinator</b>	College of Humanities and Social Sciences	\$86,135
<b>Associate Director for Diversity and Inclusion</b>	Poole College of Management	\$69,226
<b>Interim Associate Director for Diversity and Inclusion</b>	Poole College of Management	\$118,800
<b>Assistant Dean, Diversity and Student Services</b>	College of Sciences	\$131,169
<b>Associate Director, Student Services</b>	Wilson College of Textiles	\$73,000
<b>Director, Diversity and Multicultural Affairs</b>	College of Veterinary Medicine	\$101,062
<b>Assistant Dean for Outreach and Diversity</b>	Graduate School	\$129,706

## DEI Committees at NC State:

### University-level:

- African American Faculty and Staff Organization
- Chancellors African American Community Advisory Council
- Council on the Status of Women
- Hispanic/Latinx Advisory Group
- Multicultural Faculty Group
- Staff Senate Diversity Committee
- University Diversity Advisory Committee

### College-level:

- Marine, Earth, and Atmospheric Sciences Diversity Committee
- Marine, Earth, and Atmospheric Sciences Community Climate Committee
- Veterinary Medicine Diversity Committee<sup>21</sup>
- Department of Statistics Diversity Committee<sup>22</sup>
- Department of Statistics Climate Committee
- Department of Chemistry Diversity, Equity and Inclusion Committee<sup>23</sup>
- Applied Ecology DEI Committee<sup>24</sup>
- College of Sciences DEI Committee<sup>25</sup>
- Teacher Education and Learning Sciences Diversity and Social Justice Committee<sup>26</sup>

## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Director</b>	GLBT Center	\$76,000
<b>Assistant Director</b>	GLBT Center	\$50,000
<b>Administrative Assistant</b>	GLBT Center	\$36,720
<b>Director</b>	Women's Center	\$82,282
<b>Associate Director</b>	Women's Center	\$56,000
<b>Interpersonal Violence Prevention</b>	Women's Center	\$42,000
<b>Administrative Support Specialist</b>	Women's Center	\$36,500
<b>Assistant Director</b>	Multicultural Student Affairs	N/A
<b>Administrative Support Specialist</b>	Multicultural Student Affairs	\$37,000
<b>Director</b>	African American Cultural Center	\$68,000
<b>Program Coordinator</b>	African American Cultural Center	N/A
<b>Administrative Support Specialist</b>	African American Cultural Center	\$37,000
<b>Library Technician</b>	African American Cultural Center	\$43,000

**Total  
Personnel  
Spending:  
\$3,377,182**

## CSJ Policies and Programs at NC State

**Social Justice Policies:** The Office of Institutional Equity and Diversity offers various diversity trainings including GLBT Inclusive training, unconscious bias, restorative circles, gender equity, Trans 101, and microaggressions to students, faculty, and staff.<sup>27</sup> The NC State Chancellor has pledged to make such training mandatory.<sup>28</sup> Students are strongly encouraged to take DEI training focused on identity, power, privilege, oppression, and bias.<sup>29</sup>

**General Education Credits are Explicitly dedicated to CSJ:** Students are required to take one three-credit-hour U.S. Diversity general education course.<sup>30</sup>

**Residence Life:** Students are put into LLCs dedicated to various CSJ themes such as the Black Male Initiative, the Global Village, and Women of Welch Village. The Women of Welch Village housing unit features programming on “diversity and social justice” and prepares women to become “citizens of a global community.”<sup>31</sup>

**Campus events** during 2020-2021 included “The Accountability Project: White Women Deconstructing Whiteness,”<sup>32</sup> “Integrating Diversity and Social Justice into Your Practice,”<sup>33</sup> and “A New Paradigm of ‘High Impact’ Research: Why Conservation Sciences Needs to Prioritize Racial and Social Justice.”

# East Carolina University

ECU aims to serve a global society through its emphasis on DEI and diversify its faculty, staff, and students. While it has four university-level administrators dedicated to DEI, only its Brody School of Medicine (which has five administrators, including three making six figures) has built a sophisticated staff to promote DEI at the college level. The Brody School actually appears to spend more than the university level on DEI salaries! Other colleges have committees dedicated to promoting DEI. Implicit bias and safe zone training are still optional. No courses dedicated to CSJ are required in the general education curriculum, though the student experience is shaped through LLCs and events that focus almost exclusively on the CSJ agenda.

**Strategic Priority #1:** East Carolina University’s Strategic Plan 2017-2022 sets the following priorities:

“We will reflect a global workplace and society by diversifying our faculty, staff, and students. We will increase the number of international students on our campus. We will provide 25 percent of ECU graduates with study-abroad experience and increase scholarship opportunities to improve accessibility. We will increase those with competency in a second language and leverage our success with the Global Partners in Education.

“We will foster a positive campus environment and culture that encourages a diverse, living-learning community to maximize student success.”<sup>34</sup>

## DEI Personnel at East Carolina:

UNIVERSITY LEVEL			COLLEGE-LEVEL ADMINISTRATORS		
<b>Associate Provost for Equity and Diversity, Chief Diversity Officer</b>	Office for Equity and Diversity	\$166,049	<b>Interim Associate Dean for Diversity and Inclusion</b>	Brody School of Medicine	\$261,225
<b>Executive Assistant to the Associate Provost</b>	Office for Equity and Diversity	\$52,223	<b>Assistant Dean for Diversity and Inclusion</b>	Brody School of Medicine	\$105,377
<b>Equal Opportunity and Diversity Data Analyst</b>	Office for Equity and Diversity	\$68,500	<b>Director, Brody RISE</b>	Brody School of Medicine	\$63,000
<b>Diversity and Inclusion Program Manager</b>	Office for Equity and Diversity	\$76,390	<b>Administrative Support Associate Office Lead for Diversity and Inclusion</b>	Brody School of Medicine	\$35,200
			<b>Assistant Dean for Diversity, Equity and Inclusion</b>	School of Dental Medicine	\$163,545



## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Senior Associate Director</b>	LGBTQ Center	\$67,000
<b>Assistant Director</b>	LGBTQ Center	\$48,500

Other offices or programs with no listed staff: Women and Gender Office

**Total  
Personnel  
Spending:  
\$1,107,009**

## DEI Committees at East Carolina

### University-level:

- Chancellor's Diversity Leadership Cabinet
- University Diversity Committee<sup>35</sup>
- Staff Senate Diversity Committee
- Health Sciences Sexual & Gender Diversity Committee<sup>36</sup>

### College-level:

- College of Education Diversity Committee<sup>37</sup>
- Brody School of Medicine Women Faculty Committee
- Brody School of Medicine Vice Chairs of Diversity and Inclusion<sup>38</sup>
- College of Business Diversity & Inclusion Action Committee<sup>39</sup>
- College of Allied Health Sciences Diversity Committee<sup>40</sup>
- School of Theatre and Dance Diversity and Inclusion Committee<sup>41</sup>
- School of Nursing Diversity Advisory Council<sup>42</sup>

## CSJ Policies and Programs at East Carolina

**Social Justice Policies:** The Office for Equity and Diversity offers training on implicit bias and Equal Employment Opportunity Diversity Fundamentals to faculty and staff members.<sup>43</sup> The LGBTQ center offers Safe Zone training and gives Safe Zone logos to faculty members who have completed the training to display in their office.<sup>44</sup> The center also offers Pirate Ally training to students on LGBTQ issues.<sup>45</sup> Trainings are voluntary for now.

**General Education Credits are Explicitly dedicated to CSJ:** No required general education course category is dedicated to CSJ advancement yet.<sup>46</sup>

**Residence Life:** Students are put into LLCs dedicated to various CSJ themes like “InclusivECU” or “Global Living.”<sup>47</sup> InclusiveECU provides programming through required classes and events focusing on LGBT+ and minority group issues,<sup>48</sup> while the Global Living community focuses on transforming students into global citizens.

**Campus events** from 2020-2021 included “Understanding Asexuality,”<sup>49</sup> “Queer and Trans People of Color,”<sup>50</sup> and “LGBTQ Queer Film Series.”<sup>51</sup> College Republicans and Turning Point USA are present on campus but did not appear to sponsor any events as publicized by the university during the past year.

# University of North Carolina-Wilmington

UNC-Wilmington has a very strong commitment to DEI according to its strategic plan. The university is just beginning to build out that plan with a five-person, upper-administrative team that includes a Chief Diversity Officer who makes \$145,000. All colleges have diversity committees with special offices dedicated to minority inclusion. All kinds of diversity training are offered for faculty, staff, and students but remain optional. Nine general education credit hours are dedicated to CSJ, and the LLCs in residence life are biased towards organized CSJ themes.

**Strategic Priority #1:** “Attract and retain high-quality, diverse students, faculty and staff; ... promote a diverse and inclusive culture and global mindset throughout the university.”<sup>52</sup>

## DEI Personnel at UNC Wilmington:

UNIVERSITY LEVEL		
<b>Interpreter</b>	Office of Institutional Diversity and Inclusion	\$35,390
<b>Outreach Coordinator</b>	Office of Institutional Diversity and Inclusion	\$62,800
<b>Executive Assistant</b>	Office of Institutional Diversity and Inclusion	\$40,444
<b>Chief Diversity Officer</b>	Office of Institutional Diversity and Inclusion	\$145,299
<b>Business Services Coordinator</b>	Office of Institutional Diversity and Inclusion	\$38,607

**COLLEGE-LEVEL ADMINISTRATORS:** None

**Total  
Personnel  
Spending:  
\$778,364**

## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Program Coordinator</b>	LGBTQIA Resource Center	\$58,905
<b>Graduate Assistant</b>	LGBTQIA Resource Center	N/A
<b>Director</b>	Centro Hispano	\$77,928
<b>Program Coordinator</b>	Upperman African American Cultural Center, Black Student Union, Black Student Action Group	\$32,551
<b>Director</b>	Upperman African American Cultural Center, Black Student Union, Black Student Action Group	\$79,446
<b>Program Coordinator</b>	Upperman African American Cultural Center, Black Student Union, Black Student Action Group	\$33,202
<b>Director</b>	Women's Studies and Resource Center	\$91,624
<b>Lecturer</b>	Women's Studies and Resource Center	\$42,000
<b>Administrative Assistant</b>	Women's Studies and Resource Center	\$39,965

## DEI Committees at UNC Wilmington

### University-level:

- Renewal and Change Accountability Committee
- Chancellor's Campus Climate Committee
- Student Affairs Diversity Committee

### College-level:

- Watson College of Education; Diversity Committee
- Psychology Department; Diversity Advisory Committee
- College of Arts and Sciences; Access, Equity & Diversity Committee
- College of Health and Human Sciences; Culture and Diversity Committee
- Department of Biology; Sciences, Access, Inclusion and Diversity Committee

## CSJ Policies and Programs at UNC Wilmington

**Social Justice Policies:** Many kinds of diversity training are offered for faculty, but remain optional.<sup>53</sup> For example, “Safe Zone” training is offered for students, faculty, and staff to “identify, educate, and support allies.”<sup>54</sup>

**General Education Credit Hours Explicitly dedicated to CSJ:** At least nine credit hours. One three-credit hour course from “Living in our Diverse Nation” Gen Ed category; one three-credit hour course from “living in a global society” category.<sup>55</sup> One three-credit-hour Service Learning course from “Explorations Beyond the Classroom.”<sup>56</sup>

**Residence Life:** Freshmen are put into LLCs with three credit hours dedicated to such topics as “Your Right to Protest: Free Speech or Cancel Culture LLC,” “Global Waves,” and “Sustainable Seahawks.” No LLC is dedicated to free markets or conservatism.<sup>57</sup>

**Campus events** are decidedly one-sided; the 2020-2021 academic year included the “Third Annual Social Justice Symposium,” “Transgender Support Group,” and; “The Truth About Critical Race Theory.” All of these were sponsored by the university. Only conservative clubs sponsored any counter-programming.

# UNC Charlotte

UNC-Charlotte’s strategic plan has as strong of a DEI commitment as any university in the UNC System, including “creating an inclusive and equitable culture of belonging.” It is beginning to create an upper administrative staff to bring that vision to reality. Its Office of Diversity and Inclusion seems to be headed by an Interim Special Assistant to the Chancellor for Diversity and Inclusion. It does not yet appear to have a highly paid university leader though. Committees carry out college DEI missions. DEI trainings like “White Consciousness Conversations” are available for students and faculty but still optional. It appears that 12 credit hours are dedicated to courses about gender, race, and ethnic diversity, but UNC-Charlotte is changing its general education requirements. Student life has several LLCs that require as many as 40 hours of social activism on behalf of social justice.

**Strategic Priority #1:** A primary goal of UNC Charlotte’s strategic plan known as Shaping What’s Next 2021-31 is to “demonstrate national leadership in diversity, inclusion and equity.”<sup>58</sup> The university’s guiding commitments include, “Diversity, Equity, and Inclusion: Eliminating barriers and creating an inclusive and equitable culture of belonging for students, faculty, and staff of different ages, races, ethnicities, backgrounds, identities, and abilities.”<sup>59</sup>

## DEI Personnel at UNC Charlotte:

UNIVERSITY LEVEL		
<b>Social Research Specialist</b>	Office of Diversity and Inclusion	\$48,344
<b>Graduate Assistant</b>	Office of Diversity and Inclusion	N/A
<b>Interim Special Assistant to the Chancellor for Diversity and Inclusion</b>	Office of Diversity and Inclusion	\$143,750
<b>Director</b>	Office of Academic Diversity and Inclusion	\$65,308
<b>Assistant Director</b>	Office of Academic Diversity and Inclusion	\$45,000
<b>Office Manager</b>	Office of Academic Diversity and Inclusion	\$37,937

**COLLEGE-LEVEL ADMINISTRATORS:** None

## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Director</b>	Office of Identity, Equity and Engagement	\$73,968
<b>Associate Director</b>	Office of Identity, Equity and Engagement	\$57,900
<b>Assistant Director - SAFE Program</b>	Office of Identity, Equity and Engagement	\$47,343
<b>Assistant Director for Sexual and Gender Diversity</b>	Office of Identity, Equity and Engagement	\$47,343
<b>Assistant Director for Experiential and Equity Initiatives</b>	Office of Identity, Equity and Engagement	\$47,343
<b>Assistant Director for Leadership and Career Development</b>	Office of Identity, Equity and Engagement	\$47,343

Other offices or programs at UNCC with no dedicated staff: the Center for Counseling and Psychological Services; Black Student Mental Health,<sup>60</sup> the Multicultural Resource Center, and Trans at UNCC.<sup>61</sup>

### DEI Committees at UNC Charlotte:

#### University-level:

- Chancellor's Diversity, Equity and Inclusion Council
- Charlotte Racial Justice Consortium<sup>62</sup>

#### College-level:

- College of Health and Human Services Diversity Committee
- College of Liberal Arts and Sciences Health Psychology Program Diversity Committee (10 members)<sup>63</sup>
- Department of Biological Sciences Diversity, Equity and Inclusion Committee<sup>64</sup>
- Cato College of Education<sup>65</sup> Diversity Committee (15 members)
- The Graduate School Diversity Committee
- Belk College of Business Racial Diversity Task Force,<sup>66</sup>
- Belk College of Business Diversity And Inclusion Committee;<sup>67</sup>
- Belk College of Business Childress Klein Center for Real Estate,
- Belk College of Business Diversity and Inclusion Committee<sup>68</sup>

**Total  
Personnel  
Spending:  
\$661,579**



## CSJ Policies and Programs at UNC Charlotte:

**Social Justice Policies:** The Division of Student Affairs offers Safe Zone training focusing on LGBTQ programming for students and faculty members.<sup>69</sup> It requires implicit bias training for search committees.<sup>70</sup> The Office of Identity, Equity and Engagement hosts White Consciousness Conversations, which are small group reprogramming sessions for students and faculty members on white privilege, anti-racist practices, and racial equity.<sup>71</sup> The human resources office offers diversity and unconscious bias training to faculty members.<sup>72</sup>

**General Education Credits are Explicitly dedicated to CSJ:** Students must take 12 credit hours dedicated to Themes of Liberal Education for Private and Public Life. All of these courses include the consideration of gender, race, and ethnic diversity.<sup>73</sup> The university is currently in the process of redesigning the general education curriculum.<sup>74</sup>

**Residence Life:** First-year students are put into LLCs like the Gender Excellence (Gen-X) LLC, which pushes the issues of social justice, identity politics, equity identity, and activism.<sup>75</sup> Students participating in the Gen-X LC participate in at least 40 hours of activism for social justice.

**Campus events** during 2020-2021 included “Exploring Socially Just Leadership, establishing DEI in our leadership principles,”<sup>76</sup> “LGBTQIA+ Community Chats,”<sup>77</sup> and “A Dirty South Manifesto: Virtual Common Read and Discussion” that features a sexual liberation book read.<sup>78</sup>

The Office of Identity, Equity, and Engagement encourages students to participate in “Activate! Social Justice Institute,” a semester-long program intended for students interested in social justice activism.<sup>79</sup> First-year students are encouraged to participate in “Queer Year 1,” a year-long program that focuses on LGBTQ+ topics. The office has also created a QTBIPOC Student Space dedicated exclusively for LGBTQ+ and BIPOC students.<sup>80</sup>

# Appalachian State University

Appalachian State University is committed to advancing DEI in its strategic plan, and it has hired a Chief Diversity Officer and two other staff. It also has three university-level committees promoting the DEI agenda. None of the colleges seem to have administrators or committees dedicated to CSJ. Search committees must undergo diversity and recruitment training, as well as the campus police. Many general education requirements are heavily skewed toward CSJ, but none are explicitly required for graduation. Student experiences like the “Intersectional Social Justice Retreat” are skewed too, but none are required.

**Strategic Priority #1:** Appalachian State’s 2021-2022 Strategic Plan states the following objectives to advance DEI:<sup>81</sup>

“Ensure campus is an inclusive and welcoming community

Support retention of students, staff, and faculty

Continue recruitment efforts for students, staff, and faculty Promote a welcoming climate for all members of the community, recognizing that students, staff, and faculty learn and work better when they feel valued.

Focus continued efforts and resources toward effective students, staff, and faculty retention, recruitment, professional development, and leadership that promotes a diverse, inclusive, and equity-minded campus community.

Continue to support a campus that is inclusive and equitable for all community members through further development of resources, services, policy, and programs.

Improve campus and technology accessibility for all students, staff, and faculty that also addresses disability- and socioeconomic-related concerns.

Develop strategies to address equity gaps in retention and other success measures for diverse students, staff, and faculty populations.”

## DEI Personnel at Appalachian State:

UNIVERSITY LEVEL		
<b>Chief Diversity Officer</b>	Office of Diversity and Inclusion	\$145,000
<b>Coordinator, Faculty Diversity Recruitment and Inclusion Initiatives</b>	Diversity and Inclusion Accountability Team	\$128,563
<b>Director of Inclusive Excellence</b>	Inclusive Excellence Team	\$71,425

**COLLEGE-LEVEL ADMINISTRATORS:** None

**OFFICES DEDICATED TO MINORITY INCLUSION**

<b>Director</b>	Office of Intercultural Student Affairs	\$90,000
<b>Assistant Director</b>	Office of Intercultural Student Affairs	\$49,000

Other offices or programs at Appalachian State with no dedicated staff: the Women’s Center, the Henderson Springs LGBT Center, and the Multicultural Center.

**Total  
Personnel  
Spending:  
\$483,988**

### DEI Committees at Appalachian State

**University-level:**

- Inclusive Excellence Team (14 members)<sup>82</sup>
- Chancellor's Commission on Diversity (18 members)<sup>83</sup>
- Division of Student Affairs Diversity & Inclusive Excellence Committee<sup>84</sup>
- Diversity and Inclusion Accountability Team (60 Members)<sup>85</sup>

**College-level:** None

### CSJ Policies and Programs at Appalachian State

**Social Justice Policies:** Search committee members are required to undergo diversity and recruitment training. The Appalachian Police Department hosted and sponsored implicit bias training for officers in 2020.<sup>86</sup>

**General Education Credits are Explicitly dedicated to CSJ:** Students must complete nine credit hours from Integrative Learning Experiences. Many of these course sections focus on the global society and global cultures, and intersections of identity such as race, class, and gender. One course section, Intersections: Race, Class, and Gender is explicitly dedicated to analyzing “the multiple systems of privilege, oppression, and discrimination that accompany these various social identities.”<sup>87</sup>

**Residence Life:** Students were encouraged to join the “Intersect Social Justice Retreat,” a three-day off-campus trip focused on training students in diversity and social justice, specifically in understanding forms of oppression and privilege, addressing bias and stereotypes, and how to become effective change agents.<sup>88</sup>

The Multicultural Center sponsored the Vagina Monologues Auditions and QTPOC Connection Space, a “safe space” for Queer, Trans, People of Color.<sup>89</sup>



# UNC Greensboro

Though UNC Greensboro does not have DEI in its strategic plan explicitly, DEI reverberates throughout the university. Seven Chancellor-level personnel direct the university’s efforts. Colleges translate the university’s DEI goals through committees at this point, since no college-level administrators are found. Trainings such as implicit bias, anti-racism, and safe zone training remain optional. The general education requires two three-credit hour courses infused with CSJ ideology and residence life for students is shaped through LLCs that emphasize “the intersectionality of social justice, diversity and intercultural engagement.” Events are politically one-sided.

**Strategic Priority #1:** “Enrolling and graduating students, securing external funding, and contributing to critical workforces represent but a few of the outcomes that we at UNCG hope to achieve.”<sup>90</sup>

## DEI Personnel at UNC Greensboro:

UNIVERSITY LEVEL			OFFICES DEDICATED TO MINORITY INCLUSION		
<b>Chancellor's Fellow for Campus Climate</b>	Equity, Diversity, and Inclusion (Office of the Chancellor)	\$112,459	<b>Director</b>	Office of Intercultural Engagement	\$81,250
<b>Racial Equity Associate</b>	Equity, Diversity, and Inclusion (Office of the Chancellor)	\$50,500	<b>Assistant Director</b>	Office of Intercultural Engagement	\$48,000
<b>Campus Climate Graduate Assistant</b>	Equity, Diversity, and Inclusion (Office of the Chancellor)	N/A	<b>Assistant Director</b>	Office of Intercultural Engagement	\$48,000
<b>Campus Climate Graduate Assistant</b>	Equity, Diversity, and Inclusion (Office of the Chancellor)	N/A	<b>Graduate Office Assistant</b>	Office of Intercultural Engagement	N/A
<b>Director of EEO and Affirmative Action</b>	EEO, Affirmative Action, and Inclusion	\$87,125	<b>Graduate Office Assistant</b>	Office of Intercultural Engagement	N/A

**COLLEGE-LEVEL ADMINISTRATORS:** None

## DEI Committees at UNC Greensboro

### University-level:

- Faculty Senate Committee on Equity, Diversity, and Inclusion (Includes representation from each college or school at UNCG)
- Chancellor's Advisory Committee for Equity, Diversity and Inclusion (24 members)

### College-level:

- **College of Arts and Sciences** Diversity Committee (8 members)<sup>91</sup>
- **School of Health and Human Sciences** Diversity, Equity, and Inclusion Committee (4 members)
- **School of Education**<sup>92</sup>
  - Faculty Access and Equity Committee
  - Staff Access and Equity Committee
  - Coalition for Diversity in Language in Culture
  - International Committee
- **College of Visual and Performing Arts** Committee on equity, Diversity, and Inclusion (7 members)<sup>93</sup>

**Total  
Personnel  
Spending:  
\$476,084**

## CSJ Policies and Programs at UNC Greensboro

**Social Justice Policies:** Many kinds of diversity trainings are offered for faculty but remain optional. These include Implicit Bias, Anti-Racist and Anti-Bias, and Safe Zone trainings.<sup>94</sup>

**General Education Credits explicitly dedicated to CSJ:** At Least 9 Credits. One three-credit hour course from “Diversity & Equity” through the Humanities and Fine Arts or through the Social & Behavioral Sciences Gen Ed category focusing on “systems of advantage and oppression, structures of power” and addressing “systems of injustice”; one three-credit hour course from “Global Engagement and Intercultural Learning.”<sup>95</sup>

**Residence Life:** Freshmen are put into LLCs such as MOSAIC whose mission is to create a community focused on “the intersectionality of social justice, diversity and intercultural engagement.”<sup>96</sup> No LLC is dedicated to free markets or conservatism.<sup>97</sup>

Residence life sends out regular newsletters<sup>98</sup> telling students to “make social justice a part of your everyday,”<sup>99</sup> support Black Lives Matter,<sup>100</sup> and watch the documentary “Dear White People.”<sup>101</sup>

**Campus events** during 2020-2021 included the “Tunnel of Oppression” and “Gender Reveal Party: Advocating for our LGBTQ Friends,” “Measuring your agency through Privilege Bingo” and “Bringing a Race Equity Lens to HHS: Discussion About the Race Talk Project.”<sup>102</sup>

# UNC Asheville

UNC Asheville is committed to making sure that “the core values of diversity and inclusion . . . permeate the university.” It has begun the process of making that happen. It has a Vice-Chancellor dedicated to Institutional equity and it has a university “Diversity Intensive Committee.” Professional development is offered throughout the year, but it is not clear how much DEI training there is. Students must take a “Diversity Intensives” course as Liberal Arts majors. Its LLCs focus on “promoting social change” and “addressing social injustices in the world.”

**Strategic Priority #1:** UNC Asheville is “committed to the core values of diversity and inclusion” and “ensuring that those values permeate the university.”<sup>103</sup> According to its strategic plan, “UNC-Asheville’s commitment includes ensuring that our curriculum and programs reflect the diversity of the world and our community; that our education embraces inclusive teaching and learning styles; that ongoing efforts are made to create a multicultural environment throughout the campus; that we include diverse perspectives in all conversations concerning the advancement of the university and our society; and that our recruitment, hiring and administrative practices place high value on all aspects of diverse identities.”<sup>104</sup>

## DEI Personnel at UNC Asheville

UNIVERSITY LEVEL		
<b>Director</b>	Office of Institutional Equity	\$76,000
<b>Vice Chancellor of Vice Chancellor for Human Resources, Institutional Equity, and General Counsel</b>	Office of Institutional Equity	\$145,000
<b>Executive Assistant for Human Resources, Institutional Equity, and General Counsel</b>	Office of Institutional Equity	\$52,000

**COLLEGE-LEVEL ADMINISTRATORS:** None

## OFFICES DEDICATED TO MINORITY INCLUSION

<b>Director of Multicultural Affairs</b>	Multicultural Affairs	\$56,000
<b>Office Manager</b>	Multicultural Affairs	\$35,000
<b>Graduate Assistant</b>	Multicultural Affairs	N/A

### DEI Committees at UNC Asheville

**University-level Committees:** Diversity Intensive Committee

**College-level Committees:** None

### CSJ Policies and Programs at UNC Asheville

**Social Justice Policies:** All search committees must include two diversity advocates, one from the department and one from outside the department. No implicit bias training seems to be required.<sup>105</sup> The Center for Diversity Education offers professional developments throughout the year for faculty and staff members.<sup>106</sup>

**General Education Credits are Explicitly dedicated to CSJ:** One three-credit hour course from “Diversity Intensives” is required for liberal arts majors. These courses focus on “the socially constructed nature of identities, ... the significance of individuals differing relationships to power” and how inequality is perpetuated.<sup>107</sup>

**Residence Life:** Students are encouraged to join LLCs such as Community Engagement & Social Responsibility, which focuses on “promoting social change” and “addressing social injustices in the world.”<sup>108</sup> First-year students of color and those interested in “racial justice” are put into Sankofa LLC which is for students of color and other students interested in “racial justice.” Students in the Sankofa LLC must take the three-credit hour course AFST 174: Thinking From the Margins.<sup>109</sup> While living in this community, students will “reflect on their individual identities” and discuss “power, privilege, and oppression.”

**Campus events** during 2020-2021 included the “Social Justice As Science Fiction: The Queerness of Liberation,”<sup>110</sup> “The Annual F\* Word Film Festival (F for Feminist),”<sup>111</sup> “Reimagining Black Liberation,”<sup>112</sup> and “Social Justice In Action.”<sup>113</sup>

**Total  
Personnel  
Spending:  
\$364,000**

# Western Carolina University

WCU’s new strategic plan has several goals dedicated to rolling out a “robust university diversity and inclusion plan.” It has a six-figure Chief Diversity Officer and two university-level committees, but only the College of Education and Allied Professionals has a college-level diversity committee. Many diversity trainings are available, though optional and no general education requirements are explicitly dedicated to CSJ. LLCs are a convenient way of organizing student life around CSJ issues like “Global Awareness and Citizenship” and “Going Green.”

**Strategic Priority #1:** Western Carolina’s 2021 Strategic Plan<sup>114</sup> expresses dedication to Inclusive Excellence and lists the following priorities:

“Goal 3.1: Foster an inclusive University community.

3.1.1: Administer a campus climate survey every three years and develop a university plan to address the results.

3.1.2: Develop and implement a robust university diversity and inclusion plan informed by SACSCOC standards and position statements.

Goal 3.2: Broaden our commitment to diversity and inclusion by recruiting, retaining, and developing a diverse community of faculty, staff, and students.

3.2.1: Build a more diverse and inclusive student, faculty and staff community to provide an environment in which all can be successful academically and professionally.

3.2.2: Establish an accountability model in which all units create goals and metrics around University policy on equity, non-discrimination, compliance, and equal employment opportunities that reflect our commitment to diversity and inclusion.

Goal 3.3: Support innovative and inclusive scholarship and teaching.

3.3.1: Ensure that diversity, equity, and inclusion are foundational aspects of educational offerings.

3.3.2: Provide ongoing, appropriate professional development on innovative and inclusive practices for faculty and staff.”

## DEI Personnel at Western Carolina

### UNIVERSITY LEVEL

<b>Chief Diversity Officer</b>	Office of Equal Opportunity and Diversity Programs	\$117,725
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**COLLEGE-LEVEL ADMINISTRATORS:** None

**OFFICES DEDICATED TO MINORITY INCLUSION**

<b>Associate Director</b>	Intercultural Affairs	\$49,489
<b>Administrative Support Associate</b>	Intercultural Affairs	\$34,000
<b>Director</b>	Intercultural Affairs	\$72,000
<b>Assistant Director</b>	Intercultural Affairs	\$42,000

**Total  
Personnel  
Spending:  
\$315,214**

Other DEI offices and programs dedicated to minority inclusion but without staff include the Office of Equal Opportunity and Diversity Programs.

## DEI Committees at Western Carolina

### University-level:

- Council on Inclusive Excellence (15 members)
- LGBTQ Working Group (9 members)
- Intercultural Dialogue Group

### College-level:

- College of Education and Allied Professions Diversity Committee<sup>115</sup>

## CSJ Policies and Programs at Western Carolina

**Social Justice Policies:** The Office of Intercultural Affairs offers numerous diversity trainings to students, faculty, staff, and members of the community including “Safe Zone” and “Rainbow 101” on microaggressions and LGBTQIA+ issues.<sup>116</sup>

**General Education Credits are Explicitly dedicated to CSJ:** No general education requirements are explicitly dedicated to CSJ.

**Residence Life:** Students are put into Living Learning Communities centering on various CSJ themes including “Secrets of Powerful Women,” “Global Awareness and Citizenship,” “Going Green, and Cultural Competency.” For example, the cultural competency LLC focuses on diversity, civic engagement, and globalization.<sup>117</sup>

**Campus Events:** The Office of Intercultural Affairs hosts Pride Week, which includes a drag show each year, Safe Zone training, and the Tunnel of Oppression, a program intended to expose supposedly privileged students to what it is like to be oppressed.<sup>118</sup> The Office of Equal Opportunity and Diversity Programs (EODP) sponsored the event “Diversity Dialogue: Conversations on Color” and “Being Latino.”<sup>119</sup> The EODP office actively recruits students to be Diversity Student Ambassadors who teach peers about diversity, inclusion, and multiculturalism.<sup>120</sup>

# North Carolina Central

NCCU reflects a commitment to inclusiveness in its strategic plan and hopes that its spirit “permeates throughout the campus.”<sup>121</sup> Four upper-level administrators — none making six figures — direct particular initiatives, along with two university-level committees. Only the NCCU law school has an initiative for promoting social justice and racial equality. There are several training opportunities put on by the Division of Student Affairs. No general education courses explicitly fulfill a CSJ mandate, though there is a required student and parent orientation on diversity and inclusion. The Department of Diversity and inclusion did host the “Ultimate Drag Show” and other sundry events for trans and queer students of color.

**Strategic Priority #1:** NC Central’s core values according to the 2019-2024 Strategic Plan include “Inclusiveness: A culture of respect for all forms of diversity that permeates throughout the campus, promotes civic engagement and upholds shared governance among faculty, staff, administration, and students.”<sup>122</sup>

## DEI Personnel at NC Central:

UNIVERSITY LEVEL		
<b>Education Coordinator</b>	Women's Center	\$50,000
<b>Interim Director</b>	Women's Center	\$43,968
<b>Director</b>	Office of Diversity and Inclusion	\$72,220
<b>Director</b>	African American Male Initiative	\$65,000

**COLLEGE-LEVEL ADMINISTRATORS:** None

**OFFICES DEDICATED TO MINORITY INCLUSION:**

- LGBTA Resource Center
- Intercultural Center

**Total Personnel Spending: \$231,188**



## DEI Committees at NC Central

### University-level:

- Latino Advisory Committee
- Diversity, Equity and Inclusion Committee

### College-level Committees:

- NCCU School of Law Social Justice and Racial Equality Initiative<sup>123</sup>

## CSJ Policies and Programs at NC Central

**Social Justice Policies:** The Division of Student Affairs offers many diversity trainings including Safe Zone, an introduction to LGBTQIA+ culture and issues, Unconscious Bias, Diversity & Inclusion/Ethics and Conduct, and Diverse Communities.<sup>124</sup>

**General Education Credits are Explicitly dedicated to CSJ:** No general education courses are explicitly dedicated to CSJ advancement yet.

**Residence Life:** New students and parents orientation includes a required session on Diversity and Inclusion.<sup>125</sup>

Some of the **campus events** in 2020-2021 hosted by the Department of Diversity and Inclusion were the “Ultimate Drag Show,” a homecoming event on the LGBTQIA+ community, the Diversity, Equity, and Inclusion conference,<sup>126</sup> and the NC Trans and Queer Students of Color Conference.<sup>127</sup>



# UNC Pembroke

UNC Pembroke is committed to DEI in its strategic plan. It has expanded its staff to four upper-level administrators dedicated to pushing the agenda. Several university-level committees exist to promote the agenda as well. None of the colleges seem to have administrators or committees explicitly dedicated to CSJ. Some optional training aimed at students especially is offered. No general education requirements exist as of 2021. UNC Pembroke’s Living Learning Communities” emphasize queer culture and LGBTQ+ identities.

**Strategic Priority #1:** “Promote diversity in all aspects of university life and foster opportunities for collaboration among academic disciplines and administrative units.”<sup>128</sup>

## DEI Personnel at UNC Pembroke:

UNIVERSITY LEVEL		
<b>Student Marketing and Communications Associate</b>	Student Inclusion and Diversity	\$41,281
<b>Student Programming Associate</b>	Student Inclusion and Diversity	\$34,141
<b>Administrative Associate</b>	Student Inclusion and Diversity	\$33,920
<b>Director</b>	Student Inclusion and Diversity	\$70,873

**Total Personnel Spending: \$180,215**

**COLLEGE-LEVEL ADMINISTRATORS:** None

**OFFICES DEDICATED TO MINORITY INCLUSION:** None

## DEI Committees at UNC Pembroke

### University-Level:

- Inclusion and Diversity Council (18 members)<sup>129</sup>
- Diversity Committee for Communities of Interest (5 members)<sup>130</sup>
- The Social Justice Committee<sup>131</sup>

**College-level:** None.

## CSJ Policies and Programs at UNC Pembroke

**Social Justice Policies:** The Student Inclusion and Diversity office offers the program Brave Educators Advocating for Diversity (BEAD) for students to train their peers on diversity and social justice issues.<sup>132</sup> The office also offers Safe Zone training to faculty and students on LGBTQIA+ issues.<sup>133</sup>

**General Education Credits are Explicitly dedicated to CSJ:** No general education requirements are explicitly dedicated to DEI or social justice.<sup>134</sup>

**Residence Life:** Offices of residential life put students into LLCs such as LGBTQ+ housing dedicated to “supporting and exploring queer culture” and “promoting activism and cultural transformation on campus.”<sup>135</sup>

**Campus events** during 2020-2021 included LGBTQIA+ Pride Month,<sup>136</sup> and the Social Justice Symposium,<sup>137</sup> which held sessions on topics like Xenophobia and Black Lives Matter activism.

## North Carolina A&T

North Carolina A & T’s strategic plan includes Inclusiveness as a strategic priority and building a diverse and inclusive culture as a goal. There is one university administrator and one university-level committee dedicated to Diversity and Inclusion. Though colleges have neither administrators nor committees, one would expect such an infrastructure to be built given the university’s stated mission. Trainings such as SAFE Zone and Trans Zone are available but still optional. At least nine general education credits are dedicated to civic engagement, “global awareness,” and “knowledge of African-American Culture and History.”

**Strategic Priority #1:** “Inclusiveness: We commit to diversity and demonstrate inclusiveness as we work together for the advancement of the university and the world.”

Goal 5: “Diverse and Inclusive Culture: North Carolina A&T will strengthen our campus community by fostering a more diverse and inclusive culture.”<sup>138</sup>

### DEI Personnel at NC A&T:

#### UNIVERSITY LEVEL

**Executive Diversity and Inclusion Officer**      Division of Human Resources      N/A

**COLLEGE-LEVEL ADMINISTRATORS:** None

#### OFFICES DEDICATED TO MINORITY INCLUSION

<b>Director</b>	Office of Intercultural Engagement	\$63,217
<b>Assistant Director</b>	Office of Intercultural Engagement	\$37,071
<b>Office Manager</b>	Office of Intercultural Engagement	\$31,947

Other offices and programs dedicated to minority inclusion but without staff include: LGBTA Resource Center, Intercultural Student Ambassadors, and the Office of Intercultural Engagement

## DEI Committees at NC A&T

**University-level Committees:** Diversity and Inclusion Committee

**College-level Committees:** None

## CSJ Policies and Programs at NC A&T

**Social Justice Policies:** Many kinds of diversity training are offered for faculty and students but remain optional. These trainings include SAFE Zone, Trans Zone, and diversity programming and training among other options.<sup>139</sup> Implicit bias training for search committees is effectively required since deans can pick search committees only from pools of people who have taken the training.<sup>140</sup>

**General Education Credits are Explicitly dedicated to CSJ:** At least nine credits.

One three-credit hour course from the “Global Awareness” category and one three-credit hour course from the “Knowledge of African-American Culture and History” category.<sup>141</sup>

The Office of Student Development promotes service-learning activities known as Civic Engagement, but student participation is optional.<sup>142</sup>

**Residence Life:** Campus events are gradually becoming one-sided. 2020-2021 included a summer series on Social Justice focusing on systemic racism and oppression, Prism PRIDE week, and a Lavender Graduation.<sup>143</sup>

**Total  
Personnel  
Spending:  
\$132,235**

(excluding the salary of the Executive Diversity and Inclusion Officer which is not publicly available)

# Winston-Salem State

Several aspects of WSS’s strategic plan point to building a “commitment to social justice through enhanced community engagement,”<sup>144</sup> and the next plan will expand on that. Only one university-level committee, the Campus Culture Committee, and a pair of lower-level equal opportunity officers promote the DEI agenda. All supervisors must complete diversity fundamentals training. The general education requirement has a two-credit CSJ course.

**Strategic Priority #1:** Winston-Salem State 2016-2021 Strategic Plan “Goal 3: Build Commitment to Social Justice through Enhanced Community Engagement”

- WSSU Center for the Study of Economic Mobility has funded research opportunities for 12 Faculty Fellows and 20 students to study barriers to economic mobility with a \$3 million grant from the Thurgood Marshall College Fund Center for Advancing Opportunity.
- WSSU’s Center for Entrepreneurship and the SG Atkins Community Development Corporation provide experiential learning for 77 students and technical assistance to a community of 46 entrepreneurs-in-residence at The Enterprise Center.
- The First-Year Experience curriculum integrates social justice in all courses.
- The WSSU Spatial Justice Studio obtained an NSF grant (\$249,000) that is integrating data science into the Urban Studies curriculum.
- WSSU and WFUSM have a five-year grant from National Institutes on Aging to engage underrepresented minorities in aging research that includes health disparities and discrimination. Nineteen students have participated.<sup>145</sup>

The university's next strategic plan will consider the following guideline: “University administrators and faculty should consider expanding the ‘equity’ theme beyond the graduate and professional health programs, integrating in a very intentional way the concept of ‘equity’ into all undergraduate, graduate, and professional degree programs. Relatedly, it may behoove the university to employ a dedicated, experienced full-time Director of Study Abroad to ensure that global experiences are intentionally interwoven into the university’s operation if the institution sustains its focus on expanding international opportunities for students and faculty, which will assist with deepening students’ understanding of diversity, equity, inclusivity, and social justice.”<sup>146</sup>

## DEI Personnel at Winston-Salem State:

UNIVERSITY LEVEL		
University Program Specialist	Equal Employment Opportunity and Diversity	\$50,983
Investigator/Assistant Title IX	Equal Employment Opportunity and Diversity	\$67,480

**COLLEGE-LEVEL ADMINISTRATORS:** None

**OFFICES DEDICATED TO MINORITY INCLUSION:**

- Women’s Business Center
- Office of Equal Employment Opportunity/Affirmative Action and Diversity

**Total  
Personnel  
Spending:  
\$115,463**

**DEI Committees at Winston-Salem State:**

**University-level:** Campus Culture Committee celebrates diversity and makes recommendations regarding the culture on campus.<sup>147</sup>

**College-level:** None

**CSJ Policies and Programs at Winston-Salem State**

**Social Justice Policies:** All university supervisors need to complete Equal Employment Opportunity and Diversity Fundamentals (EEODF) training.<sup>148</sup> All search committees must also go through implicit bias training.<sup>149</sup>

**General Education Credits are Explicitly dedicated to CSJ:** At least six credits. First-year students are required to take two three-credit hour courses focusing on the curricular themes of Globalization, Diversity, Civic Engagement, sustainability, moral and ethical reasoning, and healthy living.

**Residence Life:** Housing and residence life at Winston-Salem state is generally a professional business relationship between the university and student. The mission of housing and residence life at WSSU is to challenge a community of “diverse scholars” and prepare students to “engage in a global community.”<sup>150</sup>

# Elizabeth City State University

ECSU mentions diversity and inclusion efforts in its 2020-2025 strategic plan, but it has only one low-level administrator promoting that plan throughout the university. Freshmen must take a service-learning project in one required course, but no further general education requirements concern CSJ.

**Strategic Priority #1:** ECSU 2020-2025 Strategic Plan Objective 2.7 states “Ensure our campus is diverse and inclusive for all students.”<sup>151</sup>

## DEI Personnel at Elizabeth City State

### UNIVERSITY LEVEL

**Director** Center for Prevention, Awareness and Cultural Education \$55,000

### OFFICES DEDICATED TO MINORITY INCLUSION:

- Center for Prevention, Awareness, and Cultural Education (P.A.C.E)<sup>152</sup>

### DEI Committees at Elizabeth City State

**University-level:** None

**College-level:** None

**Total Personnel Spending:**  
**\$55,000**

### COLLEGE-LEVEL ADMINISTRATORS: None

## CSJ Policies and Programs at Elizabeth City State

**Social Justice Policies:** Diversity training is not mandated for faculty or students yet. Search committees must demonstrate diversity, but must not undertake implicit bias training as of 2019.<sup>153</sup>

**General Education Credits are Explicitly dedicated to CSJ:** All freshman students are required to participate in a service-learning project through their Freshmen Seminar I to prepare them for future experiential learning courses. No general education requirements aside from the Freshmen Seminar I are dedicated to CSJ advancement.<sup>154</sup>

**Residence Life:** Students are encouraged to join LLCs including Sister2Sister offered to first-year female students and Champion Scholars designed for minority men. Many campus LLCs focus on cultural engagement but do not express an explicit DEI focus yet.

**Campus Events:** Homecoming week featured The Viking Pride: Gender and Sexual Orientation Forum which focused on diversity and inclusion.<sup>155</sup> The forum featured keynote speakers who addressed the topics of racism, homophobia, and LGBTQ+ bias.

## UNC School of Arts

UNC School of Arts aims to build an “inclusive creative community” in its strategic plan; four main ways to secure that plan include updating curriculum, enhancing campus culture, and recruiting a more diverse faculty and student body. There is an active university committee promoting the Equity, Diversity, Inclusion, and Belonging Initiative (EDIB). EBID’s 2020 report recommends the hiring of a Chief Diversity Officer and a Multicultural Officer and mandating implicit bias training for members of search committees, among other required trainings. If those proposals are adopted, UNC School of Arts will catapult up the rankings! No general education requirements focus on the CSJ agenda, but the residence life has required programs focused on CSJ.

**Strategic Priority #1:** UNC School of Arts 2015-2020 Strategic Plan states “UNCSA will be a supporting, nurturing and inclusive creative community” but does not mention diversity or equity. In 2020 UNCSA started the Equity, Diversity, Inclusion and Belonging initiative to transform the university.<sup>156</sup> EDIB’s strategic plan has six main goals:

- Create an accountability structure for EDIB work at our institution.
- Enhance a campus culture that privileges equity-mindedness, inclusion, and belonging.
- Recognize, celebrate and enhance the artistic visibility of artists of color, women, LGBTQ+, and other historically underrepresented groups.
- Review and update the symbols and art across campus.
- Critically evaluate and update curriculum, pedagogies, and career readiness.
- Focus on recruitment and retention of students, faculty, staff, and UNCSA supporters of color and other historically marginalized and underserved populations

### DEI Personnel at UNC Schools of the Arts:

**UNIVERSITY LEVEL:** None

**COLLEGE-LEVEL ADMINISTRATORS:** None



**Total  
Personnel  
Spending:  
None**

**OFFICES DEDICATED TO MINORITY INCLUSION:**

- EDIB strategic plan recommends creating a Multicultural Office<sup>157</sup>

Note: The 2020 EDIB report recommends hiring a Chief Diversity Officer including staffing and budgetary costs to maintain the EDIB office.

**DEI Committees at UNC School of the Arts**

**University-level:**

- EDIB Committee (22 members)
- EDIB recommends creating a campus-wide Equity, Diversity, and Inclusion advisory committee

**College-level:** None.

**CSJ Policies and Programs at UNC School of the Arts**

**Social Justice Policies:** EDIB plans to establish many diversity training programs at UNCSA including Implicit Bias, Anti-Racist, and Equity and Inclusivity training. The office also recommends that Implicit bias training be required for members of search committees. Additionally EDI training will be required of all UNCSA Administrative and Academic Senior Leadership and members of the Board of Trustees. Faculty in each of the divisions and schools will be required to participate in EDI training, with a goal of 100% of faculty per school/division by the end of 2021. Finally, training will be required for all Admissions staff and scholarship selection committees, UNCSA Campus Police and the Title IX and Conduct Officers and Hearing Committees.<sup>158</sup>

**General Education Credits are Explicitly dedicated to CSJ:** UNCSA does not have a dedicated diversity course in its general education requirements.<sup>159</sup>

**Residence Life:** Housing and Residence Life requires students to participate in a curriculum known as FOCUS which has four learning goals: Emerging artist scholar, citizenship, wellness, awareness & identity.

**Campus events** during 2020-2021 included a social justice lecture series aimed at the high school academic program Equity, Diversity and Inclusion initiatives.<sup>160</sup>



# Fayetteville State University

FSU is committed to DEI in its strategic plan, but does not yet have administrators or committees dedicated to it. LLCs are coming to FSU in Fall 2021, but there are no other projects or programs at FSU, such as trainings or curriculum, that focus directly on CSJ.

**Strategic Priority #1:** Fayetteville State University’s Strategic Plan 2020-2025 core values include a commitment to “Diversity, Equity and Inclusion: Working collaboratively and effectively in a global society.”<sup>161</sup>

## DEI Personnel at Fayetteville State:

None

## DEI Committees at Fayetteville State:

None

## CSJ Policies and Programs at Fayetteville State

**Social Justice Policies and Programs:** This year FSU received a \$30,000 grant from the Truist Foundation to establish Transformation Leadership for Diversity and Inclusion, a curriculum development and training program for faculty and students.<sup>162</sup> The Safe Zone Office offers a program available to faculty members and students on LGBTQ+ issues.<sup>163</sup>

**General Education Credits Explicitly dedicated to CSJ:** None.

**Residence Life:** FSU is offering LLCs to students for the first time in Fall 2021. Among these communities are The Sisterhood, The Brotherhood and Readiness in STEAM.<sup>164</sup> Descriptions of these housing units do not yet imply a focus on CSJ.

**Total  
Personnel  
Spending:  
None**

# CONCLUSION

There are some indications that the UNC System aims to promote diversity, equity, and inclusion in all that it does, thereby changing the future of North Carolina and the goals of education.

Such a mission undermines citizenship, the advancement of knowledge, and the common good. It compromises excellence and sows resentment and hatred. Public institutions have no place promoting such pernicious ideologies.

Many universities—notably UNC-Chapel Hill, North Carolina State University, and East Carolina University—are busy building out an already sophisticated Diversity, Equity, and Inclusion infrastructure. Each has several administrators with six-figure salaries and hefty job responsibilities to advance DEI efforts. Each has a bevy of policies that promote Critical Social Justice ideology such as mandatory trainings for all faculty and required diversity statements for new hires.

Efforts are accelerating at the other campuses as well. Most notable is how each campus includes DEI in its strategic planning process and is creating the seeds of a more sophisticated mission. Committees are forming in many colleges. Schools like UNC Wilmington, UNC Pembroke, UNC Asheville, and Western Carolina are beginning to hire upper-level administrators who will then spearhead campus-wide efforts, first building their own fiefdoms at the university-level and then requiring all colleges to have such deans. Budgets for salaries at all of these schools will soon exceed one million dollars, and personnel dedicated to CSJ will exceed 20. Trainings for bias will go from optional to mandatory. Living Learning Communities will go from optional to required to for-credit. Soon students will have to work for a leftist advocacy group before graduating from a UNC System school.

Similar developments are happening all over the country. The UNC System seems to be accelerating its CSJ-DEI efforts. Stopping this transformation before it consolidates itself throughout the system is a worthy goal that the legislature and the Board of Governors could achieve if they made it a priority. The future of North Carolina — and the country — is at stake.

1. Sam Abrams and Amna Khalid, “Are Colleges and Universities Too Liberal? What the Research Says about the Political Composition of Campuses and Campus Climate” *Heterodox: The Blog*. <https://heterodoxacademy.org/blog/are-colleges-and-universitiestoo-liberal-what-the-research-says-about-the-political-composition-of-campuses-and-campus-climate/> (accessed December 2, 2020).
2. For example, Jonathan Haidt and Greg Lukianoff, *The Coddling of the American Mind: How Good Intentions and Bad Ideas are Setting up a Generation for Failure* (New York: Penguin Press, 2018); Heather MacDonald, *The Diversity Delusion: How Race and Gender Pandering Corrupt the University and Undermine our Culture* (New York: St. Martin’s Press, 2018); and David Randall, *Social Justice Education in America* (New York: National Association of Scholars, 2019).
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16. Diversity Liaisons | Office of Diversity, Equity, and Inclusion ([unc.edu](http://unc.edu)) and Task Force to Integrate Social Justice | Office of Diversity, Equity, and Inclusion ([unc.edu](http://unc.edu))
17. Message from campus leaders on diversity, equity and inclusion training - Office of the Chancellor - UNC Chapel Hill | Office of the Chancellor - UNC Chapel Hill
18. Antiracism, Allyship, And Authenticity: Building Internal Capacity for Institutional Change ([unc.edu](http://unc.edu))
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22. Diversity and Climate Committees | Department of Statistics ([ncsu.edu](http://ncsu.edu))
23. About the Chemistry DEI Committee | Department of Chemistry ([ncsu.edu](http://ncsu.edu))

24. Introducing the Department of Applied Ecology's Diversity, Equity, and Inclusion Committee | Applied Ecology | NC State University (ncsu.edu)
25. Diversity Leadership | College of Sciences (ncsu.edu)
26. Diversity and Social Justice Committee | Teacher Education and Learning Sciences | NC State University (ncsu.edu)
27. Educational Opportunities | Office for Institutional Equity and Diversity | NC State University (ncsu.edu)
28. Upcoming Events – A New Paradigm of 'High Impact' Research: Why Conservation Science Needs to Prioritize Racial and Social Justice – Southeast Climate Adaptation Science Center (ncsu.edu) Diversity Training Demonstrates NC State's Commitment to Climate | Office for Institutional Equity and Diversity | NC State University (ncsu.edu)
29. Diversity Training | Office for Institutional Equity and Diversity | NC State University (ncsu.edu)
30. GEP U.S. Diversity < North Carolina State University (ncsu.edu)
31. Village Options | Initiatives (ncsu.edu)
32. Upcoming Events | The Accountability Project: White Women Deconstructing Whiteness | Office for Institutional Equity and Diversity | NC State University (ncsu.edu)
33. Upcoming Events | Integrating Diversity and Social Justice into Your Practice | College of Education | NC State University (ncsu.edu)
34. Our Commitments | Strategic Plan | ECU
35. Building community | Diversity at ECU | ECU
36. Home | Health Sciences Sexual & Gender Diversity Committee | ECU
37. Diversity, Equity & Inclusion | College of Education | ECU
38. Welcome to VCDI | Vice Chairs of Diversity & Inclusion | ECU
39. Diversity and Inclusion | College of Business | ECU
40. Diversity | College of Allied Health Sciences | ECU
41. Diversity and Inclusion Plan | School of Theatre and Dance | ECU
42. Diversity Advisory Council | College of Nursing | ECU
43. Face-to-Face Offerings | Office for Equity and Diversity | ECU
44. Safe Zone Training | Dr. Jesse R. Peel LGBTQ Center | ECU
45. Welcome | Dr. Jesse R. Peel LGBTQ Center | ECU
46. General Education Program - East Carolina University - Acalog ACMS™ (ecu.edu)
47. Global Living Learning Community | Campus Living | ECU
48. InclusivECU Living Learning Community | Campus Living | ECU
49. Understanding Asexuality - ENGAGE (ecu.edu)
50. QTPOC (Queer and Trans People of Color) - ENGAGE (ecu.edu)
51. LGBTQ Queer Film Series-El Baile de los 41 (Dance of the 41) - ENGAGE (ecu.edu)
52. Strategic Plan 2016-2021
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59. Mission, Vision and Guiding Commitments | UNC Charlotte Strategic Planning | UNC Charlotte
60. Black Student Mental Health | Center for Counseling and Psychological Services (uncc.edu)
61. Welcome to trans at Unc Charlotte | Trans Resources
62. Charlotte Racial Justice Consortium | Diversity and Inclusion | UNC Charlotte
63. Diversity Committee | Ph.D. Program in Health Psychology | UNC Charlotte
64. Diversity | Department of Biological Sciences | UNC Charlotte
65. College of Education (google.com)
66. Faculty and Staff Diversity and Inclusion Resources | Belk College of Business | UNC Charlotte
67. Diversity Initiatives | Belk College of Business | UNC Charlotte
68. Diversity & Inclusion Committee | Childress Klein Center for Real Estate | UNC Charlotte
69. About | Safe Zone (uncc.edu)
70. How to Register for Training and Log in to Online Inclusive Recruitment Training Module | UNC Charlotte Division of Academic Affairs
71. White Consciousness Conversations | Office of Identity, Equity, and Engagement (uncc.edu)
72. Diversity - Resources, Training, and Information | Human Resources | UNC Charlotte
73. UNC Charlotte Academic Policy: General Education Program | Office of the Provost | UNC Charlotte
74. Program: General Education Requirements - UNC Pembroke - Acalog ACMS™

75. Learning Communities | Learning Communities | UNC Charlotte
76. Exploring Socially Just Leadership - University of North Carolina at Charlotte (uncc.edu)
77. LGBTQIA+ Community Chats - University of North Carolina at Charlotte (uncc.edu)
78. <https://diversity.uncc.edu/events/dirty-south-manifesto-virtual-common-read-and-discussion>
79. Activate! Social Justice Institute | Office of Identity, Equity, and Engagement (uncc.edu)
80. For Us: A QTBIPOC Student Space | Office of Identity, Equity, and Engagement (uncc.edu)
81. [bridge-strategic-plan-2021.pdf](#) (appstate.edu)
82. Inclusive Excellence Team | Center for Academic Excellence (appstate.edu)
83. Advisory Boards / Diversity and Inclusion at Appalachian / Appalachian State University (appstate.edu)
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85. Accountability Team Members / Diversity and Inclusion at Appalachian / Appalachian State University (appstate.edu)
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87. Program: General Education Requirements - Appalachian State University - Acalog ACMS™ (appstate.edu)
88. INTERSECT Social Justice Retreat (appstate.edu)
89. Multicultural Center (appstate.edu)
90. Goals and Initiatives | Taking Giant Steps: (uncg.edu)
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92. Committees Supporting Equity, Diversity, and Inclusion - School of Education (uncg.edu)
93. Equity, Diversity and Inclusion Committee | College of Visual and Performing Arts (uncg.edu)
94. Resources, Education & Training | Equity, Diversity and Inclusion (uncg.edu)
95. About MAC - Division of Student Success (uncg.edu)
96. MOSAIC (Diversity & Social Justice) - \*\*\*\*\* BETA BETA BETA \*\*\*\*\* (uncg.edu)
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