

**Winston-Salem State University  
Board of Trustees  
Equality Policy Subcommittee  
Meeting Minutes  
August 25, 2025  
5:00 p.m. (Virtual Meeting)**

**A. Call to Order**

Chair Brent Moore called the meeting to order.

**B. Conflict of Interest Statement**

Chair Moore read the following statement: *“All board members are reminded of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest as required by this Act. Each member has received the agenda and related information for this of Trustees’ meeting. If any board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the Board of Trustees at this meeting, the conflict or appearance of conflict should be identified at this time.”* There were no conflicts noted.

**C. Roll Call**

Subcommittee members present: Brent Moore, Alex Johnson, Carlos Pauling, Bill Miller, Pam Oliver  
Subcommittee members absent: None

**D. Report and Discussion | Review of Equality Policy Compliance**

Chancellor Bonita Brown, Vice Chancellor and General Counsel Ivey Brown, and Vice Chancellor for Student Affairs Dr. Mel Johnson-Norwood provided a joint presentation on WSSU’s compliance with the UNC System’s Equality Policy.

Vice Chancellor Brown provided an overview of the Equality Policy and WSSU’s past compliance efforts. He noted that the policy, adopted in May 2024 to replace the former DEI mandate, requires annual reporting to the System Office and review by Board subcommittees. WSSU filed its first report in August 2024 and is preparing its 2025 submission, with this meeting serving as one of the final review steps.

Vice Chancellor Johnson-Norwood highlighted examples from WSSU’s forthcoming 2025 Certification and Report on Equality within the University of North Carolina, noting that the university continues to adjust job roles and descriptions, reinforce expectations through campus-wide communications, and provide faculty and staff training to ensure understanding of neutrality and equality in practice.

Chancellor Brown emphasized that compliance work is ongoing and continuous. She noted that WSSU has demonstrated its ability to remain nimble and responsive to changing policy requirements while keeping student success at the center of its mission.

## **E. Adjournment**

The meeting was adjourned at approximately 5:35 p.m.