

**REVISED**

**AGENDA**

**University of Connecticut  
Board of Trustees**

**Committee for Diversity, Equity and Inclusion  
Friday, February 21, 2025, at 11:00 a.m.  
Virtual Meeting**

Public Streaming Link (with live captioning): <https://ait.uconn.edu/bot>

(A recording of the meeting will be posted on the Board website, <https://boardoftrustees.uconn.edu/>, within seven days of the meeting.)

Call to order at **11:00 a.m.**

1) Public Participation\*

\*Individuals who wish to speak during the Public Participation portion of the Friday, February 21, meeting, must do so 24 hours in advance of the meeting's start time (i.e., 11:00 a.m., on Thursday, February 20) by emailing [BoardCommittees@uconn.edu](mailto:BoardCommittees@uconn.edu). Speaking requests must include a name, telephone number, topic, and affiliation with the University (i.e., student, employee, member of the public). As an alternative, individuals may submit written comments to the Committee via email ([BoardCommittees@uconn.edu](mailto:BoardCommittees@uconn.edu)), and all comments will be transmitted to the Committee.

2) Minutes from the December 3, 2024, Special Meeting

3) Update of Presidential Executive Orders, Recent Office for Civil Rights Dear Colleague Letter, and other Communications from the Federal Government

4) University Senate Representative Report

5) Other Business

6) Executive Session (as needed)

7) Adjournment

PLEASE NOTE: *If you are an individual with a disability and require accommodations, please e-mail the Board of Trustees Office at [boardoftrustees@uconn.edu](mailto:boardoftrustees@uconn.edu) prior to the meeting.*

# **Update of Presidential DEI Executive Orders, “Dear Colleague Letter” and other Communications from the Federal Government**

**Jeffrey F. Hines MD**

**Interim Vice President, Chief Diversity Officer, University of Connecticut**

**Chief Diversity Officer, UConn Health**

**February 21, 2025**



# Agenda

- **Context and background**
- **Challenges**
- **Moving forward**
- **Questions and discussion**

# Grounding Principles

- **DEI / DEIA is foundational to the mission and values of UConn**
- **We continue to do this work**
- **We are complying with the law**
- **We will be prepared to pivot if needed**

We are tracking **112** bills in **29** states and the U.S. Congress. Since 2023,

**112**

have been introduced.

**14**

have final legislative approval.

**14**

have become law.

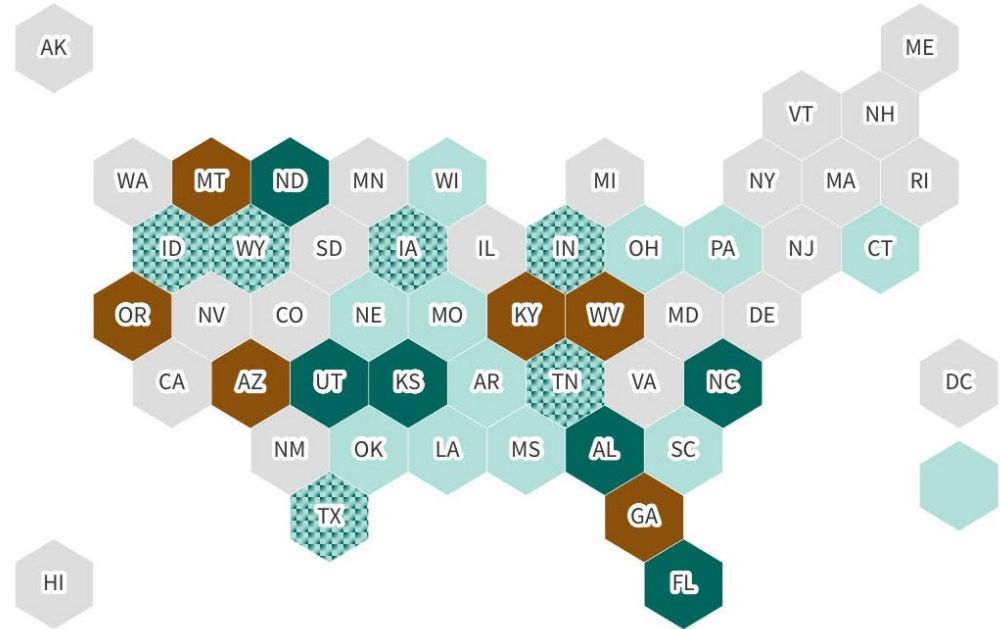
**68**

have been tabled, failed to pass, or been vetoed.

## Where Anti-DEI Legislation Has Been Proposed

A pattern indicates bills in two active statuses.

- No bill
- Introduced
- Final legislative approval
- Signed into law
- Tabled, failed to pass, or vetoed



\* A Flourish map

### State Connecticut

#### Bill Number

Click number to read bill text.

[House Bill 6331](#)

*Introduced on 1/23/2025*

#### Status

Introduced

#### More Details

In January 2025, State Rep. Doug Dubitsky, a Republican, introduced a bill that would prohibit diversity, equity, and inclusion offices; diversity-statement requirements; and consideration of race, sex, or "other immutable characteristics in any admissions, scholarship, grading or employment decisions" at public colleges.

DEI offices



Diversity statements



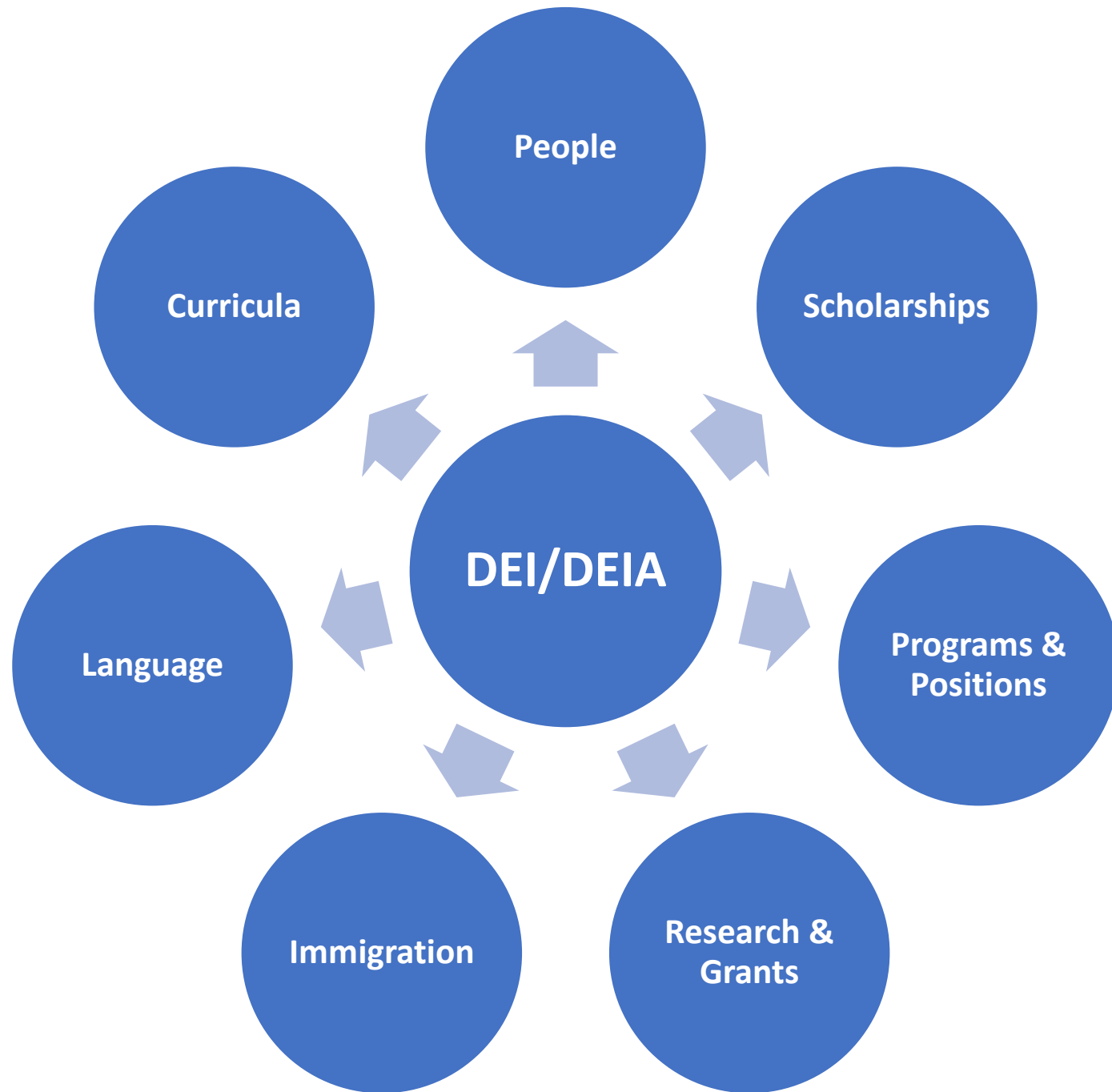
Prohibit mandatory "DEI/CRT" courses

Mandatory DEI training

--

Identity-based preferences





# Presidential EOs that target DEI/DEIA, Immigration, and LGBTQAI+ Communities, Gender-affirming care, January - February 2025

[ENDING ILLEGAL DISCRIMINATION AND RESORTING MERIT-BASED OPPORTUNITY](#)

[KEEPING MEN OUT OF WOMEN'S SPORTS](#)

[DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT](#)

[PROTECTING CHILDREN FROM CHEMICAL AND SURGICAL MUTILATION](#)

[INITIAL RESCISSIONS OF HARMFUL EXECUTIVE ORDERS AND ACTIONS](#)

[ENDING RADICAL AND WASTFUL GOVERNMENT DEI PROGRAMS AND PREFERENCING](#)

[PROTECTING THE AMERICAN PEOPLE AGAINST INVASION](#)

[PROTECTING THE MEANING AND VALUE OF AMERICAN CITIZENSHIP](#)

# **In the Wake of the EOs...**

- **OMB freeze**
- **NIH indirect cost caps**
- **Lawsuits**
- **Temporary restraining orders**
- **Walk-backs**
- **“Dear colleague” letter from DoE OCR 2/14/25**
- **Many others**



# A Few Challenges...

- **Accreditation**
- **Research Grants (federally sponsored, others)**
- **PTR**
- **Language**
- **People**
- **Curriculum**
- **Positions/committees**
- **Programs**
- **Others**

# DEI Legal Challenge

On February 3, 2025, a coalition of DEI advocates—the National Association of Diversity Officers in Higher Education (NADOHE), American Association of University Professors (AAUP), Restaurant Opportunities Centers United, and the Mayor and City Council of Baltimore—filed a lawsuit in the U.S. District Court for the District of Maryland alleging the Trump EOs on DEI and DEIA are vague and unconstitutional.

[Challenges to DEI executive orders](#)



Andrea Joy Campbell  
Massachusetts  
Attorney General

The Commonwealth of  
Massachusetts  
The State of Illinois  
Offices of the Attorney General

*Mass.Gov/AGO*  
*IllinoisAttorneyGeneral.Gov*

February 13, 2025

**Multi-State Guidance Concerning  
Diversity, Equity, Inclusion, and Accessibility Employment Initiatives**

The Attorneys General of Massachusetts, Illinois, Arizona, California, Connecticut, Delaware, Hawaii, Maine, Maryland, Minnesota, Nevada, New Jersey, New York, Oregon, Rhode Island, and Vermont are issuing this Guidance to help businesses, nonprofits, and other organizations operating in our respective states understand the continued viability and important role of diversity, equity, inclusion, and accessibility efforts (sometimes referred to as “DEI” or “DEIA” initiatives) in creating and maintaining legally compliant and thriving workplaces.



Kwame Raoul  
Illinois  
Attorney General

# ODI Response

## Impact on infrastructure

- Language/websites
- Curriculum
- Training/workshops
- Grants/research
- Positions/offices/committees
- Student life/enrollment
- Scholarships
- Programs

## Impact on people

- Vulnerable communities
- Faculty, students (UG, GS, others) and staff
- Communities of color
- Native communities
- Mental health/wellness
- Information access and privacy

# Ongoing and Next Steps for ODI:

- Continue to do the work
- Lean into our mission and values
- Message that our programs are open to all
- Ongoing scan and collaborate with internal partners
- Partnering with CT Chief Equity and Community Impact Officer
- Partnering with local and national organizations
- Please go to UConn websites/resources (OVPR, undocumented students, others)
- Reach out to ODI (guidance, support, feedback)
- Ongoing conversations with stakeholders

# Questions and Discussion