



**P.O. Box 8 • Chapel Hill, North Carolina • 27514**

June 23, 2023

Dr. James W.C. White  
Craver Family Dean of the College of Arts and Sciences

Dear Dr. White,

We are writing on behalf of the members of the UNC Alumni Free Speech Alliance, an independent, non-partisan organization led by UNC Alumni. UNC AFSA's mission is to support and defend free speech, academic freedom, and viewpoint diversity at UNC-Chapel Hill.

As alumni, we were excited to see that both the UNC Board of Governors and the UNC Board of Trustees recently adopted policies to prohibit compelled speech on campus. This is in addition to UNC-Chapel Hill's commitment to institutional neutrality last July. These are major steps toward ensuring that UNC is a place where students and faculty enjoy broad freedoms of expression and conscience.

In response to these policies, I hope that the UNC College of Arts and Sciences will revisit and rescind many of the recommendations outlined in its "DEI Strategic Plan for Faculty and Staff." In particular, we are concerned about the plan to "require . . . annual DEI education activities for all faculty and staff" and to "formalize inclusion and recognition of DEI as service within staff and faculty review processes." It is disappointing to see this ideological and dogmatic approach to education being promoted at UNC.

The UNC College of Arts and Sciences should live up to the ideals of light and liberty as well as the principle of institutional neutrality. To quote from the Kalven report:

To perform its mission in the society, a university must sustain an extraordinary environment of freedom of inquiry and maintain an independence from political fashions, passions, and pressures. A university, if it is to be true to its faith in intellectual inquiry, must embrace, be hospitable to, and encourage the widest diversity of views within its own community.

We strongly urge you to reconsider the DEI Strategic Plan and to stand up for freedom of expression and conscience in the UNC College of Arts and Sciences. As alumni who love Carolina and want to stay connected to our alma mater, we will remain interested in future developments in this regard.

Sincerely,

[UNC AFSA Board](#)

cc: UNC Board of Governors  
UNC Board of Trustees  
Dr. Kevin M. Guskiewicz, Chancellor  
Dr. Christopher Clemens, Provost