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BOARD POLICY MANUAL REVISIONS

Action Requested: Consider, as the first of two readings, new Board of Regents Policy Manual Chapter 3.23 – DEI and CRT Requirements, with an effective date of June 30, 2026. The proposed policy will be submitted for approval during the July 2025 meeting.

Executive Summary: Proposed policy 3.23 on DEI and CRT Requirements (i.e. Diversity, Equity and Inclusion; Critical Race Theory) will apply to courses required as part of a major, minor or certificate. Exceptions to this restriction on substantial DEI and CRT content will require approval in even-numbered years in a manner determined by the Board of Regents and communicated by the Board of Regents office. The effective date is set for June 30, 2026 in order to provide adequate time to review all major, minor and certificate required courses and to develop the procedures for seeking an approved exception.

Proposed Policy:

3.23 DEI and CRT Requirements. A student shall not be required to take a course that has substantial content that conveys DEI or CRT to satisfy the requirements of a major, minor or certificate unless the Board has approved it as an exception.

Each even-numbered year, no later than June 30th, the universities shall submit a request to the Board in a manner prescribed by the Board Office, the majors, minors or certificates that require an exception for courses that have substantial DEI or CRT content, as defined by the Board of Regents, for approval.

DEI definition: Diversity, equity and inclusion in this policy shall include instruction that conveys the following concepts as primary principles: unconscious or implicit bias, cultural appropriation, allyship, transgender ideology, microaggressions, group marginalization, antiracism, systemic oppression, social justice, heteronormativity, gender theory, racial privilege or sexual privilege.

CRT definition: Critical Race Theory, or CRT, is an academic and legal framework that denotes that systemic racism is part of American society and is embedded in laws, policies and institutions.