



June 30, 2025

VIA ELECTRONIC DELIVERY

Martin D. Brown
Chief Diversity Officer
Director of the Office of Diversity, Opportunity, and Inclusion
Commonwealth of Virginia
Post Office Box 1475
Richmond, Virginia 23218

Dear Mr. Brown:

In accordance with § 2.2-602 (B) of the Code of Virginia, as amended, and Executive Order 10 (2022) issued by the Governor, this letter serves as Old Dominion University's Annual Report. Please note that Old Dominion University has revised its strategic direction consistent with the resolution adopted by its Board of Visitors (attached) in response to the Presidential Executive Order, the U.S. Department of Education's *Dear Colleague Letter*, and related Frequently Asked Questions. As part of this effort, the University has dissolved the Office of Institutional Equity and Diversity and reassigned permissible programs and initiatives to other appropriate units. Pursuant to the attached resolution, Old Dominion University has committed to and completed the following actions.

1. Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life.
2. Ensure there are no efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such end.
3. Ensure there are no third-party contractors, clearinghouses, or aggregators that are being used in an effort to circumvent prohibited uses of race.

Furthermore, the University will continue to review ongoing guidance from the U.S. Department of Education, as well as other federal and state entities where appropriate, and make necessary changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws.

Should you have any questions regarding this report, please contact the University's Vice President for Talent Management and Culture September Sanderlin at ssanderl@odu.edu or (757) 683-3059.

Sincerely,

Brian O. Hemphill, Ph.D.
President

Attachment

Old Dominion University Board of Visitors
RESOLUTION

WHEREAS, Old Dominion University highly values diversity, including diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our campus, and is committed to providing every student an education that is free from discrimination and grounded in merit; and

WHEREAS, Old Dominion University's mission statement outlines an institutional commitment to "collaborate with strategic partners to address challenges and propose solutions that impact the economy, environment, health and wellness, and social justice," while also providing "opportunities for educational, artistic, and professional growth to our diverse Monarch community;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order, titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the U.S. Department of Education released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and Students for Fair Admissions v. Harvard; and

WHEREAS, both the Old Dominion University Board of Visitors and its administration are committed to complying with the law, including the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions;

RESOLVED, the University will take the following actions as informed by the guidance in the February 14, 2025 Dear Colleague Letter, as well as the March 1, 2025 Frequently Asked Questions document.

- 1) Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life.
- 2) Ensure there are no efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such end.
- 3) Ensure there are no third-party contractors, clearinghouses, or aggregators that are being used in an effort to circumvent prohibited uses of race.

RESOLVED FURTHER, the University shall continue to review ongoing guidance from USED and the U.S. Attorney General and make appropriate changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws.

THEREFORE, BE IT RESOLVED, the President shall update the Board of Visitors on compliance with this Resolution at the next regularly scheduled meeting.