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AUDITCON

A HIGHER EDUCATION SUMMIT

ACUA  
ASSOCIATION OF COLLEGE & UNIVERSITY AUDITORS



# AuditCon

## A Higher Education Summit

September 24-28, 2023 Loews Miami Beach Hotel • Miami Beach, FL



# **Balancing Compliance and Inclusion: Leveraging Internal Audit to Support Leadership in Addressing DEI Challenges in Higher Education**



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## Be respectful

- Please listen and respect others when they are speaking.
- Consider using inclusive language.
- Safe space - we are hoping this is an environment where individuals can feel comfortable sharing their personal experiences and concerns. Please use discretion when relaying stories that may be discussed in this session.



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## **Balancing Compliance and Inclusion: Leveraging Internal Audit to Support Leadership in Addressing DEI Challenges in Higher Education**

- Introductions
  - Name/pronouns
  - Institution & Years of Service
  - How Long in Audit?
  - Fun fact (optional)



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# Tracking DEI Legislation: from The Chronicle of Higher Education (updated July 14, 2023)

We are tracking **40** bills in **22** states. So far,

**40**

have been introduced.

**7**

have final legislative approval.

**7**

have become law.

**29**

have been tabled, failed to pass, or vetoed.

\*All data is from *The Chronicle of Higher Education*, DEI Legislation Tracker: [https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts?bc\\_nonce=jnut3edrr3hmr31vxg0mng&cid=reg\\_wall\\_signup](https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts?bc_nonce=jnut3edrr3hmr31vxg0mng&cid=reg_wall_signup)





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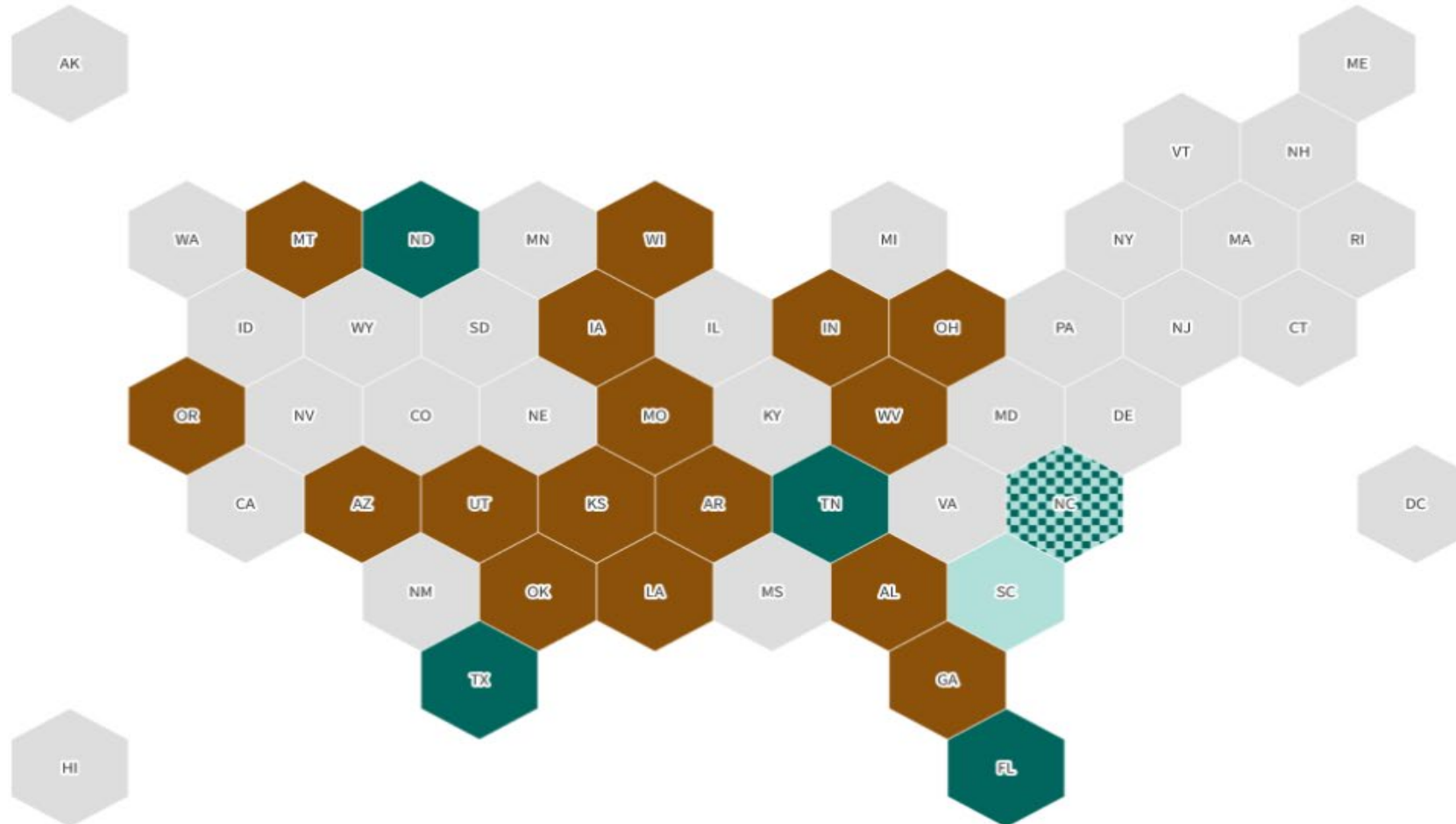
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### Where Anti-DEI Legislation Has Been Proposed

A pattern indicates active bills in different statuses.

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





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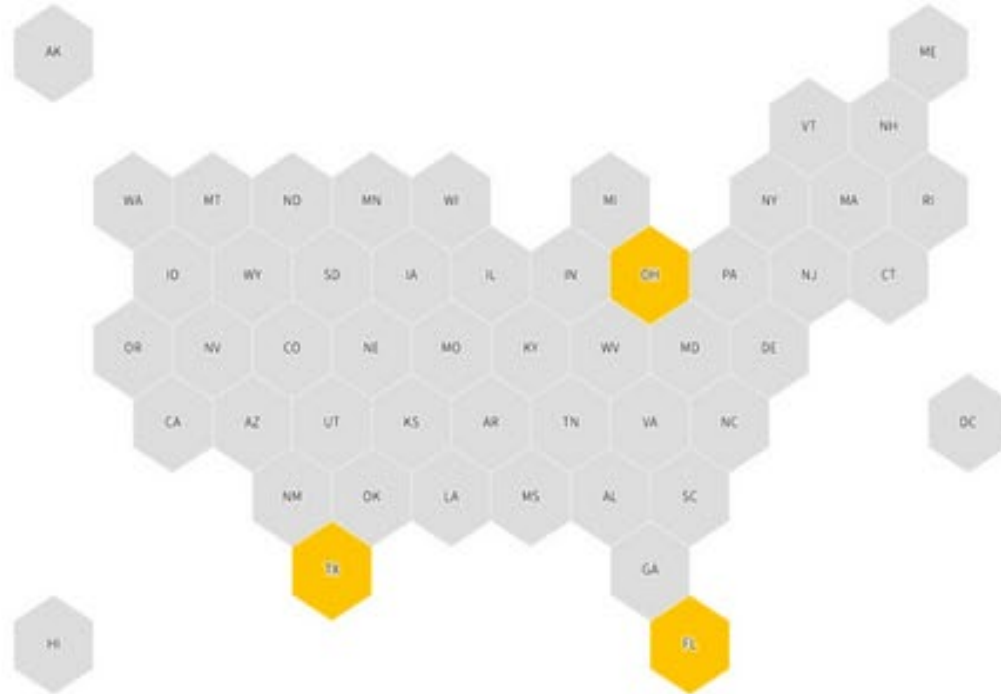
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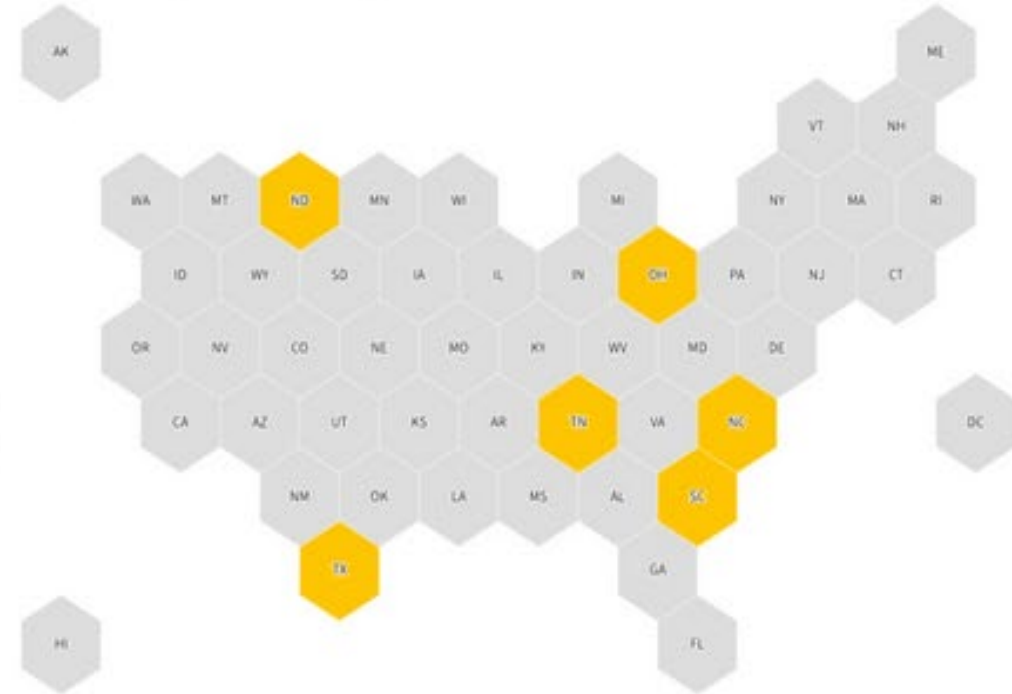


## What Would the Legislation Restrict?

DEI Offices and Staff



Mandatory DEI Training





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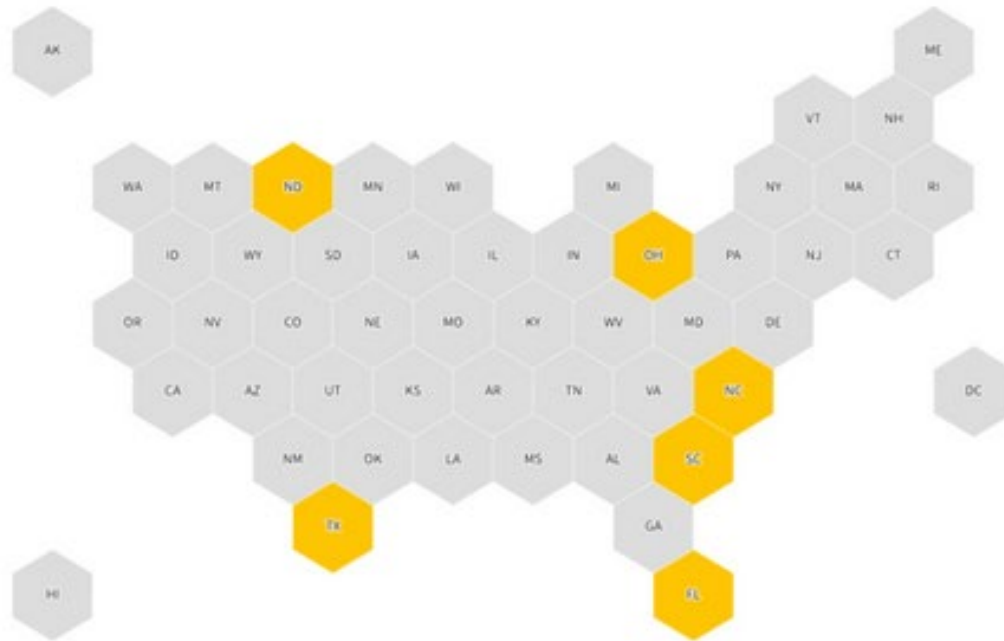
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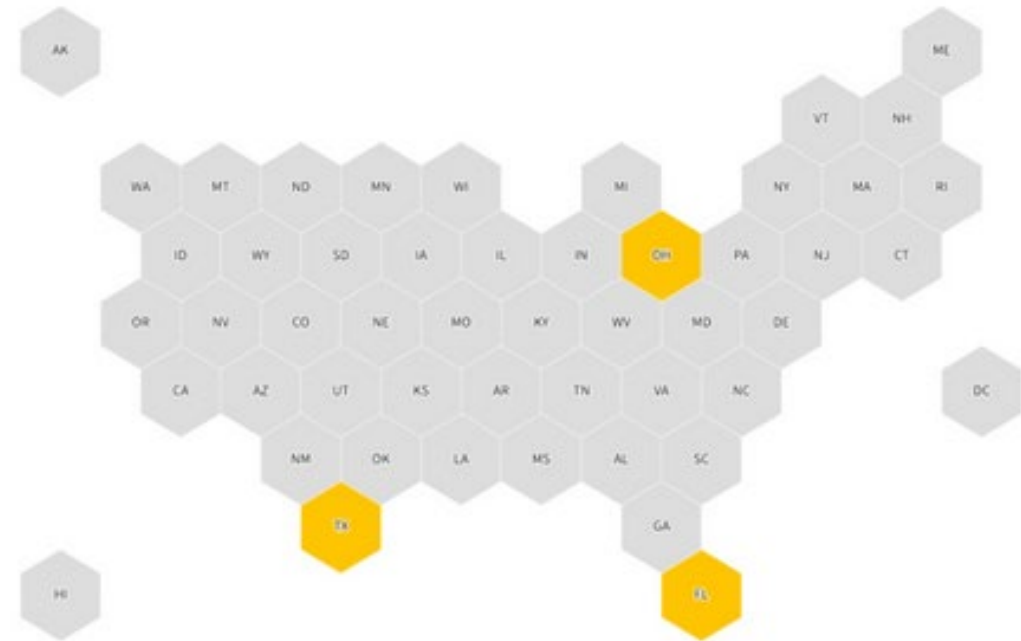


## What Would the Legislation Restrict?

Diversity Statements



Identity-Based Preferences for Hiring and Admissions







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# What are some specific laws or regulations that have/would prohibit/restrict DEI initiatives on college campuses?

- What are the potential risks or challenges to higher education institutions associated with the new and proposed state laws and regulations?
  - Consider strategic, compliance, financial, operational, and reputational risks.



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What steps can internal audit take to support DEI efforts while maintaining a professional commitment to objectivity?



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Are there any best practices or strategies your institution has successfully implemented to navigate new restrictions?



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What are some strategies that your institution has successfully implemented for educating faculty, staff, and students about the changes in laws and the implications for campus communities?



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What are strategies that your institution has successfully implemented for creating strategic alliances between internal audit and diversity units on campus?





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How can internal audit assess the impact of new restrictions on campus communities and measure the effectiveness of DEI efforts, within the boundaries of objectivity and the law?



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Are there any resources, training, or professional development opportunities available to help internal audit adapt to the new laws?



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## Resources

- National Archives
  - [Civil Rights Act](#)
- The Institute of Internal Auditors
  - "[Diversity, Equity, and Inclusion 101: Internal Audit's Invaluable Role in Creating a Sense of Belonging at Work](#)," from the Internal Audit Foundation and Deloitte, explains why it's essential for internal audit to be more involved in the organization's ESG efforts, and helps you get started today with tangible action items to add value and improve outcomes of DEI initiatives.
  - [The IIA, Internal Audit Foundation, and Deloitte establish best practices for internal audit teams](#)
- The Chronicle of Higher Education
  - [DEI Legislation Tracker](#)



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## Resources

- Inside Higher Ed
  - [Reading Between the Lines on Affirmative Action](#)
- Insight Into Diversity
  - [DEI in Accreditation](#)
  - [Will Anti DEI Legislation Cause a Research Funding Drought in Higher Ed?](#)
- NCAA Division I DEI Review
  - [NCAA DEI Review Framework](#)



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# Questions?





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# Thank you!

*From the ACUA D&IL Committee*

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*(We welcome new volunteers!!)*