MAPP 01.04.01: Diversity, Equity, and Inclusion Initiatives

Summary of Updates and Corrections

Prior version reviewed 04/28/2026 | Updated version 08/18/2026

Definitions

- Preferential Consideration made a standalone defined term (Section II.4) instead of embedded inline in the policy text. No substantive change. Improves clarity and citation.

Policy Provisions (Section III)

- Former combined provision III.1.1 split into three separate, individually citable provisions. Same substantive prohibitions, easier to enforce and reference individually.
- Training-approval chain narrowed to General Counsel and THECB only, removing President, Vice President, and Board of Regents from the approval requirement.

  Aligns with §51.3525's own carve-out language, which names only general counsel and THECB as approvers.

Policy Exclusions (Section IV)

- Recognized History Events exclusion removed (formerly IV.7, covering Black History Month, Hispanic Heritage Month, Women's History Month, and Pride Month).

  §51.3525 contains no such carve-out. Retaining it created a non-statutory exception and compliance exposure.

- Compliance Training carve-out shortened. Enumerated list of protected classifications and the Chapter 21 Labor Code citation removed.

  New language ties the exclusion to "required or permitted by applicable state or federal law," the statute's actual standard, rather than a fixed list that can go stale as categories change.

Institutional Compliance and Certification (Section VI)

- Corrects a duplicate numbering error in the prior version, where two separate provisions were both labeled 6.2.
- Certification now runs through each Vice President and Department Head to the Office of Compliance, replacing a single ambiguous "Vice President" reference.

  Creates a defined, attributable certification chain consistent with §51.3525(e).

- Internal Audit removed from the compliance review and certification function, now housed solely with the Office of Compliance.

  Internal Audit operates as a back-end, independent assurance function. Separating it from the certifying function preserves that independence.

- Adds a 90-day submission deadline for Office of Compliance findings ahead of the statutory August 31 certification date.

  §51.3525 sets the Board's August 31 certification deadline but is silent on internal timing. The 90-day buffer gives the Board of Regents and the President's office adequate lead time to review findings before that deadline.

- Removes the fixed reference date ("funds appropriated for the fiscal year starting September 1, 2024").

  That trigger date has passed and is unnecessary in a policy meant to operate on a rolling annual basis.

State Audit Compliance (Section VII)

- Corrects a citation error. The prior version cited §51.3523 for the violation-cure provision. The correct citation is §51.3525.