COMMONWEALTH of VIRGINIA

Office of the Governor

Glenn Youngkin
Governor

June 2, 2025

Mr. Robert D. Hardie
Rector
University of Virginia
P. O. Box 400222
Charlottesville, Virginia 22904-4222

Dear Rector Hardie and Members of the Board of the Visitors:

As you know, on March 7, your Board unanimously passed a resolution to end Diversity, Equity and Inclusion ("DEI") programs at the University of Virginia and directed the President to provide updates on compliance within 30 days.

Recent media reports and repeated letters from the U.S. Department of Justice Civil Rights Division greatly concern me, leading me to conclude that the administration is at best, dragging its feet or, at worst, intentionally defying the resolution. Either way, this is unacceptable.

Make no mistake: the failure to fully implement and completely dissolve DEI programs and positions puts the university at great risk. Masking compliance by recasting or re-classifying DEI jobs is unacceptable. The President of the United States, through executive orders, and the Attorney General of the United States, through the Department of Justice Civil Rights Division, have made clear to colleges and universities that full compliance with the law is required.

While I applaud the Board's unanimous action on March 7, the job is not done; additional swift and decisive action to enforce the resolution is required. Accordingly, I ask you to implement immediate steps to assure that the administration fully complies with the resolution. Additionally, please report to Secretary of Education Aimee Guidera on your progress.

Thank you for your compliance with this important direction.

Sincerely,

Glenn Youngkin

cc: The Honorable Aimee Guidera

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