



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

August 14, 2024

Kody H. Kinsley, Secretary
North Carolina Department of Health and Human Services
101 Blair Drive, Adams Building
Raleigh, NC 27603

Dear Secretary Kinsley,

Thank you for submitting the 2024 Equal Employment Opportunity (EEO) Plan for the **North Carolina Department of Health and Human Services**. It is my pleasure to inform you that the Office of State Human Resources has reviewed and approved the EEO Plan that you submitted. Your approved EEO Plan is effective January 1, 2024, through December 31, 2024.

North Carolina state government is committed to a diversified workforce and inclusive initiatives that support all employees. Moving forward, we hope that this document provides a strategic roadmap to support work environments that are free from discrimination and harassment and enables all employees to fully participate in the workplace.

We value our partnership with you and your staff and are available to assist whenever needed on diversity and inclusion topics. Most recently, OSHR has promoted diversity and inclusion by expanding instructor-led diversity training options available in the LMS, provided virtual EEO and diversity learning opportunities to support Governor Cooper's employment related proclamations and Executive Orders, periodically featured a university's or agency's Diversity and Inclusion team in the *Diversity Features* link on the OSHR website, and collaborated with our partners on ways to build a resilient and fair workforce by sharing best practices.

I appreciate your ongoing commitment to support North Carolina state government's EEO policies and programs and look forward to working with you in the future.

Best regards,

Barbara Gibson
State Human Resources Director

Cc: Barbara Williams, HR Director
Darnell Thoms, EEO Officer