

**AACC Webinar
Decoding the Dear Colleague Letter
February 24, 2025**

The suggestions below were provided at the recent AACC webinar on the Dear Colleague Letter.

What now?

While we await guidance, it is a good time for you to connect with your legal team to determine the best course of action for your college. At a minimum, I recommend that you are prepared to assess your own policies, procedures, and contracts using the lens of this new interpretation.

- Familiarize yourself with the Title VI language and the *SFFA* decision documentation
- Conduct a policy review to ensure compliance with existing civil rights law
- Identify programs that may be impacted or identified as proxies or indirect means to accomplish illegal DEI efforts
- Review contracts with third-parties, clearinghouses, or aggregators that may be seen as a way to circumvent the prohibited use of race
 - Assess the impact of compliance in obtaining certifications from all vendors indicating they do not engage in illegal DEI