

# THE CHRONICLE OF HIGHER EDUCATION

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## POLITICS AND RACE

# DEI Legislation Tracker

Explore where college diversity, equity, and inclusion efforts are under attack.

*By Chronicle Staff*

*The Chronicle* is tracking [legislation that would prohibit colleges](#) from having diversity, equity, and inclusion [offices or staff](#); ban mandatory diversity training; forbid institutions to use [diversity statements](#) in hiring and promotion; or bar colleges from considering race, sex, ethnicity, or national origin in admissions or employment. All four proscriptions were identified in [model state legislation](#) proposed last year by the Goldwater Institute and the Manhattan Institute. For more coverage, read the articles in our [Assault on DEI](#) package.

Updated February 16, 2024.

We are tracking **73** bills in **26** states and the U.S. Congress. Since 2023,

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73

have been  
introduced.

8

have final  
legislative approval.

8

have become  
law.

25

have been tabled,  
failed to pass, or vetoed.

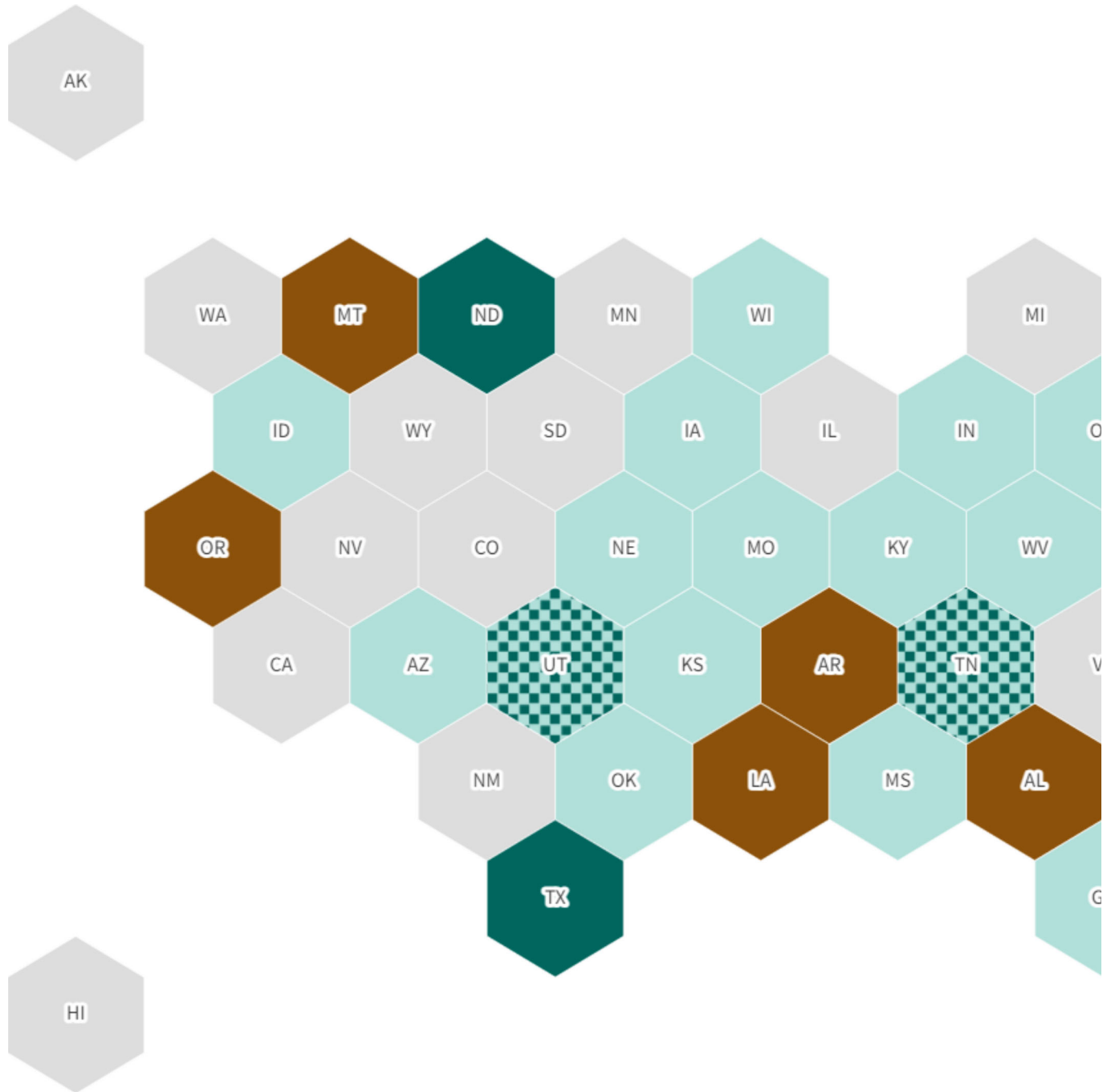
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# Where Anti-DEI Legislation Has Been Proposed

A pattern indicates active bills in different statuses.

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



 A Flourish map

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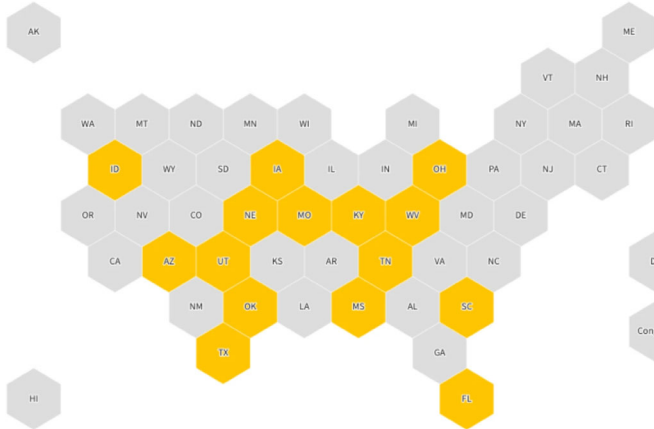
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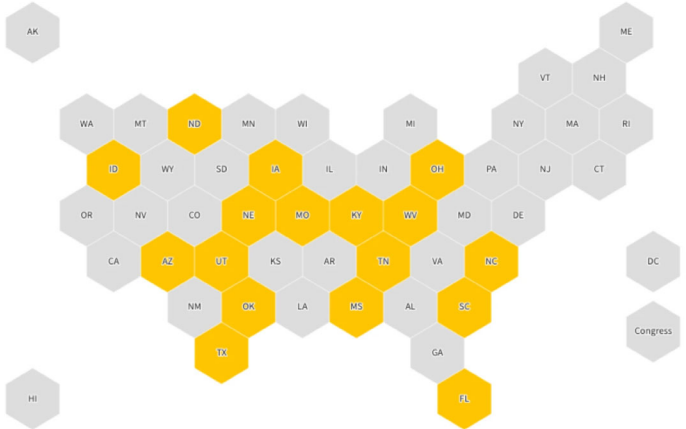
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# What Would the Legislation Restrict?

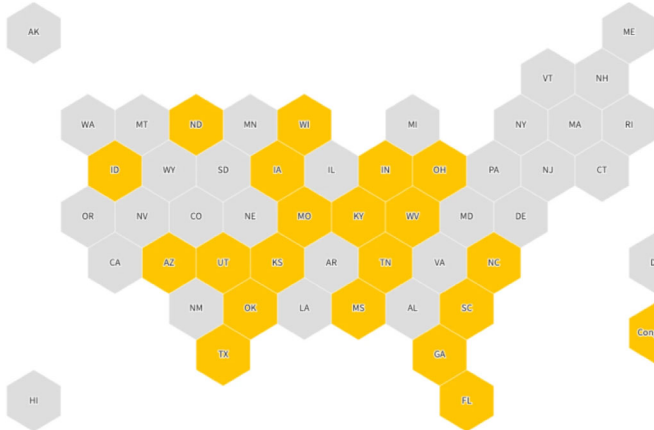
## DEI Offices and Staff



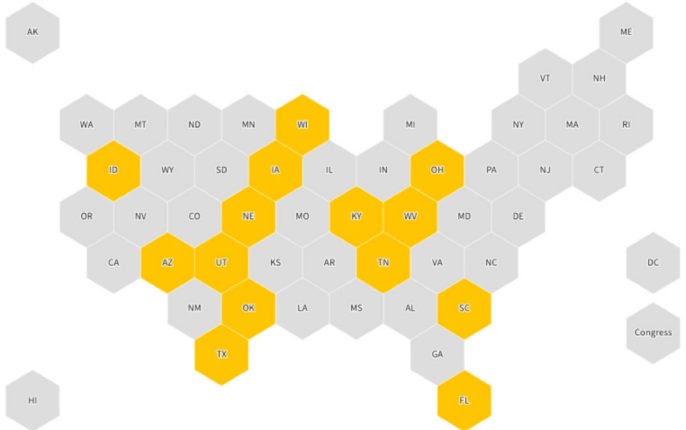
## Mandatory DEI Training



## Diversity Statements



## Identity-Based Preferences for Hiring and Admissions



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# Explore Each of the Proposed Bills

State	Bill Number Click number to read bill text.	Status	More Details								
<b>Alabama</b>	<a href="#">House Bill 7</a> <i>Introduced on 3/7/2023</i>	Tabled, failed to pass, or vetoed	<p>In March 2023, State Rep. Ed Oliver, a Republican, introduced a bill that would prohibit public colleges from promoting, endorsing, or requiring the affirmation of certain divisive concepts relating to race, sex, or religion. The bill failed to pass before the end of the legislative session.</p> <table border="0"> <tr> <td><b>DEI offices</b></td> <td><b>Mandatory DEI training</b></td> </tr> <tr> <td>--</td> <td>--</td> </tr> <tr> <td><b>Diversity statements</b></td> <td><b>Identity-based preferences</b></td> </tr> <tr> <td>✓</td> <td>--</td> </tr> </table>	<b>DEI offices</b>	<b>Mandatory DEI training</b>	--	--	<b>Diversity statements</b>	<b>Identity-based preferences</b>	✓	--
	<b>DEI offices</b>	<b>Mandatory DEI training</b>									
--	--										
<b>Diversity statements</b>	<b>Identity-based preferences</b>										
✓	--										
<b>Arizona</b>	<a href="#">Senate Bill 1694</a> <i>Introduced on 2/1/2023</i>	Tabled, failed to pass, or vetoed	<p>In February 2023, State Sens. Jake Hoffman, Sonny Borrelli, Anthony Kern, and Justine Wadsack, and State Reps. Justin Heap, Rachel Jones, and Cory McGarr, all Republicans, introduced a bill that would prohibit public colleges from requiring employees to “engage in” diversity, equity, and inclusion programs; spending money on DEI programs; contracting with a company that participates in a DEI program; conducting a DEI program; or hiring a DEI staff member. The bill failed to pass before the end of the legislative session.</p> <table border="0"> <tr> <td><b>DEI offices</b></td> <td><b>Mandatory DEI training</b></td> </tr> <tr> <td>✓</td> <td>✓</td> </tr> <tr> <td><b>Diversity statements</b></td> <td><b>Identity-based preferences</b></td> </tr> <tr> <td>--</td> <td>✓</td> </tr> </table>	<b>DEI offices</b>	<b>Mandatory DEI training</b>	✓	✓	<b>Diversity statements</b>	<b>Identity-based preferences</b>	--	✓
	<b>DEI offices</b>	<b>Mandatory DEI training</b>									
✓	✓										
<b>Diversity statements</b>	<b>Identity-based preferences</b>										
--	✓										
<b>Arizona</b>	<a href="#">Senate Bill 1005</a> <i>Introduced on 1/8/2024</i>	Introduced	<p>In January 2024, State Sen. Jake Hoffman, a Republican, introduced a bill that would ban public entities, including public universities and community colleges, from requiring employees to engage in diversity, equity, and inclusion programs; spending public money on such programs; employing people to create or promote such programs; adopting policies that were established on the basis of race, sex, or color; or promoting such theories as unconscious bias, cultural appropriation, allyship, transgenderism, and microaggressions. The bill would allow public employees who are required to</p>								

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**Arizona**

**House Bill 2483**  
*Introduced on 1/17/2024*

Introduced

**DEI offices**  
✓  
**Diversity statements**  
✓

**Mandatory DEI training**  
✓  
**Identity-based preferences**  
✓

In January 2024, State Rep. Barbara Parker, a Republican, introduced a bill that would prohibit public colleges from considering religion, race, sex, color, ethnicity, ancestry or national origin in admissions. The bill would prohibit public colleges from using any "facially neutral factor" that correlates with any of the characteristics previously mentioned. Public colleges would also be prohibited from collecting information about those characteristics during the admissions process unless required by federal law; if collecting the data is required by federal law, the information must be removed from application materials for anyone making admissions decisions. The bill would also require the state Department of Education to compile and publish on its website a list of the information used by the selective public colleges to evaluate students for admission.

**Arizona**

**Senate Bill 1472**  
*Introduced on 2/1/2024*

Introduced

**DEI offices**  
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**Diversity statements**  
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**Mandatory DEI training**  
--  
**Identity-based preferences**  
✓

In February 2024, State Sen. Anthony Kern, a Republican, introduced a bill that would prohibit public colleges and political subdivisions of the state from using public money "to promote, support, or maintain diversity, equity, and inclusion or to engage in political or social activism."

**Arkansas**

**Senate Bill 71**  
*Introduced on 1/18/2023*

Tabled, failed to pass, or vetoed

**DEI offices**  
✓  
**Diversity statements**  
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**Mandatory DEI training**  
✓  
**Identity-based preferences**  
✓

In January 2023, State Sen. Dan Sullivan, a Republican, introduced a bill that would ban affirmative action by state and local agencies, including public colleges. The bill failed to pass before the end of the legislative session.

**DEI offices**

**Mandatory DEI training**

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**Florida**

Senate Bill  
958/House Bill 931  
*Introduced on  
2/17/2023*

Signed into law

In February 2023, State Rep. Spencer Roach, a Republican, introduced a bill that would prohibit public colleges from requesting “political loyalty tests” as a condition of employment, admission, or promotion. Later that month, a version of the bill was introduced by State Sen. Keith Perry, a Republican. In March the House bill moved out of the House Higher Education Appropriations Subcommittee. In May the bill passed both the Florida House and Senate, and went to the governor's desk. In May, Gov. Ron DeSantis signed the [bill into law](#).

**DEI offices**  
--  
**Diversity statements**  
✓

**Mandatory DEI training**  
--  
**Identity-based preferences**  
✓

**Florida**

House Bill  
999/Senate Bill  
266  
*Introduced on  
2/21/2023*

Signed into law

In February 2023, State Rep. Robert Alexander Andrade, a Republican, introduced a bill that would prohibit public colleges from using diversity, equity, and inclusion statements or “critical race theory rhetoric, or other forms of political identity filters,” in hiring or promotion, and spending money on programs that “espouse diversity, equity, and inclusion or critical race theory rhetoric,” among other provisions. Later that month, State Sen. Erin Grall, a Republican, introduced a version of the bill. The bill was amended multiple times, but a version prohibiting public colleges from spending state or federal funds on DEI unless required by federal law passed both the House and Senate. Gov. Ron DeSantis signed the [bill into law](#) in May.

**DEI offices**  
✓  
**Diversity statements**  
✓

**Mandatory DEI training**  
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**Identity-based preferences**  
✓

**Florida**

House Bill  
599/Senate Bill  
1382  
*Introduced on  
11/21/2023*

Introduced

In November 2023, State Rep. Ryan Chamberlin, a Republican, filed a bill that would prohibit employers that receive state funding from requiring employees to participate in training that deals with sexual orientation, gender identity, or gender expression. In January 2024, State Sen. Jonathan Martin, a Republican, introduced an identical bill.

**DEI offices**

**Mandatory DEI training**  
✓

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### Georgia

**Senate Bill 261**  
*Introduced on 2/27/2023*

Introduced

In February 2023, State Sens. Gregory Dolezal, Clint Dixon, Russell Goodman, Ed Setzler, and Marty Harbin, all Republicans, introduced a bill that would prohibit public colleges from using “political litmus tests” in admissions or promotions. Though the bill has not yet passed, the University System of Georgia changed its internal policies in July 2023 to prohibit the use of diversity statements in [hiring](#) or [mandatory diversity trainings](#).

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**

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### Idaho

**Senate Bill 1242**  
*Introduced on 1/22/2024*

Introduced

In January 2024, State Sen. Treg Bernt, a Republican, introduced a bill that would prohibit public colleges from requiring diversity statements as part of the hiring or admissions process.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**

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### Idaho

**Senate Bill 1274**  
*Introduced on 2/2/2024*

Introduced

In February 2024, State Sen. Treg Bernt and State Rep. James Petzke, both Republicans, introduced a bill that would prohibit public colleges from requiring diversity statements as part of the hiring or admissions process.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**

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### Idaho

**Senate Bill 1357**  
*Introduced on 2/12/2024*

Introduced

In February 2024, State Sen. Brian Lenney, a Republican, introduced a bill that would prohibit public institutions from mandating diversity training, using identity-based preferences, or requiring or soliciting a “political loyalty test” as part of the admissions or hiring process. The bill would also bar public institutions (and private institutions that receive state funding) from using state money to “establish, sustain, support, or staff a diversity, equity, and inclusion office.” Students, faculty, and staff would have the right to take legal action against

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**Indiana**

**House Bill 1338**  
*Introduced on 1/17/2023*

Tabled, failed to pass, or vetoed

<b>DEI OFFICES</b> ✓	<b>Mandatory DEI training</b> ✓
<b>Diversity statements</b> ✓	<b>Identity-based preferences</b> ✓

In January 2023, State Rep. Shane Lindauer, a Republican, introduced a bill that would prohibit colleges from requiring students to "engage in any form of mandatory gender or sexual diversity training or counseling." The bill failed to pass before the end of the legislative session.

<b>DEI offices</b> --	<b>Mandatory DEI training</b> ✓
<b>Diversity statements</b> --	<b>Identity-based preferences</b> --

**Indiana**

**Senate Bill 191**  
*Introduced on 1/9/2024*

Tabled, failed to pass, or vetoed

In January 2024, State Sen. Tyler Johnson, a Republican, introduced a bill that would prohibit public colleges from conducting mandatory training that includes "divisive concepts" and from requiring students to "submit or affirm a personal diversity statement." The bill failed to pass before the midpoint of the legislative session.

<b>DEI offices</b> --	<b>Mandatory DEI training</b> ✓
<b>Diversity statements</b> ✓	<b>Identity-based preferences</b> --

**Indiana**

**Senate Bill 202**  
*Introduced on 1/9/2024*

Introduced

In February 2024, Sen. Spencer Deery, a Republican, introduced a bill that would ban diversity statements and replace them with "neutrality statements" to promote "intellectual diversity." Among other changes, the bill would amend existing law by requiring university boards' diversity committees to "make recommendations to promote recruitment and retention of underrepresented students," with the word "underrepresented" replacing the word "minority" in the current law.

<b>DEI offices</b> --	<b>Mandatory DEI training</b> --
<b>Diversity statements</b> ✓	<b>Identity-based preferences</b> --

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colleges from using a variety of concepts related to racism and sexism as part of mandatory diversity and inclusion trainings.

Iowa

Senate File 81  
Introduced on  
1/17/2023

Introduced

DEI offices

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Diversity statements

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Mandatory DEI training

✓

Identity-based preferences

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In February 2023, State Rep. Skyler Wheeler, a Republican, introduced a bill that would prohibit public colleges from spending money to establish or support a diversity, equity, and inclusion office or hire diversity, equity, and inclusion officers. In March 2023, the bill was replaced by House File 616.

Iowa

House Study Bill  
218/House File  
616  
Introduced on  
2/28/2023

Introduced

DEI offices

✓

Diversity statements

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Mandatory DEI training

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Identity-based preferences

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In February 2024, State Rep. Taylor Collins and 34 other House Republicans sponsored a bill that would expand the powers of the state's Board of Regents to include directing public colleges to structure universitywide diversity, equity, and inclusion offices so that they offer only services and programs that are necessary for compliance with state and federal law, or to maintain accreditation. The bill also calls for regents to "take reasonable steps to assure" that diversity statements aren't required as part of the hiring or admission process and to develop a policy for public universities that prohibits the "consideration of race and other protected class characteristics during the admissions process" and that is consistent with current law. The bill codifies recommendations that the regents made in November 2023, following a new law that directed them to review DEI efforts at the three public universities under their control.

Iowa

House File 2327  
Introduced on  
2/6/2024

Introduced

DEI offices

✓

Diversity statements

✓

Mandatory DEI training

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Identity-based preferences

✓

In March 2023, State Sen. J.R. Claeys, a Republican, introduced an amendment to a budget bill that would ban public colleges from using diversity, equity, and

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### Kansas

(Budget bill)  
Introduced on  
3/2/2023

Tabled, failed  
to pass, or  
vetoed

including the ideology of diversity, equity, or inclusion." In April the bill was approved by the House and the Senate. The state's Democratic governor, Laura Kelly, used a line-item veto to reject the provision later that month, and legislators in the House were not able to override it.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**

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### Kansas

House Bill 2460  
Introduced on  
3/16/2023

Introduced

In March 2023, State Rep. Steven K. Howe, a Republican, introduced a bill that would prohibit public colleges from requiring students or employees to submit diversity statements for admissions, hiring, or promotions purposes.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

--

**Identity-based preferences**

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### Kentucky

Senate Bill 6  
Introduced on  
1/2/2024

Introduced

In January 2024, State Sen. Mike Wilson, a Republican, introduced a bill that would bar public colleges from conducting mandatory training that includes "divisive concepts." Students and employees who reject such concepts could sue the colleges if they believed they had been discriminated against for doing so. Public colleges would also be prohibited from requiring prospective students or employees to submit diversity statements or to endorse a specific ideological or political viewpoint for hiring, promotion, or admissions purposes. The bill passed the Senate on February 13, 2024.

**DEI offices**

--

**Diversity statements**



**Mandatory DEI training**



**Identity-based preferences**

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In January 2024, State Rep. Jennifer Decker, a Republican, introduced a bill that would ban public colleges from granting preference in hiring and admissions based on an applicant's religion, race, sex, ethnicity, or national origin and from spending money to establish or maintain a diversity, equity, and inclusion office or hire diversity, equity, and inclusion officers.

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### Louisiana

**Senate Bill 128**  
*Introduced on 4/10/2023*

Tabled, failed to pass, or vetoed

<b>DEI offices</b> ✓	<b>Mandatory DEI training</b> ✓
<b>Diversity statements</b> ✓	<b>Identity-based preferences</b> ✓

In April 2023, State Sen. Jay Morris, a Republican, introduced a bill that would prohibit public colleges from using information about a prospective student's race, sex, or origin during the admissions process and from giving "preferential treatment" in awarding scholarships, grants, or financial aid based on the same criteria, unless the donor of the aid requires it. Legislators failed to vote the bill out of committee before the legislative session adjourned, in June.

### Mississippi

**House Bill 127**  
*Introduced on 1/17/2024*

Introduced

<b>DEI offices</b> --	<b>Mandatory DEI training</b> --
<b>Diversity statements</b> --	<b>Identity-based preferences</b> ✓

In January 2024, Rep. Becky Currie, a Republican, introduced a bill that would prevent public colleges from spending money from any sources on diversity, equity, and inclusion efforts for students or employees. It would also ban the use of diversity statements in hiring or promotion. And it would prohibit trainings that suggest, among other things, that members of one race or sex are inherently racist or oppressive.

### Missouri

**Senate Bill 410**  
*Introduced on 1/4/2023*

Tabled, failed to pass, or vetoed

<b>DEI offices</b> ✓	<b>Mandatory DEI training</b> ✓
<b>Diversity statements</b> ✓	<b>Identity-based preferences</b> --

In January 2023, State Sen. Andrew Koenig, a Republican, introduced a bill that would ban colleges that receive state funding from requiring students, applicants, employees, contractors, vendors, or volunteers to be instructed in, or with materials about, diversity, equity, and inclusion ideologies. The bill failed to pass before the end of the legislative session.

<b>DEI offices</b> --	<b>Mandatory DEI training</b> ✓
<b>Diversity</b>	<b>Identity-based</b>

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### Missouri

House Bill 75  
Introduced on  
1/4/2023

Tabled, failed  
to pass, or  
vetoed

In January 2023, Rep. Ann Kelley, a Republican, introduced a bill that would prohibit public colleges from requiring students to "engage in any form of mandatory gender or sexual diversity training or counseling." The bill failed to pass before the end of the legislative session.

**DEI offices**

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**Diversity statements**

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**Mandatory DEI training**



**Identity-based preferences**

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### Missouri

Senate Bill 680  
Introduced on  
2/27/2023

Tabled, failed  
to pass, or  
vetoed

In February 2023, State Sen. Ben Brown, a Republican, introduced a bill that would prohibit state colleges from requiring the submission of diversity, equity, and inclusion statements for hiring, or from enforcing the differential treatment of any individual or group based on race, color, religion, sex, gender, ethnicity, national origin, or ancestry. The bill failed to pass before the end of the legislative session.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

--

**Identity-based preferences**



### Missouri

House Bill 1196  
Introduced on  
2/21/2023

Tabled, failed  
to pass, or  
vetoed

In February 2023, State Rep. Doug Richey, a Republican, introduced a bill that would ban public colleges from requiring students, employees, or job applicants to submit a diversity, equity, and inclusion statement or from endorsing the differential treatment of any individual or group based on race, color, religion, sex, gender, ethnicity, national origin, or ancestry. The same month, State Sen. Ben Brown, a Republican, introduced a nearly identical bill, SB 680. The bill failed to pass before the end of the legislative session but was reintroduced on January 4, 2024, as HB 1737.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**



In January 2024, State Sen. Ben Brown, a Republican, introduced a bill that would prohibit state colleges from requiring the submission of diversity, equity, and inclusion statements in hiring, or from endorsing the

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**Missouri** **Senate Bill 1125**  
*Introduced on 1/3/2024* Introduced

origin, or ancestry. The same month, State Rep. Doug Richey, a Republican, introduced a nearly identical bill, SB 1737.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

--

**Identity-based preferences**

--

**Missouri** **House Bill 1737**  
*Introduced on 1/3/2024* Introduced

In January 2024, State Rep. Doug Richey introduced a bill that would bar public colleges from requiring students, employees, or job applicants to submit diversity, equity, and inclusion statements, or from endorsing the differential treatment of any individual or group based on race, color, religion, sex, gender, ethnicity, national origin, or ancestry. The same month, State Sen. Ben Brown, a Republican, introduced a nearly identical bill in the Senate, SB 1125.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

--

**Identity-based preferences**

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**Missouri** **Senate Bill 1314**  
*Introduced on 1/10/2024* Introduced

In January 2024, State Sen. Travis Fitzwater, a Republican, introduced a bill that would bar all state departments, including public colleges, from funding staff members, programs, or initiatives associated with diversity, equity, and inclusion. The legislation would allow DEI programs to be funded privately. The same month, State Rep. Brad Hudson, a Republican, introduced a nearly identical bill in the house, HB 2448.

**DEI offices**



**Diversity statements**

--

**Mandatory DEI training**



**Identity-based preferences**

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**Missouri** **House Bill 2448**  
*Introduced on 1/17/2024* Introduced

In January 2024, State Rep. Brad Hudson, a Republican, introduced a bill that would bar all state departments, including public colleges, from funding staff members, programs, or initiatives associated with diversity, equity, and inclusion. The legislation would allow DEI programs to be funded privately. In the same month, State Rep. Doug Richey introduced an identical bill, HB 2365, and State Rep. Ben Baker introduced another identical bill, HB 2569. Also in January, State Sen. Travis Fitzwater, a Republican, introduced a nearly identical bill, SB 1314.

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**Missouri**

[House Bill 2569](#)  
Introduced on  
1/29/2024

Introduced

✓  
**Diversity statements**  
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✓  
**Identity-based preferences**  
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In January 2024, State Rep. Ben Baker, a Republican, introduced a bill that would bar all state departments, including public colleges, from funding staff members, programs, or initiatives associated with diversity, equity, and inclusion. The legislation would allow DEI programs to be funded privately. In the same month, State Rep. Brad Hudson introduced an identical bill, HB 2448, and State Rep. Doug Richey introduced another identical bill, HB 2365. Also in January, State Sen. Travis Fitzwater, a Republican, introduced a nearly identical bill, SB 1314.

**DEI offices**  
✓  
**Diversity statements**  
--

**Mandatory DEI training**  
✓  
**Identity-based preferences**  
--

**Missouri**

[House Bill 2365](#)  
Introduced on  
1/9/2024

Introduced

In January 2024, State Rep. Doug Richey, a Republican, introduced a bill that would bar all state departments, including public colleges, from funding staff members, programs, or initiatives associated with diversity, equity, and inclusion. The legislation would allow DEI programs to be funded privately. In the same month, State Rep. Brad Hudson introduced an identical bill, HB 2448, and State Rep. Ben Baker introduced another identical bill, HB 2569. Also in January, State Sen. Travis Fitzwater, a Republican, introduced a nearly identical bill, SB 1314.

**DEI offices**  
✓  
**Diversity statements**  
--

**Mandatory DEI training**  
✓  
**Identity-based preferences**  
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**Montana**

[Senate Bill 222](#)  
Introduced on  
1/26/2023

Tabled, failed to pass, or vetoed

In January 2023, State Sen. Jeremy Trebas, a Republican, introduced a bill that would prohibit state employees from being required to attend diversity training as a condition of employment. The bill failed to pass before the end of the legislative session.

**DEI offices**  
--  
**Diversity statements**  
--

**Mandatory DEI training**  
✓  
**Identity-based preferences**  
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### Nebraska

Legislative Bill  
1330  
*Introduced on  
1/17/2024*

Introduced

from taking a variety of actions related to diversity, equity, and inclusion, and to give students, faculty, and staff the right to file legal actions against institutions that violate the proposed bill. The bill seeks to ban mandatory DEI training; advancing ideas of racial, gender, or sexual-orientation privilege; and identity-based preferences.

**DEI offices**



**Diversity statements**

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**Mandatory DEI training**



**Identity-based preferences**



### North Carolina

House Bill 607  
*Introduced on  
4/13/2023*

Introduced

In April 2023, State Reps. Steve Tyson, Destin Hall, and Ken Fontenot, all Republicans, introduced a bill that would prohibit institutions in the University of North Carolina system and the state's community colleges from asking prospective students or employees about their political or social beliefs. The bill passed in the House in May, and the Senate referred the measure to its Committee on Rules and Operations.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**

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**Identity-based preferences**

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### North Carolina

Senate Bill 364  
*Introduced on  
3/23/2023*

Signed into law

In March 2023, Sens. Warren Daniel, Todd Johnson, and Brad Overcash, all Republicans, introduced a bill prohibiting applicants for state-government jobs from endorsing or opining about "beliefs, affiliations, ideals, or principles regarding matters of contemporary political debate or social action." By late May, the bill was amended to ban diversity statements at state agencies, the University of North Carolina system, and community colleges. Gov. Roy Cooper, a Democrat, vetoed the bill in June, saying the legislation "attempts to eliminate training that can help us understand the unconscious bias we all bring to our work and our communities." The North Carolina General Assembly overrode the governor's veto later that month, and SB 364 became law. It took effect in December 2023.

**DEI offices**

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**Diversity statements**



**Mandatory DEI training**



**Identity-based preferences**

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**North Dakota**

**Senate Bill 2247**  
*Introduced on 1/13/2023*

Signed into law

Dyk, Bernie Satrom, and Nathan Toman, all Republicans, introduced a bill that would ban mandatory diversity training and the use of diversity statements in hiring at public colleges. In April, Gov. Doug Burgum, a Republican, signed [SB 2247 into law](#). It went into effect in August.

<b>DEI offices</b>	<b>Mandatory DEI training</b>
--	✓
<b>Diversity statements</b>	<b>Identity-based preferences</b>
✓	--

**Ohio**

**House Bill 33**  
*Introduced on 6/15/2023*

Tabled, failed to pass, or vetoed

In June 2023, Rep. Jay Edwards, a Republican, introduced into Ohio's two-year state-budget plan several elements of Senate Bill 83, which would ban mandatory diversity, equity, and inclusion trainings, block DEI programs, and prohibit the use of diversity statements in the hiring process. All anti-DEI components had been removed from the budget bill once it reached the House, and the budget was signed by the governor in July.

<b>DEI offices</b>	<b>Mandatory DEI training</b>
✓	✓
<b>Diversity statements</b>	<b>Identity-based preferences</b>
✓	✓

**Ohio**

**Senate Bill 83/House Bill 151**  
*Introduced on 3/14/2023*

Introduced

In March 2023, State Sen. Jerry C. Cirino, a Republican, introduced a bill that would ban mandatory diversity training, bar diversity statements from being used in hiring or admissions, and prevent institutions from accepting donations from individuals or institutions based in China. The bill would also require colleges to institute new post-tenure-review policies; use specific, state-mandated language in their mission statements; and post all course syllabi on their websites. The companion House Bill 151 was introduced in April, and a revised version would allow mandatory diversity training in certain cases and would alter wording about banning the use of diversity statements, among other changes. SB 83 passed the Senate in May and passed the House's higher-education committee in December, by an 8-to-7 vote, though the House speaker said it lacked the votes to pass the entire body.

<b>DEI offices</b>	<b>Mandatory DEI training</b>
✓	✓
<b>Diversity statements</b>	<b>Identity-based preferences</b>

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**Ohio**

**House Bill 394**  
*Introduced on 2/1/2024*

Introduced

In February 2024, State Rep. Adam Holmes, a Republican, introduced a bill that would block the use of diversity statements in public colleges' hiring, promotion, and admissions processes, and in grading students.

**DEI offices**

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**Diversity statements**

✓

**Mandatory DEI training**

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**Identity-based preferences**

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**Oklahoma**

**Senate Bill 870**  
*Introduced on 1/19/2023*

Tabled, failed to pass, or vetoed

In January 2023, State Sen. David Bullard, a Republican, introduced a bill that would prohibit funding of colleges' diversity, equity, and inclusion offices.

**DEI offices**

✓

**Diversity statements**

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**Mandatory DEI training**

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**Identity-based preferences**

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**Oklahoma**

**Senate Bill 1008**  
*Introduced on 1/19/2023*

Tabled, failed to pass, or vetoed

In January 2023, State Sen. Shane Jett, a Republican, introduced a bill that would ban "political tests," including diversity statements, from being used in the hiring process at public colleges.

**DEI offices**

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**Diversity statements**

✓

**Mandatory DEI training**

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**Identity-based preferences**

✓

**Oklahoma**

**Senate Bill 1303**  
*Introduced on 2/5/2024*

Introduced

In February 2024, State Sen. Rob Standridge, a Republican, introduced a bill that would empower governing boards to block higher-education institutions from maintaining DEI offices or hiring or assigning employees or contractors to do the work of a DEI office. Under Standridge's bill, governing boards would also ensure institutions do not "compel, require, induce, or solicit" diversity statements, practice identity-based preferences in hiring or admissions, or require diversity training.

**DEI offices**

✓

**Diversity statements**

✓

**Mandatory DEI training**

✓

**Identity-based preferences**

✓

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**Oklahoma** **Senate Bill 1678**  
*Introduced on 2/5/2024* **Introduced**

colleges from using state funds on DEI efforts "to the extent they grant preferential treatment based on one person's particular race, color, ethnicity, or national origin over another's." The bill would also ban mandatory diversity training and loyalty oaths, and would prohibit DEI statements for prospective employees. In addition, Dahm's bill would forbid public colleges from requiring anyone to associate with "any particular political, philosophical, religious, or other ideological viewpoint" or to declare pronouns, and would empower the state's higher-education system to review DEI efforts and to restructure or eliminate those it deems unnecessary.

**DEI offices**



**Mandatory DEI training**



**Diversity statements**



**Identity-based preferences**

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**Oregon** **House Bill 2430/House Bill 2475**  
*Introduced on 1/9/2023* **Tabled, failed to pass, or vetoed**

In January 2023, State Rep. Boomer Wright, a Republican, introduced a bill that would prohibit public educational institutions in the state from discriminating against or favoring any individuals because they are part of a certain group. Colleges would be forbidden to spend public money on prohibited purposes, including providing advantages to some students based on their membership in a group. The bill would also prohibit colleges from compelling students to express beliefs that favor a group as "inherently superior." That month, State Rep. Kim Wallan, a Republican, introduced HB 2475, an almost identical bill proposing the same measures.

**DEI offices**

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**Mandatory DEI training**

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**Diversity statements**



**Identity-based preferences**



**South Carolina** **House Bill 4290**  
*Introduced on 4/6/2023* **Introduced**

In April 2023, State Reps. Josiah Magnuson, Adam Morgan, T. Alan Morgan, Jordan Pace, Robert May, and John Gregory Kilmartin, all Republicans, introduced a bill that would require colleges to submit annual reports on DEI spending, and, among other things, to ban mandatory diversity training and diversity statements.

**DEI offices**

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**Mandatory DEI training**



**Diversity statements**



**Identity-based preferences**

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DEI Legislation Tracker  
 In April 2023, State Reps. Timothy McGinnis, Shannon Erickson, and Nathan Ballentine, all Republicans, introduced a bill that would ban diversity statements from consideration in hiring and admissions.

**South Carolina**

House Bill 4289  
 Introduced on 4/6/2023

Introduced

**DEI offices**

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**Diversity statements**

✓

**Mandatory DEI training**

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**Identity-based preferences**

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In June 2023, State Sen. Daniel Verdin, a Republican, introduced a bill that would ban mandatory diversity training as well as diversity statements in admissions or hiring. It also would prohibit public colleges from granting preference in hiring and admissions based on an applicant's race, sex, ethnicity, or national origin.

**South Carolina**

Senate Bill 833  
 Introduced on 6/14/2023

Introduced

**DEI offices**

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**Diversity statements**

✓

**Mandatory DEI training**

✓

**Identity-based preferences**

✓

In January 2024, State Rep. Thomas Beach, a Republican, introduced a bill that would prohibit public colleges from conducting trainings “designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation,” and from establishing or maintaining an office whose purpose, “in whole or in part,” is to promote diversity, equity, and inclusion. The bill would also prohibit colleges from requiring employees or applicants to attend diversity, equity, and inclusion training or to provide a diversity statement as a condition of employment or admission, and they could not receive preference on the basis of race, sex, color, ethnicity, or national origin.

**South Carolina**

House Bill 4663  
 Introduced on 1/9/2024

Introduced

**DEI offices**

✓

**Diversity statements**

✓

**Mandatory DEI training**

✓

**Identity-based preferences**

✓

In January 2023, State Sen. Todd Gardenhire, a Republican, introduced a bill that would end mandatory implicit-bias training. State Rep. Jason Zachary, a Republican, introduced a version of the bill in the House on the same day. In April the Senate version was recommended for passage. Later that month, the House voted 71 to 22 and the Senate voted 24 to 5 to pass SB

Senate Bill

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DEI offices  
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Mandatory DEI training  
✓

✶ A Flourish table

## We Want to Hear From You

Have efforts to restrict diversity, equity, and inclusion had an impact on your campus? We want to hear from you. Fill out this [Google Form](#) to tell us what you've experienced.

Have we missed any bills in your state? Please email us at [DEITracker@chronicle.com](mailto:DEITracker@chronicle.com). For media inquiries, email Maureen Ryan at [maureen.ryan@chronicle.com](mailto:maureen.ryan@chronicle.com).

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## Methodology

*The Chronicle* looked for bills introduced in the 2023 and 2024 legislative sessions on state legislative websites. We searched for bills that would affect diversity, equity, and inclusion efforts identified in the model state legislation proposed last year by the Goldwater Institute and the Manhattan Institute. We supplemented those efforts by looking for articles about relevant legislation in local media outlets.

In some states, changes in diversity, equity, and inclusion efforts at public colleges have come from outside the legislature. For example, in a measure that appears to

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Governors voted in February 2023 to prohibit colleges from asking applicants or employees to state or agree with certain viewpoints in hiring or admissions, while the governor of Oklahoma issued an executive order banning DEI practices. We did not include measures like those; instead, we focused on state legislation.

Enrollment data represents only full-time students in the fall of 2022, and it comes from the U.S. Department of Education's Integrated Postsecondary Education Data System, known as Iped. Employee numbers also come from Iped and include only full-time workers. Percentages of nonwhite students and faculty members are calculated by taking the total population minus the white population. People who identified as two or more races, nonresidents, or unknown were removed from the calculations. Only data for degree-granting institutions in the United States that participate in the federal Title IV student-aid programs is included.

Read other items in this [The Assault on DEI](#) package.

We welcome your thoughts and questions about this article. Please [email the editors](#) or [submit a letter](#) for publication.

DIVERSITY, EQUITY, & INCLUSION

POLITICAL INFLUENCE & ACTIVISM

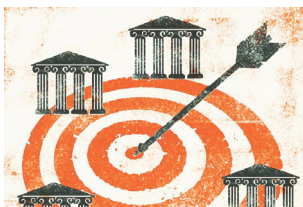
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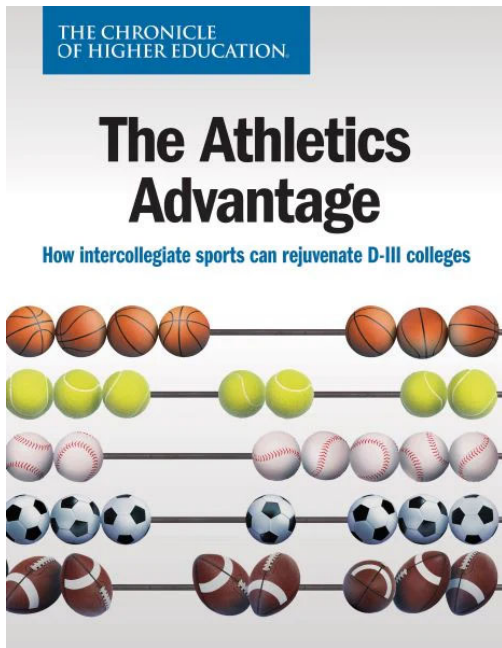


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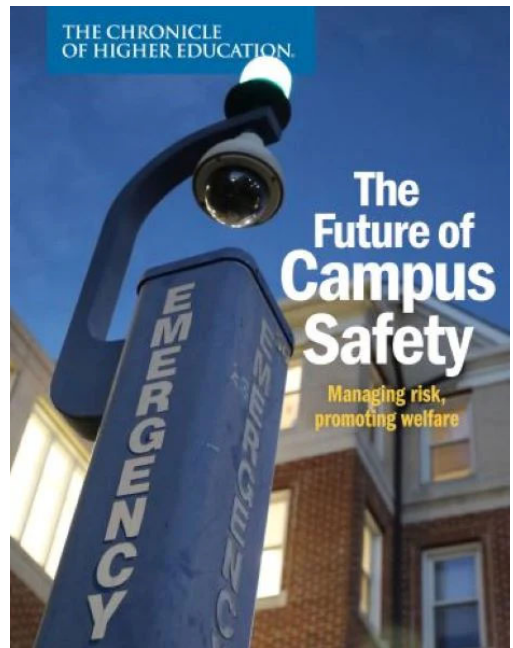
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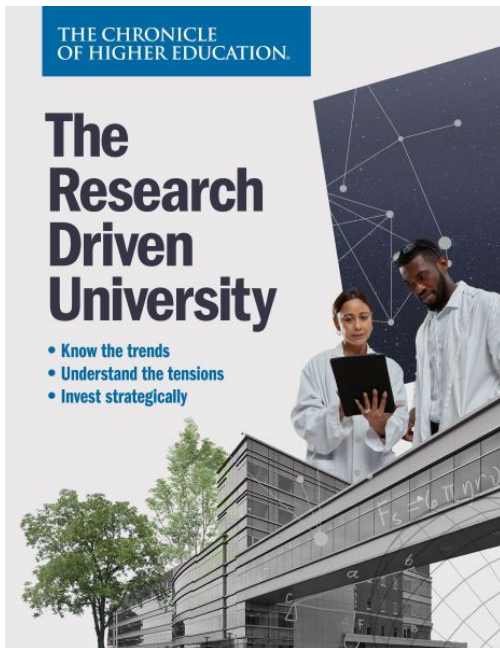
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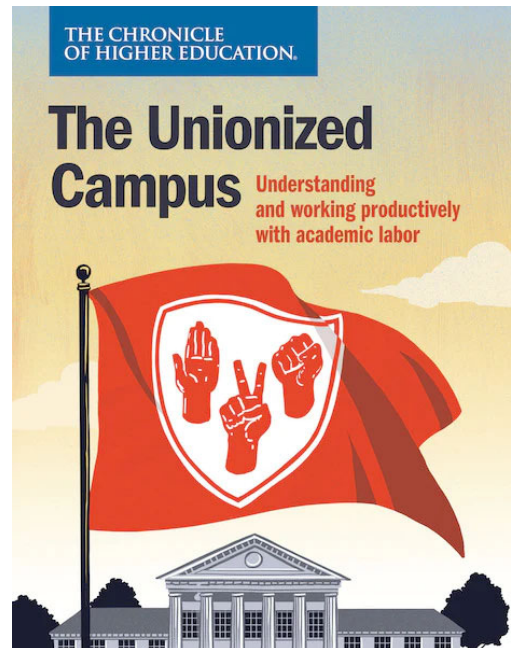
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