



# **2025 DEI State Legislative Wrap Up**

## Executive Summary

### Overview:

Since the inception of American Pride Rises (APR) Network in January 2024, Deliver the American Dream (DAD), APR's 501 (c)(4) organization, has been tracking state legislation related to diversity, equity, and inclusion (DEI) across all 50 states. The Legislative Tracker, accessible [on our website](#), includes all DEI-related bills and tracks whether the bill is supportive or restrictive of DEI, the sectors the bill targets, and the current status.

This report documents all state DEI-related legislation introduced during state legislative sessions in 2025, as of July 15, 2025. There is analysis of pro- and anti-DEI bills and the sectors and issue areas they target, which bills had momentum and passed versus which bills did not, and a general comparison of trends of pro- and anti-DEI bills in 2024 vs. 2025. This report also includes legal analysis of the anti-DEI bills passed in 2025, highlighting the potential legal issues around them. At the time of this report, 42 states are out of session, eight states are still in regular session and several states are poised to call special sessions.

### **Deliver the American Dream's Work**

States have long served as laboratories of democracy and, increasingly, laboratories of discrimination. Many of the anti-DEI attacks we see nationally today begin as experiments at the state and local level. From book bans to curriculum restrictions to hiring and contracting rollbacks, states have been used by anti-DEI politicians and activists to test how far they can go in undermining equity, inclusion, and civil rights without triggering legal or public backlash. Legislation is often the first sign of where the opposition is heading next.

In addition to legislative tracking, DAD provides model pro-DEI legislation and messaging guidance, works in selected states supporting leaders, including state-Executive branch and legislators, and works in partnership with ally organizations and national legislative leaders to protect and expand DEI. In 2025, DAD worked intensively in thirteen states and supported legislative victories including passage of pro-DEI legislation and resolutions.

Understanding the movement and patterns of which legislation is taking hold provides insight into what attacks on DEI look like as well as what supportive legislation is moving forward to protect and expand DEI. This legislative wrap-up seeks to support legislators and organizational allies in understanding the world anti-DEI advocates are trying to create via state policies, and the world DEI proponents are trying to build including what is working well and where there are further opportunities.

### Key Legislation Takeaways:

As of July 15th, 2025, 676 DEI-related bills were introduced during 2025 state legislative sessions. 65% (438 bills) are pro-DEI and 35% (238 bills) are anti-DEI. During 2024 state legislative sessions, 518 DEI-related bills were introduced. 74% (384 bills) are pro-DEI and 26% (134 bills) are anti-DEI.

- ★ Increase of 31% in DEI-related bills introduced during 2025 legislative sessions compared to 2024 state legislative sessions. This increase is consistent for both bills supportive and restrictive of DEI.
- ★ More pro-DEI bills were introduced in both 2024 and 2025, however, a higher proportion of the anti-DEI bills were enacted in both years.
- ★ Pro-DEI bills in Maryland, Nevada, and Virginia were vetoed. Anti-DEI bills in Arizona, North Carolina, Kentucky, and Wyoming were vetoed.
- ★ The majority of both pro- and anti- DEI bills target public institutions and education in both 2024 and 2025.
- ★ The 5 states that introduced the most DEI legislation in 2025 are New York (89 bills), Texas (59 bills), Illinois (41 bills), Massachusetts (31 bills), and Iowa (27 bills).
- ★ The 5 states that introduced the most pro-DEI legislation in 2025 are New York (88 bills), Illinois (37 bills), Massachusetts (31 bills), Texas (24 bills), and California (19 bills).
- ★ The 6 states that introduced the most anti-DEI legislation in 2025 are Texas (35 bills), Iowa (21 bills), Missouri (15 bills), Florida (15 bills), Montana (10 bills), and South Carolina (10 bills).
- ★ The 3 states that enacted the most pro-DEI legislation in 2025 are Virginia (7 laws), Maryland (4 laws), and Nevada (4 laws).
- ★ The 3 states that enacted the most anti-DEI legislation in 2025 are Arkansas (4 laws), Ohio (3 laws), and Tennessee (3 laws).
- ★ There was an increase in the introduction and passage of bills managing and limiting shareholder guidance and proxy action by prohibiting decisionmaking based on environmental, social, and governance (ESG) interests.
- ★ 7 anti-DEI laws enacted in 2025 came from an issue brief by Chris Rufo at the Manhattan Institute titled [“Abolish DEI Bureaucracies and Restore Colorblind Equality in Public Universities.”](#) Additional model language and legislation found in both introduced and enacted anti-DEI bills originated from the [Manhattan Institute and the Goldwater Institute](#).

See [Chart 1: All-state Legislation Analysis](#) for a more detailed breakdown of the movement of DEI-related legislation in 2024 and 2025.

## Key Takeaways of the Legal Analysis of [Anti-DEI Laws Enacted in 2025](#):

As of July 15th, 2025, 29 anti-DEI laws were enacted in 20 states. Eleven laws focus on education, 9 focus on public institutions, 5 focus on education and public institutions, 1 focuses on businesses and financial institutions, 1 focuses on healthcare and public institutions, 1 focuses on businesses and public and financial institutions, and 1 focuses on education, healthcare, and public institutions. The analysis below is based on federal law.

- ★ All 29 anti-DEI laws potentially violate the **First Amendment**. The most common infringement on free speech is through provisions restricting DEI-related training and discussions. There are also efforts to prohibit certain expressions by faculty and employees, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. These laws limit free expression directly and through use of vague language that will likely chill speech.
- ★ 72% (21) of these anti-DEI laws contain potential violations of the **Americans with Disabilities Act (ADA)**: DEI initiatives often include accessibility measures, and thus these anti-DEI laws calling for the dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention.
- ★ 79% (23) of these anti-DEI laws potentially violate **Title VI of the Civil Rights Act** by eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin. Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- ★ 83% (24) of these anti-DEI laws may violate the **14th Amendment: Equal Protection Clause and Due Process** due to the disproportionate harm minority groups may experience due to the prohibition and defunding of DEI programs, courses, offices, and resources.
- ★ 52% (15) of these anti-DEI laws may violate **Title IX of the Civil Rights Act** because eliminating DEI programs that protect against discrimination on the basis of sex could lead to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- ★ 52% (15) of the anti-DEI laws may violate **Title VII of the Civil Rights Act and 14th Amendment for State Contractors** because by prohibiting contractors from implementing DEI programs they then may be in violation of existing anti-discrimination laws and workplace protections.

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## Chart 1: All-state Legislation Analysis

				Status of Pro-DEI Bills by the End of Session:				Status of Anti-DEI Bills by the End of Session:			
	Total # of DEI-Related Bills	Total # of Pro-DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced But Did Not Pass Both Chambers	Pro-DEI Bills That Passed Both Chambers	Pro-DEI Bills Vetoed	Pro-DEI Bills Enacted	Anti-DEI Bills Introduced But Did Not Pass Both Chambers	Anti-DEI Bills That Passed Both Chambers	Anti-DEI Bills Vetoed	Anti-DEI Bills Enacted
2025	676	438	238	399	39	9	30 (7% of total pro-DEI bills introduced)	200	38	7	31 (13% of total anti-DEI bills introduced)
2024	518	384	134	327	57	2	55 (14% of pro-DEI bills introduced)	111	23	3	20 (15% of anti-DEI bills introduced)
% Change from 2024 to 2025	31% increase	14% increase	78% increase	22% increase	32% decrease	350% increase	45% decrease	80% increase	65% increase	133% increase	55% increase



## Sector Information and Trends from 2025 Legislative Session:

DAD categorizes and codes the DEI-related bills we track by the sectors they target and their issue area/subject matter focus. Bills can have multiple sector and subject matter codes. The codes were developed based on observations and analyses of DEI legislation in 2024 and are meant to be relevant to both pro- and anti-DEI bills. The sector coding is publicly available and searchable on the [legislative tracker on our website](#). The 6 sectors DAD uses are: education, public institutions/government, financial services and institutions, business, healthcare, and housing. We categorize bills that target only one of these sectors and more sweeping bills that target multiple. DAD internally codes all DEI-related bills using the issue areas they focus on. In other words, what types of changes are these bills seeking to enact in various sectors.

[Chart 2: Sectors and Trends in 2025](#), breaks down the sectors pro-DEI and anti-DEI bills tend to target, illuminating the fronts on which DEI is being restricted and undone and the fronts where it is being protected, enshrined, and expanded. Although some sectors focused on vary between pro- and anti-DEI bills, and between DEI-related bills introduced and passed, generally, the top two sectors targeted are public institutions and education. Many bills across all sectors, both those supportive and restrictive of DEI, focus on several issue areas. Chart 2 reflects the most prevalent ways the top sectors are targeted.

## Chart 2: Sectors and Trends in 2025

	Pro-DEI Bills Introduced But Did Not Pass Both Chambers	Pro-DEI Bills Vetoed	Pro-DEI Bills Enacted	Anti-DEI Bills Introduced But Did Not Pass Both Chambers	Anti-DEI Bills Vetoed	Anti-DEI Bills Enacted
Top Three Sectors Targeted:	<ul style="list-style-type: none"> <li>• Public Institutions</li> <li>• Education</li> <li>• Business</li> </ul>	<ul style="list-style-type: none"> <li>• Public Institutions</li> <li>• Business</li> </ul>	<ul style="list-style-type: none"> <li>• Public Institutions</li> <li>• Healthcare</li> <li>• Education</li> </ul>	<ul style="list-style-type: none"> <li>• Education</li> <li>• Public Institutions</li> <li>• Financial institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Public Institutions</li> <li>• Educational Institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Public Institutions</li> <li>• Education</li> </ul>
Common Themes and Issue Areas Impacted/ Focused on Amongst Enacted DEI-Related Laws:			<ul style="list-style-type: none"> <li>• Establishing government offices, commissions, positions etc. to ensure DEI principles are embedded in the functioning of a state agency or to inform future DEI policies.</li> <li>• Mandating language access plans and processes across public institutions and healthcare.</li> <li>• Seeking to make health care more inclusive and accessible.</li> <li>• Expanding, enhancing, and enshrining anti-discrimination protections.</li> </ul>			<ul style="list-style-type: none"> <li>• Prohibiting expending state funds on DEI initiatives.</li> <li>• Prohibiting DEI programs and offices,, often casting them as 'discriminatory'</li> <li>• Prohibiting requiring or considering diversity statements in hiring.</li> <li>• Banning the consideration of one's race, ethnicity, gender, sexual orientation, etc. in hiring and admissions decisions.</li> <li>• Prohibits the instruction of "divisive" or "discriminatory" concepts, which often are DEI principles.</li> </ul>

## Alabama

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	6	4	2	4	0	2	0
<a href="#">2024</a>	4	1	3	1	0	2	1 enacted

- There was a 50% increase of DEI-related bills introduced in 2025 from 2024. 6 DEI-related bills were introduced in 2025 and 4 were introduced in 2024.
- Of the 6 bills introduced in 2025, 67% (4 bills) were pro-DEI and 33% (2 bills) were anti-DEI.
  - All of the bills supportive of DEI focused on public institutions. Both of the bills restrictive of DEI focused on financial institutions.

### State Background:

- 2025 Legislative Session Dates: February 4, 2025 – May 14, 2025
- Legislature and Executive Makeup:
  - Governor: Kay Ivey (Republican)
  - Alabama State Senate: Republican Party Majority. 27 Republican seats and 8 Democratic seats with 35 seats total.
  - Alabama House of Representatives: Republican Party Majority. 72 Republican seats, 29 Democratic seats, and 4 vacant seats with 105 seats total.

## Alaska

- The Alaska legislature did not introduce any DEI-related bills in 2024 or 2025.

### State Background:

- 2025 Legislative Session Dates: January 21, 2025 – May 20, 2025
- Legislature and Executive Makeup:
  - Governor: Mike Dunleavy (Republican)
  - Alaska Senate: The majority coalition is made up of 14 members: 9 Democrats and 5 Republicans. The minority is made up of 6 Republicans.
  - Alaska House of Representatives: The majority coalition caucus is made up of 21 members: 14 Democratic members, 4 Independent members, and 2 Republican members. The minority is made up of 19 Republican members.

## Arizona

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	16	11	5	11	0	2	3 vetoed
<a href="#">2024</a>	16	10	6	10	0	6	0

- There was no change in the number of DEI-related bills introduced between 2024 and 2025.
- Of the 16 bills introduced in 2025, 69% (11 bills) were pro-DEI and 31% (5 bills) were anti-DEI.
  - Of the bills supportive of DEI, 9 focused on public institutions and 2 focused on education. Of the bills seeking to restrict DEI, 3 focused on public institutions, 1 focused on education, and 1 focused on public institutions and businesses.
  - The legislature passed 3 anti-DEI bills, however, Governor Hobbs vetoed all 3.
    - [H.B.2868](#) would have prohibited state and local entities from requiring or giving preferential treatment based on DEI statements, funding DEI offices and officers, and requiring DEI training.
    - [S.B.1256](#) would have banned state agencies, boards, commissions, and departments from using diversity, equity, and inclusion programs in training, hiring, and promotions.
    - [S.B.1086](#) would have amended the state's transportation planning statutes including prohibiting performance factors from "promoting differential treatment of or providing special benefits to" people based on race, color, or ethnicity.

State Background:

- 2025 Legislative Session Dates: January 13, 2025 – June 30, 2025
- Legislature and Executive Makeup:
  - Governor: Katie Hobbs (Democrat)
  - Arizona State Senate: Republican Party Majority. 17 Republican seats and 13 Democratic seats with 30 seats total.
  - Arizona House of Representatives: Republican Party Majority. 33 Republican seats and 27 Democratic seats with 60 seats total.

## Arkansas

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	7	1	6	1	0	2	4 enacted
2024	0	0	0	0	0	0	0

- In 2024, the Arkansas legislature did not introduce any DEI-related legislation, and in 2025, they introduced 7 DEI-related bills.
- Of the 7 bills introduced in 2025, 86% (6 bills) were anti-DEI and 14% (1 bills) were anti-DEI.
  - Of the bills seeking to restrict DEI, 3 focused on education, 2 focused on public institutions, and 1 focused on both educational and public institutions. The bill seeking to expand DEI focused on public institutions.
  - Four DEI-related bills were enacted in 2025. All four are anti-DEI laws.
    - [S.B.520](#) was signed into law, prohibiting local governments from establishing, maintaining, or expending state funds on DEI initiatives.
    - [H.B.1512/S.B.246](#) was signed into law, overhauling the state's educational framework. This law includes provisions prohibiting public institutions of higher education from compelling anyone to affirm or adopt DEI principles or submit a DEI statement. This law also includes penalties for noncompliance including withholding state funding. Additionally, this law prohibits considering DEI in any accreditation decisions.
    - [S.B.3](#) was signed into law, prohibiting preferential treatment by Arkansas state entities based on race, sex, color, ethnicity, and national origin, including removing provisions to increase teacher diversity, while maintaining veteran preferences. This law includes compliance plans and reporting processes for state agencies.
- Potential Legal Weaknesses of [S.B.520](#):
  - **First Amendment:** restricts free speech by banning DEI related discussions and initiatives and training in local government. Limits local employee

expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.

- **Impact on Local Control:** Strips municipalities of the ability to set their own diversity policies in violation of autonomy
- **Chilling Effect on Private/Public Partnerships:** discouraging local governments from collaborating with organizations that may promote DEI.
- **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives at the local level may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives local employees and the people they serve of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for Local Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.
- Potential Legal Weaknesses of [H.B.1512/S.B.246](#):
  - **First Amendment:** Restricts free speech by imposing new limitations on what information can require with respect to the application process.
  - **Federal Preemption:** May conflict with federal civil rights laws, raising questions about whether state law can override federal protections. Requesting diversity statements may help address how candidates would comply with anti-discrimination protections under federal law.



- **14th Amendment: Equal Protection Clause:** Disproportionately affects marginalized communities, potentially violating the Fourteenth Amendment; Limits ability to consider whether candidates would comply with federal anti-discrimination protections.
- **Title VI of the Civil Rights Act:** Preventing consideration of DEI in accreditation programs will discourage educational institutions from adopting DEI initiatives that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **Title IX of the Civil Rights Act:** Preventing consideration of DEI in accreditation programs will encourage elimination of DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Preventing consideration of DEI in accreditation programs may lead to termination of contracts in violation of terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Arkansas is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and prohibiting the consideration of DEI statements signals that enforcement of these guidelines for inclusion with respect to recruiting, hiring, and retention will not be a priority. Additionally, preventing consideration of DEI in accreditation programs may lead to ending DEI initiatives that include accessibility measures, resulting in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.
- Potential Legal Weaknesses of [S.B.3](#):
  - There are multiple potential points of weakness in this law because the vague and broad language in the bill appears to equate DEI with "providing preferential treatment." DEI does not provide preferential treatment; however, misinformation about what DEI actually does with respect to expanding opportunity for all means that all DEI policies and practices are vulnerable to termination. And the reporting processes encourage state entities to over-react and end more programs.

- TWO NOTES: This Act specifically notes that it does NOT ["p]reempt state discrimination law or federal discrimination law." As noted, it may encourage violations of the law, but this fact should be highlighted. Secondly, the real aim of this bill may be revealed in its deletion of the term "civil rights" throughout.
- **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Arkansas is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

State Background:

- 2025 Legislative Session Dates: January 13, 2025 – May 5, 2025
- Legislature and Executive Makeup:
  - Governor: Sarah Huckabee Sanders (Republican)
  - Arkansas Senate: Republican Party Majority. 29 Republican seats and 6 Democratic seats with 35 seats total.
  - Arkansas House of Representatives: Republican Party Majority. 81 Republican seats and 19 Democratic seats with 100 seats total.

## California

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	19	19	0	19	0	0	0
<a href="#">2024</a>	17	17	0	7	10 enacted	0	0

- There was a 12% increase of DEI-related bills introduced in 2025 from 2024. Nineteen DEI-related bills were introduced in 2025 and 17 were introduced in 2024.
- Of the 19 bills introduced in 2025, 100% (3 bills) were pro-DEI.
  - Of the pro-DEI bills, 5 focus on education, 4 focus on public institutions, 4 focus on businesses and public institutions, 2 focus on education and public institutions, 1 focuses on business, 1 focuses on healthcare, 1 focuses on financial institutions, and 1 focuses on housing.

### State Background:

- 2025 Legislative Session Dates: January 6, 2025 – September 12, 2025
- Legislature and Executive Makeup:
  - Governor: Gavin Newsom (Democrat)
  - California State Senate: Democratic Party Majority. 30 Democratic seats and 10 Republican seats with 40 seats total.
  - California State Assembly: Democratic Party Majority. 60 Democratic seats, 19 Republican seats, and 1 vacant seat with 80 seats total.

## Colorado

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	3	3	0	0	3 enacted	0	0
<a href="#">2024</a>	2	2	0	0	2 enacted	0	0

- There was a 50% increase of DEI-related bills introduced in 2025 from 2024. Three DEI-related bills were introduced in 2025 and 2 were introduced in 2024.
- Of the 3 bills introduced in 2025, 100% (3 bills) were pro-DEI.
  - Two bills focused on public institutions and 1 bill focused on education.
  - Three DEI-related bills were enacted in 2025. All three are pro-DEI laws.
    - [HB25-1153](#) was signed into law, requiring a statewide assessment and policy development to improve language access across principal state departments.
    - [HB25-1204](#) was signed into law, codifying the federal Indian Child Welfare Act of 1978 (ICWA) into state law.
    - [HB25-1149](#) was signed into law, requiring the adoption and integration of Black historical and cultural studies standards in Colorado public schools.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – May 7, 2025
- Legislature and Executive Makeup:
  - Governor: Jared Polis (Democrat)
  - Colorado State Senate: Democratic Party Majority. 23 Democratic seats, 11 Republican seats, and one vacant seat with 35 seats total.
  - Colorado House of Representatives: Democratic Party Majority. 43 Democratic seats and 22 Republican seats with 65 seats total.

## Connecticut

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	11	8	3	7	1 enacted	3	0
<a href="#">2024</a>	3	3	0	3	0	0	0

- There was a 267% increase of DEI-related bills introduced in 2025 from 2024. Eleven DEI-related bills were introduced in 2025 and 3 were introduced in 2024.
- Of the 7 bills introduced in 2025, 73% (8 bills) were pro-DEI and 27% (3 bills) were anti-DEI.
  - Of the bills supportive of DEI, 2 bills focused on public institutions, 2 bills focused on public institutions and businesses, 1 bill focused on housing, 1 bill focused on financial institutions, and 1 bill targeted education. Of the bills seeking to restrict DEI, 3 bills focused on education and 1 bill focused on public institutions and businesses.
  - One DEI-related bill was enacted in 2025. This law is pro-DEI.
    - [H.B.6930](#) was signed into law, establishing the Social Equity Council to promote equity in the cannabis industry.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – June 4, 2025
- Legislature and Executive Makeup:
  - Governor: Ned Lamont (Democrat)
  - Connecticut State Senate: Democratic Party Majority. 25 Democratic seats and 11 Republican seats with 36 seats total.
  - Connecticut House of Representatives: Democratic Party Majority. 102 Democratic seats and 49 Republican seats with 151 seats total.

## Delaware

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	3	3	0	3	0	0	0
<a href="#">2024</a>	8	8	0	5	3 enacted	0	0

- There was a 63% decrease in DEI-related bills introduced in 2025 compared to 2024. Three DEI-related bills were introduced in 2025 and 8 were introduced in 2024.
- Of the 3 bills introduced in 2025, 100% (3 bills) were pro-DEI.
  - Two bills focused on public institutions and 1 bill focused on education.

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – June 30, 2025
- Legislature and Executive Makeup:
  - Governor: Matt Meyer (Democrat)
  - Delaware State Senate: Democratic Party Majority. 15 Democratic seats and 6 Republican seats with 21 seats total.
  - Delaware House of Representatives: Democratic Party Majority. 26 Democratic seats, 14 Republican seats, and 1 vacant seat with 41 seats total.

## Florida

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	23	8	15	8	0	13	2 enacted
<a href="#">2024</a>	10	8	2	8	0	1	1 enacted

- There was a 130% increase in DEI-related bills introduced in 2025 compared to 2024. Twenty-three DEI-related bills were introduced in 2025 and 10 were introduced in 2024.
- Of the 23 bills introduced in 2025, 65% (15 bills) were anti-DEI and 35% (8 bills) were pro-DEI.
  - Of the bills seeking to restrict DEI, 11 focused on public institutions, 3 focused on businesses and public institutions, and 1 focused on education, healthcare, and public institutions. Of the bills seeking to expand DEI, 5 focused on public institutions and 3 focused on education.
- Two DEI-related bills were enacted in 2025. Both laws are anti-DEI.
  - [C.S./H.B. 1205](#) was signed into law, limiting Floridians access to and inclusion in the democratic process of ballot initiatives.
  - [S.B. 2502](#) is an appropriations bill signed into law that includes a provision allowing the Office of Policy and Budget to conduct reviews of local government entities about whether funds are supporting diversity, equity, and inclusion initiatives "inconsistent with the law."
- Potential Legal Weaknesses of [C.S./H.B. 1205](#):
  - **First Amendment Free Speech Protections and Right to Free Association** also guaranteed under 42 U.S.C. 1983 (ability to sue state and local officials for deprivation of civil rights).
    - Protects the rights of citizens and organizations to engage in the initiative process free from undue governmental interference. By prohibiting someone from collecting, handling, or submitting petitions solely because he resides outside of Florida, the State is



- impermissibly restricting his ability to engage in political advocacy and participate in the citizen-led initiative process.
    - These restrictions are not narrowly tailored to serve any compelling state interest and instead operate to exclude entire classes of individuals from meaningful political participation, thereby chilling speech and association essential to the democratic process.
    - The first amendment also protects against vague and broad prohibitions that prevent people from understanding what can and cannot do. Under the overbreadth doctrine, a law is unconstitutional if it prohibits a substantial amount of protected speech relative to its legitimate sweep.
  - **State Law Prohibits Unlawful Restrictions on Citizen-Led Amendments:** The Florida Constitution gives Floridians the right to amend the constitution through citizen-led initiatives. This makes it harder for Floridians to propose constitutional amendments, limiting their ability to engage in direct democracy. (Article XI, section 3 of the Florida Constitution reserves for the people the power to propose constitutional amendments by initiative, independent of the Florida Legislature.)
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives Floridians of property and liberty interests with respect to participation in direct democracy.
- Potential Legal Weaknesses of [S.B. 2502](#):
  - The law gives the Office of Policy in the Governor's Office the power to conduct reviews/investigations and produce reports about local government's use of funds to support DEI "inconsistent with the law." This broad investment of power and vague definition re: supporting DEI makes the law vulnerable to legal challenge on many bases, including:
  - **First Amendment:** restricts free speech by banning DEI related discussions and initiatives and training in local government. Limits local employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **Impact on Local Control:** Strips municipalities of the ability to set their own diversity policies in violation of autonomy
  - **Chilling Effect on Private/Public Partnerships** discouraging local governments from collaborating with organizations that may promote DEI.

- **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives at the local level may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives local employees and the people they serve of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for Local Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

#### State Background:

- 2025 Legislative Session Dates: March 4, 2025 – June 16, 2025
- Legislature and Executive Makeup:
  - Governor: Ron DeSantis (Republican)
  - Florida Senate: Republican Party Majority. 28 Republican seats, 10 Democratic seats, 1 Independent seat, and 1 vacant seat with 40 seats total.
  - Florida House of Representatives: Republican Party Majority. 87 Republican seats and 33 Democratic seats with 120 seats total.

## Georgia

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	14	12	2	10	2 enacted	2	0
<a href="#">2024</a>	4	4	0	4	0	0	0

- There was a 250% increase of DEI-related bills introduced in 2025 compared to 2024. Fourteen DEI-related bills were introduced in 2025 and 4 were introduced in 2024.
- Of the 14 bills introduced in 2025, 86% (12 bills) were pro-DEI and 14% (2 bills) were anti-DEI.
  - Of the bills supportive of DEI, 9 bills focused on public institutions, 2 bills focused on education, and 1 bill focused on businesses. Of the 2 anti-DEI bills, both focused on education.
  - 2 DEI-related bills were enacted in 2025. Both are pro-DEI resolutions.
    - [S.R.429](#) is a resolution establishing a study committee to explore reforms to Georgia's felony disenfranchisement laws.
    - [S.R.444](#) is a resolution establishing a study committee to review current state anti-discrimination laws, identify gaps, and make recommendations for legislation to ensure more comprehensive civil rights laws in the state.

### State Background:

- 2025 Legislative Session Dates: January 13, 2025 – April 4, 2025
- Legislature and Executive Makeup:
  - Governor: Brian Kemp (Republican)
  - Georgia State Senate: Republican Party Majority. 32 Republican seats, 23 Democratic seats, and one vacant seat with 56 seats total.
  - Georgia General Assembly: Republican Party Majority. 100 Republican seats and 80 Democratic seats with 180 seats total.

## Hawaii

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	14	14	0	11	3 enacted	0	0
<a href="#">2024</a>	20	20	0	13	7 enacted	0	0

- There was a 30% decrease of DEI-related bills introduced in 2025 compared to 2024. Fourteen DEI-related bills were introduced in 2025 and 20 were introduced in 2024.
- Of the 14 bills introduced in 2025, 100% (14 bills) were pro-DEI.
  - 10 bills focused on public institutions, 1 bill focused on business, 1 focused on education, and 1 focused on housing and public institutions.
  - Three DEI-related bills were enacted in 2025. All three are pro-DEI resolutions.
    - [S.C.R.179](#) and [S.R.149](#) are resolutions requesting a review and amendment of Hawaii's statutes to incorporate gender-neutral language, promoting inclusivity and equality.
    - [S.C.R.24](#) is a concurrent resolution urging the U.S. Department of Defense to preserve references to the 442nd Regimental Combat Team on its websites, emphasizing the importance of recognizing the contributions of Japanese Americans and opposing the erasure of historical references to intersectional minorities.

### State Background:

- 2025 Legislative Session Dates: January 15, 2025 – May 2, 2025
- Legislature and Executive Makeup:
  - Governor: Josh Green (Democrat)
  - Hawaii State Senate: Democratic Party Majority. 22 Democratic seats and 3 Republican seats with 25 seats total.
  - Hawaii House of Representatives: Democratic Party Majority. 42 Democratic seats and 9 Republican seats with 51 seats total.

## Idaho

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	5	1	4	1	0	2	2 enacted
<a href="#">2024</a>	7	1	6	1	0	3	3 enacted

- There was a 29% decrease of DEI-related bills introduced in 2025 from 2024. Five DEI-related bills were introduced in 2025 and 7 were introduced in 2024.
- Of the 5 bills introduced in 2025, 80% (4 bills) were anti-DEI and 20% (1 bills) were pro-DEI.
  - All 4 of the anti-DEI bills focused on educational institutions and the 1 bill seeking to expand DEI focused on public institutions.
  - Two DEI-related bills were enacted in 2025. Both are anti-DEI laws.
    - [S.1198](#) was signed into law, prohibiting diversity, equity, and inclusion offices and activities and required DEI-related courses at public institutions of higher education.
    - [S.1209](#) was signed into law and appropriates funds for public institutions of higher education and required DEI audits to ensure all higher education institutions are complying with anti-DEI laws.
- Potential Legal Weaknesses of [S.1198](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.

- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Idaho is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.
- Potential Legal Weaknesses of [S.1209](#):
  - **Title VI of the Civil Rights Act:** Audits aimed at ensuring elimination of DEI programs that protect against discrimination on the basis of race, color, and national origin may lead to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Audits enforcing prohibitions on DEI-related training and discussions infringe on free speech rights. Enforcement through audits limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech to avoid getting penalized as a result of an audit.
  - **14th Amendment:** Equal Protection Clause and Due Process: Audits enforcing a ban on DEI initiatives may disproportionately harm minority

groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard

- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** Audits to ensure that no contractors are implementing DEI programs could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Audits to confirm elimination of DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Audits may facilitate the cancelation of contracts that violate terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while KS is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and audits aimed at confirming the dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

#### State Background:

- 2025 Legislative Session Dates: January 6, 2025 – April 4, 2025
- Legislature and Executive Makeup:
  - Governor: Brad Little (Republican)
  - Idaho State Senate: Republican Party Majority. 29 Republican seats and 6 Democratic seats with 35 seats total.
  - Idaho House of Representatives: Republican Party Majority. 61 Republican seats and 9 Democratic seats with 70 seats total.

## Illinois

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	41	37	4	36	1 enacted	4	0
<a href="#">2024</a>	38	35	3	30	5 enacted	3	0

- There was an 8% increase of DEI-related bills introduced in 2025 from 2024. Forty-one DEI-related bills were introduced in 2025 and 38 were introduced in 2024.
- Of the 41 bills introduced in 2025, 90% (37 bills) were pro-DEI and 10% (4 bills) were anti-DEI.
  - Of the pro-DEI bills, 14 focused on public institutions, 13 focused on public institutions and businesses, 4 focused on business, 2 focused on education, 1 focused on housing, 1 focused on education and public institutions, 1 focused on business, financial institutions, and housing, and 1 focused on business, housing, and public institutions.
  - Of the anti-DEI bills, 2 bills focused on public institutions and 2 bills on public institutions and businesses.
- One DEI-related bill was enacted in 2025. This is a pro-DEI resolution.
  - [H.R.0117](#) is a resolution condemning the federal executive orders undermining workplace protections such as eliminating diversity, equity, and inclusion. This resolution calls for a commitment to equal pay and opportunities for all in Illinois.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – May 31, 2025
- Legislature and Executive Makeup:
  - Governor: JB Pritzker (Democrat)
  - Illinois Senate: Democratic Party Majority. 40 Democratic seats and 19 Republican seats with 59 seats total.
  - Illinois House of Representatives: Democratic Party Majority. 78 Democratic seats and 40 Republican seats with 118 seats total.



## Indiana

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	9	5	4	5	0	3	1 enacted
<a href="#">2024</a>	5	2	3	2	0	2	1 enacted

- There was an 80% increase of DEI-related bills introduced in 2025 from 2024. Nine DEI-related bills were introduced in 2025 and 5 were introduced in 2024.
- Of the 9 bills introduced in 2025, 56% (5 bills) were anti-DEI and 44% (4 bills) were pro-DEI.
  - Of the bills seeking to expand DEI, 2 bills focused on educational institutions, 2 bills focused on public institutions, and 1 bill focused on businesses and public institutions. Of the bills seeking to restrict DEI, 1 bill focused on financial institutions, 1 bill focused on educational institutions, 1 bill focused on public institutions, and 1 bill focused on public, educational, and healthcare institutions.
  - 1 DEI-related bill enacted in 2025. This is an anti-DEI law.
    - [S.B.0289](#) was signed into law, restricting DEI at state agencies, state educational institutions, and health profession licensing boards. Specifically, this law prohibits state agencies and educational institutions from expending funds to establish or sustain DEI offices or officers and from requiring or compelling anyone to affirm or adopt DEI principles or attend a DEI training. Additionally, this law requires the governing bodies of schools and state agencies to post all training materials used related to DEI principles. This law restricts health boards from requiring participation in DEI training or programming as a condition to obtain or renew a license.
- Potential Legal Weaknesses of [S.B.0289](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to

- violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in the community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard. Professionals have property interest in licenses that are now jeopardized by this law and could be stripped away.
  - **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits federal contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
  - **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
  - **The ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable. Restricting state agencies and health profession licensing boards is particularly concerning with respect to removing barriers to access to health care.

#### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – April 24, 2025
- Legislature and Executive Makeup:
  - Governor: Mike Braun (Republican)
  - Indiana State Senate: Republican Party Majority. 39 Republican seats, 10 Democratic seats, and 1 non-caucusing Republican seat with 50 seats total.
  - Indiana House of Representatives: Republican Party Majority. 70 Republican seats and 30 Democratic seats with 100 seats total.

## Iowa

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	27	6	21	6	0	19	2 enacted
<a href="#">2024</a>	8	1	7	1	0	6	1 enacted

- There was a 238% increase of DEI-related bills introduced in 2025 from 2024. Twenty-seven DEI-related bills were introduced in 2025 and 8 were introduced in 2024.
- Of the 7 bills introduced in 2025, 78% (21 bills) were anti-DEI and 22% (6 bills) were pro-DEI.
  - Of the anti-DEI bills, 12 focused on educational institutions, 6 focused on public institutions, and 3 focused on public institutions and educational institutions. Of the pro-DEI bills, 2 bills focused on education, 2 bills focused on business, 1 bill focused on education and public institutions, and 1 bill focused on business and public institutions.
  - Two DEI-related bills were enacted in 2025. Both are anti-DEI laws.
    - [H.F.856](#) prohibits Iowa state entities from funding diversity, equity, and inclusion offices or officers.
    - [S.F.418](#) redefines 'sex' as strictly biological, removes 'gender identity' from anti-discrimination laws, mandates sex designation on vital records, and restricts gender theory education in public schools.
- Potential Legal Weaknesses [S.F.418](#):
  - Note: all federal civil rights protections for gender and gender identity are undermined by this state law by seeking to remove "gender identity" from anti-discrimination laws.
  - **Title VII:** Contradicts Title VII of the Civil Rights Act, as interpreted in Bostock, which prohibits discrimination on the basis of gender identity.
  - **Title IX:** Title IX law protecting people from discrimination on the basis of sex is unsettled with respect to gender identity – in January 2025, Biden regulations that included gender identity in the definition of sex

discrimination were reversed. The Trump Administration argues that gender identity is not covered. This still may be an area of legal weakness for discrimination against transgender students as other courts have recognized that denying transgender students access to facilities consistent with their gender identity can constitute unlawful discrimination.

- **14th Amendment Equal Protection:** Different treatment of transgender vs cisgender students – via selective disclosure of a student's transgender identity when cisgender students' identities are not subject to similar investigation and disclosure and mandated sex designation on records, for example, may be a violation of the equal protection clause of the U.S. Constitution.
- **14th Amendment – Due Process Clause:** Protects privacy by recognizing a constitutional right to avoid the disclosure of intimate personal information without consent, including forced outings. Removing gender identity protections also raises due process concerns.
- **First Amendment:** Freedom of Expression and Speech – especially in schools by restricting “gender theory” education in schools – a prohibition so vague as to limit other speech.
- **Family Educational Rights and Privacy Act (FERPA):** FERPA is a federal law that protects student records, including gender identity–related information. Schools that disclose a student's transgender status without consent may violate FERPA protections. This forced outing may occur with the removal of the ability of a student to accurately state their gender identity on vital documents.

#### State Background:

- 2025 Legislative Session Dates: January 13, 2025 – May 15, 2025
- Legislature and Executive Makeup:
  - Governor: Kim Reynolds (Republican)
  - Iowa Senate: Republican Party Majority. 33 Republican seats, 16 Democratic seats, and 1 vacant seat with 50 seats total.
  - Iowa House of Representatives: Republican Party Majority. 67 Republican seats and 33 Democratic seats with 100 seats total.

## Kansas

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	4	2	2	2	0	0	2 enacted
<a href="#">2024</a>	11	3	8	3	0	5	3 enacted

- There was a 64% decrease of DEI-related bills introduced in 2025 from 2024. Four DEI-related bills were introduced in 2025 and 11 were introduced in 2024.
- Of the 4 bills introduced in 2025, 50% (2 bills) were anti-DEI and 50% (2 bills) were pro-DEI.
  - Both anti-DEI bills focused on public institutions and both pro-DEI bills focused on public institutions as well.
  - Two DEI-related bills were enacted in 2025. Both are anti-DEI laws.
    - [H.B.2007/S.B.125](#) was signed by Governor Kelly. This bill appropriated funds for state agencies, including setting aside funds for the governor's department and the department of administration once it has certified that all state agencies have eliminated all DEI positions, policies, programs, preferences, training, and DEI-related grants and contracts.
  - Potential Legal Weaknesses of [H.B.2007/S.B.125](#):
    - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
    - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.

- **14th Amendment: Equal Protection Clause and Due Process:**  
Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act appears to prohibit the Governor's Department and the Department of Administration from hiring contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while KS is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

State Background:

- 2025 Legislative Session Dates: January 13, 2025 – May 5, 2025
- Legislature and Executive Makeup:
  - Governor: Laura Kelly (Democratic)
  - Kansas Senate: Republican Party Majority. 31 Republican seats and 9 Democratic seats with 40 seats total.
  - Kansas House of Representatives: Republican Party Majority. 88 Republican seats and 37 Democratic seats with 125 seats total.

## Kentucky

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	7	3	4	3	0	3	1 enacted
<a href="#">2024</a>	12	8	4	8	0	3	1 vetoed

- There was a 42% decrease of DEI-related bills introduced in 2025 from 2024. Seven DEI-related bills were introduced in 2025 and 12 were introduced in 2024.
- Of the 7 bills introduced in 2025, 57% (4 bills) were anti-DEI and 43% (3 bills) were pro-DEI.
  - All 3 of the pro-DEI bills focused on public institutions. Of the 4 anti-DEI bills, 2 focused on educational institutions, 1 focused on public institutions, and 1 focused on financial institutions.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [H.B.4](#) became public law after the Kentucky legislature overrode Governor Beshear's veto. This law prohibits public institutions of higher education from providing differential treatment in hiring, admissions, and contracting; imposing any scholarship criteria based on an applicant's identity; initiating an investigation of a bias incident; and expending resources to establish or maintain DEI offices, officers, training, or other initiatives.
      - During the 2024 legislative session, the Kentucky legislature nearly passed [S.B.6](#), a very similar anti-DEI bill focused on education. However, due to the timing of the session and lack of cohesion around certain amendments, the bill did not pass. However, in 2025, [H.B.4](#) became public law.
- Potential Legal Weaknesses of [H.B.4](#):
  - There are multiple potential points of weakness in this law because the vague and broad language in the bill appears to equate DEI with "providing preferential treatment." DEI does not provide preferential treatment; however, misinformation about what DEI actually does with respect to

expanding opportunity for all means that all DEI policies and practices are vulnerable to termination. And the elimination of DEI officers training and other initiatives is also explicit in this bill, bringing all the following potential legal challenges as well.

- **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while KS is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.



State Background:

- 2025 Legislative Session Dates: January 7, 2025 – March 28, 2025
- Legislature and Executive Makeup:
  - Governor: Andy Beshear (Democrat)
  - Kentucky Senate: Republican Party Majority. 32 Republican seats and 6 Democratic seats with 38 seats total.
  - Kentucky House of Representatives: Republican Party Majority. 80 Republican seats and 20 Democratic seats with 100 seats total.

## Louisiana

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	3	0	3	0	0	3	0
<a href="#">2024</a>	6	0	6	0	0	3	3 enacted

- There was a 50% decrease of DEI-related bills introduced in 2025 compared to 2024. Three DEI-related bills were introduced in 2025 and 6 were introduced in 2024.
- Of the 7 bills introduced in 2025, 100% (3 bills) were anti-DEI.
  - 1 bill focused on public institutions, 1 bill focused on education and public institutions, and 1 bill focused on financial institutions.

### State Background:

- 2025 Legislative Session Dates: April 14, 2025 – June 12, 2025
- Legislature and Executive Makeup:
  - Governor: Jeff Landry (Republican)
  - Louisiana State Senate: Republican Party Majority. 28 Republican seats and 11 Democratic seats with 39 seats total.
  - Louisiana House of Representatives: Republican Party Majority. 73 Republican seats and 32 Democratic seats with 105 seats total.

## Maine

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	4	3	1	3	0	1	0
2024	0	0	0	0	0	0	0

- In 2024, the Maine legislature did not introduce any DEI-related legislation, and in 2025, they introduced 4 DEI-related bills.
- Of the 7 bills introduced in 2025, 75% (3 bills) were pro-DEI and 25% (1 bills) were anti-DEI.
  - Of the 3 bills seeking to expand DEI, 2 bills focused on educational institutions and 1 bill focused on public institutions. The anti-DEI bill focused on financial institutions.

### State Background:

- 2025 Legislative Session Dates: December 4, 2025 – June 25, 2025
- Legislature and Executive Makeup:
  - Governor: Janet T. Mills (Democratic)
  - Maine Senate: Democratic Party Majority. 20 Democratic seats and 15 Republican seats with 35 seats total.
  - Maine House of Representatives: Democratic Party Majority. 76 Democratic seats, 73 Republican seats, and 2 independent seats with 151 seats total.

## Maryland

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	21	21	0	16	5 (4 enacted, 1 vetoed)	0	0
<a href="#">2024</a>	16	16	0	8	8 enacted	0	0

- There was a 31% increase of DEI-related bills introduced in 2025 compared to 2024. Twenty-one DEI-related bills were introduced in 2025 and 16 were introduced in 2024.
- Of the 21 bills introduced in 2025, 100% (16 bills) were pro-DEI.
  - Eleven bills focused on public institutions, 4 focused on business, 3 focused on education, 2 focused on housing, and 1 focused on health care.
  - Five DEI-related bills passed the state legislature. 4 of those bills were enacted and are pro-DEI laws. One bill was vetoed and was a pro-DEI bill.
    - [S.B.0587](#) was vetoed by Governor Moore. This bill would have established the Maryland Reparations Commission to study and recommend reparations for descendants of enslaved individuals and those affected by discriminatory policies.
    - [H.B.1253](#) was signed into law, establishing the Department of Social and Economic Mobility to support social equity and economic initiatives.
    - [H.B.1045](#) was signed into law, updating health insurance and family planning services laws including by expanding definitions to include gender-affirming care.
    - [H.B.1473](#) was signed into law, creating an advisory group and language access plan to ensure equal access to public services for those with limited English proficiency and for people with disabilities.
    - [H.B.0956](#) was signed into law, establishing a workgroup to monitor and recommend on AI-related consumer protection.

State Background:

- 2025 Legislative Session Dates: January 8, 2025 – April 7, 2025
- Legislature and Executive Makeup:
  - Governor: Wes Moore (Democrat)
  - Maryland Senate: Democratic Party Majority. 34 Democratic seats and 13 Republican seats with 47 seats total.
  - Maryland House of Delegates: Democratic Party Majority. 102 Democratic seats and 39 Republican seats with 141 seats total.

## Massachusetts

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	31	31	0	31	0	0	0
<a href="#">2024</a>	21	21	0	21	0	0	0

- There was a 48% increase of DEI-related bills introduced in 2025 from 2024. Thirty-one DEI-related bills were introduced in 2025 and 21 were introduced in 2024.
- Of the 31 bills introduced in 2025, 100% (31 bills) were pro-DEI.
  - Thirteen bills focus on public institutions, 7 focus on education, 4 focus on businesses and public institutions, 3 focus on just businesses, 3 focus on healthcare and public institutions, and 1 focuses on housing.

### State Background:

- 2025 Legislative Session Dates: January 1, 2025 – January 6, 2026
- Legislature and Executive Makeup:
  - Governor: Maura Healey (Democrat)
  - Massachusetts Senate: Democratic Party Majority. 35 Democratic seats and 5 Republican seats with 40 seats total.
  - Massachusetts House of Representatives: Democratic Party Majority. 132 Democratic seats, 25 Republican seats, 1 independent seat, and 2 vacant seats with 160 seats total.

## Michigan

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	25	17	8	17	0	8	0
<a href="#">2024</a>	22	21	1	16	5 enacted	1	0

- There was a 14% increase of DEI-related bills introduced in 2025 from 2024. Twenty-five DEI-related bills were introduced in 2025 and 22 were introduced in 2024.
- Of the 25 bills introduced in 2025, 68% (17 bills) were pro-DEI and 32% (5 bills) were anti-DEI.
  - Of the pro-DEI bills, 7 focus on education, 4 focus on public institutions, 2 focus on healthcare, 2 focus on business, 1 focuses on business and public institutions, and 1 focuses on education, healthcare, and public institutions.
  - Of the anti-DEI bills, all 8 of them focus on education.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – December 31, 2025
- Legislature and Executive Makeup:
  - Governor: Gretchen Whitmer (Democrat)
  - Michigan Senate: Democratic Party Majority. 29 Democratic seats, 18 Republican seats, and 1 vacant seat with 38 seats total.
  - Michigan House of Representatives: Republican Party Majority. 58 Republican seats and 52 Democratic seats with 110 seats total.

## Minnesota

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	14	5	9	5	0	9	0
<a href="#">2024</a>	5	5	0	3	2 enacted	0	0

- There was a 180% increase of DEI-related bills introduced in 2025 from 2024. Fourteen DEI-related bills were introduced in 2025 and 5 were introduced in 2024.
- Of the 14 bills introduced in 2025, 64% (9 bills) were anti-DEI and 36% (5 bills) were pro-DEI.
  - Of the anti-DEI bills, all 9 focused on education. Of the pro-DEI bills, 2 focused on public institutions, 2 focused on education, and 1 focused on businesses and public institutions.

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – May 19, 2025
- Legislature and Executive Makeup:
  - Governor: Mike Kehoe (Republican)
  - Minnesota Senate: Democratic–Farmer–Labor Party Majority. 34 Democratic–Farmer–Labor Party seats and 33 Republican seats with 67 seats total.
  - Minnesota House of Representatives: Republican Party Majority. 67 Republican seats, 66 Democratic–Farmer–Labor Party seats, and 1 vacant seat with 134 seats total.



## Mississippi

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	13	3	10	3	0	9	1 enacted
<a href="#">2024</a>	9	3	6	3	0	6	0

- There was a 44% increase of DEI-related bills introduced in 2025 from 2024. Thirteen DEI-related bills were introduced in 2025 and 9 were introduced in 2024.
- Of the 13 bills introduced in 2025, 77% (10 bills) were anti-DEI and 23% (3 bills) were pro-DEI.
  - Of the anti-DEI bills, 9 bills focused on education and 1 bill focused on public institutions. Of the pro-DEI bills, 2 bills focused on public institutions and 1 bill focused on education.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [H.B. 1193](#) was signed into law, prohibiting institutions of higher education from requiring or considering diversity statements in hiring, admissions, evaluation, or promotion processes. Additionally, this bill prohibits mandatory diversity, equity, and inclusion training and maintaining DEI related courses or offices that promote or endorse “divisive concepts.”
- Potential Legal Weaknesses of [H.B. 1193](#):
  - **First Amendment:** Free speech and academic freedom. Limits on course content, including restricting DEI-related discussions and policies, could be challenged as an infringement on educators' and students' rights.
  - **ADA:** Diversity statements often address how candidates will address inclusion of people with disabilities; this may signal a deprioritization of enforcement of the ADA and lead to litigation with respect to violations of the ADA in the recruitment, hiring, and retention process.
  - **14th Amendment: Equal Protection Clause and Due Process:** Restrictions on DEI and removing DEI offices would disproportionately harm minority students and reduce access to resources that promote inclusion. Due

- process violations with changes to tenure, school governance, and curriculum requirements without notice or opportunity to be heard.
- **Title VI:** Limitation of DEI initiatives that foster compliance with anti-discrimination laws with respect to discrimination on the basis of race, color, or national origin and promote retaliation for raising these concerns may violate Title VI. While challenged in other courts disparate impact challenges are still possible with respect to Title VI, and restricting DEI disproportionately affects students and faculty of color.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Could lead to termination of contracts and violation of terms of contracts negotiated and agreed upon.
- Vague standards for reporting/enforcement could lead to litigation re selective enforcement in violation of civil rights protections.

#### State Background:

- 2025 Legislative Session Dates: January 7, 2025 – April 6, 2025
- Legislature and Executive Makeup:
  - Governor: Tate Reeves (Republican)
  - Mississippi State Senate: Republican Party Majority. 36 Republican seats and 16 Democratic seats with 52 seats total.
  - Mississippi House of Representatives: Republican Party Majority. 79 Republican seats, 41 Democratic seats, and two independent seats with 122 seats total.

## Missouri

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	23	8	15	8	0	14	1 enacted
<a href="#">2024</a>	29	9	20	9	0	20	0

- There was a 21% decrease of DEI-related bills introduced in 2025 from 2024. Twenty-nine DEI-related bills were introduced in 2025 and 23 were introduced in 2024.
- Of the 23 bills introduced in 2025, 65% (15 bills) were anti-DEI and 35% (8 bills) were pro-DEI.
  - Of the anti-DEI bills, 11 focused on education, 2 focused on public institutions, 1 focused on financial institutions, and 1 focused on public and financial institutions. Of the pro-DEI bills, 5 focused on education and 3 focused on public institutions.
- One DEI-related bill was enacted in 2025. This law is anti-DEI.
  - [H.B. 3](#) appropriates funds for Missouri's Department of Higher Education and Workforce Development. This law restricts funding for students with unlawful immigration status and restricts funding for DEI initiatives.
- Potential Legal Weaknesses of [H.B. 3](#):
  - The overly broad definition of DEI, including activities or programs that the statute utilizes means that people will likely eradicate all DEI policies and practices out of fear that they are misconstrued.
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and activities and programs infringes on free speech rights. This Act limits expression in training for licensure, particularly regarding race and gender issues, and may

implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.

- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in the community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard. Professionals have property interest in credentials that are now jeopardized by this law and could be stripped away. (Sections 3.210 and 3.215)
- **Contract Law Violations:** Appears to terminate contracts and/or violate terms of contracts negotiated and agreed upon as no funds can be used on contracts with DEI provisions.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable. Restricting state agencies and health profession licensing boards is particularly concerning with respect to removing barriers to access to health care.

#### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – May 16, 2025
- Legislature and Executive Makeup:
  - Governor: Mike Kehoe (Republican)
  - Missouri State Senate: Republican Party Majority. 24 Republican seats and 10 Democratic seats with 34 seats total.
  - Missouri House of Representatives: Republican Party Majority. 109 Republican seats, 52 Democratic seats, and 2 vacant seats with 163 seats total.

## Montana

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	10	0	10*	0	0	9	1 enacted
2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a

\*[L.C. 2507](#) and [L.C. 862](#) were drafts assigned with focuses on DEI. However, they were never completed.

- Montana introduced 10 DEI-related bills in 2025. The state was not in session in 2024. The legislature meets biennially during odd-numbered years.
- Of the 10 bills introduced in 2025, 100% (10 bills) were anti-DEI.
  - Of the bills seeking to restrict DEI, 6 focused on public institutions, 3 focused on education, and 1 focused on business.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [H.B. 638](#) prohibits state and local government agencies from requiring or considering diversity, equity, and inclusion statements.
- Potential Legal Weaknesses of [H.B. 638](#):
  - First Amendment:** Critics argue that the bill restricts free speech by imposing new limitations on what information can require with respect to the application process.
  - Federal Preemption:** May conflict with federal civil rights laws, raising questions about whether state law can override federal protections. Requesting diversity statements may help address how candidates would comply with anti-discrimination protections under federal law.
  - 14th Amendment: Equal Protection Clause:** Disproportionately affects marginalized communities, potentially violating the Fourteenth Amendment; Limits ability to consider whether candidates would comply with federal anti-discrimination protections.
  - The ADA:** DEI initiatives often include accessibility measures, and prohibiting the consideration of DEI statements signals that enforcement of these

guidelines for inclusion with respect to recruiting, hiring, and retention will not be a priority.

State Background:

- 2025 Legislative Session Dates: January 6, 2025 – April 30, 2025
- Legislature and Executive Makeup:
  - Governor: Greg Gianforte (Republican)
  - Montana State Senate: Republican Party Majority. 32 Republican seats and 18 Democratic seats with 50 seats total.
  - Montana House of Representatives: Republican Party Majority. 58 Republican seats and 42 Democratic seats with 100 seats total.

## Nebraska

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	5	4	1	4	0	1	0
<a href="#">2024</a>	3	2	1	1	1 enacted	1	0

- There was a 67% increase of DEI-related bills introduced in 2025 from 2024. Five DEI-related bills were introduced in 2025 and 3 were introduced in 2024.
- Of the 5 bills introduced in 2025, 80% (4 bills) were pro-DEI and 20% (1 bills) were anti-DEI.
  - Of the bills supportive of DEI, 1 focused on education, 1 focused on business, 1 focused housing, and 1 focused on housing and public institutions. The anti-DEI bill focused on education.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – June 2, 2025
- Legislature and Executive Makeup:
  - Governor: Jim Pillen (Republican)
  - Nebraska Legislature (Unicameral): Republican Party Majority. 33 Republican seats, 15 Democratic seats, and 1 Independent seat with 49 seats total.

## Nevada

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	8	8	0	3	5 (4 enacted, 1 vetoed)	0	0
2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a

- Nevada introduced 8 DEI-related bills in 2025. The state was not in session in 2024. The legislature meets biennially during odd-numbered years.
- Of the 8 bills introduced in 2025, 100% (8 bills) were pro-DEI.
  - Three bills focused on public institutions, 2 bills focused on businesses, 2 bills focused on public institutions and businesses, and 1 bill focused on healthcare.
  - Five DEI-related bills passed the state legislature. 4 of those bills were enacted and are pro-DEI laws. One bill was vetoed and was a pro-DEI bill.
    - [S.B.71](#) was vetoed by Governor Lombardo. This bill would have created the Regional Business Development Advisory Council and required the council to propose and implement policies, programs, and procedures to encourage and promote the use of local businesses owned and operated by disadvantaged persons, particularly in the area of contracting and procurement.
    - [A.B.494](#) was signed into law, requiring state agencies to prepare reports and authorizing state-level regulations to maintain key education, civil rights, and health privacy protections if certain federal laws are repealed.
    - [S.B.162](#) was signed into law, requiring an entity, as a condition of the acceptance of an appropriation of public money, to agree to comply with certain civil rights or employment laws that are applicable to the entity.



- [A.B.266](#) was signed into law, enhancing support and legal protections for breastfeeding individuals, mandating public education and prohibiting discrimination.
- [S.B.188](#) was signed into law, mandating healthcare facilities to provide free language assistance to individuals with limited English proficiency.

State Background:

- 2025 Legislative Session Dates: February 3, 2025 – June 3, 2025
- Legislature and Executive Makeup:
  - Governor: Joe Lombardo (Republican)
  - Nevada State Senate: Democratic Party Majority. 27 Democratic seats and 15 Republican seats with 42 seats total.
  - Nevada Assembly: Democratic Party Majority. 81 Democratic seats and 13 Republican seats with 94 seats total.

## New Hampshire

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	6	1	5	1	0	4	1 enacted
<a href="#">2024</a>	4	0	4	0	0	3	1 vetoed

- There was a 50% increase of DEI-related bills introduced in 2025 from 2024. Six DEI-related bills were introduced in 2025 and 4 were introduced in 2024.
- Of the 6 bills introduced in 2025, 83% (5 bills) were anti-DEI and 17% (1 bills) were pro-DEI.
  - Of the anti-DEI bills, 3 focused on public institutions, 1 focused on financial institutions, and 1 focused on business, education, and public institutions. The bill supportive of DEI focused on housing.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [H.B.2](#) was signed into law, enacting broad reforms across multiple sectors including prohibiting public entities and schools from engaging in DEI and prohibiting the state from entering into any contract that includes DEI-related provisions.
- Potential Legal Weaknesses of [H.B.2](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives

employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard

- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act appears to prohibit state agencies from hiring contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Wyoming is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

#### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – ???
- Legislature and Executive Makeup:
  - Governor: Kelly Ayotte (Republican)
  - New Hampshire State Senate: Republican Party Majority. 66 Republican seats and 8 Democratic seats with 24 seats total.
  - New Hampshire House of Representatives: Republican Party Majority. 218 Republican seats, 178 Democratic seats, 2 Independent seats, and 2 vacant seats with 400 seats total.

## New Jersey

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	9	8	1	8	0	1	0
<a href="#">2024</a>	41	38	3	38	0	3	0

- There was a 375% decrease of DEI-related bills introduced in 2025 from 2024. Nine DEI-related bills were introduced in 2025 and 41 were introduced in 2024.
- Of the 9 bills introduced in 2025, 89% (8 bills) were pro-DEI and 11% (1 bill) were anti-DEI.
  - Of the pro-DEI bills, 4 focused on public institutions, 1 focused on housing, 1 focused on education, 1 focused on education and public institutions, and 1 focused on housing and public institutions. The anti-DEI bill focuses on education.

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – December 31, 2025
- Legislature and Executive Makeup:
  - Governor: Phil Murphy (Democrat)
  - New Jersey State Senate: Democratic Party Majority. 25 Democratic seats and 15 Republican Party seats with 40 seats total.
  - New Jersey General Assembly: Republican Party Majority. 52 Democratic seats and 28 Republican Party seats with 80 seats total.

## New Mexico

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	3	3	0	3	0	0	0
<a href="#">2024</a>	3	3	0	3	0	0	0

- There was no change in DEI-related bills introduced in 2025 compared to 2024. Three DEI-related bills were introduced in 2025 and 3 were introduced in 2024.
- Of the 3 bills introduced in 2025, 100% (3 bills) were pro-DEI.
  - One bill focused on educational institutions, 1 bill focused on public institutions, and 1 bill focused on business.

### State Background:

- 2025 Legislative Session Dates: January 21, 2025 – March 22, 2025
- Legislature and Executive Makeup:
  - Governor: Michelle Lujan Grisham (Democrat)
  - New Mexico Senate: Democratic Party Majority. 26 Democratic seats and 16 Republican seats with 42 seats total.
  - New Mexico House of Representatives: Democratic Party Majority. 44 Democratic seats and 26 Republican seats with 70 seats total.

## New York

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	89	88	1	88	0	1	0
<a href="#">2024</a>	86	85	1	84	1 vetoed	1	0

- There was a 3% increase of DEI-related bills introduced in 2025 from 2024. Eighty-nine DEI-related bills were introduced in 2025 and 86 were introduced in 2024.
- Of the 89 bills introduced in 2025, 98% (88 bills) were pro-DEI and 2% (1 bill) were anti-DEI.
  - Of the pro-DEI bills, 28 focused on businesses and public institutions, 26 focused on public institutions, 15 focused on education, 11 focused on businesses, 2 focused on healthcare, 1 focused on financial institutions, 1 focused on housing, 1 focused on financial and public institutions, 1 focused on businesses, housing, and public institutions, and 1 focused on education, financial and public institutions, and housing. The anti-DEI bill focused on public institutions.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – June 12, 2025
- Legislature and Executive Makeup:
  - Governor: Kathy Hochul (Democrat)
  - New York State Senate: Democratic Party Majority. 41 Democratic seats and 22 Republican Party seats with 63 seats total.
  - New York State Assembly: Republican Party Majority. 103 Democratic seats and 47 Republican Party seats with 150 seats total.

## North Carolina

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	12	6	6	6	0	3	3 vetoed
2024	0	0	0	0	0	0	0

- In 2024, the North Carolina legislature did not introduce any DEI-related legislation, and in 2025, they introduced 12 DEI-related bills.
- Of the 12 bills introduced in 2025, 50% (6 bills) were anti-DEI and 50% (6 bills) were pro-DEI.
  - Of the anti-DEI bills, 3 focus on public institutions, 2 focus on education, and 1 focuses on financial institutions. Of the pro-DEI bills, 2 focus on public institutions, 2 focus on public institutions and businesses, 1 focuses on education, and 1 focuses on business, education, housing, and public institutions.
- The legislature passed 3 anti-DEI bills, however, Governor Stein vetoed all 3.
  - [S227](#) would have prohibited public schools from instructing or advocating for “discriminatory concepts” or “divisive concepts” and would have banned public schools from maintaining or supporting an office or any position of diversity, equity, and inclusion. This bill mandates annual compliance certification.
  - [S558](#) eliminated DEI offices, positions, and programs at public institutions of higher education. Additionally, it would have prohibited required courses related to “divisive concepts.”
  - [H171](#) would have prohibited state agencies from funding, implementing, or maintaining diversity, equity, and inclusion programs, policies, and initiatives. It also would have banned units of local government and non-state entities from using any state or public funds to implement or maintain DEI programs. This bill includes auditing to ensure compliance and penalties for noncompliance.

State Background:

- 2025 Legislative Session Dates: January 8, 2025 – July 31, 2025
- Legislature and Executive Makeup:
  - Governor: Josh Stein (Democrat)
  - North Carolina Senate: Republican Party Majority. 30 Republican seats and 20 Democratic Party seats with 50 seats total.
  - North Carolina House of Representatives: Republican Party Majority. 71 Republican seats and 49 11 Democratic Party seats with 120 seats total.



## North Dakota

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	2	0	2	0	0	1	1 enacted
2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a

- North Dakota introduced 2 DEI-related bills in 2025. The state was not in session in 2024. The legislature meets biennially during odd-numbered years.
- Of the 2 bills introduced in 2025, 100% (2 bills) were anti-DEI.
  - One bill focused on public institutions and 1 bill focused on educational and public institutions.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [S.C.R. 4021](#) is a resolution urging the federal government to end the Disadvantaged Business Enterprise program and urging the Governor, Attorney General, and Department of Transportation of North Dakota to take action to end all DEI initiatives and cut-off state funding for DEI programs.
- Potential Legal Weaknesses of [S.C.R. 4021](#):
  - The resolution in and of itself may not be vulnerable to legal challenge, as it is just a resolution urging the end of a federal program, and therefore not enforceable. However, it is important to recognize the ways in which this resolution calls to end the disadvantaged business enterprise program – likely a reference to the U.S. Department of Transportation Disadvantaged Business Enterprise Program that applies to federal transportation funds spent by state and local highway departments, transit authorities and airports – spreads misinformation about the program and its legality. The resolution cites the case *Mid-America Milling Co., LLC v. United States Department of Transportation* in support of its resolution. In *Mid-America Milling*, the Court barred use of the rebuttable presumption of social disadvantage in a DBE program as a violation of the Equal protection Clause of the 14th Amendment, but limited its ruling to the two contractor plaintiffs

in that case, and did not order a nationwide injunction. While the Trump Department of Transportation has now reversed its position as the DOT and is now supporting the plaintiffs who tried to stop the use of the program, there are other parties that have intervened to defend the program. And while the rebuttable presumption at stake may be ended, the DBE program can continue. Congress just reauthorized the DBE program in 2021, and could move forward with eligibility requiring a showing of social and economic disadvantage, rather than a rebuttable presumption of disadvantage for women and certain minority groups.

State Background:

- 2025 Legislative Session Dates: January 7, 2025 – May 3, 2025
- Legislature and Executive Makeup:
  - Governor: Kelly Armstrong (Republican)
  - North Dakota State Senate: Republican Party Majority. 42 Republican seats and 5 Democratic–Nonpartisan League Party seats with 47 seats total.
  - North Dakota House of Representatives: Republican Party Majority. 81 Republican seats, 11 Democratic–Nonpartisan League Party seats, and two vacant seats with 94 seats total.

## Ohio

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	12	6	6	6	0	3	3 enacted
<a href="#">2024</a>	6	3	3	3	0	2	1 enacted

- There was an 83% increase of DEI-related bills introduced in 2025 from 2024. Eleven DEI-related bills were introduced in 2025 and 6 were introduced in 2024.
- Of the 11 bills introduced in 2025, 55% (6 bills) were pro-DEI and 45% (5 bills) were anti-DEI.
  - Of the pro-DEI bills, 4 focused on public institutions, 1 focused on housing, and 1 focused on education. Of the anti-DEI bills, 4 focused on education and 1 focused on healthcare and public institutions.
- Three DEI-related bills were enacted in 2025. All three laws are anti-DEI.
  - [S.B.1](#) was signed into law, enacting sweeping reforms eliminating diversity, equity, and inclusion, reformulating governance and tenure processes, and imposing mandated curriculum transparency at state institutions of higher education.
  - [H.B.96](#) appropriates state funds and includes a section prohibiting public authorities from eliminating a bidder due to not complying with an affirmative action program or a DEI program. Additionally, this law prohibits the use of medicaid appropriated funds for DEI initiatives.
  - [H.B.238](#) was signed into law, prohibiting occupational licensing boards from providing or approving for credit any continuing education curriculum, seminars, and other instruction with CRT and DEI tenets.
- Potential Legal Weaknesses of [S.B.1](#):
  - **Violation of Collective Bargaining Rights:** The bill bans faculty strikes, which faculty unions argue infringes on their rights to collective bargaining. The Ohio Education Association and the Ohio Conference of the American Association of University Professors are exploring legal challenges to this provision.

- **Title VI of the Civil Rights Act:** This legislation, including the mandated curriculum, appears to seek to exclude individuals or deny them benefits on the basis of their race, color, and national origin. There are provisions that could also be used for retaliation against individuals raising these concerns. .
- **14th Amendment to the U.S. Constitution Equal Protection and Due Process:** Restrictions on DEI and removing DEI offices would disproportionately harm minority students and reduce access to resources that promote inclusion. Due process violations with changes to tenure, school governance, and curriculum requirements without notice or opportunity to be heard.
- **First Amendment:** Threats to Academic Freedom: Restrictions on certain subjects and mandatory civics courses could limit free speech and academic freedom on campuses.
- **Impact on University Governance:** The bill reduces the length of university trustee terms, which could undermine institutional stability and governance and potentially raise contract violations.
- **State constitutional protections:** Although the U.S. Constitution does not guarantee the right to education federally, every state constitution provides a state right to education, including Ohio where public schools must provide equal access to all students. This means you can challenge discriminatory education policies under both state constitutional provisions and federal civil rights laws.
- Potential Legal Weaknesses of [H.B.96](#):
  - This law incorporates the policies in SB 1, along with its legal weaknesses as highlighted above. The additional provisions are prohibitions on how to consider bidders and on the use of medicaid funds also have the following legal weaknesses:
  - **First Amendment (Free Speech including overbreadth, Academic freedom):** Seeks to control how universities and other public institutions evaluate bidders with vague language re banning consideration of the bidder's compliance with DEI programs. This may encourage agencies and universities to overlook violations of civil rights protections that are often secured through programs labeled "DEI."
  - **14th Amendment Due Process and Equal Protection:** restrictions on use of medicaid funds for DEI initiatives will have an impact on minority communities that could violate equal protection guarantees. And the language enabling doctors and insurers to decline to pay for or perform health care services because of personal beliefs jeopardizes care for women and LGBTQ individuals in a way that may violate the equal protection clause.

- **Title VI of the Civil Rights Act** may be violated here with restrictions on use of federal funds – including medicaid funds – that may violate civil rights protections that are construed as "DEI programs."
- Potential Legal Weaknesses of [H.B.238](#):
  - The language of this statute is vague and an attempt to mischaracterize DEI as policies and practices that unlawfully discriminate against people. Contrary to this statute's suggestion, DEI does not include concepts that an individual of a protected class is inherently superior or inferior to another or that some people are inherently racist. However, the inaccurate suggestion that DEI includes the prohibited concepts in the statute means that people will likely eradicate all DEI policies and practices out of fear that they are misconstrued.
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits expression in training for licensure, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in the community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard. Professionals have property interest in licenses that are now jeopardized by this law and could be stripped away.
  - **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
  - **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable. Restricting state agencies and health profession licensing boards is particularly concerning with respect to removing barriers to access to health care.

State Background:

- 2025 Legislative Session Dates: January 6, 2025 – December 31, 2025
- Legislature and Executive Makeup:
  - Governor: Mike DeWine (Republican)
  - Ohio Senate: Republican Party Majority. 24 Republican seats and 9 Democratic seats with 33 seats total.
  - Ohio House of Representatives: Republican Party Majority. 65 Republican seats and 34 Democratic seats with 99 seats total.

## Oklahoma

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	9	2	7	1	1 enacted	6	1 enacted
<a href="#">2024</a>	9	1	8	1	0	7	1 enacted

- There was no change in DEI-related bills introduced in 2025 compared to 2024. Nine DEI-related bills were introduced in 2025 and 9 were introduced in 2024.
- Of the 9 bills introduced in 2025, 78% (7 bills) were anti-DEI and 22% (2 bills) were pro-DEI.
  - Of the anti-DEI bills, 6 focused on education and 1 focused on public institutions. Of the pro-DEI bills, both focused on education.
  - Two DEI-related bills were enacted in 2025. One law is pro-DEI and one law is anti-DEI.
    - [S.B.942](#) is a pro-DEI bill signed into law, prohibiting discrimination in education based on various personal attributes and mandates antisemitism\* awareness. \*This bill utilizes the International Holocaust Remembrance Alliance's (IHRA) definition of antisemitism including 2016 contemporary examples. As Human Rights Watch notes, along with over 100 other civil society organizations, the IHRA definition with its contemporary examples has been used to label criticisms of the state of Israel as antisemitic, chilling non-violent protest and speech. While APR Network is invested in combating antisemitism and believes the inclusion of Jewish people in anti-discrimination law and education is fundamental to DEI, we are concerned about the chilling and preferencing of speech sometimes justified/facilitated by the IHRA's definition of antisemitism. You can learn more about concerns regarding IHRA's definition here: [hrw.org/news/2023/04/04/human-rights-and-other-civil-society-groups-urge-united-nations-respect-human](https://www.hrw.org/news/2023/04/04/human-rights-and-other-civil-society-groups-urge-united-nations-respect-human).

- S.B.796 is an anti-DEI bill signed into law, prohibiting institutions of higher education part of the Oklahoma State System from utilizing state funds to support diversity, equity, and inclusion positions, departments, programs, or statements.
- Potential Legal Weaknesses of S.B.796:
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
  - **Title VII of the Civil Rights Act:** This bill conflicts with Title VII protections against employment discrimination, especially in light of *Bostock v. Clayton County*, in which the Supreme Court found that Title VII protects against gender identity discrimination.
  - **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
  - **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Idaho is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
  - **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.



State Background:

- 2025 Legislative Session Dates: February 3, 2025 – May 30, 2025
- Legislature and Executive Makeup:
  - Governor: Kevin Stitt (Republican)
  - Oklahoma Senate: Republican Party Majority. 40 Republican seats and 8 Democratic seats with 48 seats total.
  - Oklahoma House of Representatives: Republican Party Majority. 80 Republican seats, 18 Democratic seats, and 3 vacant seats with 101 seats total.

## Oregon

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	8	5	3	5	0	3	0
2024	0	0	0	0	0	0	0

- In 2024, the Oregon legislature did not introduce any DEI-related legislation, and in 2025, they introduced 8 DEI-related bills.
- Of the 8 bills introduced in 2025, 63% (5 bills) were pro-DEI and 37% (3 bills) were anti-DEI.
  - Of the pro-DEI bills, 2 focused on public institutions, 1 focused on education, 1 focused on business, and 1 focused on financial institutions and public institutions. Of the anti-DEI bills, all 3 focused on public institutions

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – May 8, 2025
- Legislature and Executive Makeup:
  - Governor: Tina Kotek (Democrat)
  - Oregon State Senate: Democratic Party Majority. 18 Democratic seats and 12 Republican seats with 30 seats total.
  - Oregon House of Representatives: Democratic Party Majority. 36 Democratic seats and 24 Republican seats with 60 seats total.

## Pennsylvania

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	12	9	3	9	0	3	0
<a href="#">2024</a>	7	5	2	5	0	2	0

- There was a 71% increase of DEI-related bills introduced in 2025 from 2024. Twelve DEI-related bills were introduced in 2025 and 9 were introduced in 2024.
- Of the 12 bills introduced in 2025, 75% (9 bills) are pro-DEI and 25% (3 bills) are anti-DEI.
  - Of the pro-DEI bills, 4 focus on business and public institutions, 2 focus on education, 2 focus on business, and 1 focuses on public institutions.
  - Of the anti-DEI bills, 2 focus on education and 1 focuses on public institutions.

### State Background:

- 2025 Legislative Session Dates: January 7, 2025 – November 30, 2025
- Legislature and Executive Makeup:
  - Governor: Josh Shapiro (Democrat)
  - Pennsylvania States Senate: Republican Party Majority. 27 Republican seats and 23 Democratic seats with 50 seats total.
  - Pennsylvania House of Representatives: Democratic Party Majority. 102 Democratic seats and 101 Republican seats with 203 seats total.

## Rhode Island

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	9	9	0	7	2 enacted	0	0
<a href="#">2024</a>	5	5	0	5	0	0	0

- There was an 80% increase of DEI-related bills introduced in 2025 from 2024. Nine DEI-related bills were introduced in 2025 and 5 were introduced in 2024.
- Of the 9 bills introduced in 2025, 100% (9 bills) were pro-DEI.
  - Of the pro-DEI bills, 6 focused on public institutions, 1 focused on education, 1 focused on business, and 1 focused on businesses and public institutions.
  - Two DEI-related bills were enacted in 2025. Both laws are pro-DEI.
    - [H.B.6122](#) / [S.B.887](#) were signed into law, ensuring continued protection for people with disabilities against discrimination, even if federal protections under Section 504 of the Rehabilitation Act are repealed or nullified.

### State Background:

- 2025 Legislative Session Dates: January 7, 2025 – June 20, 2025
- Legislature and Executive Makeup:
  - Governor: Daniel McKee (Democrat)
  - Rhode Island Senate: Democratic Party Majority. 33 Democratic seats, 4 Republican seats, and 1 vacant seat with 38 seats total.
  - Rhode Island House of Representatives: Democratic Party Majority. 64 Democratic seats, 10 Republican seats, and 1 Independent seat with 75 seats total.

## South Carolina

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	13	3	10	3	0	10	0
<a href="#">2024</a>	8	2	6	1	1 enacted	5	1 enacted

- There was a 63% increase of DEI-related bills introduced in 2025 from 2024. Thirteen DEI-related bills were introduced in 2025 and 8 were introduced in 2024.
- Of the 13 bills introduced in 2025, 77% (10 bills) were anti-DEI and 23% (3 bills) were pro-DEI.
  - Of the anti-DEI bills, 6 focused on educational institutions, 2 focused on financial institutions, and 2 focused on both educational institutions and public institutions. Of the pro-DEI bills, 1 focused on public institutions, 1 focused on housing and public institutions, and 1 focused on education, housing, and public institutions.

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – May 8, 2025
- Legislature and Executive Makeup:
  - Governor: Henry McMaster (Republican)
  - South Carolina State Senate: Republican Party Majority. 34 Republican seats and 12 Democratic seats with 46 seats total.
  - South Carolina House of Representatives: Republican Party Majority. 88 Republican seats and 36 Democratic seats with 124 seats total.

## South Dakota

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	1	0	1	0	0	1	0
<a href="#">2024</a>	1	0	1	0	0	1	0

- There was no change in DEI-related bills introduced in 2025 compared to 2024. One DEI-related bill was introduced in 2025 and 1 was introduced in 2024.
- Of the 1 bill introduced in 2025, 100% (1 bill) were anti-DEI.
  - This bill focused on public institutions.

### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – March 31, 2025
- Legislature and Executive Makeup:
  - Governor: Larry Rhoden (Republican)
  - South Dakota Senate: Republican Party Majority. 31 Republican seats, 3 Democratic seats, 1 vacant seat with 35 seats total.
  - South Dakota House of Representatives: Republican Party Majority. 63 Republican seats, 6 Democratic seats, and one vacant seat with 70 seats total.

## Tennessee

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	11	4	7	4	0	4	3 enacted
<a href="#">2024</a>	23	14	9	13	1 enacted	7	2 enacted

- There was a 52% decrease of DEI-related bills introduced in 2025 from 2024. Eleven DEI-related bills were introduced in 2025 and 23 were introduced in 2024.
- Of the 11 bills introduced in 2025, 64% (7 bills) were anti-DEI and 36% (4 bills) were pro-DEI.
  - Of the anti-DEI bills, 6 focused on public institutions and 1 focused on education and public institutions. Of the pro-DEI bills, 3 focused on businesses and public institutions and 1 focused on public institutions.
  - Three DEI-related bills were enacted in 2025. All 3 are anti-DEI laws.
    - [S.B.1084](#) was signed into law, prohibiting state, county, municipal, and metropolitan governments, in addition to institutions of higher education, from maintaining or authorizing any office or department that promotes practices to increase diversity, equity, and inclusion.
    - [H.B.0622](#) was signed into law, prohibiting all public entities, including institutions of higher education from taking into account diversity, equity, and inclusion considerations in hiring decisions.
    - [H.B.0910](#) was signed into law, overhauling Tennessee's anti-discrimination laws, dissolves the Human Rights Commission, and transfers enforcement to the Attorney General's office, and establishes new procedures for discrimination in employment, housing, public accommodations, and education.
- Potential Legal Weaknesses of [S.B.1084](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.

- **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
- **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
- **The ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.
- Potential Legal Weaknesses of [H.B.0622](#):
  - **First Amendment:** Restricts free speech by imposing new limitations on what information can require with respect to the hiring and application process. Vague definition of what is prohibited (DEI considerations) will make it challenging to comply with the requirements.
  - **Title VII:** This prohibition on "taking into account DEI considerations" could be interpreted as license to discriminate on the basis of the protected categories that Title VII protects from discrimination.
  - **Federal Preemption:** May conflict with federal civil rights laws, raising questions about whether state law can override federal protections. May prevent interviewers from asking about how candidates would comply with anti-discrimination protections under federal law.



- **14th Amendment: Equal Protection Clause:** Disproportionately affects marginalized communities, potentially violating the Fourteenth Amendment; Limits ability to consider whether candidates would comply with federal anti-discrimination protections.
- **ADA:** DEI initiatives often include accessibility measures, and prohibiting the consideration of DEI statements signals that enforcement of these guidelines for inclusion with respect to recruiting, hiring, and retention will not be a priority. Additionally, preventing consideration of DEI in accreditation programs may lead to ending DEI initiatives that include accessibility measures, resulting in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.
- **Title VI of the Civil Rights Act:** Preventing consideration of DEI in accreditation programs will discourage educational institutions from adopting DEI initiatives that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.

#### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – April 22, 2025
- Legislature and Executive Makeup:
  - Governor: Bill Lee (Republican)
  - Tennessee Senate: Republican Party Majority. 27 Republican seats and 6 Democratic seats with 33 seats total.
  - Tennessee House of Representatives: Republican Party Majority. 75 Republican seats and 24 Democratic seats with 99 seats total.

## Texas

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	59	24	35	24	0	33	2 enacted
2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a

- Texas introduced 58 DEI-related bills in 2025. The state was not in session in 2024. The legislature meets biennially during odd-numbered years.
- Of the 58 bills introduced in 2025, 60% (35 bills) were anti-DEI and 40% (23 bills) were pro-DEI.
  - Of the anti-DEI bills, 13 focused on education, 13 focused on public institutions, 2 focused on financial institutions, 2 focused on business and financial institutions, 2 focused on healthcare and public institutions, 2 focused on business and public institutions, and 1 focused on education and healthcare. Of the pro-DEI bills, 10 focused on education, 5 focused on housing and public institutions, 4 focused on public institutions, 2 focused on housing, 1 focused on healthcare, 1 focused on businesses and public institutions, and 1 focused on housing, public institutions, and businesses.
  - Two DEI-related bills were enacted in 2025. Both laws are anti-DEI.
    - [S.B. 2337](#) was signed into law, mandating that proxy advisory services for Texas-based companies only focus on financial, rather than non-pecuniary, which is defined to include DEI, interests and factors.
    - [S.B. 12](#) was signed into law, prohibiting diversity, equity, and inclusion duties in public elementary and secondary schools. This law includes discipline policies and local grievance procedures for parents.
  - Potential Legal Weaknesses of [S.B. 2337](#):
    - Law may conflict with SEC regulations and federal security laws, especially around proxy voting and fiduciary duties.
    - **First Amendment:** mandates disclosures and warnings when proxy advice includes ESG or DEI considerations in a manner that could be interpreted as viewpoint discrimination or compelled speech. "

- Potential Legal Weaknesses of [S.B. 12](#):
  - **First Amendment and Academic Freedom:** bans discussions in schools that mention race, ethnicity, gender identity and sexual orientation, makes it easier for parents to review student's medical records, library materials and classroom teaching materials
  - **Title VI of the Civil Rights Act:** This legislation, including the mandated curriculum, appears to seek to exclude individuals or deny them benefits on the basis of their race, color, and national origin. There are provisions that could also be used for retaliation against individuals raising these concerns.
  - **14th Amendment to the U.S. Constitution Equal Protection and Due Process:** Restrictions on DEI a would disproportionately harm minority students and reduce access to resources that promote inclusion. Due process violations with changes to curriculum requirements without notice or opportunity to be heard.
  - **Title VII:** This prohibition on DEI in hiring could be interpreted as license to discriminate on the basis of the protected categories that Title VII protects from discrimination.
  - **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex. "

#### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – June 2, 2025
- Legislature and Executive Makeup:
  - Governor: Greg Abbott (Republican)
  - Utah State Senate: Republican Party Majority. 19 Republican seats, 11 Democratic seats, and 1 vacant seat with 31 seats total.
  - Texas House of Representatives: Republican Party Majority. 88 Republican seats and 62 Democratic seats with 150 seats total.

## Utah

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	2	0	2	0	0	1	1 enacted
<a href="#">2024</a>	3	1	2	1	0	1	1 enacted

- There was a 33% decrease of DEI-related bills introduced in 2025 from 2024. Two DEI-related bills were introduced in 2025 and 3 were introduced in 2024.
- Of the 2 bills introduced in 2025, 100% (2 bills) were anti-DEI.
  - Both bills focused on educational institutions and public institutions.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [H.B.269](#) was signed into law, modifying privacy space regulations in Utah's educational and government facilities, mandating compliance with sex designations in student housing. This is an anti-trans law.
- Potential Legal Weaknesses of [H.B.269](#):
  - **Fair Housing Act (FHA):** The FHA prohibits discrimination in housing based on race, color, religion, sex, disability, familial status, and national origin. In 2021, the U.S. Department of Housing and Urban Development (HUD) clarified that sex discrimination under the FHA includes gender identity and sexual orientation, meaning that transgender individuals are protected from housing discrimination. The Trump Administration has indicated that it will not enforce the law to protect transgender individuals, but this is contrary to legal precedent.
  - **Title IX:** Title IX law protecting people from discrimination on the basis of sex is unsettled with respect to gender identity – in January 2025, Biden regulations that included gender identity in the definition of sex discrimination were reversed. The Trump Administration argues that gender identity is not covered. This still may be an area of legal weakness for discrimination against transgender college students as other courts have recognized that denying transgender students access to facilities consistent with their gender identity can constitute unlawful discrimination.

- **14th Amendment Equal Protection:** Different treatment of transgender vs cisgender students – via selective disclosure of a student's transgender identity in the context of housing when cisgender students' identities are not subject to similar investigation and closure, for example, may be a violation of the equal protection clause of the U.S. Constitution.
- **14th Amendment Due Process Clause:** protects privacy by recognizing a constitutional right to avoid the disclosure of intimate personal information without consent, including forced outings.
- **Utah State Law:** This law may be challenged because it inserted language to exempt colleges and universities from coverage under the state law that had long protected individuals from discrimination in housing, including on the basis of gender identity.
- **First Amendment:** Freedom of Expression: Students have the right to express their gender identity without government interference. Policies that forcibly disclose a student's transgender status may suppress their ability to express their identity freely.
- **Family Educational Rights and Privacy Act (FERPA):** FERPA is a federal law that protects student records, including gender identity-related information. Schools that disclose a student's transgender status without consent may violate FERPA protections

#### State Background:

- 2025 Legislative Session Dates: January 21, 2025 – March 7, 2025
- Legislature and Executive Makeup:
  - Governor: Spencer Cox (Republican)
  - Utah State Senate: Republican Party Majority. 22 Republican seats, 6 Democratic seats, 1 Forward Party seat with 29 seats total.
  - Utah House of Representatives: Republican Party Majority. 61 Republican seats and 14 Democratic seats with 75 seats total.

## Vermont

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	5	5	0	4	1 enacted	0	0
<a href="#">2024</a>	5	5	0	3	2 enacted	0	0

- There was no change in DEI-related bills introduced in 2025 compared to 2024. Five DEI-related bills were introduced in 2025 and 5 were introduced in 2024.
- Of the 5 bills introduced in 2025, 100% (5 bills) were pro-DEI.
  - Two bills focused on housing, one bill focused on educational institutions, 1 bill focused on public institutions, and 1 bill focused on businesses.
  - One DEI-related bill was enacted in 2025. This law is pro-DEI.
    - [S.127](#) was signed into law, expanding funding and programs for affordable and accessible housing, infrastructure, and anti-discrimination protections.

### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – June 16, 2025
- Legislature and Executive Makeup:
  - Governor: Phil Scott (Republican)
  - Vermont Senate: Democratic Party Majority. 16 Democratic seats, 1 Progressive seat, and 13 Republican Party seats with 30 seats total.
  - Vermont House of Representatives: Democratic Party Majority. 87 Democratic seats, 4 Progressive Seats, 3 Independent seats, and 56 Republican seats with 150 seats total.

## Virginia

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	19	17	2	3	14 (7 enacted, 7 vetoed)	2	0
<a href="#">2024</a>	11	10	1	4	6 (5 enacted, 1 vetoed)	1	0

- There was a 73% increase of DEI-related bills introduced in 2025 from 2024. Nineteen DEI-related bills were introduced in 2025 and 11 were introduced in 2024.
- Of the 19 bills introduced in 2025, 89% (17 bills) were pro-DEI and 11% (2 bills) were anti-DEI.
  - Of the pro-DEI bills 7 focused on healthcare, 5 focused on public institutions, 4 targeted businesses and public institutions, and 1 focused on businesses. Both anti-DEI bills focused on financial institutions.
  - Fourteen DEI-related bills passed the state legislature and all 14 bills were pro-DEI. Seven of those pro-DEI bills were enacted and 7 of those pro-DEI bills were vetoed.
    - All 7 bills enacted in 2025 were part of a “momnibus” package seeking to expand and enshrine support for maternal health in Virginia.
      - [S.B. 1279/H.B. 2753](#) mandates the development and implementation of standardized maternal health protocols by the Virginia Neonatal Perinatal Collaborative to improve maternal health outcomes.
      - [H.B. 1614](#) added postpartum doula care to the state's medical assistance plan.
      - [S.B. 1418](#) amends medical assistance services to include postpartum doula care.

- [H.B. 1923](#) mandated equal reimbursement for services by licensed certified midwives and licensed midwives as for certified nurse midwives, ensuring equitable healthcare provider compensation without affecting Medicaid or state funds.
- [H.B. 1635](#) allows certified nurse midwives and licensed certified midwives to practice independently after meeting specific requirements, expands their scope of practice, and includes them in the definition of 'organized medical staff.
- [H.B. 1904](#) allows certain certified midwives and nurse practitioners to be on the 24-hour on-call roster for newborn nursery services, with telehealth consultation options if physicians are unavailable.
- [H.B. 1922](#) was vetoed by Governor Youngkin and the veto override failed. This bill sought to enhance procurement opportunities for small, women-owned, and minority-owned businesses in Virginia by establishing a program with specific utilization targets and requiring regular disparity studies to address any disparities in business utilization.
- [H.B. 1802](#) was vetoed by Governor Youngkin and the veto override failed. This bill would have amended the Code of Virginia to enhance support for Employment Services Organizations and small, women-owned, and minority-owned businesses
- [S.B. 949/H.B. 2134](#) was vetoed by Governor Youngkin. This bill would have amended the Code of Virginia to strengthen the recognition of tribes. Additionally, this bill would have established supportive funds, ensuring comprehensive inclusion of tribes in legal definitions and process.
- [H.B. 1634/S.B. 872](#) was vetoed by Governor Youngkin and the veto override failed. This bill would have amended the City of Portsmouth's charter by empowering the City Manager to address disparities in minority and women-owned business utilization.
- [H.B. 2094](#) was vetoed by Governor Youngkin and the veto override failed. This bill would have established standards for high-risk AI systems to prevent algorithmic discrimination, and required developers and deployers to provide documentation, conduct risk assessments, and adhere to risk management policies.



State Background:

- 2025 Legislative Session Dates: January 8, 2025 – February 22, 2025
- Legislature and Executive Makeup:
  - Governor: Glenn Youngkin (Republican)
  - Virginia State Senate: Democratic Party Majority. 21 Democratic seats and 19 Republican seats with 40 seats total.
  - Virginia House of Delegates: Democratic Party Majority. 51 Democratic seats and 49 Republican seats with 100 seats total.

## Washington

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	8	6	2	5	1 enacted	2	0
<a href="#">2024</a>	6	5	1	3	2 enacted	1	0

- There was a 33% increase of DEI-related bills introduced in 2025 from 2024. Eight DEI-related bills were introduced in 2025 and 6 were introduced in 2024.
- Of the 8 bills introduced in 2025, 75% (6 bills) were pro-DEI and 25% (2 bills) were anti-DEI.
  - Of the bills supportive of DEI, 2 focused on education, 2 focused healthcare and public institutions, 1 focused on business, and 1 focused on healthcare. One anti-DEI bill focused on education while the other focused on public institutions.
  - One DEI-related bill was enacted in 2025. This law is pro-DEI.
    - [S.B. 5677](#) was signed into law, requiring contracting associate development organizations to produce annual reports on and commit to inclusive development that addresses equity gaps in the communities they serve. This law includes funding termination for noncompliance.

### State Background:

- 2025 Legislative Session Dates: January 13, 2025 – April 27, 2025
- Legislature and Executive Makeup:
  - Governor: Bob Ferguson (Democrat)
  - Washington State Senate: Democratic Party Majority. 30 Democratic seats and 19 Republican Party seats with 49 seats total.
  - Washington House of Representatives: Democratic Party Majority. 59 Democratic seats and 39 Republican seats with 98 seats total.

## West Virginia

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	12	3	9	3	0	8	1 enacted
<a href="#">2024</a>	14	5	9	5	0	9	0

- There was a 14% decrease of DEI-related bills introduced in 2025 from 2024. Twelve DEI-related bills were introduced in 2025 and 14 were introduced in 2024.
- Of the 12 bills introduced in 2025, 75% (9 bills) were anti-DEI and 25% (3 bills) were pro-DEI.
  - Of the bills seeking to restrict DEI, 4 bills focused on education, 2 bills focused on education and public institutions, 1 bill focused on financial institutions, 1 bill focused on public institutions, and 1 bill focused on businesses and public institutions. All 3 bills supportive of DEI focused on public institutions.
  - One DEI-related bill was enacted in 2025. This law is anti-DEI.
    - [S.B.474](#) was signed into law, removing diversity, equity, and inclusion offices, programs, and initiatives from state entities and educational institutions.
- Potential Legal Weaknesses of [S.B.474](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
  - **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating

the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard

- **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act prohibits contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
- **Title IX of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination in educational institutions on the basis of sex leads to violations of Title IX which requires that all programs receiving federal funds do not unlawfully discriminate on the sex.
- **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon.
- **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

#### State Background:

- 2025 Legislative Session Dates: January 8, 2025 – April 12, 2025
- Legislature and Executive Makeup:
  - Governor: Patrick James Morrissey (Republican)
  - West Virginia Senate: Republican Party Majority. 32 Republican seats and 2 Democratic seats with 34 seats total.
  - West Virginia House of Delegates: Republican Party Majority. 91 Republican seats and 9 Democratic seats with 100 seats total.

## Wisconsin

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	2	2	0	2	0	0	0
<a href="#">2024</a>	6	2	4	2	0	3	1 vetoed

- There was a 67% decrease of DEI-related bills introduced in 2025 from 2024. Two DEI-related bills were introduced in 2025 and 6 were introduced in 2024.
- Of the 2 bills introduced in 2025, 100% (2 bills) are pro-DEI
  - Both bills focus on public institutions

### State Background:

- 2025 Legislative Session Dates: January 6, 2025 – January 4, 2027
- Legislature and Executive Makeup:
  - Governor: Tony Evers (Democrat)
  - Wisconsin Senate: Republican Party Majority. 18 Republican seats and 15 Democratic seats with 33 seats total.
  - Wisconsin State Assembly: Republican Party Majority. 54 Republican seats and 45 Democratic seats with 99 seats total.

## Wyoming

				Status of Pro-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive		Status of Anti-DEI Bills by the End of Session: *Introduced = Anything prior to being sent to the executive	
	Total # of DEI-Related Bills	Total # of Pro- DEI Bills	Total # of Anti- DEI Bills	Pro-DEI Bills Introduced*	Pro-DEI Bills Enacted or Vetoed	Anti-DEI Bills Introduced*	Anti-DEI Bills Enacted or Vetoed
<a href="#">2025</a>	7	0	7	0	0	5	2 (1 enacted, 1 vetoed)
<a href="#">2024</a>	4	0	4	0	0	3	1 enacted

- There was a 75% increase of DEI-related bills introduced in 2025 from 2024. Seven DEI-related bills were introduced in 2025 and 4 were introduced in 2024.
- Of the 7 bills introduced in 2025, 100% (7 bills) were anti-DEI.
  - Three bills focused on educational institutions, 2 bills focused on public institutions, 1 bill focused on educational institutions and public institutions, and 1 bill focused on financial institutions.
  - Two anti-DEI bills passed the state legislature in 2025. One bill was enacted and one bill was vetoed.
    - [H.B.0147](#) was signed into law, prohibiting Wyoming governmental entities from engaging in or requiring participation in diversity, equity, and inclusion programs, which they describe as "institutional discrimination." This bill includes exclusions for federally recognized Indian tribes and specific programming and classes surrounding their history, culture, and language.
    - Governor Gordon vetoed [S.F.0103](#), which would have prohibited the allocation of state funds to diversity, equity, and inclusion offices, programming, practices, and policies at public institutions. This bill also sought to ensure that faculty and students at the University of Wyoming are not incentivized, required, or asked to participate in any DEI-related courses, programs, training, etc.
- Potential Legal Weaknesses of [H.B.0147](#):
  - **Title VI of the Civil Rights Act:** Eliminating DEI programs that protect against discrimination on the basis of race, color, and national origin leads to

- violations of Title VI which requires that all programs receiving federal funds do not unlawfully discriminate on the basis of race, color, and national origin.
- **First Amendment:** Restricting DEI-related training and discussions infringes on free speech rights. This Act limits faculty and employee expression, particularly regarding race and gender issues, and may implicate free speech rights of other public employees. Limits free expression directly and through use of vague language that will chill speech.
  - **14th Amendment: Equal Protection Clause and Due Process:** Banning DEI initiatives may disproportionately harm minority groups, potentially violating the Equal Protection Clause of the U.S. Constitution. Due Process: deprives employees and individuals in community of property and liberty interests with respect to DEI practices that protect civil rights without notice or an opportunity to be heard
  - **Title VII of the Civil Rights Act, First Amendment, and 14th Amendment for State Contractors:** The Act appears to prohibit the Governor's Department and the Department of Administration from hiring contractors from implementing DEI programs, which could conflict with existing anti-discrimination laws and workplace protections.
  - **Contract Law Violations:** Terminates contracts and violates terms of contracts negotiated and agreed upon. May raise concerns with respect to employment contracts; while Wyoming is an at-will employment state, termination of the position may give rise to claims about violations of Title VII that prohibits termination on the basis of race, color, religion, sex, disability, national origin or ancestry.
  - **ADA:** DEI initiatives often include accessibility measures, and dismantling of these programs may result in the deprioritization of enforcement of the ADA, including with respect to accommodations, hiring, and retention. DEI policies also help provide clear guidelines for inclusion to hold employers accountable.

#### State Background:

- 2025 Legislative Session Dates: January 14, 2025 – March 6, 2025
- Legislature and Executive Makeup:
  - Governor: Mark Gordon (Republican)
  - Wyoming State Senate: Republican Party Majority. 29 Republican seats and 2 Democratic seats with 31 seats total.
  - Wyoming House of Representatives: Republican Party Majority. 56 Republican seats and 6 Democratic seats with 62 seats total.