

FIRST REGULAR SESSION

SENATE BILL NO. 56

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR COLEMAN.

0088S.03I

KRISTINA MARTIN, Secretary

AN ACT

To amend chapter 162, RSMo, by adding thereto one new section relating to diversity-equity-inclusion requirements in elementary and secondary education institutions.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Chapter 162, RSMo, is amended by adding thereto
2 one new section, to be known as section 162.1550, to read as
3 follows:

162.1550. 1. As used in this section, "diversity-
2 equity-inclusion" or "DEI" shall mean education or training
3 requirements, policies, or programs on the subjects of
4 antiracism, implicit bias, or any other related instructions
5 or that promote differential treatment based on race,
6 gender, religion, ethnicity, and sexual preference, but not
7 including equal opportunity or equal employment opportunity
8 instruction designed to inform individuals about the
9 prohibition on discrimination based on protected class under
10 state and federal law.

11 2. A public school district or public charter school
12 shall not:

13 (1) Require students to agree with any statement
14 ascribing to DEI ideologies or to answer any questions
15 relating to DEI ideologies;

16 (2) Require or consider any student's statements on
17 DEI ideologies when determining a student's grades or
18 academic advancement;

19 (3) Offer or provide students with any incentive,
20 benefit, grant, or other compensation for taking any
21 coursework related to DEI ideologies or otherwise for
22 participating in any activities related to DEI ideologies if
23 such incentive, benefit, grant, or other compensation is not
24 equally available to students taking any coursework or
25 participating in any activity that is not related to DEI
26 ideologies;

27 (4) Require employees, or prospective employees, who
28 are involved with the instruction of students to agree with
29 any statement ascribing to DEI ideologies or to answer any
30 questions relating to DEI ideologies in any job application
31 or interview or during the course of the individual's
32 employment;

33 (5) Reward or give any advantage to any employee or
34 applicant for any statement advocating DEI ideologies in any
35 employment-related decisions, including, but not limited to,
36 compensation, terms, conditions or privileges of employment,
37 hiring, promotions, and tenure;

38 (6) Offer or provide any employees, or prospective
39 employees, who are involved with the instruction of students
40 with any incentive, benefit, grant, or other compensation
41 for receiving any instruction, including any professional
42 development materials, related to DEI ideologies or
43 otherwise for participating in any activities related to DEI
44 ideologies if such incentive, benefit, grant, or other
45 compensation is not equally available to any employees, or
46 prospective employees, who are involved with the instruction
47 of students and who are receiving any instruction, including
48 any professional development materials, or participating in
49 any activity that is not related to DEI ideologies; or

50 (7) Require employees, contractors, volunteers,
51 vendors, or agents to ascribe to, study, or be instructed
52 with DEI ideologies or materials.

53 3. The attorney general or the prosecuting or circuit
54 attorney in the county in which an alleged violation of this
55 section occurs may bring a civil action, including an action
56 for injunctive relief, against a public school district or
57 public charter school for any violation of the provisions of
58 this section. Such action shall be brought in the county
59 where the violation is alleged to have occurred.

60 4. An attorney acting on behalf of a school district
61 or public charter school may request a legal opinion of the
62 attorney general as to whether a particular training
63 material or instructional or curricular material complies
64 with the provisions of this section.

65 5. Any parent of a student enrolled in a school
66 district or charter school may bring a civil action,
67 including an action for injunctive relief or for damages,
68 against the school district or charter school in which their
69 child is enrolled for any violation of this section which
70 causes harm to their child. Such action shall be brought in
71 the county where the violation occurred. If the parent
72 prevails, the court shall award to such parent court costs
73 and reasonable attorney's fees and any other damages or
74 remedy which in the judgment of the court shall be
75 appropriate.

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