

By Senator Berman

31-00318A-21

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1 A bill to be entitled
2 An act relating to the Office of Diversity, Equity,
3 and Inclusion; creating s. 14.2031, F.S.; establishing
4 the office within the Executive Office of the
5 Governor; providing for the appointment of a Chief
6 Diversity Officer; prescribing minimum qualifications
7 for a Chief Diversity Officer; assigning duties and
8 responsibilities of the Chief Diversity Officer;
9 providing an effective date.

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11 Be It Enacted by the Legislature of the State of Florida:

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13 Section 1. Section 14.2031, Florida Statutes, is created to
14 read:

15 14.2031 Office of Diversity, Equity, and Inclusion.—

16 (1) The Office of Diversity, Equity, and Inclusion is
17 established within the Executive Office of the Governor. The
18 office shall be headed by a Chief Diversity Officer, who shall
19 be appointed by and serve at the pleasure of the Governor. At
20 the time of appointment, the Chief Diversity Officer must have
21 at least a master's degree with a concentration in human
22 resource management, social justice, postsecondary education,
23 sociology, social anthropology, public administration, or any
24 other related field and 3 years of professional experience
25 involving the advancement of diversity, equity, and inclusion in
26 the private or public sectors. Staff assigned to the Office of
27 Diversity, Equity, and Inclusion shall assist the Chief
28 Diversity Officer in carrying out the duties and
29 responsibilities prescribed in this section.

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30 (2) The Chief Diversity Officer shall:

31 (a) Advise the Governor on matters relating to existing
32 inequities among racial and ethnic minority groups and women in
33 the state's workforce and access to health care and educational
34 opportunities, and assist in the formulation of policies and
35 recommend any legislation to further advance diversity and
36 ensure equitable access to opportunity and prosperity.

37 (b) Collaborate with state agencies to ensure diversity,
38 equity, and inclusion within the areas of employee engagement,
39 hiring and retention practices, and the implementation of a
40 diversity strategic plan.

41 (c) Engage with diverse stakeholders around the state to
42 seek input in the development of policies to facilitate greater
43 diversity, equity, and inclusivity.

44 (d) Coordinate with the Attorney General to review the Laws
45 of Florida and the Florida Statutes to identify existing laws
46 that were intended to promote or enable racial discrimination or
47 inequity, or that include racist language, and make
48 recommendations for repeal of any such laws to the Legislature.

49 (e) Contract with a third-party organization to conduct
50 implicit bias training for employees of state agencies.

51 Section 2. This act shall take effect July 1, 2021.