HB 275 2021

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. 10 11 Be It Enacted by the Legislature of the State of Florida: 12 13 Section 1. Section 14.2031, Florida Statutes, is created 14 to read: 15 14.2031 Office of Diversity, Equity, and Inclusion. -16 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 resource management, social justice, postsecondary education, 22 sociology, social anthropology, public administration, or any 23 24 other related field and 3 years of professional experience

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involving the advancement of diversity, equity, and inclusion in

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the private or public sectors. Staff assigned to the Office of Diversity, Equity, and Inclusion shall assist the Chief Diversity Officer in carrying out the duties and responsibilities prescribed in this section.

(2) The Chief Diversity Officer shall:

- (a) Advise the Governor on matters relating to existing inequities among racial and ethnic minority groups and women in the state's workforce and access to health care and educational opportunities, and assist in the formulation of policies and recommend any legislation to further advance diversity and ensure equitable access to opportunity and prosperity.
- (b) Collaborate with state agencies to ensure diversity, equity, and inclusion within the areas of employee engagement, hiring and retention practices, and the implementation of a diversity strategic plan.
- (c) Engage with diverse stakeholders around the state to seek input in the development of policies to facilitate greater diversity, equity, and inclusivity.
- (d) Coordinate with the Attorney General to review the Laws of Florida and the Florida Statutes to identify existing laws that were intended to promote or enable racial discrimination or inequity, or that include racist language, and make recommendations for repeal of any such laws to the Legislature.
 - (e) Contract with a third-party organization to conduct

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