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.; providing 4 legislative intent; defining terms; establishing the 5 Office of Diversity, Equity, and Inclusion within the 6 Executive Office of the Governor; providing for the 7 appointment of a Chief Diversity Officer; prescribing 8 minimum qualifications for the Chief Diversity 9 Officer; providing the duties of the Chief Diversity Officer, including creation of a strategic plan that 10 11 must be periodically updated and the review of certain 12 agency programs and policies; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 14.2031, Florida Statutes, is created 18 to read: 19 14.2031 Office of Diversity, Equity, and Inclusion.-20 (1) It is the intent of the Legislature that the office 21 established under this act will work to end systemic racism; to 22 fully realize equal opportunity as the bedrock of American 23 society; to recognize diversity as one of this state's greatest strengths; to promote equity, racial justice, and civil rights; 24 25 to advance inclusivity and ensure fairness in executive

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CODING: Words stricken are deletions; words underlined are additions.

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26	decisionmaking processes; to identify and work to redress racial			
27	inequities in agency policies and programs which serve as			
28	barriers to equal opportunity; and to assist Floridians in			
29	reaching their full potential by advancing the principles of			
30	diversity, equity, and inclusion.			
31	(2) As used in this section, the term:			
32	(a) "Equity" means the consistent and systematic fair,			
33	just, and impartial treatment of all individuals who belong to			
34	underserved communities that have been denied such treatment,			
35	including Black, Latino, indigenous and Native American persons,			
36	Asian Americans, Pacific Islanders, and other persons of color;			
37	members of religious minorities; lesbian, gay, bisexual,			
38	transgender, and queer (LGBTQ+) persons; persons with			
39	disabilities; persons who live in rural areas; and persons			
40	otherwise adversely affected by persistent poverty or			
41	inequality.			
42	(b) "Office" means the Office of Diversity, Equity, and			
43	Inclusion.			
44	(c) "Underserved communities" means populations that share			
45	a particular characteristic, as well as geographic communities,			
46	which have been systematically denied the opportunity to fully			
47	participate in aspects of economic, social, and civic life and			
48	which include those communities identified in paragraph (a).			
49	(3) The Office of Diversity, Equity, and Inclusion is			
50	established within the Executive Office of the Governor. The			
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51	office shall be headed by a Chief Diversity Officer, who shall
52	be appointed by and serve at the pleasure of the Governor. At
53	the time of appointment, the Chief Diversity Officer must have,
54	at a minimum, a master's degree with a concentration in human
55	resource management, social justice, postsecondary education,
56	sociology, social anthropology, public administration, or any
57	other related field and 3 years of professional experience
58	involving the advancement of diversity, equity, and inclusion in
59	the private or public sectors. Staff assigned to the office
60	shall assist the Chief Diversity Officer in carrying out the
61	duties prescribed in this section.
62	(4) The Chief Diversity Officer shall:
63	(a) In coordination with agency heads or their designees
64	and no later than October 1, 2022, create a strategic plan to
65	guide the office and the agencies in their efforts to ensure the
66	enactment of principles, policies, and approaches aimed at
67	establishing equity across state government, including, but not
68	limited to, efforts to remove systemic barriers and provide
69	equal access to opportunities and benefits and to identify
70	underserved communities and policies designed to advance their
71	standing. The strategic plan must be updated every 4 years.
72	(b) Partner with agency heads or their designees to study
73	methods for assessing whether agency policies and actions create
74	or exacerbate barriers to full and equal participation by all
75	eligible individuals and identify the best methods, consistent

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76	with applicable law, to assist agencies in assessing equity with
77	respect to race, ethnicity, religion, income, geography, gender
78	identity, sexual orientation, and disability.
79	(c) No later than January 31, 2023, in consultation with
80	heads of state agencies or their designees, use the methods
81	identified pursuant to paragraph (b) to select for review
82	specific agency programs and policies to assess whether
83	underserved communities and their members face systemic barriers
84	in accessing benefits and opportunities associated with those
85	policies and programs.
86	(d) Identify opportunities to promote the principles of
87	diversity, equity, and inclusion in the Governor's recommended
88	budget, with the objective of increasing the state's investment,
89	through the appropriations process, in underserved communities.
90	(e) Advise the Governor on matters relating to existing
91	economic, health, educational, and environmental inequities
92	within underserved communities and assist in the formulation of
93	policies and legislation that advance equal opportunity and
94	prosperity.
95	(f) Coordinate with the Attorney General to review the
96	Laws of Florida and the Florida Statutes to identify existing
97	laws that were intended to promote or enable racial
98	discrimination or inequity or that include racist language and
99	to make recommendations to the Legislature for repealing any
100	such laws.

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101	(g) Contract with a third-party organization to conduct				
102	implicit bias training for employees of state agencies.				
103	Section 2. This act shall take effect July 1, 2022.				
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