

1 A bill to be entitled
2 An act relating to prohibitions and limitations on
3 diversity, equity, and inclusion and requirements for
4 medical institutions of higher education; amending s.
5 20.105, F.S.; providing requirements for state
6 agencies applying for certain federal health care-
7 related grants; creating s. 20.615, F.S.; providing
8 definitions; prohibiting state agencies from expending
9 certain funds for a diversity, equity, and inclusion
10 office or officer; authorizing a person to notify the
11 Attorney General for violations of law by a state
12 agency; authorizing the Attorney General to file suit
13 for a writ of mandamus; providing construction;
14 creating s. 20.62, F.S.; prohibiting a person from
15 being excluded on an examining or licensing board
16 based on specified grounds and from being subjected to
17 discrimination by such board; prohibiting an examining
18 or licensing board from establishing or effectuating
19 certain policies or from making decisions based on
20 certain personal characteristics; creating a private
21 cause of action against certain boards and persons;
22 providing for actual, compensatory, or punitive
23 damages under certain circumstances; creating s.
24 287.139, F.S.; requiring potential recipients of state
25 contracts or grants to provide a specified

26 certification to the Chief Financial Officer;
27 providing a definition for the term "diversity,
28 equity, and inclusion"; creating s. 395.3042, F.S.;
29 providing definitions; requiring health care providers
30 and medical institutions of higher education to
31 provide a specified certification to their governing
32 boards by a date certain and annually thereafter;
33 requiring the Florida Board of Medical Examiners to
34 publish on its website by a date certain, and annually
35 thereafter, a list of providers and institutions that
36 provided such certification; amending s. 456.013,
37 F.S.; providing definitions; prohibiting health care-
38 related professional licensing boards and other
39 organizations that issue health care-related licenses
40 and certifications from certain actions relating to
41 diversity, equity, and inclusion; creating s.
42 1004.099, F.S.; requiring medical institutions of
43 higher education to provide letter grade-based
44 assessments for required courses; providing an
45 exception; amending s. 1007.263, F.S.; requiring
46 specified standardized tests for admission to medical
47 institutions of higher education; providing a
48 definition for the term "medical institution of higher
49 education"; providing an effective date.

50

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

52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75

Section 1. Subsection (3) is added to section 20.105, Florida Statutes, to read:

20.105 Federal Grants Trust Fund.—

(3) A state agency as defined in s. 216.011(1) that is applying for a federal health care-related grant relating to diversity, equity, and inclusion, as defined in s. 20.615(1), must do the following:

(a) Publish on its website all materials, requirements, and instructions related to the federal grant application which are in the state agency's possession.

(b) Submit a copy of the federal grant proposal to all members of the Health Policy Committee in the Senate and the Health and Human Services Committee in the House of Representatives.

Section 2. Section 20.615, Florida Statutes, is created to read:

20.615 Diversity, equity, and inclusion in state agencies.—

(1) As used in this section, the term:

(a)1. "Diversity, equity, and inclusion" or "DEI" means:

a. Any effort to manipulate or otherwise influence the composition of employees with reference to race, sex, color, or ethnicity, other than ensuring colorblind and race-neutral

76 hiring in accordance with state and federal antidiscrimination
77 laws;

78 b. Any effort to promote differential treatment of or
79 provide special benefits to a person based on his or her race,
80 color, or ethnicity;

81 c. Any effort to promote or adopt policies or procedures
82 designed or implemented with reference to race, color, or
83 ethnicity, other than policies or procedures approved in writing
84 by the Attorney General for the sole purpose of ensuring
85 compliance with any applicable court order or state or federal
86 law;

87 d. Any effort to promote or adopt training, programming,
88 or activities designed or implemented with reference to race,
89 color, ethnicity, gender identity, or sexual orientation, other
90 than training, programming, or activities developed by an
91 attorney licensed in this state and approved in writing by the
92 Attorney General for the sole purpose of ensuring compliance
93 with any applicable court order or state or federal law; or

94 e. Any effort to promote as the official position of a
95 state agency a particular opinion referencing unconscious or
96 implicit bias, cultural appropriation, allyship, transgender
97 ideology, microaggressions, group marginalization, antiracism,
98 systemic oppression, social justice, intersectionality,
99 neopronouns, heteronormativity, disparate impact, gender theory,
100 racial or sexual privilege, or any related formulation of these

101 concepts.

102 2. The term does not include equal opportunity or equal
103 employment opportunity materials designed to inform a person
104 about the prohibition on discrimination based on protected
105 status under state or federal law.

106 (b) "Diversity, equity, and inclusion office" or "DEI
107 office" means any division, office, center, or other unit of a
108 state agency, or component thereof, that coordinates, creates,
109 develops, designs, implements, organizes, plans, or promotes
110 policies, programming, training, practices, activities, and
111 procedures relating to diversity, equity, and inclusion.

112 (c) "Diversity, equity, and inclusion officer" or "DEI
113 officer" means a person who is a full-time or part-time employee
114 of a state agency, or component thereof, or an independent
115 contractor of a state agency, or component thereof, whose duties
116 for the state agency include coordinating, creating, developing,
117 designing, implementing, organizing, planning, or promoting
118 policies, programming, training, practices, activities, or other
119 procedures relating to diversity, equity, and inclusion.

120 (d) "State agency" has the same meaning as in s.
121 216.011(1).

122 (2) A state agency may not expend appropriated funds or
123 otherwise expend any funds derived from bequests, charges,
124 deposits, donations, grants, gifts, income, receipts, or any
125 other source to establish, sustain, support, or staff a DEI

126 office or to contract, employ, engage, or hire a person to serve
 127 as a DEI officer.

128 (3) A person may notify the Attorney General of a
 129 violation or potential violation of this section by a state
 130 agency. The Attorney General may file suit for a writ of
 131 mandamus compelling the state agency to comply with this
 132 section.

133 (4) This section does not prohibit bona fide
 134 qualifications based on sex which are reasonably necessary to
 135 the normal operation of government functions.

136 **Section 3. Section 20.62, Florida Statutes, is created to**
 137 **read:**

138 20.62 Prohibition on gender and racial quotas.-

139 (1) A person may not be excluded, based on the ground of
 140 race, color, ethnicity, gender, or sex, from joining an
 141 examining or licensing board, as that term is defined in s.
 142 20.03, or be subjected to discrimination by any such board
 143 governed by this chapter.

144 (2) An examining or licensing board may not establish or
 145 effectuate in practice race-based policies, including
 146 affirmative action, racial preferences, or racial quotas,
 147 relating to the composition of the board.

148 (3) An examining or licensing board may not use in any way
 149 an applicant's or candidate's race, color, ethnicity, or
 150 national origin to make decisions about such person's

151 participation with or on the board. The use of aggregated data
152 concerning the applicant's or candidate's race, color,
153 ethnicity, or national origin to make any decisions is
154 prohibited.

155 (4) There is a private cause of action against any
156 examining or licensing board governed by this chapter for a
157 violation, directly or indirectly, of the prohibitions in this
158 section.

159 (5) There is a private cause of action against an officer,
160 employee, or agent of an examining or licensing board governed
161 by this chapter for a violation of this section. However, if an
162 officer, employee, or agent of an examining or licensing board
163 performed an action at the direction of the board or any other
164 superior officer, employee, or agent in violation of subsection
165 (2) or subsection (3), the cause of action may only be brought
166 against the examining or licensing board or the superior
167 officer, employee, or agent.

168 (6) In an action brought under this section, a prevailing
169 plaintiff may recover any of the following:

170 (a) Actual or compensatory damages sustained by the
171 plaintiff as a result of a violation of this section.

172 (b) Punitive damages against the examining or licensing
173 board if the plaintiff demonstrates that the board discriminated
174 against the plaintiff intentionally or with reckless disregard
175 of the protected rights of such plaintiff.

176 **Section 4. Section 287.139, Florida Statutes, is created**
 177 **to read:**

178 287.139 Prohibition against utilizing diversity, equity,
 179 and inclusion material.—All potential recipients for a state
 180 contract or grant must certify to the Chief Financial Officer
 181 before being awarded such contract or grant that the recipient
 182 does not and will not require its employees, contractors,
 183 volunteers, vendors, or agents to ascribe to, study, or be
 184 instructed with diversity, equity, and inclusion material using
 185 state funds. For purposes of this section, the term "diversity,
 186 equity, and inclusion" has the same meaning as in s. 20.615(1).

187 **Section 5. Section 395.3042, Florida Statutes, is created**
 188 **to read:**

189 395.3042 Prohibition on diversity, equity, and inclusion
 190 by health care providers.—

191 (1) As used in this section, the term:

192 (a) "Diversity, equity, and inclusion" has the same
 193 meaning as in s. 20.615(1).

194 (b) "Health care provider" means a hospital, doctor's
 195 office, outpatient clinic, medical testing site, medical
 196 laboratory, physical or occupational therapy or rehabilitation
 197 provider, chiropractor, dentist, optometrist, mental health and
 198 clinical social worker, and any related provider that accepts
 199 public funding, including funding through Medicaid or Medicare.

200 (c) "Medical institution of higher education" means a

201 Florida College System institution or state university, as those
202 terms are defined in s. 1000.21, that offer bachelor's,
203 master's, or doctoral degrees, or a trade school that receives
204 state funds and offers health care-related degrees,
205 certification programs, or training.

206 (2) All health care providers and medical institutions of
207 higher education must certify to their respective governing
208 boards by December 31, 2025, and annually thereafter, that they
209 do not and will not require their employees, contractors,
210 volunteers, vendors, or agents to ascribe to, study, or be
211 instructed with diversity, equity, and inclusion material using
212 state funds.

213 (3) The Florida Board of Medical Examiners shall publish
214 on its website by December 31, 2025, and annually thereafter, a
215 list of all health care providers and medical institutions of
216 higher education that have provided certification that such
217 provider or institution is not engaging in, promoting, teaching,
218 participating in, or requiring diversity, equity, and inclusion
219 material.

220 **Section 6. Subsection (13) is added to section 456.013,**
221 **Florida Statutes, to read:**

222 456.013 Department; general licensing provisions.—

223 (13) (a) As used in this subsection, the term:

224 1. "Diversity, equity, and inclusion" has the same meaning
225 as in s. 20.615(1).

226 2. "Health care-related professional licensing board"
 227 means public licensing boards for audiology and speech
 228 pathology, chiropractic, dentistry, dietetics and nutrition,
 229 medicine, osteopathy, long-term care, mental health and human
 230 services, massage therapy, nursing, occupational therapy,
 231 optometry, pharmacology, physical therapy, podiatry,
 232 professional counseling, psychology, and social work.

233 (b) Health care-related professional licensing boards may
 234 not adopt or impose, as a condition of obtaining or renewing
 235 licenses, any incentives or requirements that applicants for
 236 licensure undergo, demonstrate familiarity with, or support
 237 diversity, equity, and inclusion training, education, material,
 238 or programming.

239 (c) Organizations that issue health care-related
 240 professional licenses and certifications may not use diversity,
 241 equity, and inclusion material or require diversity, equity, and
 242 inclusion training as part of the licensing or certification
 243 process.

244 (d) Health care-related professional licensing boards and
 245 organizations that issue health care-related professional
 246 licenses and certifications may not conduct internal diversity,
 247 equity, and inclusion audits or otherwise engage with diversity,
 248 equity, and inclusion consultants.

249 **Section 7. Section 1004.099, Florida Statutes, is created**
 250 **to read:**

251 1004.099 Grading in medical institutions of higher
252 education.—A medical institution of higher education as defined
253 in s. 1007.263(6), excluding those institutions that are open
254 enrollment, must provide letter grade-based assessments for each
255 course required to graduate and may not use pass/fail
256 assessments for any required course.

257 **Section 8. Subsection (6) is added to section 1007.263,**
258 **Florida Statutes, to read:**

259 1007.263 Florida College System institutions; admissions
260 of students.—Each Florida College System institution board of
261 trustees is authorized to adopt rules governing admissions of
262 students subject to this section and rules of the State Board of
263 Education. These rules shall include the following:

264 (6) A medical institution of higher education must require
265 a standardized admissions test focused on knowledge of and
266 critical thinking skills for science and medical training as a
267 requirement for admission. The term "medical institution of
268 higher education" means a Florida College System institution or
269 state university, as those terms are defined in s. 1000.21, that
270 offer bachelor's, master's, or doctoral degrees, or a trade
271 school that receives state funds and offers health care-related
272 degrees, certification programs, or training.

273
274 Each board of trustees shall establish policies that notify
275 students about developmental education options for improving

276 | their communication or computation skills that are essential to
277 | performing college-level work, including tutoring, extended time
278 | in gateway courses, free online courses, adult basic education,
279 | adult secondary education, or private provider instruction.

280 | **Section 9.** This act shall take effect July 1, 2025.