

SENATE BILL NO. 1193

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR BROWN (26).

4842S.02I

KRISTINA MARTIN, Secretary

AN ACT

To amend chapter 1, RSMo, by adding thereto one new section relating to expenditures by state departments.

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

Section A. Chapter 1, RSMo, is amended by adding thereto
2 one new section, to be known as section 1.2030, to read as
3 follows:

1.2030. 1. (1) All state departments are prohibited
2 from expending funds, allocating funds, or making any other
3 gifts or expenditures for intradepartmental programs,
4 staffing, or other initiatives associated with "diversity,
5 equity, and inclusion", "diversity, inclusion, and
6 belonging", or any other initiative that promotes the
7 differential treatment of any individual or group of
8 individuals based on race, color, religion, sex, gender,
9 sexual orientation, ethnicity, national origin, or ancestry
10 including, but not limited to:

11 (a) The concept that disparities between groups are
12 solely the result of oppression;

13 (b) Collective guilt ideologies;

14 (c) Intersectional or divisive identity activism;

15 (d) The limiting of freedom of conscience, thought, or
16 speech;

17 (e) Any effort to manipulate or otherwise influence
18 the composition of employees with reference to race, sex,
19 color, or ethnicity, other than ensuring colorblind and race-
20 neutral hiring in accordance with state and federal
21 antidiscrimination laws; or

22 (f) Any effort to promote differential treatment of or
23 provide special benefits to a person based on his or her
24 race, color, or ethnicity.

25 (2) Such prohibited policies and programs shall not
26 include:

27 (a) Policies or procedures approved in writing by the
28 attorney general for the sole purpose of ensuring compliance
29 with any applicable court order or state or federal law; nor

30 (b) Training, programming, or activities developed by
31 an attorney licensed in the state of Missouri and approved
32 in writing by the attorney general for the sole purpose of
33 ensuring compliance with any applicable court order or state
34 or federal law.

35 2. The provisions of subsection 1 of this section
36 shall not prohibit state departments from any of the
37 following:

38 (1) Following federal and state employment and
39 antidiscrimination laws; or

40 (2) Complying with the Americans with Disabilities
41 Act, 42 U.S.C. Section 12101, et seq.

42 3. No state department shall mandate, require, or
43 incentivize private sector employers to implement programs
44 or initiatives described in subsection 1 of this section as
45 a condition of awarding a state contract.

46 4. A person may notify the attorney general of a
47 violation or potential violation of this section by a state
48 department. The attorney general may file suit for a writ

49 of mandamus compelling a violating state department to
50 comply with this section.

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