

# SENATE BILL NO. 1199

## 103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR GREGORY (15).

5092S.011

KRISTINA MARTIN, Secretary

### AN ACT

To amend chapters 1 and 324, RSMo, by adding thereto two new sections relating to diversity, equity, and inclusion requirements in public bodies.

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

Section A. Chapters 1 and 324, RSMo, are amended by adding  
2 thereto two new sections, to be known as sections 1.2030 and  
3 324.018, to read as follows:

1.2030. 1. No funds shall be expended by any  
2 department, division, or other entity of the state, or any  
3 political subdivision for intradepartmental programs,  
4 staffing, or other initiatives associated with "diversity,  
5 equity, and inclusion" or "diversity, inclusion, and  
6 belonging" or any other initiative that promotes:

7 (1) The preferential treatment of any individual or  
8 group of individuals based on race, color, religion, sex,  
9 gender, sexual orientation, ethnicity, national origin, or  
10 ancestry;

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

13 (3) Collective guilt ideologies;

14 (4) Intersectional or divisive identity activism; or

15 (5) The limiting of freedom of conscience, thought, or  
16 speech.

17           2. The provisions of subsection 1 of this section  
18 shall not prohibit any of the following:

19           (1) Following federal and state employment and  
20 antidiscrimination laws; or

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

23           3. No department, division, or other entity of the  
24 state, or any political subdivision shall mandate, require,  
25 or incentivize private sector employers to implement  
26 programs or initiatives described in subsection 1 of this  
27 section as a condition of awarding a state contract.

          324.018. 1. For purposes of this section, the  
2 following terms mean:

3           (1) "License", a license, certificate, registration,  
4 permit, or accreditation that enables a person to legally  
5 practice an occupation, profession, or activity in the state;

6           (2) "Oversight body", any board, department, agency,  
7 or office of the state that issues licenses. The term  
8 "oversight body" shall not include any political subdivision.

9           2. An oversight body shall not, as a condition of  
10 receiving a license, require any person to receive training  
11 or otherwise participate in any initiative associated with  
12 "diversity, equity, and inclusion" or "diversity, inclusion,  
13 and belonging" or any other initiative that promotes:

14           (1) The preferential treatment of any individual or  
15 group of individuals based on race, color, religion, sex,  
16 gender, sexual orientation, ethnicity, national origin, or  
17 ancestry;

18           (2) The concept that disparities between groups are  
19 solely the result of oppression;

20           (3) Collective guilt ideologies;

21           (4) Intersectional or divisive identity activism; or

22           (5) The limiting of freedom of conscience, thought, or  
23 speech.

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