

Senate File 507 - Introduced

SENATE FILE 507
BY COMMITTEE ON LOCAL GOVERNMENT

(SUCCESSOR TO SSB 1150)

A BILL FOR

1 An Act restricting county and city diversity, equity, and
2 inclusion programs.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 331.301, Code 2025, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 27. a. A county or any county board or
4 office shall not adopt an ordinance, motion, resolution,
5 amendment, or policy, except as otherwise provided by federal or
6 state law, that does any of the following:

7 (1) Establishes or maintains a diversity, equity, and
8 inclusion office.

9 (2) Hires or assigns an employee or contracts with a third
10 party to perform duties of a diversity, equity, or inclusion
11 office.

12 (3) Compels, requires, induces, or solicits any person to
13 provide a diversity, equity, and inclusion statement, or gives
14 preferential consideration to any person based on the provisions
15 of a diversity, equity, and inclusion statement.

16 b. For purposes of this subsection:

17 (1) "Diversity, equity, and inclusion" includes all of the
18 following:

19 (a) Any effort to manipulate or otherwise influence the
20 composition of a board of supervisors, any county board or
21 office, or county employee positions with reference to race, sex,
22 color, ethnicity, gender identity, or sexual orientation, apart
23 from ensuring colorblind and sex-neutral hiring in accordance
24 with state and federal antidiscrimination laws.

25 (b) Any effort to promote differential treatment of or
26 provide special benefits to individuals on the basis of race,
27 color, ethnicity, gender identity, or sexual orientation.

28 (c) Any effort to promote or promulgate policies and
29 procedures designed or implemented to encourage differential
30 treatment or provide special benefits to individuals on the
31 basis of race, color, ethnicity, gender identity, or sexual
32 orientation.

33 (d) Any effort to promote or promulgate trainings,
34 programming, or activities designed or implemented to encourage
35 differential treatment or provide special benefits to individuals

1 on the basis of race, color, ethnicity, gender identity, or
2 sexual orientation. This subparagraph division shall not be
3 construed to prohibit trainings, programming, or activities
4 consistent with section 80B.11G.

5 (e) Any effort to promote, as the official position of the
6 county, policies, programs, trainings, practices, activities, or
7 procedures referencing unconscious or implicit bias, cultural
8 appropriation, allyship, transgender ideology, microaggressions,
9 group marginalization, antiracism, systemic oppression, social
10 justice, intersectionality, neopronouns, heteronormativity,
11 disparate impact, gender theory, racial privilege, sexual
12 privilege, or any related formulation of these concepts.

13 (2) *"Diversity, equity, and inclusion office"* means any
14 division, office, center, or other unit of county government that
15 is responsible for creating, developing, designing, implementing,
16 organizing, planning, or promoting policies, programming,
17 training, practices, activities, or procedures that meet the
18 definition of *"diversity, equity, and inclusion"*. *"Diversity,
19 equity, and inclusion office"* does not include licensed attorneys
20 and paralegal and secretarial support for the licensed attorneys
21 hired by the county to ensure legal compliance with the county's
22 obligations under the federal Americans with Disabilities Act
23 of 1990, 42 U.S.C. §12101 et seq., as amended, the federal Age
24 Discrimination in Employment Act of 1967, 29 U.S.C. §621 et
25 seq., as amended, the federal Civil Rights Act of 1964, Pub. L.
26 No. 88-352, as amended, or any other applicable federal or state
27 law or a court order.

28 Sec. 2. Section 364.3, Code 2025, is amended by adding the
29 following new subsection:

30 NEW SUBSECTION. 20. a. A city or any city board or office
31 shall not adopt an ordinance, motion, resolution, amendment, or
32 policy, except as otherwise provided by federal or state law,
33 that does any of the following:

34 (1) Establishes or maintains a diversity, equity, and
35 inclusion office.

1 (2) Hires or assigns an employee or contracts with a third
2 party to perform duties of a diversity, equity, or inclusion
3 office.

4 (3) Compels, requires, induces, or solicits any person to
5 provide a diversity, equity, and inclusion statement, or gives
6 preferential consideration to any person based on the provisions
7 of a diversity, equity, and inclusion statement.

8 b. For purposes of this subsection:

9 (1) "Diversity, equity, and inclusion" includes all of the
10 following:

11 (a) Any effort to manipulate or otherwise influence the
12 composition of a city council, any city board or office, or
13 city employee positions with reference to race, sex, color,
14 ethnicity, gender identity, or sexual orientation, apart from
15 ensuring colorblind and sex-neutral hiring in accordance with
16 state and federal antidiscrimination laws.

17 (b) Any effort to promote differential treatment of or
18 provide special benefits to individuals on the basis of race,
19 color, ethnicity, gender identity, or sexual orientation.

20 (c) Any effort to promote or promulgate policies and
21 procedures designed or implemented to encourage differential
22 treatment or provide special benefits to individuals on the
23 basis of race, color, ethnicity, gender identity, or sexual
24 orientation.

25 (d) Any effort to promote or promulgate trainings,
26 programming, or activities designed or implemented to encourage
27 differential treatment or provide special benefits to individuals
28 on the basis of race, color, ethnicity, gender identity, or
29 sexual orientation. This subparagraph division shall not be
30 construed to prohibit trainings, programming, or activities
31 consistent with section 80B.11G.

32 (e) Any effort to promote, as the official position of the
33 city, policies, programs, trainings, practices, activities, or
34 procedures referencing unconscious or implicit bias, cultural
35 appropriation, allyship, transgender ideology, microaggressions,

1 group marginalization, antiracism, systemic oppression, social
2 justice, intersectionality, neopronouns, heteronormativity,
3 disparate impact, gender theory, racial privilege, sexual
4 privilege, or any related formulation of these concepts.

5 (2) "Diversity, equity, and inclusion office" means any
6 division, office, center, or other unit of city government that
7 is responsible for creating, developing, designing, implementing,
8 organizing, planning, or promoting policies, programming,
9 training, practices, activities, or procedures that meet the
10 definition of "diversity, equity, and inclusion". "Diversity,
11 equity, and inclusion office" does not include licensed attorneys
12 and paralegal and secretarial support for the licensed attorneys
13 hired by the city to ensure legal compliance with the city's
14 obligations under the federal Americans with Disabilities Act
15 of 1990, 42 U.S.C. §12101 et seq., as amended, the federal Age
16 Discrimination in Employment Act of 1967, 29 U.S.C. §621 et
17 seq., as amended, the federal Civil Rights Act of 1964, Pub. L.
18 No. 88-352, as amended, or any other applicable federal or state
19 law or a court order.

20 EXPLANATION

21 The inclusion of this explanation does not constitute agreement with
22 the explanation's substance by the members of the general assembly.

23 This bill prohibits a county, a city, or any county or city
24 board or office from adopting an ordinance, motion, resolution,
25 amendment, or policy, except as otherwise provided by federal
26 or state law, that does any of the following: establishes
27 or maintains a diversity, equity, and inclusion office; hires
28 or assigns an employee or contracts with a third party to
29 perform duties of a diversity, equity, or inclusion office; or
30 compels, requires, induces, or solicits any person to provide a
31 diversity, equity, and inclusion statement, or gives preferential
32 consideration to any person based on the provisions of a
33 diversity, equity, and inclusion statement.

34 The bill provides that "diversity, equity, and inclusion"
35 includes: any effort to manipulate or otherwise influence

1 the composition of a county board of supervisors, a city
2 council, any county or city board or office, or county or
3 city employee positions with reference to race, sex, color,
4 ethnicity, gender identity, or sexual orientation, apart from
5 ensuring colorblind and sex-neutral hiring in accordance with
6 state and federal antidiscrimination laws; any effort by a
7 county or city to promote differential treatment of or provide
8 special benefits to individuals on the basis of race, color,
9 ethnicity, gender identity, or sexual orientation; any effort
10 by a county or city to promote or promulgate policies and
11 procedures designed or implemented to encourage differential
12 treatment or provide special benefits to individuals on the
13 basis of race, color, ethnicity, gender identity, or sexual
14 orientation; any effort by a county or city to promote or
15 promulgate trainings, programming, or activities designed or
16 implemented to encourage differential treatment or provide
17 special benefits to individuals on the basis of race, color,
18 ethnicity, gender identity, or sexual orientation; and any
19 effort by a county or city to promote, as the official
20 position of the city, policies, programs, trainings, practices,
21 activities, or procedures referencing unconscious or implicit
22 bias, cultural appropriation, allyship, transgender ideology,
23 microaggressions, group marginalization, antiracism, systemic
24 oppression, social justice, intersectionality, neopronouns,
25 heteronormativity, disparate impact, gender theory, racial
26 privilege, sexual privilege, or any related formulation of
27 these concepts. These prohibitions shall not be construed to
28 prohibit trainings, programming, or activities consistent with
29 de-escalation techniques and prevention of bias.

30 The bill provides that "diversity, equity, and inclusion
31 office" means any division, office, center, or other unit of
32 county or city government that is responsible for creating,
33 developing, designing, implementing, organizing, planning, or
34 promoting policies, programming, training, practices, activities,
35 or procedures related to diversity, equity, and inclusion.

1 "Diversity, equity, and inclusion office" does not include the
2 work product of licensed attorneys and paralegal and secretarial
3 support for the licensed attorneys hired by a county or city to
4 ensure legal compliance with a county or city's obligations under
5 the federal Americans with Disabilities Act of 1990, 42 U.S.C.
6 §12101 et seq., as amended, the federal Age Discrimination in
7 Employment Act of 1967, 29 U.S.C. §621 et seq., as amended, the
8 federal Civil Rights Act of 1964, Pub. L. No. 88-352, as amended,
9 or any other applicable federal or state law or a court order.

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