

**Senate Study Bill 1150 - Introduced**

SENATE FILE \_\_\_\_\_  
BY (PROPOSED COMMITTEE ON  
LOCAL GOVERNMENT BILL BY  
CHAIRPERSON WEBSTER)

**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:

unofficial

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,  
22 sex, color, or ethnicity, apart from ensuring colorblind  
23 and sex-neutral hiring in accordance with state and federal  
24 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, or ethnicity.

28 (c) Any effort to promote or promulgate policies and  
29 procedures designed or implemented with reference to race, color,  
30 or ethnicity.

31 (d) Any effort to promote or promulgate trainings,  
32 programming, or activities designed or implemented with  
33 reference to race, color, ethnicity, gender identity, or sexual  
34 orientation.

35 (e) Any effort to promote, as the official position

1 of the county, a particular, widely contested opinion  
2 referencing unconscious or implicit bias, cultural appropriation,  
3 allyship, transgender ideology, microaggressions, group  
4 marginalization, antiracism, systemic oppression, social justice,  
5 intersectionality, neopronouns, heteronormativity, disparate  
6 impact, gender theory, racial privilege, sexual privilege, or any  
7 related formulation of these concepts.

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

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

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

29 (1) Establishes or maintains a diversity, equity, and  
30 inclusion office.

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

34 (3) Compels, requires, induces, or solicits any person to  
35 provide a diversity, equity, and inclusion statement, or gives

1 preferential consideration to any person based on the provisions  
2 of a diversity, equity, and inclusion statement.

3 b. For purposes of this subsection:

4 (1) "Diversity, equity, and inclusion" includes all of the  
5 following:

6 (a) Any effort to manipulate or otherwise influence the  
7 composition of a city council, any city board or office, or  
8 city employee positions with reference to race, sex, color, or  
9 ethnicity, apart from ensuring colorblind and sex-neutral hiring  
10 in accordance with state and federal antidiscrimination laws.

11 (b) Any effort to promote differential treatment of or  
12 provide special benefits to individuals on the basis of race,  
13 color, or ethnicity.

14 (c) Any effort to promote or promulgate policies and  
15 procedures designed or implemented with reference to race, color,  
16 or ethnicity.

17 (d) Any effort to promote or promulgate trainings,  
18 programming, or activities designed or implemented with  
19 reference to race, color, ethnicity, gender identity, or sexual  
20 orientation.

21 (e) Any effort to promote, as the official position  
22 of the city, a particular, widely contested opinion  
23 referencing unconscious or implicit bias, cultural appropriation,  
24 allyship, transgender ideology, microaggressions, group  
25 marginalization, antiracism, systemic oppression, social justice,  
26 intersectionality, neopronouns, heteronormativity, disparate  
27 impact, gender theory, racial privilege, sexual privilege, or any  
28 related formulation of these concepts.

29 (2) "Diversity, equity, and inclusion office" means any  
30 division, office, center, or other unit of city government  
31 that is responsible for creating, developing, designing,  
32 implementing, organizing, planning, or promoting policies,  
33 programming, training, practices, activities, or procedures  
34 related to diversity, equity, and inclusion. "Diversity, equity,  
35 and inclusion office" does not include licensed attorneys and

1 paralegal and secretarial support for the licensed attorneys  
2 hired by the city to ensure legal compliance with the city's  
3 obligations under the federal Americans with Disabilities Act  
4 of 1990, 42 U.S.C. §12101 et seq., as amended, the federal Age  
5 Discrimination in Employment Act of 1967, 29 U.S.C. §621 et  
6 seq., as amended, the federal Civil Rights Act of 1964, Pub. L.  
7 No. 88-352, as amended, or any other applicable federal or state  
8 law or a court order.

9 EXPLANATION

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

12 This bill prohibits a county, a city, or any county or city  
13 board or office from adopting an ordinance, motion, resolution,  
14 amendment, or policy, except as otherwise provided by federal  
15 or state law, that does any of the following: establishes  
16 or maintains a diversity, equity, and inclusion office; hires  
17 or assigns an employee or contracts with a third party to  
18 perform duties of a diversity, equity, or inclusion office; or  
19 compels, requires, induces, or solicits any person to provide a  
20 diversity, equity, and inclusion statement, or gives preferential  
21 consideration to any person based on the provisions of a  
22 diversity, equity, and inclusion statement.

23 The bill provides that "diversity, equity, and inclusion"  
24 includes: any effort to manipulate or otherwise influence  
25 the composition of a county board of supervisors, a city  
26 council, any county or city board or office, or county or  
27 city employee positions with reference to race, sex, color,  
28 or ethnicity, apart from ensuring colorblind and sex-neutral  
29 hiring in accordance with state and federal antidiscrimination  
30 laws; any effort by a county or city to promote differential  
31 treatment of or provide special benefits to individuals on the  
32 basis of race, color, or ethnicity; any effort by a county or  
33 city to promote or promulgate policies and procedures designed  
34 or implemented with reference to race, color, or ethnicity;  
35 any effort by a county or city to promote or promulgate

1 trainings, programming, or activities designed or implemented  
2 with reference to race, color, ethnicity, gender identity, or  
3 sexual orientation; and any effort by a county or city to  
4 promote, as the official position of the city, a particular,  
5 widely contested opinion referencing unconscious or implicit  
6 bias, cultural appropriation, allyship, transgender ideology,  
7 microaggressions, group marginalization, antiracism, systemic  
8 oppression, social justice, intersectionality, neopronouns,  
9 heteronormativity, disparate impact, gender theory, racial  
10 privilege, sexual privilege, or any related formulation of these  
11 concepts.

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