

**House File 2711 - Introduced**

HOUSE FILE 2711  
BY COMMITTEE ON JUDICIARY

(SUCCESSOR TO HSB 668)

**A BILL FOR**

1 An Act relating to state policies, programs, and licenses with  
2 race, gender, or citizenship requirements.

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

1 Section 1. Section 8A.111, subsection 7, Code 2026, is  
2 amended by striking the subsection.

3 Sec. 2. Section 8A.402, subsection 1, paragraph d, Code  
4 2026, is amended to read as follows:

5 ~~d. Equal employment opportunity, affirmative action, and~~  
6 workforce diversity programs.

7 Sec. 3. Section 19B.1, subsection 1, Code 2026, is amended  
8 by striking the subsection.

9 Sec. 4. Section 19B.2, subsection 1, Code 2026, is amended  
10 to read as follows:

11 1. It is the policy of this state to provide equal  
12 opportunity in state employment to all persons. An individual  
13 shall not be denied equal access to state employment  
14 opportunities because of race, creed, color, religion, national  
15 origin, sex, age, or physical or mental disability. ~~It also is~~  
16 ~~the policy of this state to apply affirmative action measures~~  
17 ~~to correct deficiencies in the state employment system where~~  
18 ~~those remedies are appropriate.~~ This policy shall be construed  
19 broadly to effectuate its purposes.

20 Sec. 5. Section 19B.3, Code 2026, is amended to read as  
21 follows:

22 **19B.3 Administrative responsibilities of department of**  
23 **administrative services and board of regents.**

24 1. The department of administrative services is responsible  
25 for the administration and promotion of equal opportunity ~~and~~  
26 ~~affirmative action~~ efforts in the recruitment, appointment,  
27 assignment, and advancement of personnel by all state agencies  
28 except the state board of regents and the institutions  
29 ~~under its~~ the board's jurisdiction. In carrying out this  
30 responsibility, the department shall do all of the following  
31 with respect to state agencies other than the state board of  
32 regents and ~~its~~ the board's institutions:

33 ~~a. Designate a position as the state affirmative action~~  
34 ~~administrator.~~

35 ~~b. Propose affirmative action standards applicable to each~~

~~1 state agency based on the population of the community in which  
2 the agency functions, the population served by the agency, or  
3 the persons that can be reasonably recruited.~~

~~4 c. Gather data necessary to maintain an ongoing assessment  
5 of affirmative action efforts in state agencies.~~

~~6 d. Monitor accomplishments with respect to affirmative  
7 action remedies identified in affirmative action plans of state  
8 agencies.~~

~~9 e. Conduct studies of preemployment and postemployment  
10 processes in order to evaluate employment practices and develop  
11 improved methods of dealing with all employment issues related  
12 to equal employment opportunity and affirmative action.~~

~~13 f. Establish a state recruitment coordinating committee  
14 to assist in addressing affirmative action recruitment needs,  
15 with members appointed by the director of the department of  
16 administrative services.~~

~~17 g. a. Address equal opportunity and affirmative action  
18 training needs of all state agencies by doing all of the  
19 following:~~

~~20 (1) Providing appropriate training for managers and  
21 supervisors.~~

~~22 (2) ~~Insuring~~ Ensuring that all state agencies make training  
23 available for all staff members whose duties relate to  
24 personnel administration.~~

~~25 (3) Investigating means for training in the area of career  
26 development.~~

~~27 h. b. Coordinate and develop equal employment opportunity  
28 reports, including the initiation of the processes necessary  
29 for the completion of the annual EEO-4 report required by the  
30 federal equal employment opportunity commission.~~

~~31 i. c. Address equal opportunity and affirmative action  
32 policies with respect to employee benefits and leaves of  
33 absence.~~

~~34 j. d. Adopt equal employment opportunity and affirmative  
35 action rules in accordance with [chapter 17A](#).~~

1       2. The state board of regents is responsible for the  
2 administration and promotion of equal opportunity and  
3 ~~affirmative action~~ efforts in the recruitment, appointment,  
4 assignment, and advancement of personnel by the board and the  
5 institutions under its jurisdiction. In carrying out this  
6 responsibility, the board shall do all of the following with  
7 respect to the board and its institutions:

8       ~~a. Designate a position as the regents' affirmative action~~  
9 ~~coordinator.~~

10       ~~b. Propose affirmative action standards applicable to the~~  
11 ~~board and each institution under its jurisdiction.~~

12       ~~c. Gather data necessary to maintain an ongoing assessment~~  
13 ~~of affirmative action efforts.~~

14       ~~d. Monitor accomplishments with respect to affirmative~~  
15 ~~action remedies identified in affirmative action plans.~~

16       ~~e. Conduct studies of preemployment and postemployment~~  
17 ~~processes in order to evaluate employment practices and develop~~  
18 ~~improved methods of dealing with all employment issues related~~  
19 ~~to equal employment opportunity and affirmative action.~~

20       ~~f. Establish an equal employment committee to assist in~~  
21 ~~addressing affirmative action needs, including recruitment.~~

22       ~~g. a.~~ Address equal opportunity and affirmative action  
23 training needs by doing all of the following:

24       (1) Providing appropriate training for managers and  
25 supervisors.

26       (2) ~~Insuring~~ Ensuring that the board and its institutions  
27 make training available for all staff members whose duties  
28 relate to personnel administration.

29       (3) Investigating means for training in the area of career  
30 development.

31       ~~h. b.~~ Require development of equal employment opportunity  
32 reports, including the initiation of the processes necessary  
33 for the completion of reports required by the federal equal  
34 employment opportunity commission.

35       ~~i. c.~~ Address equal opportunity and affirmative action

1 policies with respect to employee benefits and leaves of  
2 absence.

3 ~~f.~~ d. Adopt equal employment opportunity and affirmative  
4 action rules in accordance with chapter 17A.

5 Sec. 6. Section 19B.4, subsection 1, Code 2026, is amended  
6 by striking the subsection.

7 Sec. 7. Section 19B.6, Code 2026, is amended to read as  
8 follows:

9 **19B.6 Responsibilities of department of administrative**  
10 **services — affirmative action.**

11 The department of administrative services shall oversee  
12 the implementation of sections 19B.1 through ~~19B.5~~ 19B.4 and  
13 shall work with the governor to ensure compliance with those  
14 sections, ~~including the attainment of affirmative action goals~~  
15 ~~and timetables,~~ by all state agencies, excluding the state  
16 board of regents and ~~its~~ the board's institutions.

17 Sec. 8. Section 19B.7, subsection 1, paragraph a,  
18 subparagraph (1), Code 2026, is amended by striking the  
19 subparagraph.

20 Sec. 9. Section 19B.7, subsection 1, paragraph a,  
21 subparagraph (2), Code 2026, is amended to read as follows:

22 (2) The utilization of ~~minority, women's, and disadvantaged~~  
23 Iowa-based business enterprises as sources of supplies,  
24 equipment, construction, and services.

25 Sec. 10. Section 19B.7, subsection 1, paragraph d, Code  
26 2026, is amended to read as follows:

27 d. Report results under the contract compliance policy  
28 to the governor and the general assembly on an annual basis.  
29 Any information reported by the department of administrative  
30 services to the economic development authority pursuant to  
31 section ~~15.108~~ 73.22 shall not be required to be part of the  
32 report under this paragraph. The report ~~shall~~ must detail  
33 specific efforts to promote equal opportunity through state  
34 contracts and services and efforts to promote, develop,  
35 and stimulate the utilization of ~~minority, women's, and~~

1 ~~disadvantaged Iowa-based~~ business enterprises in ~~programs~~  
2 ~~receiving or benefiting from state financial assistance.~~

3 Sec. 11. Section 19B.7, subsection 1, paragraph e, Code  
4 2026, is amended by striking the paragraph.

5 Sec. 12. Section 19B.8, Code 2026, is amended to read as  
6 follows:

7 **19B.8 Sanctions.**

8 The department of administrative services may impose  
9 appropriate sanctions on individual state agencies, including  
10 the state board of regents and ~~its~~ the board's institutions,  
11 and upon a community college, area education agency, or school  
12 district, in order to ensure compliance with state programs  
13 emphasizing equal opportunity ~~through affirmative action,~~  
14 contract compliance policies, and requirements for procurement  
15 goals for ~~targeted small businesses~~ Iowa-based business  
16 enterprises.

17 Sec. 13. Section 19B.11, Code 2026, is amended to read as  
18 follows:

19 **19B.11 School districts, area education agencies, and**  
20 **community colleges — duties of director of department of**  
21 **education.**

22 1. It is the policy of this state to provide equal  
23 opportunity in school district, area education agency, and  
24 community college employment to all persons. An individual  
25 shall not be denied equal access to school district, area  
26 education agency, or community college employment opportunities  
27 because of race, creed, color, religion, national origin, sex,  
28 age, or physical or mental disability. ~~It also is the policy~~  
29 ~~of this state to apply affirmative action measures to correct~~  
30 ~~deficiencies in school district, area education agency, and~~  
31 ~~community college employment systems where those remedies~~  
32 ~~are appropriate. This policy shall be construed broadly to~~  
33 ~~effectuate its purposes.~~

34 2. The director of the department of education shall  
35 actively promote fair employment practices for all school

1 district, area education agency, and community college  
2 employees, and the state board of education shall adopt rules  
3 requiring specific steps by school districts, area education  
4 agencies, and community colleges to accomplish the ~~goals~~ goal  
5 of equal employment opportunity ~~and affirmative action~~ in  
6 the recruitment, appointment, assignment, and advancement of  
7 personnel. ~~Each school district, area education agency, and~~  
8 ~~community college shall be required to develop affirmative~~  
9 ~~action standards which are based on the population of the~~  
10 ~~community in which it functions, the student population~~  
11 ~~served, or the persons who can be reasonably recruited.~~ The  
12 director of education shall consult with the department of  
13 administrative services in the performance of duties under this  
14 section.

15 ~~3. Each school district, area education agency, and~~  
16 ~~community college in the state shall submit to the director~~  
17 ~~of the department of education an annual report of the~~  
18 ~~accomplishments and programs of the district, agency, or~~  
19 ~~community college in carrying out its duties under this~~  
20 ~~section. The report shall be submitted between December 15 and~~  
21 ~~December 31 each year. The director shall prescribe the form~~  
22 ~~and content of the report.~~

23 ~~4.~~ 3. The director of the department of education shall  
24 ~~prepare a compilation of the reports required by subsection~~  
25 ~~3 and shall submit this compilation, together with a report~~  
26 of the director's accomplishments and programs pursuant to  
27 this section, to the department of management and the general  
28 assembly by January 31 of each year.

29 Sec. 14. Section 80B.11, subsection 1, paragraph d, Code  
30 2026, is amended by striking the paragraph.

31 Sec. 15. Section 135.63, subsection 1, paragraph a, Code  
32 2026, is amended to read as follows:

33 a. The contribution of the proposed institutional health  
34 service in meeting the needs of the medically underserved,  
35 including persons in rural areas, low-income persons, ~~racial~~

1 ~~and ethnic minorities~~, persons with disabilities, and the  
2 elderly, as well as the extent to which medically underserved  
3 residents in the applicant's service area are likely to have  
4 access to the proposed institutional health service.

5 Sec. 16. Section 147.3, Code 2026, is amended to read as  
6 follows:

7 **147.3 Qualifications.**

8 An applicant for a license to practice a profession under  
9 this subtitle is not ineligible because of age, ~~citizenship~~,  
10 sex, race, religion, marital status, or national origin,  
11 although the application form may require citizenship  
12 information.

13 Sec. 17. Section 148.3, subsection 3, Code 2026, is amended  
14 to read as follows:

15 3. The board shall give priority to the processing of  
16 applications for licensure submitted by physicians and surgeons  
17 and osteopathic physicians and surgeons whose practice will  
18 primarily involve provision of service to medically underserved  
19 populations, including ~~but not limited to minorities or~~  
20 low-income persons, or who live in rural areas.

21 Sec. 18. Section 256.36, subsection 2, paragraph a,  
22 unnumbered paragraph 1, Code 2026, is amended to read as  
23 follows:

24 The goals of the math and science education program may  
25 include ~~but are not limited to~~ any of the following:

26 Sec. 19. Section 256.36, subsection 2, paragraph a,  
27 subparagraph (6), Code 2026, is amended by striking the  
28 subparagraph.

29 Sec. 20. Section 256.177, subsection 10, Code 2026, is  
30 amended to read as follows:

31 10. Require any postsecondary institution whose students  
32 are eligible for or who receive financial assistance under  
33 programs administered by the commission to transmit annually  
34 to the commission information about the numbers of minority  
35 students enrolled in and minority faculty members employed at

1 the institution. The commission shall compile and report the  
2 information collected to the general assembly, the governor,  
3 and the legislative services agency by March 1 annually. For  
4 purposes of this subsection, "minority" means the same as  
5 defined in 12 C.F.R. §4.62, as effective on January 1, 2026.

6 Sec. 21. Section 256.183, subsection 1, paragraph d, Code  
7 2026, is amended to read as follows:

8 *d.* Promotes equal opportunity ~~and affirmative action~~ efforts  
9 in the recruitment, appointment, assignment, and advancement of  
10 personnel at the institution and provides information regarding  
11 such efforts to the commission upon request.

12 Sec. 22. Section 256.213, Code 2026, is amended to read as  
13 follows:

14 **256.213 Legislative intent.**

15 The general assembly finds that the failure of many young  
16 Iowans to complete their education limits their opportunity  
17 for a life of fulfillment and hinders the state's efforts to  
18 provide a well-trained workforce for business and industry  
19 in Iowa. ~~The general assembly also declares that it is the~~  
20 ~~policy of this state to apply positive measures to ensure that~~  
21 ~~equal opportunities exist for minority persons to pursue their~~  
22 ~~educational goals.~~ Therefore, the "Iowa Minority Academic  
23 Grants for Economic Success" program is established to provide  
24 additional funding to the state board of regents institutions,  
25 community colleges, and accredited private institutions in  
26 order to encourage resident ~~minority~~ students to remain in  
27 Iowa, to attend community colleges, private colleges, and  
28 universities in Iowa, and to assure that a limited family  
29 income will not be a barrier for a ~~minority~~ person to pursue a  
30 postsecondary education.

31 Sec. 23. Section 256.214, subsection 3, Code 2026, is  
32 amended to read as follows:

33 3. "*Financial need*" means the difference between the  
34 student's financial resources, including resources available  
35 from the student's parents and the student, as determined

1 by a completed parents' financial statement and including  
2 any noncampus-administered federal or state grants and  
3 scholarships, and the student's estimated expenses while  
4 attending the institution. A student shall accept all  
5 available federal and state grants and scholarships before  
6 being considered eligible for grants under the Iowa minority  
7 academic grants for economic success program. Financial need  
8 shall be reconsidered on at least an annual basis.

9 Sec. 24. Section 256.214, subsection 5, Code 2026, is  
10 amended by striking the subsection.

11 Sec. 25. Section 256.214, subsection 7, Code 2026, is  
12 amended to read as follows:

13 7. "Program" means the Iowa minority academic grants for  
14 economic success program established in [this subpart](#).

15 Sec. 26. Section 256.215, subsection 1, Code 2026, is  
16 amended by striking the subsection.

17 Sec. 27. Section 256.216, subsection 7, Code 2026, is  
18 amended by striking the subsection.

19 Sec. 28. Section 256.216, subsection 8, Code 2026, is  
20 amended to read as follows:

21 8. Administer funds appropriated for the Iowa minority  
22 academic grants for economic success program to carry out the  
23 duties of the commission.

24 Sec. 29. Section 262.9, subsection 21, Code 2026, is amended  
25 to read as follows:

26 21. Direct the administration of the Iowa minority academic  
27 grants for economic success program as established in section  
28 256.213 for the institutions under its control.

29 Sec. 30. Section 262.93, Code 2026, is amended to read as  
30 follows:

31 **262.93 Reports to general assembly.**

32 The college student aid commission ~~and the state board of~~  
33 ~~regents each~~ shall submit to the general assembly, by January  
34 15 of each year, a report on the progress and implementation  
35 of the ~~programs which they administer~~ program under sections

1 256.214 through 256.217 and ~~262.92~~. ~~By January 31 of each~~  
2 ~~year, the state board of regents shall submit a report to the~~  
3 ~~general assembly regarding the progress and implementation~~  
4 ~~of the program administered pursuant to ~~section 262.82~~. The~~  
5 ~~reports shall~~ report must include but are is not limited to the  
6 numbers of students and educators participating in the programs  
7 program and allocation of funds appropriated for the programs  
8 program.

9 Sec. 31. Section 542.5, subsection 6, Code 2026, is amended  
10 to read as follows:

11 6. The board, when considering the denial or revocation of a  
12 certificate pursuant to subsections 2 through 5, shall consider  
13 the nature of the offense; any aggravating or extenuating  
14 circumstances which are documented; the time lapsed since  
15 the revocation, conduct, or conviction; the rehabilitation,  
16 treatment, or restitution performed by the applicant or  
17 certificate holder; and any other factors the board deems  
18 relevant. Character references may be required, but shall not  
19 be obtained from certified public accountants. An applicant  
20 shall not be denied a certificate because of age, ~~citizenship~~,  
21 race, religion, marital status, or national origin, although  
22 the application may require citizenship information.

23 Sec. 32. Section 542B.13, Code 2026, is amended to read as  
24 follows:

25 **542B.13 Applications and examination fees.**

26 Applications for licensure shall be on forms prescribed and  
27 furnished by the board, shall contain statements made under  
28 oath, showing the applicant's education and a detailed summary  
29 of the applicant's technical work, and the board shall not  
30 require that a recent photograph of the applicant be attached  
31 to the application form. An applicant is not ineligible for  
32 licensure because of age, ~~citizenship~~, sex, race, religion,  
33 marital status, or national origin, although the application  
34 form may require citizenship information. The board may  
35 consider the past felony record of an applicant. The board

1 may require that an applicant submit references. Applications  
2 for examination in fundamentals in the practice of engineering  
3 and land surveying shall be accompanied by application fees  
4 determined by the board. The board shall determine the annual  
5 cost of administering the examinations and shall set the fees  
6 accordingly.

7 Sec. 33. Section 543B.15, subsection 2, Code 2026, is  
8 amended to read as follows:

9 2. To qualify for a license as a real estate broker  
10 or salesperson a person shall be eighteen years of age or  
11 over. However, an applicant is not ineligible because of  
12 ~~citizenship~~, sex, race, religion, marital status, or national  
13 origin, although the application form may require citizenship  
14 information.

15 Sec. 34. Section 544A.25, subsection 1, Code 2026, is  
16 amended to read as follows:

17 1. An applicant is not ineligible for licensure because  
18 of age, ~~citizenship~~, sex, race, religion, marital status, or  
19 national origin, although the application form may require  
20 citizenship information. Character references may be required.

21 Sec. 35. Section 602.1204, subsection 2, Code 2026, is  
22 amended to read as follows:

23 2. The state court administrator may issue directives  
24 relating to the management of the judicial branch. The subject  
25 matters of these directives shall include, but need not be  
26 limited to, fiscal procedures, the judicial retirement system,  
27 and the collection and reporting of statistical and other  
28 data. ~~The directives shall provide for an affirmative action~~  
29 ~~plan which shall be based upon guidelines provided by the Iowa~~  
30 ~~state civil rights commission.~~ In addition, when establishing  
31 salaries and benefits the state court administrator shall not  
32 discriminate in the employment or pay between employees on  
33 the basis of gender by paying wages to employees at a rate  
34 less than the rate at which wages are paid to employees of the  
35 opposite gender for work of comparable worth. As used in this

1 section "comparable worth" means the value of work as measured  
2 by the composite of the skill, effort, responsibility, and  
3 working conditions normally required in the performance of  
4 work.

5 Sec. 36. Section 602.1209, subsection 3, Code 2026, is  
6 amended to read as follows:

7 3. Authorize the filling of vacant court employee  
8 positions, and review the qualifications of each person  
9 to be employed within the judicial branch, ~~and assure that~~  
10 ~~affirmative action goals are being met by the judicial branch.~~  
11 The state court administrator shall not approve the employment  
12 of a person when either the proposed terms and conditions  
13 of employment or the qualifications of the individual do  
14 not satisfy personnel policies of the judicial branch. The  
15 administrator shall implement the comparable worth directives  
16 issued under [section 602.1204, subsection 2](#), in all court  
17 employment decisions.

18 Sec. 37. REPEAL. Sections 8.11, 19B.5, 80B.11G, 260C.29,  
19 262.81, 262.82, 262.91, and 262.92, Code 2026, are repealed.

20 Sec. 38. CODE EDITOR DIRECTIVE.

21 1. The Code editor is directed to make the following  
22 transfer:

23 Section 262.93 to section 256.217A.

24 2. The Code editor shall correct internal references in the  
25 Code and in any enacted legislation as necessary due to the  
26 enactment of this section.

27 EXPLANATION

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

30 Current law sets forth a state policy to apply affirmative  
31 action measures to correct deficiencies in the state employment  
32 system where those remedies are appropriate, and sets forth  
33 various requirements relating to affirmative action for state  
34 and educational entities including but not limited to the  
35 department of administrative services (DAS), the state board

1 of regents, the judicial branch, the department of education,  
2 school districts, area education agencies, community colleges,  
3 and accredited private institutions.

4 This bill strikes those provisions, including but not  
5 limited to provisions requiring the preparation of an  
6 affirmative action plan (Code section 19B.4(1)) and submission  
7 of annual affirmative action reports (Code section 19B.5). The  
8 bill also strikes provisions requiring DAS and the board of  
9 regents to conduct studies to evaluate employment practices and  
10 develop improved methods of dealing with all employment issues  
11 related to affirmative action and equal employment opportunity.

12 The bill strikes the requirement that DAS's and the board  
13 of regents' contract compliance policies assure the equitable  
14 provision of services within state programs and the utilization  
15 of minority, women's, and disadvantaged business enterprises  
16 (Code section 19B.7(1)(a)). The bill instead requires that  
17 DAS's and the board of regents' contract compliance policies  
18 assure the utilization of Iowa-based businesses and that DAS  
19 and the board of regents report on equal opportunity efforts  
20 related to the use of Iowa-based businesses.

21 The bill strikes the obligation of school districts,  
22 area education agencies, and community colleges to submit an  
23 annual report about affirmative action and equal opportunity  
24 accomplishments and programs to the director of the department  
25 of education. The bill requires the director of the department  
26 of education to submit the annual report on fair employment  
27 practices to the general assembly, in addition to the  
28 department of management as required under current law.

29 The bill strikes the requirement for the director of the Iowa  
30 law enforcement academy to promulgate rules related to dealing  
31 with gang-affected youth and racial and cultural awareness  
32 training, the requirement for a law enforcement agency to  
33 provide annual training to officers on issues relating to  
34 de-escalation techniques and the prevention of bias, and the  
35 requirement for the Iowa law enforcement academy to develop and

1 disseminate related training guidelines.

2 Under current law, a certificate of need is required for a  
3 new or changed institutional health service to be offered or  
4 developed. The bill removes the contribution of the proposed  
5 institutional health service in meeting the needs of racial and  
6 ethnic minorities from the list the department of health and  
7 human services must consider in determining whether to issue  
8 a certificate of need.

9 Under current law, the board of medicine must prioritize  
10 processing applications for licensure submitted by a physician,  
11 surgeon, and osteopathic physician or surgeon whose practice  
12 will primarily involve serving underserved populations,  
13 including but not limited to minorities or low-income persons,  
14 or persons who live in rural areas. The bill alters this  
15 requirement to require the board of medicine to prioritize  
16 applications for those who will primarily serve medically  
17 underserved communities, including low-income persons, and  
18 those living in rural areas.

19 The bill eliminates the academic incentives for minorities  
20 program, the minority and women educators enhancement program,  
21 and the college-bound program. The bill also removes the  
22 provisions limiting the Iowa minority academic grants for  
23 economic success program to minorities and strikes the goal  
24 of recruiting and retaining women and minorities in math and  
25 science education from the math and science education grant  
26 program.

27 The bill defines the term "minority" for purposes of the  
28 annual report the college student aid commission must submit  
29 on the number of minority students and faculty members at  
30 a postsecondary institution whose students are eligible  
31 for financial assistance under programs administered by the  
32 commission. Under federal regulations referenced in the bill,  
33 "minority" means African American, Native American, Hispanic  
34 American, Asian-Pacific American, or Subcontinent-Asian  
35 American.

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1 The bill eliminates provisions stating that an applicant for  
2 a license to work in health care, architecture, engineering,  
3 land surveying, or real estate is not ineligible because of  
4 citizenship and that an applicant for certification as a public  
5 accountant is not ineligible due to citizenship.

6 The bill repeals the requirement for an application for  
7 a grant from a state agency to include a minority impact  
8 statement.