

By: Representatives Hood, Powell, Burch,
Calvert, Keen, Tubb, Hale, Arnold

To: Judiciary A

HOUSE BILL NO. 1193

1 AN ACT TO PROHIBIT STATE INSTITUTIONS OF HIGHER LEARNING FROM
2 CREATING, PROMOTING AND IMPLEMENTING DIVERSITY, EQUITY, AND
3 INCLUSION (DEI) PROGRAMS; TO DEFINE RELEVANT TERMS; AND TO
4 PROHIBIT THE USE OF DIVERSITY STATEMENTS AND TRAINING IN HIRING,
5 ADMISSIONS, AND EMPLOYMENT PRACTICES AT STATE INSTITUTIONS OF
6 HIGHER LEARNING; AND FOR RELATED PURPOSES.

7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

8 **SECTION 1.** The purpose of this act is to prohibit state
9 institutions of higher learning from taking certain actions and
10 engaging in discriminatory practices. This act seeks to ensure
11 that employment, academic opportunities, and student engagement
12 are based solely on individual merit, qualifications and academic
13 performance, without consideration of an individual's views on
14 diversity, equity and inclusion (DEI).

15 **SECTION 2.** As used in this act, the following terms shall
16 have the meanings herein ascribed, unless context of use clearly
17 requires otherwise:

18 (a) "Diversity statement" means a written statement or
19 essay that requires an individual to express their views or



20 commitment regarding issues related to race, sex or other
21 federally protected classes.

22 (b) "Diversity training" means any formal or informal
23 education, seminars, workshops or instructional program that focus
24 on increasing awareness or understanding of issues related to
25 race, sex or other federally protected classes.

26 (c) "Divisive concepts" are concepts that:

27 (i) One (1) race, sex or other federally protected
28 class is inherently superior to another race or sex;

29 (ii) An individual, by virtue of his or her race,
30 sex, or other federally protected class, is inherently racist,
31 sexist or oppressive, whether consciously or unconsciously;

32 (iii) An individual should be discriminated
33 against or treated adversely solely because of their race, sex or
34 other federally protected class;

35 (iv) Members of one (1) race or sex or other
36 federally protected class cannot and should not attempt to
37 treat others without respect to race or sex or other federally
38 protected class;

39 (v) An individual's moral character is necessarily
40 determined by his or her race or sex or other federally protected
41 class;

42 (vi) An individual, by virtue of his or her race
43 or sex or other federally protected class, bears responsibility



44 for actions committed in the past by other members of the same
45 race or sex or other federally protected class;

46 (vii) An individual should feel discomfort, guilt,
47 anguish or any other form of psychological distress on account of
48 his or her race or sex or other federally protected class; or

49 (viii) Meritocracy or traits such as a hard work
50 ethic are racist or sexist, or were created by a particular class
51 to oppress another class.

52 **SECTION 3.** State institutions of higher learning shall not:

53 (a) Require, request, or consider diversity statements
54 or similar materials from job applicants as part of the hiring
55 process, contract renewal process, evaluation or promotion
56 process;

57 (b) Require, request, or consider diversity statements
58 or similar materials from applicants for admission to academic
59 programs;

60 (c) Require, induce or compel students or employees to
61 participate in diversity training;

62 (d) Require, induce, or compel students or employees to
63 endorse, assent to or publicly express a divisive concept;

64 (e) Penalize or discriminate against a student,
65 employee or contractor on the basis of his or her refusal to
66 support, believe, endorse, embrace, confess, act upon or otherwise
67 assent to a divisive concept; or



68 (f) Maintain any programs, including academic programs
69 or courses, or offices that promote or endorse divisive concepts
70 or concepts promoting transgender ideology, gender-neutral
71 pronouns, heteronormativity, gender theory, sexual privilege or
72 any related formulation of these concepts.

73 **SECTION 4.** Nothing in this act shall be construed to:

74 (a) Prohibit the required collection or reporting of
75 demographic data by state institutions of higher learning;

76 (b) Prohibit a state institution of higher learning
77 from requiring a student or employee to comply with federal or
78 state laws, or from taking action against a student or employee
79 for violations of federal or state law;

80 (c) Limit or restrict freedom of speech or academic
81 freedom;

82 (d) Prohibit a state institution of higher learning
83 from complying with any applicable academic accreditation
84 standards or requirements; or

85 (e) Prohibit or restrict programs or campus activities
86 required for compliance with federal laws or regulations, or
87 access programs for military veterans, Pell Grant recipients,
88 first-generation college students, nontraditional students,
89 students from low-income families or students with
90 unique abilities.

91 **SECTION 5.** This act shall take effect and be in force from
92 and after July 1, 2025.

