

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:

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
4 or office shall not adopt an ordinance, motion, resolution,
5 amendment, or policy, except as otherwise provided by federal
6 or 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
13 to provide a diversity, equity, and inclusion statement, or
14 gives preferential consideration to any person based on the
15 provisions 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, ethnicity, gender identity, or sexual orientation,
23 apart from ensuring colorblind and sex-neutral hiring in
24 accordance 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
35 encourage differential treatment or provide special benefits

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

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

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

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

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

35 (1) Establishes or maintains a diversity, equity, and

1 inclusion office.

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

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

9 b. For purposes of this subsection:

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

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

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

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

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

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

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

32 The bill provides that "diversity, equity, and inclusion
33 office" means any division, office, center, or other unit of
34 county or city government that is responsible for creating,
35 developing, designing, implementing, organizing, planning,

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