



**LEGISLATIVE FISCAL OFFICE**  
**Fiscal Note**

Fiscal Note On: **HB 685** HLS 25RS 1709  
 Bill Text Version: **ENGROSSED**  
 Opp. Chamb. Action:  
 Proposed Amd.:  
 Sub. Bill For.: HB 421

<b>Date:</b> May 14, 2025	12:43 PM	<b>Author:</b> CHENEVERT
<b>Dept./Agy.:</b> Statewide		
<b>Subject:</b> Diversity, Equity, and Inclusion		<b>Analyst:</b> Kimberly Fruge

STATE AGENCIES EG SEE FISC NOTE GF EX Page 1 of 1  
 Provides relative to diversity, equity, and inclusion in state agencies

Proposed law prohibits DEI-related instructional context in undergraduate academic degree programs.

Proposed law requires each secretary or other agency head, as applicable, to abolish all Diversity, Equity, and Inclusion (DEI) programs, offices, and positions and all DEI performance requirements for employees, revise all DEI related rules and practices, and submit a written report to the commissioner of administration detailing actions taken to be in compliance with proposed law.

EXPENDITURES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	SEE BELOW					
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	SEE BELOW					
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
<b>Annual Total</b>						
REVENUES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
<b>Annual Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**EXPENDITURE EXPLANATION**

Proposed law will result in a decrease in expenditures, assumed to be SGF in this fiscal note but could be multiple means of finance, to the extent departments and agencies identify and eliminate any Diversity, Equity, and Inclusion (DEI) program. The LFO requested information from various departments and agencies throughout the state. Most agency responses indicated that there were currently no DEI programs as no such program exists within the agency or the program was eliminated earlier in the year. However, some agencies responded that they were still reviewing programs and proposed law may lead to a decrease in expenditures to the extent a DEI program is identified and eliminated under proposed law.

The Department of Agriculture and Forestry (LDAF) reports that proposed law would eliminate the Minority Affairs Program under the Minority and Veterans Affairs initiative. The program is overseen by one employee, which would result in an estimated decrease of \$174,446 SGF if the program were eliminated.

The Department of Health reports that there are six (6) positions that may be eliminated under proposed law. These positions are currently funded with Federal Funds. The LFO anticipates even if these positions are eliminated, the grant funding will be retained by the department and used for an alternative purpose.

Proposed law requires each public post secondary education management board to adopt a plan to ensure no DEI-related instructional content is required for undergraduate academic degree programs. The LFO anticipates there will be an increase in workload to ensure no such instructional material is required. To the extent the workload is greater than anticipated, there may be an increase in expenditures for higher education institutions, assumed here to be SGF. Any such increase is indeterminable.

*Note: The LFO is awaiting responses from various agencies, including higher education institutions. Should the information contained in the agency's response materially change the analysis, this fiscal note will be updated to reflect the new information.*

**REVENUE EXPLANATION**

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate      Dual Referral Rules  
 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}  
 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House  
 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}  
 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

  
**Patrice Thomas**  
**Deputy Fiscal Officer**