

2025 Regular Session

HOUSE BILL NO. 421

BY REPRESENTATIVE CHENEVERT

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

STATE AGENCIES: Provides relative to diversity, equity, and inclusion in state agencies

1 AN ACT

2 To enact Chapter 23 of Title 49 of the Louisiana Revised Statutes of 1950, to be comprised
3 of R.S. 49:1601, relative to state agencies; to require secretaries and other agency
4 heads to abolish certain programs and offices pertaining to diversity, equity, and
5 inclusion; to require secretaries and other agency heads to provide for the revision
6 of rules and practices related to diversity, equity, and inclusion and to report to the
7 commissioner of administration; to require the commissioner of administration to
8 report to the governor and certain legislative committees; and to provide for related
9 matters.

10 Be it enacted by the Legislature of Louisiana:

11 Section 1. Chapter 23 of Title 49 of the Louisiana Revised Statutes of 1950,
12 comprised of R.S. 49:1601, is hereby enacted to read as follows:

13 CHAPTER 23. DIVERSITY, EQUITY, AND INCLUSION

14 §1601. Diversity, equity, and inclusion

15 A. As used in this Section:

16 (1) The terms "agency", "department", "office", and "secretary" shall have
17 the meanings provided in R.S. 36:3. The term "agency head" shall have the meaning
18 provided in R.S. 42:1102.

19 (2) "Diversity, equity, and inclusion" (DEI) means any program, activity,
20 initiative, event, instruction, action, measure, factor, or policy that classifies or

1 references individuals on the basis of race, color, sex, national origin, culture, gender
2 identity, or sexual orientation or promotes differential or preferential treatment of
3 individuals on the basis of such classification.

4 B.(1) Each secretary or other agency head, as applicable, shall do the
5 following to the maximum extent allowable by law:

6 (a) Abolish all DEI programs, offices, and positions and all DEI performance
7 requirements for employees.

8 (b) Provide for the revision of all DEI-related rules and practices as
9 necessary to comply with Subparagraph (a) of this Paragraph.

10 (2) Submit a written report to the commissioner of administration not later
11 than December 31, 2025, detailing actions taken in compliance with Paragraph (1)
12 of this Subsection.

13 C. Not later than February 1, 2026, the commissioner of administration shall
14 submit a written report to the governor, the House Committee on House and
15 Governmental Affairs, and the Senate Committee on Senate and Governmental
16 Affairs summarizing the information reported pursuant to Subsection B of this
17 Section and provide recommendations, if any, for further action, including but not
18 limited to gubernatorial action or legislation, regarding diversity, equity, and
19 inclusion.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 421 Original

2025 Regular Session

Chenevert

Abstract: Provides relative to diversity, equity, and inclusion in state agencies.

Proposed law defines "diversity, equity, and inclusion" (DEI) as any program, activity, initiative, event, instruction, action, measure, factor, or policy that classifies or references individuals on the basis of race, color, sex, national origin, culture, gender identity, or sexual orientation or promotes differential or preferential treatment of individuals on the basis of such classification.

Proposed law requires secretaries or other agency heads, as applicable, of all state agencies to do the following to the maximum extent allowable by law:

- (1) Abolish all DEI programs, offices, and positions and all DEI performance requirements for employees.
- (2) Provide for the revision of all DEI-related rules and practices as necessary to comply with such abolition.

Proposed law requires secretaries and other agency heads to submit a written report to the commissioner of administration by Dec. 31, 2025, detailing actions taken in compliance with proposed law.

Proposed law requires the commissioner of administration to submit a written report to the governor, the House and Senate governmental affairs committees by Feb. 1, 2026, summarizing this information and provide recommendations, if any, for further action, including but not limited to gubernatorial action or legislation, regarding DEI.

(Adds R.S. 49:1601)