
DIGEST

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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)