



LEGISLATIVE FISCAL OFFICE
Fiscal Note

Fiscal Note On: **HB 685** HLS 25RS 1709
Bill Text Version: **REENGROSSED**
Opp. Chamb. Action:

Proposed Amd.:
Sub. Bill For.: HB 421

Date: May 20, 2025	2:50 PM	Author: CHENEVERT
Dept./Agy.: Statewide		
Subject: Diversity, Equity, and Inclusion		Analyst: Kimberly Fruge

STATE AGENCIES

RE SEE FISC NOTE GF EX

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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.

Proposed law requires each agency, department, and office, including public postsecondary education institutions, report annually to the Speaker of the House and the President of the Senate any efforts taken to comply with proposed law.

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

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
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

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. Various higher education institutions have reported that these changes can be made using existing resources.

Note: The LFO is awaiting responses from various agencies. 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.

<u>Senate</u>	<u>Dual Referral Rules</u>	<u>House</u>	
<input type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}		<input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}	
<input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}		<input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}	<div>Patrice Thomas</div> <div>Patrice Thomas</div> <div>Deputy Fiscal Officer</div>