

26 decisionmaking processes; to identify and work to redress racial
27 inequities in agency policies and programs which serve as
28 barriers to equal opportunity; and to assist Floridians in
29 reaching their full potential by advancing the principles of
30 diversity, equity, and inclusion.

31 (2) As used in this section, the term:

32 (a) "Equity" means the consistent and systematic fair,
33 just, and impartial treatment of all individuals who belong to
34 underserved communities that have been denied such treatment,
35 including Black, Latino, indigenous and Native American persons,
36 Asian Americans, Pacific Islanders, and other persons of color;
37 members of religious minorities; lesbian, gay, bisexual,
38 transgender, and queer (LGBTQ+) persons; persons with
39 disabilities; persons who live in rural areas; and persons
40 otherwise adversely affected by persistent poverty or
41 inequality.

42 (b) "Office" means the Office of Diversity, Equity, and
43 Inclusion.

44 (c) "Underserved communities" means populations that share
45 a particular characteristic, as well as geographic communities,
46 which have been systematically denied the opportunity to fully
47 participate in aspects of economic, social, and civic life and
48 which include those communities identified in paragraph (a).

49 (3) The Office of Diversity, Equity, and Inclusion is
50 established within the Executive Office of the Governor. The

51 office shall be headed by a Chief Diversity Officer, who shall
52 be appointed by and serve at the pleasure of the Governor. At
53 the time of appointment, the Chief Diversity Officer must have,
54 at a minimum, a master's degree with a concentration in human
55 resource management, social justice, postsecondary education,
56 sociology, social anthropology, public administration, or any
57 other related field and 3 years of professional experience
58 involving the advancement of diversity, equity, and inclusion in
59 the private or public sectors. Staff assigned to the office
60 shall assist the Chief Diversity Officer in carrying out the
61 duties prescribed in this section.

62 (4) The Chief Diversity Officer shall:

63 (a) In coordination with agency heads or their designees
64 and no later than October 1, 2022, create a strategic plan to
65 guide the office and the agencies in their efforts to ensure the
66 enactment of principles, policies, and approaches aimed at
67 establishing equity across state government, including, but not
68 limited to, efforts to remove systemic barriers and provide
69 equal access to opportunities and benefits and to identify
70 underserved communities and policies designed to advance their
71 standing. The strategic plan must be updated every 4 years.

72 (b) Partner with agency heads or their designees to study
73 methods for assessing whether agency policies and actions create
74 or exacerbate barriers to full and equal participation by all
75 eligible individuals and identify the best methods, consistent

76 with applicable law, to assist agencies in assessing equity with
 77 respect to race, ethnicity, religion, income, geography, gender
 78 identity, sexual orientation, and disability.

79 (c) No later than January 31, 2023, in consultation with
 80 heads of state agencies or their designees, use the methods
 81 identified pursuant to paragraph (b) to select for review
 82 specific agency programs and policies to assess whether
 83 underserved communities and their members face systemic barriers
 84 in accessing benefits and opportunities associated with those
 85 policies and programs.

86 (d) Identify opportunities to promote the principles of
 87 diversity, equity, and inclusion in the Governor's recommended
 88 budget, with the objective of increasing the state's investment,
 89 through the appropriations process, in underserved communities.

90 (e) Advise the Governor on matters relating to existing
 91 economic, health, educational, and environmental inequities
 92 within underserved communities and assist in the formulation of
 93 policies and legislation that advance equal opportunity and
 94 prosperity.

95 (f) Coordinate with the Attorney General to review the
 96 Laws of Florida and the Florida Statutes to identify existing
 97 laws that were intended to promote or enable racial
 98 discrimination or inequity or that include racist language and
 99 to make recommendations to the Legislature for repealing any
 100 such laws.

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101 (g) Contract with a third-party organization to conduct
102 implicit bias training for employees of state agencies.

103 Section 2. This act shall take effect July 1, 2022.