

HOUSE BILL NO. 2615

102ND GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE WINDHAM.

5463H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 37, RSMo, by adding thereto three new sections relating to racial equity.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 37, RSMo, is amended by adding thereto three new sections, to be
2 known as sections 37.860, 37.865, and 37.870, to read as follows:

**37.860. 1. There is hereby created within the office of administration the "Office
2 of Racial Equity".**

**3 2. The racial equity task force shall employ a director of racial equity who shall
4 be qualified by education and experience in diversity and equity.**

**5 3. The director shall, by and with the consent of the task force, employ such
6 professional, clerical, and technical personnel as necessary to perform the duties in
7 section 37.865.**

37.865. 1. The duties of the director of racial equity shall be as follows:

**2 (1) Conduct a comprehensive organizational review to identify systemic racism
3 in each of the three branches of state government and inventory systems in place that
4 cause racial disparities;**

**5 (2) Manage and oversee the collection of race-based data to determine the nature
6 and scope of racial discrimination within all systems of state government;**

**7 (3) Develop a model fairness and diversity policy and review and make
8 recommendations regarding the fairness and diversity policies of all state government
9 systems; and**

10 (4) Meet with the racial equity task force at least twice annually.

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

11 **2. The director shall collaborate with all state entities to gather existing data and**
12 **records necessary to carry out the duties in subsection 1 of this section and to develop**
13 **best practices for remediating systemic racial disparities within state government.**

14 **3. The director shall develop performance targets and measures for the general**
15 **assembly, the judiciary, and all departments and agencies of the executive branch to**
16 **improve systemic racial disparities. Each entity shall make quarterly reports to the**
17 **director on its progress toward performance targets and measures.**

18 **4. The director shall develop and conduct training for all state entities on the**
19 **nature and scope of systemic racism and the institutionalized nature of race-based bias.**

20 **5. The director shall periodically report to the racial equity task force on**
21 **progress toward carrying out the duties established in this section.**

22 **6. On or before December 1, 2025, and annually thereafter, the director shall**
23 **prepare a report for the general assembly on the progress of the office of racial equity in**
24 **identifying and remediating systemic racial bias within state government. The report**
25 **shall include the performance targets and measures established for all state entities.**

37.870. 1. There is hereby established the "Racial Equity Task Force". The task
2 **force shall have the administrative, legal, and technical support of the office of**
3 **administration.**

4 **2. The task force shall consist of the following members:**

- 5 **(1) One member appointed by the president pro tempore of the senate;**
6 **(2) One member appointed by the speaker of the house of representatives;**
7 **(3) One member appointed by the chief justice of the supreme court;**
8 **(4) One member appointed by the governor; and**
9 **(5) One member appointed by the Missouri commission on human rights.**

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11 **Members shall be drawn from diverse backgrounds to represent the interests of**
12 **communities of color throughout the state, have experience working to implement racial**
13 **justice reform, and, to the extent practicable, represent geographically diverse areas of**
14 **the state. No member appointed shall be a member of the general assembly at the time**
15 **of his or her appointment.**

16 **3. The term of each member shall be three years, except that the term of the first**
17 **member appointed by the Missouri commission on human rights shall be one year and**
18 **the term of the first member appointed by the governor shall be two years.**
19 **Appointments of members to fill vacancies or expired terms shall be made by the**
20 **authority that made the initial appointment to the vacated or expired term. Members**
21 **shall serve until their successors are elected or appointed. Members shall serve not**
22 **more than three consecutive terms in any capacity.**

23 **4. Members of the task force shall elect by majority vote a chair, who shall serve**
24 **as chair for the entirety of his or her term. Members shall be appointed within sixty**
25 **days after the effective date of this section.**

26 **5. The task force shall have the following duties:**

27 **(1) Work with the director of racial equity to implement the reforms identified**
28 **as necessary in the comprehensive organizational review conducted under subdivision**
29 **(1) of subsection 1 of section 37.865;**

30 **(2) Advise the director of racial equity to ensure ongoing compliance with**
31 **requirements of section 37.865 and advise on strategies for remediating systemic racial**
32 **disparities in statewide systems of government; and**

33 **(3) On or before December 1, 2025, and annually thereafter, report to the**
34 **general assembly on the extent to which the state is achieving the performance targets**
35 **and measures created under subsection 3 of section 37.865.**

36 **6. Members of the task force shall not be entitled to compensation but shall be**
37 **eligible for reimbursement of actual and necessary expenses incurred in the course of**
38 **their duties.**

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