

By: Reynolds

H.B. No. 4143

A BILL TO BE ENTITLED

AN ACT

relating to initiatives for first-generation students, low-income students, or underserved student populations at public institutions of higher education.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 51.3525, Chapter 51, Education Code, is amended by amending Subsection (a) and (c) to read as follows:

Sec. 51.3525. RESPONSIBILITY OF GOVERNING BOARDS REGARDING DIVERSITY, EQUITY, AND INCLUSION INITIATIVES. (a) In this section, "diversity, equity, and inclusion office" means an office, division, or other unit of an institution of higher education established for the purpose of:

(1) deliberately or intentionally influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;

(2) deliberately or intentionally promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;

(3) promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board

1 for the sole purpose of ensuring compliance with any applicable
2 court order or state or federal law; or

3 (4) conducting trainings, programs, or activities
4 designed or implemented in reference to race, color, ethnicity,
5 gender identity, or sexual orientation, other than trainings,
6 programs, or activities developed by an attorney and approved in
7 writing by the institution's general counsel and the Texas Higher
8 Education Coordinating Board for the sole purpose of ensuring
9 compliance with any applicable court order or state or federal law.

10 (c) Nothing in this section may be construed to limit or
11 prohibit an institution of higher education or an employee of an
12 institution of higher education from, for purposes of applying for
13 a grant or complying with the terms of accreditation by an
14 accrediting agency, submitting to the grantor or accrediting agency
15 a statement that:

16 (1) highlights the institution's work in supporting:

17 (A) first-generation college students;

18 (B) low-income students; or

19 (C) underserved student populations, or

20 (2) certifies compliance with state and federal
21 antidiscrimination laws.

22 SECTION 2. This Act takes effect immediately if it receives
23 a vote of two-thirds of all the members elected to each house, as
24 provided by Section 39, Article III, Texas Constitution. If this
25 Act does not receive the vote necessary for immediate effect, this
26 Act takes effect January 1, 2026.