87R11512 MLH-D

By:  Talarico H.B. No. 4111

A BILL TO BE ENTITLED

AN ACT

relating to the employment of diversity, equity, and inclusion officers by school districts.

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

SECTION 1.  Subchapter Z, Chapter 22, Education Code, is amended by adding Section 22.903 to read as follows:

Sec. 22.903.  DIVERSITY, EQUITY, AND INCLUSION OFFICERS. (a) This section applies to a school district other than a district entitled to an allotment under Section 48.101.

(b)  Each school district to which this section applies must employ a diversity, equity, and inclusion officer. An individual hired as a district's diversity, equity, and inclusion officer must:

(1)  have significant professional experience in diversity, equity, and inclusion, including demonstrated experience working with:

(A)  students of limited English proficiency;

(B)  students enrolled in special education programs; and

(C)  families of students described by Paragraph (A) or (B); or

(2)  hold an approved certification in diversity, equity, or inclusion.

(c)  A school district's diversity, equity, and inclusion officer shall:

(1)  lead the district's efforts to establish and sustain a culture of diversity, equity, and inclusion for all students by addressing systemic inequities that lead to differences in student achievement;

(2)  support continuing education and training related to diversity, equity, or inclusion;

(3)  develop district policies, practices, and programs that champion the individual cultures, talents, abilities, languages, and interests of each student; and

(4)  ensure that each student receives the necessary opportunities and resources to meet the student's unique needs, abilities, and aspirations.

SECTION 2.  This Act takes effect September 1, 2021.