

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 2, 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

1 officer shall:

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

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

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

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

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