

HOUSE BILL NO. HB0147

Prohibition of institutional discrimination.

Sponsored by: Representative(s) Rodriguez-Williams,  
Angelos, Brady, Brown, G, Knapp, Strock and  
Tarver and Senator(s) Hutchings, Ide, Kolb  
and Smith, D

A BILL

for

1 AN ACT relating to the administration of government;  
2 prohibiting governmental entities from engaging in any  
3 diversity, equity or inclusion program, activity or policy;  
4 prohibiting governmental entities engaging in institutional  
5 discrimination; prohibiting required attendance for certain  
6 programs or trainings; providing definitions; requiring  
7 rulemaking; providing applicability; and providing for  
8 effective dates.

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10 *Be It Enacted by the Legislature of the State of Wyoming:*

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12 **Section 1.** W.S. 9-25-101 is created to read:

13

14

CHAPTER 25

## 1 PROHIBITED PRACTICES OF STATE INSTITUTIONS

2

## 3 ARTICLE 1

## 4 DIVERSITY, EQUITY AND INCLUSION ACTIVITIES

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6 **9-25-101. Definitions.**

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8 (a) As used in this section:

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10 (i) "Diversity, equity or inclusion" means any  
11 program, activity or policy that promotes differential or  
12 preferential treatment of individuals or classifies  
13 individuals on the basis of race, color, religion, sex,  
14 ethnicity or national origin;

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16 (ii) "Governmental entity" means the state, any  
17 department thereof, the University of Wyoming and any  
18 county, city, town, school district, community college  
19 district, other political subdivision and other public  
20 corporation of the state;

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22 (iii) "Institutional discrimination" means any  
23 of the following concepts:

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2 (A) That any race, color, religion, sex,  
3 ethnicity or national origin is inherently superior or  
4 inferior;

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6 (B) That a person should be discriminated  
7 against or adversely treated because of the person's race,  
8 color, religion, sex, ethnicity or national origin;

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10 (C) That the moral character of a person is  
11 determined by the person's race, color, religion, sex,  
12 ethnicity or national origin;

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14 (D) That because of a person's race, color,  
15 religion, sex, ethnicity or national origin the person is  
16 inherently racist, sexist or oppressive, whether  
17 consciously or subconsciously;

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19 (E) That by virtue of a person's race,  
20 color, religion, sex, ethnicity or national origin, the  
21 person is inherently responsible for actions committed in  
22 the past by other members of the same race, color,  
23 religion, sex, ethnicity or national origin;

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2 (F) That fault, blame or bias should be  
3 assigned to members of a race, color, religion, sex,  
4 ethnicity or national origin, on the basis of race, color,  
5 religion, sex, ethnicity or national origin;

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7 (G) That any person should accept,  
8 acknowledge, affirm or assent to a sense of guilt,  
9 complicity or a need to apologize on the basis of the  
10 person's race, color, religion, sex, ethnicity or national  
11 origin;

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13 (H) That meritocracy or certain traits  
14 including a hard work ethic are racist or sexist.

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16 (b) No governmental entity shall:

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18 (i) Engage in any diversity, equity or inclusion  
19 program, activity or policy;

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21 (ii) Engage in institutional discrimination;

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1           (iii) Require instruction promoting  
2 institutional discrimination;

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4           (iv) Require any student, employee or contractor  
5 to attend or participate in any diversity, equity or  
6 inclusion program or training or any institutional  
7 discrimination program or training.

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9           **Section 2.** Not later than July 1, 2025, all  
10 governmental entities as defined in section 1 of this act  
11 shall take any actions required to implement this act  
12 including the promulgation of rules, if necessary.

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1           **Section 3.**

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3           (a) Except as provided in subsection (b) of this  
4 section, this act is effective July 1, 2025.

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6           (b) Sections 2 and 3 of this act are effective  
7 immediately upon completion of all acts necessary for a  
8 bill to become law as provided by Article 4, Section 8 of  
9 the Wyoming Constitution.

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(END)