

ENROLLED ACT NO. 67, HOUSE OF REPRESENTATIVES

SIXTY-EIGHTH LEGISLATURE OF THE STATE OF WYOMING
2025 GENERAL SESSION

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

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

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

CHAPTER 25
PROHIBITED PRACTICES OF STATE INSTITUTIONS

ARTICLE 1
DIVERSITY, EQUITY AND INCLUSION ACTIVITIES

9-25-101. Definitions.

(a) As used in this section:

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

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

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

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

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

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

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

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

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

(G) That any person should accept, acknowledge, affirm or assent to a sense of guilt, complicity or a need to apologize on the basis of the

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person's race, color, religion, sex, ethnicity or national origin;

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

(b) No governmental entity shall:

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

(ii) Engage in institutional discrimination;

(iii) Require instruction promoting institutional discrimination;

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

(c) As a political class, classification or identity, federally recognized Indian tribes and programs, trainings, degrees, classes or endowments related to federally recognized Indian tribes or Indian history, culture, language and traditions, are not diversity, equity and inclusion as defined by this section. Nothing in this section shall be construed to apply to federally recognized Indian tribes. For purposes of this section:

(i) "Federally recognized Indian tribe" means a tribal government and its citizens who have an acknowledged government-to-government relationship with the United States of America;

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(ii) Federally recognized Indian tribes and their citizens shall be considered a political class, classification or identity. Tribes and their members shall not be considered a race or a racial classification.

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

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Section 3.

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

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

(END)

Speaker of the House

President of the Senate

Governor

TIME APPROVED: _____

DATE APPROVED: _____

I hereby certify that this act originated in the House.

Chief Clerk