

nu-education:

Recently, several states across America have proposed or passed legislation that can impact the scope of diversity, equity, and/or inclusion-related work in public and private institutions.

North Dakota was the first state this year to ban diversity training and hiring statements. The legislation also included the “specified concepts” law, which prohibited colleges from asking students and employees about their commitment to DEI and prevented institutions from penalizing students or employees for disagreeing with more than a dozen concepts regarding race and gender.

Earlier this year, **Florida** Governor Ron DeSantis signed a bill into law banning public colleges and universities from allocating and using federal funds towards diversity, equity, and inclusion programs. This could impact recruitment efforts, academic performance, and graduation and retention rates.

In June, **Texas** Governor Greg Abbott signed a bill into law that would ban DEI offices in public colleges and universities and ban higher education institutions from requiring anyone to provide DEI statements or participate in DEI training.

Iowa legislators have been working towards a bill banning public colleges from spending money on DEI offices and professionals. Additionally, the Iowa Board of Regents has been tasked with conducting a comprehensive review of current programs, while freezing any new initiatives.

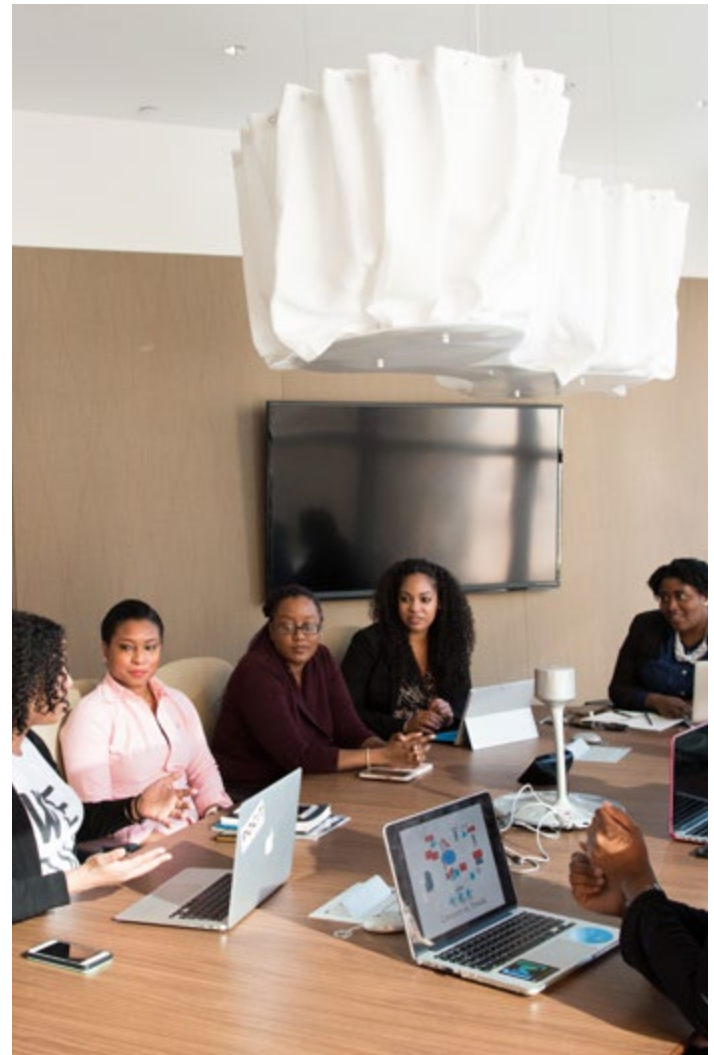
Tennessee lawmakers approved legislation to ban mandatory implicit bias training and ban public colleges and universities from penalizing faculty for refusing to participate in the training.

This is with the intent to protect teachers who do not want to participate in the training. Following state congressional approval, the bill goes to the governor to be passed or vetoed.

Eradicating DEI programs and initiatives can leave already marginalized communities vulnerable to discrimination, inequity, and exclusion. It is important to be aware of these changes because they can affect our professional, academic, or personal lives. Using credible resources can help us understand and affect changes happening in our own communities.

Sources:

- [Politico](#)



nu-spotlight:

Check out some of these virtual events happening this month and look out for more on our social media accounts! → → →

quote of the month:

“It is our collective responsibility to dismantle barriers, amplify voices, and foster an inclusive world where everyone has the opportunity to thrive.”

- Malala Yousafzai

social media:



Friday December 1	DEI DIY: Tools for Enhancing Diversity, Equity, & Inclusion in Your Library <ul style="list-style-type: none">9:30 am - 4:35 pmVirtual\$0-50	tickets and event details
Wednesday December 6	Changing U.S. Demographics & Business: Three Areas to Watch <ul style="list-style-type: none">4:00 pm - 5:00 pmVirtualFREE	tickets and event details
Thursday December 7-8	DEI Foundations Healthcare Certificate December Program <ul style="list-style-type: none">11:00 am - 3:00 pm each dayVirtual\$350	tickets and event details
Thursday December 7	Conducting DEI Year in Reviews <ul style="list-style-type: none">12:00 pm - 1:00 pmVirtualFREE	tickets and event details
Thursday December 7	Diversity, Equity & Inclusion Toolkit: An Overview <ul style="list-style-type: none">11:00 am - 12:00 pmVirtualFREE	tickets and event details
Tuesday December 12	DE&I Current Affairs - leading through difficult times <ul style="list-style-type: none">12:00 pm - 1:00 pmVirtualFREE	tickets and event details
Wednesday December 13	DEI Hard – The State of Diversity, Equity, and Inclusion (DEI) Today <ul style="list-style-type: none">8:00 am - 9:30 amVirtualFree	tickets and event details
Wednesday December 13	DEI: Gender, Sex, Identity & Expression <ul style="list-style-type: none">12:00 pm - 1:00 pmVirtualFREE	tickets and event details
Thursday December 14	The DiverseCityApp Info Session <ul style="list-style-type: none">1:00 pm - 2:00 pmVirtualFREE	tickets and event details