

# EDUCATIONAL INITIATIVES



THE UTAH STATE BOARD OF EDUCATION  
Report to the Education Interim  
Committee

## Equal Opportunity Initiatives

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## STATUTORY REQUIREMENT

U.C.A. Sections 53G-2-103;  
53G-2-104; 53G-2-105.

Requires the state board to provide an update on any reported violations of these sections and an LEA's compliance to the Education Interim Committee and Public Education Appropriations Subcommittee at or before the Education Interim Committee's November interim committee meeting, and the Public Education Appropriations Subcommittee December interim subcommittee meeting.

This report marks the first report since the effective date of July 1, 2024.

# Equal Opportunity Initiatives

## EXECUTIVE SUMMARY

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During the 2024 General Session, the Legislature passed House Bill 261, *Equal Opportunity Initiatives*. The bill prohibits the public education system from requiring an individual to provide submissions or attend training that promotes differential treatment, using certain characteristics in decisions regarding employment or education, and engaging in other discriminatory practices.

Individuals may bring a violation of this section to the State Board. Six reported violations of these sections have been submitted to the Utah State Board of Education Public Education Hotline since the effective date of July 1, 2024.

## BILL OVERVIEW

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In the public education system, unless required by state or federal laws, House Bill 261, *Equal Opportunity Initiatives*, prohibits:

- differential treatment and discriminatory practices, such as engaging in or maintaining a policy, procedure, practice, program, office, initiative, or required training based on an individual's personal identity characteristics (i.e., race, color, ethnicity, sex, sexual orientation, national origin, religion, or gender identity);
- any policy, procedure, practice, program, office, initiative, or required training to be referred to or named diversity, equity, and inclusion; and
- requiring, requesting, soliciting, or compelling a prohibited submission, including a statement, or document that requires an individual to articulate the individual's position,

view, contribution, effort, or experience regarding a policy, program, or initiative that promotes differential treatment based on an individual's personal identity characteristics.

## COMPLIANCE REPORT

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Six reported violations of these sections have been submitted to the Utah State Board of Education Public Education Hotline since the effective date of July 1, 2024.

The reported violations and USBE action include:

- **Salt Lake City School District**
  - Referred to the local school board leadership and superintendent.
- **Jordan School District –**
  - Referred to USBE Student Support, the Utah Professional Practices Advisory Commission (UPPAC), and the local school board leadership and superintendent.
  - Referred to USBE Student Support and USBE Student Data Privacy, UPPAC, and the local education agency (LEA).
- **Alpine School District**
  - Referred to USBE Student Support and the LEA.
- **Center for Creativity, Innovation, and Discovery**
  - Referred to UPPAC and LEA.
- **Granite School District**
  - Referred to UPPAC and LEA.