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DFC Memorandum Number: 2024-06
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MEMORANDUM

TO: Florida College System Presidents

FROM: Kathryn S. Hebda *KH*

DATE: May 3, 2024

SUBJECT: Discontinuation of Employment Equity Report

During the 2024 Legislative Session, the Florida Legislature passed and Governor DeSantis signed into law House Bill 1285, which, among other things, repealed Section (s.) 1012.86, Florida Statutes (F.S.), Florida College System institution employment equity accountability program. Corresponding sections of Florida Statutes were also amended to conform to this repeal, including removal of the requirement for the district board of trustees to evaluate a president based on the results of the equity report in s. 1001.64, F.S., and the requirement of the president to submit the institution's employment equity plan to the Florida Department of Education (Department) in s.1001.65, F.S.

Importantly, the results of the repeal and corresponding amendments to Florida law mean that institutions will no longer create an employment equity plan, set goals for the percentages of employees based on race, ethnicity and sex nor submit an annual employment equity report to the Department. **Effective immediately, work or activities conducted pursuant to these sections of law should cease.** Additionally, the report due on May 1 should not be completed or submitted to the Department.

The Division of Florida Colleges will provide information in a subsequent memorandum to institutions regarding next steps for other, unrelated statutory reports that were traditionally requested by the Division in conjunction with the employment report.

KH

KATHRYN S. HEBDA
FLORIDA COLLEGE SYSTEM CHANCELLOR