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MEMORANDUM

DFC Memorandum Number: 2025-08
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TO: Florida College System Presidents

FROM: Kathryn S. Hebda

DATE: December 19, 2025

SUBJECT: Diversity, Equity and Inclusion (DEI) Spending

In 2024, the Florida Legislature passed SB 266 which added a clause to section (s.) [1004.06](#), Florida Statutes (F.S.), prohibiting expending funds on diversity, equity and inclusion at Florida College System (FCS) institutions. In furtherance of this law, the State Board of Education adopted Rule [6A-14.0718](#), Florida Administrative Code. This rule defines DEI as “any program, campus activity or policy that classifies individuals on the basis of race, color, sex, national origin, gender identity, or sexual orientation and promotes differential or preferential treatment of individuals on the basis of such classification.” With this definition, the rule states that:

(3) An FCS institution or FCS institution direct-support organization may not expend any state or federal funds to promote, support, or maintain any programs or campus activities that:

- (a) Violate s. [1000.05](#), F.S.;
- (b) Advocate for DEI as defined in this rule; or
- (c) Promote or engage in political or social activism as defined in this rule.

(4) An FCS institution or FCS institution direct-support organization advocates for DEI when it engages in a program, policy, or activity that:

- (a) Advantages or disadvantages, or attempts to advantage or disadvantage, an individual or group on the basis of race, color, sex, national origin, gender identity, or sexual orientation, to equalize or increase outcomes, participation, or representation as compared to other individuals or groups; or
- (b) Promotes the position that a group or an individual’s action is inherently, unconsciously, or implicitly biased on the basis of race, color, sex, national origin, gender identity, or sexual orientation.

In order to comply with this rule, FCS institutions must verify that they do not pay dues or membership fees to organizations that advocate for or promote DEI or DEI policies. Please review the organizations to which your institution pays dues to ensure that you are in compliance with this requirement.

KH/ja

KATHRYN S. HEBDA
FLORIDA COLLEGE SYSTEM CHANCELLOR