

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

S

2

SENATE BILL 227  
Second Edition Engrossed 3/11/25

Short Title: Eliminating "DEI" in Public Education. (Public)

Sponsors: Senators Berger, Lee, and Overcash (Primary Sponsors).

Referred to: Rules and Operations of the Senate

March 4, 2025

1 A BILL TO BE ENTITLED  
2 AN ACT TO DEMONSTRATE THE GENERAL ASSEMBLY'S INTENT THAT STUDENTS,  
3 TEACHERS, ADMINISTRATORS, AND OTHER SCHOOL EMPLOYEES RECOGNIZE  
4 THE EQUALITY AND RIGHTS OF ALL PERSONS AND TO PROHIBIT PUBLIC  
5 SCHOOL UNITS FROM PROMOTING CERTAIN CONCEPTS THAT ARE CONTRARY  
6 TO THAT INTENT.

7 Whereas, President Trump issued an executive order on January 29, 2025, to protect  
8 American students and ensure that K-12 recipients of federal funds comply with all applicable  
9 laws prohibiting discrimination and protecting parental rights; and

10 Whereas, in the last fiscal year, North Carolina received \$3.1 billion in federal funding  
11 for K-12 education, demonstrating the importance of ensuring that public schools remain in  
12 compliance with federal regulations to protect education funding; and

13 Whereas, the General Assembly is committed to ensuring all North Carolina public  
14 school students receive a meaningful education based on academic excellence, critical thinking,  
15 and the free exchange of ideas; and

16 Whereas, it is the State's role to protect the practice of education for public school  
17 students and teachers; and

18 Whereas, so-called "DEI" programs promote a worldview that demands people,  
19 especially young students, to judge others based on their race, sex, or other factors and attack  
20 true diversity of thought, stifle opportunity, and stoke division; Now, therefore,  
21 The General Assembly of North Carolina enacts:

22 **SECTION 1.** G.S. 115C-12(9c) is amended by adding a new sub-subdivision to read:

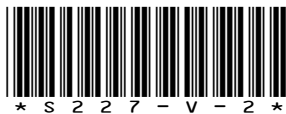
23 "d. The Board shall not approve, provide, recommend, or require  
24 professional development that is prohibited by  
25 G.S. 115C-76.210(a)(4)."

26 **SECTION 2.** Article 7B of Chapter 115C of the General Statutes is amended by  
27 adding the following new sections to read:

28 "**§ 115C-76.200. Intent.**

29 The General Assembly finds that Section 1 of Article I of the Constitution of this State  
30 recognizes the equality and rights of all persons. Therefore, it is the intent of the General  
31 Assembly that students, teachers, administrators, and other school employees respect the dignity  
32 of others, acknowledge the right of others to express differing opinions, and foster and defend  
33 intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association  
34 and that the public schools of this State employ teaching methods and procedures to further that  
35 intent.

36 "**§ 115C-76.205. Definitions.**



1 For the purposes of this Part, the following definitions apply:

- 2 (1) Discriminatory practice. – Any of the following based on an individual's  
3 protected classification under federal law:  
4 a. Treating an individual differently solely to advantage or disadvantage  
5 that individual as compared to other individuals or groups.  
6 b. Excluding an individual from employment, except as allowed under  
7 federal law.  
8 c. Excluding an individual from participation in an educational program  
9 or activity, except as allowed under federal law.  
10 (2) Divisive concept. – Any of the following concepts:  
11 a. One race or sex is inherently superior to another race or sex.  
12 b. An individual, solely by virtue of his or her race or sex, is inherently  
13 racist, sexist, or oppressive.  
14 c. An individual should be discriminated against or receive adverse  
15 treatment solely or partly because of his or her race or sex.  
16 d. An individual's moral character is necessarily determined by his or her  
17 race or sex.  
18 e. An individual, solely by virtue of his or her race or sex, bears  
19 responsibility for actions committed in the past by other members of  
20 the same race or sex.  
21 f. Any individual, solely by virtue of his or her race or sex, should feel  
22 discomfort, guilt, anguish, or any other form of psychological distress.  
23 g. A meritocracy is inherently racist or sexist.  
24 h. The United States was created by members of a particular race or sex  
25 for the purpose of oppressing members of another race or sex.  
26 i. Particular character traits, values, moral or ethical codes, privileges, or  
27 beliefs should be ascribed to a race or sex or to an individual because  
28 of the individual's race or sex.  
29 j. The rule of law does not exist but instead is a series of power  
30 relationships and struggles among racial or other groups.  
31 k. All Americans are not created equal and are not endowed by their  
32 Creator with certain unalienable rights, including life, liberty, and the  
33 pursuit of happiness.  
34 l. Governments should deny to any person within the government's  
35 jurisdiction the equal protection of the law.  
36 (3) Instruction. – Includes content taught or presented to students by employees,  
37 contractors, or individuals otherwise engaged by a public school unit.  
38 (4) Professional development. – Includes seminars, workshops, and other  
39 trainings delivered by employees, contractors, or individuals otherwise  
40 engaged by a public school unit.

41 **"§ 115C-76.210. Ensuring dignity and nondiscrimination in schools.**

- 42 (a) Public school units shall not do any of the following:  
43 (1) Engage in or advocate for discriminatory practices.  
44 (2) Compel students, teachers, administrators, or other school employees to  
45 affirm or profess belief in divisive concepts.  
46 (3) Provide instruction to students on divisive concepts.  
47 (4) Engage in any of the following with respect to professional development that  
48 includes or advocates for divisive concepts or discriminatory practices:  
49 a. Approve, recommend, or require a professional educator to participate  
50 in the professional development.  
51 b. Develop, purchase, or provide the professional development.

- 1                   c.       Contract with an entity for the professional development.
- 2                   d.       Provide an entity access for the purpose of delivering the professional
- 3                               development.
- 4               (5)   Maintain an office, division, or other unit (i) promoting discriminatory
- 5                               practices or divisive concepts or (ii) referred to as or named diversity, equity,
- 6                               and inclusion.
- 7               (6)   Employ or assign an employee whose duties for a public school unit include
- 8                               promoting discriminatory practices or divisive concepts.
- 9       (b)   This section shall not be construed to limit any of the following:
- 10               (1)   Speech protected by the First Amendment of the United States Constitution.
- 11               (2)   Materials accessed on an individual basis that advocate divisive concepts or
- 12                               discriminatory practices for the purpose of research or independent study.
- 13               (3)   Policies, procedures, or professional development required by State or federal
- 14                               law.
- 15               (4)   Instruction on divisive concepts in accordance with the standard course of
- 16                               study in contexts that make clear the public school unit does not sponsor,
- 17                               approve, or endorse any divisive concepts, including instruction related to the
- 18                               following:
- 19                   a.       The history of an ethnic group, as described in textbooks and
- 20                               instructional materials adopted in accordance with Part 3 of Article 8
- 21                               of this Chapter.
- 22                   b.       The impartial discussion of controversial aspects of history.
- 23                   c.       The impartial discussion of the historical oppression of a particular
- 24                               group of people based on race, ethnicity, class, nationality, religion, or
- 25                               geographic region.
- 26                   d.       Historical documents that are permitted under G.S. 115C-47(29c).
- 27               (5)   Single-sex schools, educational programs, or activities operated in compliance
- 28                               with State or federal law.
- 29       (c)   Each public school unit shall certify annually in writing by September 1 to the
- 30   Department of Public Instruction that the public school unit fully complies with the requirements
- 31   of this section, including any actions taken to achieve compliance. The Department shall
- 32   summarize the certifications in a consolidated report by January 15 annually to the Joint
- 33   Legislative Commission on Governmental Operations and the Joint Legislative Education
- 34   Oversight Committee."

35                   **SECTION 2.5.(a)** G.S. 115C-47 reads as rewritten:

36   **"§ 115C-47. Powers and duties generally.**

37                   In addition to the powers and duties designated in G.S. 115C-36, local boards of education

38 shall have the power or duty:

- 39                   ...
- 40               (18)   To Make Rules Concerning the Conduct and Duties of Personnel. – Local
- 41                               boards of education, upon the recommendation of the superintendent, shall
- 42                               ~~have full power to make all just and needful rules and regulations adopt~~
- 43                               ~~policies governing the conduct of teachers, principals, and supervisors,~~
- 44                               ~~employees, the kind of reports they shall make, and their duties in the care of~~
- 45                               ~~school property. The policies governing the conduct of employees shall~~
- 46                               ~~prohibit discrimination based on an individual's protected classification under~~
- 47                               ~~federal law, including antisemitism as defined in G.S. 12-3.2.~~

48                               Prior to the beginning of each school year, each local board of education

49 shall identify all reports, including local school required reports, that are

50 required at the local level for the school year and shall, to the maximum extent

51 possible, eliminate any duplicate or obsolete reporting requirements and

1 consolidate remaining reporting requirements. No additional reports shall be  
2 required at the local level after the beginning of the school year without the  
3 prior approval of the local board of education.

4 Prior to the beginning of each school year, each local board of education  
5 shall also identify software protocols such as NC Wise that could be used to  
6 minimize repetitious data entry by teachers and shall make them available to  
7 teachers.

8 Each local board of education shall appoint a person or establish a local  
9 paperwork control committee to monitor all reports and other paperwork  
10 required of teachers by the central office and to monitor teachers' access to  
11 software protocols that minimize repetitious data entry.

12 ...."

13 **SECTION 2.5.(b)** G.S. 115C-390.2(b) reads as rewritten:

14 "(b) Governing body policies shall include or provide for the development of a Code of  
15 Student Conduct that notifies students of the standards of behavior expected of them, conduct  
16 that may subject them to discipline, and the range of disciplinary measures that may be used by  
17 school officials. The Code of Student Conduct shall prohibit discrimination based on an  
18 individual's protected classification under federal law, including antisemitism as defined in  
19 G.S. 12-3.2."

20 **SECTION 3.** G.S. 115C-270.30 is amended by adding a new subsection to read:

21 "(b2) Professional Educator Licensure Renewal. – No continuing education credit shall be  
22 awarded for professional development that is prohibited by G.S. 115C-76.210(a)(4)."

23 **SECTION 4.** For the certification due September 1, 2025, as required by  
24 G.S. 115C-76.210(c), as enacted by Section 2 of this act, each public school unit shall also  
25 include information on the initial implementation of this act, including reductions in force and  
26 spending, changes to job titles and position descriptions, and how savings achieved from these  
27 actions have been directed.

28 **SECTION 5.** If any provision of this act or its application is held invalid, the  
29 invalidity does not affect other provisions or applications of this act that can be given effect  
30 without the invalid provisions or application and, to this end, the provisions of this act are  
31 severable.

32 **SECTION 6.** This act is effective when it becomes law.