

119TH CONGRESS
1ST SESSION

H. R. 5474

To ensure equal protection of the law and prevent racism in the Government of the District of Columbia by prohibiting the Government of the District of Columbia from engaging in certain diversity, equity, or inclusion practices or conducting racial equity training, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 18, 2025

Ms. MACE (for herself, Ms. BOEBERT, and Mr. MOORE of Alabama) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To ensure equal protection of the law and prevent racism in the Government of the District of Columbia by prohibiting the Government of the District of Columbia from engaging in certain diversity, equity, or inclusion practices or conducting racial equity training, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “No Diversity, Equity,
5 and Inclusion in the District of Columbia Act” or the “No
6 DEI in DC Act”.

1 **SEC. 2. PROHIBITION OF DIVERSITY, EQUITY, OR INCLU-**
2 **SION PRACTICES.**

3 (a) IN GENERAL.—The Government of the District
4 of Columbia may not engage in any prohibited diversity,
5 equity, or inclusion practice.

6 (b) FUNDING PROHIBITION.—None of the funds
7 available for obligation or expenditure by the District of
8 Columbia government under any authority may be used
9 to fund, directly or indirectly, any prohibited diversity, eq-
10 uity, or inclusion practice, or any entity which engages in
11 any prohibited diversity, equity, or inclusion practice.

12 (c) DEFINITION.—In this section, the term “prohib-
13 ited diversity, equity, or inclusion practice” means—

14 (1) discriminating for or against any person on
15 the basis of race, color, ethnicity, religion, biological
16 sex, or national origin;

17 (2) requiring as a condition of employment, as
18 a condition for promotion or advancement, or as a
19 condition for speaking, making a presentation, or
20 submitting written materials, that an employee un-
21 dergo training, education, or coursework, or other
22 pedagogy, that asserts that a particular race, color,
23 ethnicity, religion, biological sex, or national origin is
24 inherently or systemically superior or inferior, op-
25 pressive or oppressed, or privileged or unprivileged;

1 (3) requiring as a condition of employment, as
2 a condition for promotion or advancement, or as a
3 condition for speaking, making a presentation, or
4 submitting written materials, the signing of or as-
5 sent to a statement, code of conduct, work program,
6 or plan, or similar device that requires assent by the
7 employee that a particular race, color, ethnicity, reli-
8 gion, biological sex, or national origin is inherently
9 or systemically superior or inferior, oppressive or op-
10 pressed, or privileged or unprivileged;

11 (4) taking or failing to take, or threatening to
12 take or fail to take, any personnel action against any
13 employee or applicant for employment because of the
14 failure of the employee or applicant to—

15 (A) complete training with respect to diver-
16 sity, equity, or inclusion, critical theory (relat-
17 ing to race, gender, or otherwise),
18 intersectionality, sexual orientation or gender
19 identity, or any substantially similar theory or
20 policy;

21 (B) complete training that asserts or re-
22 quires trainees to assert that a particular race,
23 color, ethnicity, religion, biological sex, or na-
24 tional origin is inherently or systemically supe-

rior or inferior, oppressive or oppressed, or privileged or unprivileged;

(C) sign or assent to (which may be by executing or acknowledging) a statement, code of conduct, work program, plan, or similar device with respect to diversity, equity, and inclusion, critical theory (relating to race, gender, or otherwise), intersectionality, sexual orientation or gender identity, or any substantially similar theory or policy;

(D) sign or assent to (which may be by executing or acknowledging) a statement, code of conduct, work program, plan, or similar device that asserts or requires assent by the employee or applicant that a particular race, color, ethnicity, religion, biological sex, or national origin is inherently or systemically superior or inferior, oppressive or oppressed, or privileged or unprivileged;

(E) take any other action that would require the treatment of any individual advantageously or disadvantageously on the basis of that individual's race, color, ethnicity, religion, biological sex, or national origin; or

1 (F) limit, segregate, or classify employees
2 or applicants for employment in any way that
3 would deprive or tend to deprive any individual
4 of an employment opportunity, or otherwise ad-
5 versely affect the status of the individual as an
6 employee, because of the race, color, ethnicity,
7 religion, biological sex, or national origin of the
8 individual;

9 (5) maintaining an office, commission, bureau,
10 division, or other organization to further promote or
11 enforce any activity described in paragraphs (1)
12 through (4); or

13 (6) retaining or employing a consultant or advi-
14 sor to further promote or enforce any activity de-
15 scribed in paragraphs (1) through (4).

16 **SEC. 3. PROHIBITION ON DEI TRAINING.**

17 (a) PROHIBITION ON IMPLEMENTING DEI TRAIN-
18 ING.—No training program or plan may be developed, im-
19 plemented, distributed, published, established, or pur-
20 chased by the Government of the District of Columbia—

21 (1) with respect to diversity, equity, and inclu-
22 sion, critical theory (relating to race, gender, or oth-
23 erwise), intersectionality, sexual orientation or gen-
24 der identity, or any substantially similar theory or
25 policy; or

1 (2) that asserts or requires the trainees to as-
2 sert that a particular race, color, ethnicity, religion,
3 biological sex, or national origin is inherently or sys-
4 temically superior or inferior, oppressive or op-
5 pressed, or privileged or unprivileged.

6 (b) PROHIBITION ON REQUIRING DEI TRAINING.—

7 No employee of the Government of the District of Colum-
8 bia may be required to complete training under a program
9 or plan established under this section—

10 (1) with respect to diversity, equity, and inclu-
11 sion, critical theory (relating to race, gender, or oth-
12 erwise), intersectionality, sexual orientation or gen-
13 der identity, or any substantially similar theory or
14 policy; or

15 (2) that asserts or requires the trainees to as-
16 sert that a particular race, color, ethnicity, religion,
17 biological sex, or national origin is inherently or sys-
18 temically superior or inferior, oppressive or op-
19 pressed, or privileged or unprivileged.

20 (c) PROHIBITION ON FUNDING DEI TRAINING.—

21 None of the funds available for obligation or expenditure
22 by the District of Columbia government under any author-
23 ity may be used for the purposes of developing, imple-
24 menting, distributing, publishing or purchasing a training
25 course—

1 (1) relating to—

2 (A) diversity, equity, inclusion, and accessi-
3 bility;

4 (B) a critical theory (relating to race, gen-
5 der, or otherwise); or

6 (C) intersectionality, sexual orientation, or
7 gender identity; or

8 (2) that asserts or requires trainees to assert
9 that a particular race, color, ethnicity, religion, bio-
10 logical sex, or national origin is inherently or sys-
11 temically superior, inferior, oppressive, oppressed,
12 privileged, or unprivileged.

13 **SEC. 4. CONFORMING AMENDMENTS TO DISTRICT OF CO-**
14 **LUMBIA LAW.**

15 (a) REPEAL OF LAWS RELATING TO MANAGEMENT
16 OF DISTRICT OF COLUMBIA GOVERNMENT EMPLOYEE
17 PENSIONS.—

18 (1) DEFINITION OF DIVERSE EMERGING FUND
19 MANAGER.—Section 102(2B) of the Police Officers,
20 Fire Fighters and Teachers Retirement Benefit Re-
21 placement Plan Act of 1998 (sec. 1–901.02(2B),
22 D.C. Official Code) is hereby repealed.

23 (2) DIVERSE EMERGING FUND MANAGER RE-
24 PORTING REQUIREMENT FOR DISTRICT OF COLUM-
25 BIA RETIREMENT BOARD.—Section 142(b)(15) of

1 such Act (sec. 1–909.02(b)(15), D.C. Official Code)
2 is hereby repealed.

3 (b) REPEAL OF LAWS RELATING TO ORGANIZATION
4 AND ADMINISTRATION OF DISTRICT OF COLUMBIA GOV-
5 ERNMENT.—

6 (1) SMALL AND LOCAL BUSINESS ENTERPRISE
7 DEVELOPMENT AND ASSISTANCE.—

8 (A) DEFINITIONS.—Section 2302 of the
9 Small, Local, and Disadvantaged Business En-
10 terprise Development and Assistance Act of
11 2005 (sec. 2–218.02, D.C. Official Code) is
12 amended by striking paragraphs (1F), (5),
13 (5A), (7), and (8A).

14 (B) DISADVANTAGED BUSINESS ENTER-
15 PRISES.—Section 2333 of such Act (sec. 2–
16 218.33, D.C. Official Code) is hereby repealed.

17 (C) EQUITY IMPACT ENTERPRISES.—Part
18 D–i of such Act (sec. 2–218.77, D.C. Official
19 Code) is hereby repealed.

20 (2) DIVERSITY REQUIREMENT IN SOLICITATION
21 OF CONSTRUCTION CONTRACTS.—Section 606(b) of
22 the Procurement Practices Reform Act of 2010 (sec.
23 2–356.06(b), D.C. Official Code) is amended—

24 (A) by adding “and” at the end of para-
25 graph (5);

(B) in paragraph (6), by striking “and Equity Impact Enterprises; and” and inserting a period; and

(C) by striking paragraph (7).

(3) LATINO COMMUNITY OFFICE.—The District of Columbia Latino Community Development Act (sec. 2–1301 et seq., D.C. Official Code) is hereby repealed.

(4) OFFICE ON ASIAN AND PACIFIC ISLANDER AFFAIRS.—The Office on Asian and Pacific Islander Affairs Establishment Act of 2001 (sec. 2–1371 et seq., D.C. Official Code) is hereby repealed.

(5) OFFICE OF GAY, LESBIAN, BISEXUAL, TRANSGENDER, AND QUESTIONING AFFAIRS.—The Office of Gay, Lesbian, Bisexual and Transgender Affairs Act of 2005 (sec. 2–1381 et seq., D.C. Official Code) is hereby repealed.

(6) OFFICE AND COMMISSION ON AFRICAN-AMERICAN AFFAIRS.—The Office and Commission on African Affairs Act of 2006 (sec. 2–1391 et seq., D.C. Official Code) is hereby repealed.

(7) RACIAL EQUITY TRAINING IN OFFICE OF HUMAN RIGHTS.—Section 206b of the Office of Human Rights Establishment Act of 1999 (section 2–1411.05b, D.C. Official Code) is hereby repealed.

1 (8) OFFICE OF RACIAL EQUITY AND COMMIS-
2 SION ON RACIAL EQUALITY, SOCIAL JUSTICE AND
3 ECONOMIC INCLUSION.—The Racial Equity Achieves
4 Results (REACH) Amendment Act of 2020 (sec. 2–
5 1471.01 et seq., D.C. Official Code) is hereby re-
6 pealed.

7 (c) LAWS RELATING TO DISTRICT OF COLUMBIA
8 BOARDS AND COMMISSIONS.—

9 (1) COMMISSION FOR WOMEN.—The District of
10 Columbia Commission for Women Act of 1978 (sec.
11 3–701 et seq., D.C. Official Code) is hereby re-
12 pealed.

13 (2) FOCUS ON LGBTQ PATIENTS IN CONTINUING
14 EDUCATION REQUIREMENTS FOR LICENSES ISSUED
15 BY HEALTH OCCUPATIONS BOARDS.—Section 510(b)
16 of the Health Occupations Revision Act of 1985
17 (sec. 3–1205.10(b), D.C. Official Code) is amended
18 by striking paragraph (5).

19 (3) COMMISSION ON REPARATIONS.—The In-
20 surance Database Amendment Act of 2024 (sec. 3–
21 1461 et seq., D.C. Official Code) is hereby repealed.

22 (d) LAWS RELATING TO PUBLIC CARE SYSTEMS.—

23 (1) PRIORITY FOR GRANTS MADE BY OFFICE OF
24 VICTIM SERVICES AND JUSTICE GRANTS.—Section
25 3022(b)(2) of the Office of Victim Services and Jus-

1 tice Grants Transparency Act of 2022 (sec. 4–
2 571.01(b)(2), D.C. Official Code) is amended—

3 (A) in subparagraph (B), by striking
4 clause (ii); and

5 (B) in subparagraph (D), by striking
6 clause (ii).

7 (2) HOMELESS SERVICES REFORM ACT OF
8 2005.—

9 (A) SERVICE NEEDS OF LGBTQ YOUTH.—
10 Section 5 of such Act (sec. 4–752.02, D.C. Offi-
11 cial Code) is amended—

12 (i) in subsection (b)(1), by striking
13 “and the number of LGBTQ homeless
14 youth in the District”; and

15 (ii) by striking subsection (b–1).

16 (B) CONTINUUM OF CARE FOR LGBTQ
17 YOUTH.—Section 7(b) of such Act (sec. 4–
18 753.01(b), D.C. Official Code) is amended by
19 striking paragraph (6).

20 (C) SHELTER INTAKE POLICIES FOR
21 LGBTQ INDIVIDUALS.—Section 8(c) of such Act
22 (sec. 4–753.02(c), D.C. Official Code) is
23 amended—

24 (i) by striking paragraph (1B); and

1 (ii) in paragraph (4), by striking
2 “age, and whether an individual is an
3 LGBTQ homeless youth,” and inserting
4 “and age,”.

5 (D) TRAINING STANDARDS RELATING TO
6 LGBTQ YOUTH.—Section 12a of such Act (sec.
7 4–754.21a, D.C. Official Code) is amended—

8 (i) in the matter preceding paragraph
9 (1), by striking “with regard to the
10 LGBTQ population”; and

11 (ii) by striking paragraphs (2)
12 through (4).

13 (E) STANDARDS FOR PROVIDERS OF SERV-
14 ICES TO LGBTQ YOUTH.—Section 16a of such
15 Act (sec. 4–754.25a, D.C. Official Code) is
16 hereby repealed.

17 (F) TRANSFER OF CLIENTS.—Section
18 20(a) of such Act (sec. 4–754.34(a), D.C. Offi-
19 cial Code) is amended by striking paragraph
20 (3).

21 (G) STAFF OF SHELTER MONITORING
22 UNITS.—Section 27d of the Homeless Services
23 Reform Act of 2005 (sec. 4–754.54, D.C. Offi-
24 cial Code) is amended—

1 (i) in subsection (b), by striking “,
 2 and in sensitivity to the diversity of per-
 3 sons who are homeless in the District”;
 4 and
 5 (ii) by striking subsection (c).

6 (H) MINIMUM NUMBER OF BEDS FOR
 7 LGBTQ YOUTH.—Section 28 of such Act (sec.
 8 4–755.01, D.C. Official Code) is amended by
 9 striking subsection (c).

10 (3) BOARD OF DIRECTORS OF CHILD ABUSE
 11 AND NEGLECT PREVENTION CHILDREN’S TRUST
 12 FUND.—Section 4(a) of the Child Abuse and Neglect
 13 Prevention Children’s Trust Fund Act of 1993 (sec.
 14 4–1341.03(a), D.C. Official Code) is amended by
 15 striking “and shall reflect a diversity of gender and
 16 ethnicity”.

17 (e) LAWS RELATING TO POLICE, FIREFIGHTERS,
 18 MEDICAL EXAMINER, AND FORENSIC SERVICES.—

19 (1) COMMUNITY REPRESENTATIVES ON POLICE
 20 OFFICERS STANDARDS AND TRAINING BOARD.—Sec-
 21 tion 204(b)(9)(D) of the Omnibus Police Reform
 22 Amendment Act of 2000 (sec. 5–107.03(b)(9)(D),
 23 D.C. Official Code) is amended by striking “or
 24 LGBTQ social services, policy, or advocacy”.

1 (2) PREVENTING WHITE SUPREMACY IN POLIC-
2 ING.—Subtitle R of title I of the Comprehensive Po-
3 licing and Justice Reform Amendment Act of 2022
4 (sec. 5–123.31 et seq., D.C. Official Code), is hereby
5 repealed.

6 (f) LAWS RELATING TO HOUSING AND BUILDING
7 RESTRICTIONS AND REGULATIONS.—

8 (1) LOCAL RENT SUPPLEMENT PROGRAM.—Sec-
9 tion 26c(f) of the District of Columbia Housing Au-
10 thority Act of 1999 (sec. 6–228(f), D.C. Official
11 Code) is amended by striking paragraph (2).

12 (2) COMMUNITY DEVELOPMENT OBJECTIVES.—
13 Section 2(c)(6) of the District of Columbia Commu-
14 nity Development Act of 1975 (sec. 6–1001(c)(6),
15 D.C. Official Code) is amended by striking “diver-
16 sity and”.

17 (g) LAWS RELATING TO HUMAN HEALTH CARE AND
18 SAFETY.—

19 (1) TREATMENT OF LGBTQ SENIORS UNDER
20 OLDER AMERICANS ACT.—Section 309 of the Dis-
21 trict of Columbia Act on the Aging (sec. 7–503.09,
22 D.C. Official Code) is hereby repealed.

23 (2) REPORT ON HEALTH OF LGBTQ COMMU-
24 NITY.—Section 4902a of the Department of Health

1 Functions Clarification Act of 2001 (sec. 7–731.01,
2 D.C. Official Code) is amended—

3 (A) by striking paragraph (3) of subsection
4 (a);
5 (B) by striking subsection (b); and
6 (C) by striking paragraph (2) of subsection
7 (c).

8 (3) COMMISSION ON HEALTH EQUITY.—The
9 Commission on Health Equity Amendment Act of
10 2016 (sec. 7–756.01 et seq., D. C. Official Code) is
11 hereby repealed.

12 (4) PERINATAL MENTAL HEALTH TASK
13 FORCE.—Section 5042(a)(9) of the Perinatal Mental
14 Health Task Force Establishment Act of 2022 (sec.
15 7–1234.02(a)(9), D.C. Official Code) is amended by
16 striking “, encompassing the ability to serve the di-
17 versity of perinatal experiences of unique popu-
18 lations, including Black birthing people, Hispanic
19 birthing people, pregnant and postpartum people of
20 color, perinatal immigrant populations, adolescents
21 who are pregnant and parenting, LGBTQIA+ birth-
22 ing people, child welfare involved birthing people,
23 disabled, justice involved, incarcerated, and homeless
24 birthing people, and their non-birthing partners”.

1 (5) CERTIFICATION OF DRUG TREATMENT PRO-
2 VIDERS.—Section 10 of the Choice in Drug Treat-
3 ment Act of 2000 (sec. 7–3009, D.C. Official Code)
4 is amended by striking subsection (c).

5 (h) GREENHOUSE GAS EMISSION REDUCTIONS.—
6 Section 109d of the District Department of the Environ-
7 ment Establishment Act of 2005 (sec. 8–151.09d, D.C.
8 Official Code) is amended—

9 (1) by striking subsection (c); and

10 (2) by striking paragraph (3) of subsection (d).

11 (i) COMMEMORATION TASK FORCE.—The Commemo-
12 ration Task Force Act of 2020 (sec. 9–251 et seq., D.C.
13 Official Code) is hereby repealed.

14 (j) LAWS RELATING TO EDUCATIONAL INSTITU-
15 TIONS.—

16 (1) EXPANSION TO UNIVERSAL PRE-K.—Section
17 301(d)(2) of the Pre-K Enhancement and Expan-
18 sion Amendment Act of 2008 (sec. 38–273.01(d)(2),
19 D.C. Official Code) is amended—

20 (A) in subparagraph (A), by adding “and”
21 at the end;

22 (B) in subparagraph (B), by striking “;
23 and” and inserting a period; and

24 (C) by striking subparagraph (C).

25 (2) TITLE IX ATHLETIC EQUITY.—

1 (A) NONDISCRIMINATION.—Section 3 of
2 the Title IX Athletic Equity Act of 2015 (sec.
3 38–841.02, D.C. Official Code) is amended by
4 striking “sex, gender, or gender identity” and
5 inserting “sex”.

6 (B) REPEAL OF CERTAIN REPORTING RE-
7 QUIREMENTS.—Section 4 of such Act (sec. 38–
8 841.03, D.C. Official Code) is hereby repealed.

9 (3) ASSESSMENTS OF ELEMENTARY AND SEC-
10 ONDARY SCHOOL TEACHING WORKFORCE.—Section
11 4195(f)(1) of the Teacher Preparation Act of 2021
12 (sec. 38–2254(f)(1), D.C. Official Code) is amended
13 by striking “, which shall include an assessment of
14 the District’s progress toward achieving diversity in
15 its elementary and secondary public school teachers
16 that matches the demographics of the District’s cor-
17 responding student population”.

18 (4) OFFICE OF THE STATE SUPER-
19 INTENDENT.—

20 (A) DEFINITION OF LGBTQ.—Section 2b of
21 the State Education Office Establishment Act
22 of 2000 (sec. 38–2601.02, D.C. Official Code)
23 is amended by striking paragraph (2)(E).

1 (B) REPORT ON LGBTQ YOUTH.—Section
2 3(b) of such Act (sec. 38–2602(b), D.C. Official
3 Code) is amended—

4 (i) in paragraph (28), by striking sub-
5 paragraph (C); and

6 (ii) by striking paragraph (31).

7 (k) CONSIDERATION OF RACIAL EQUITY IN TAX-
8 ATION, BUDGET, AND FINANCIAL MANAGEMENT.—

9 (1) BUDGET AND FINANCIAL MANAGEMENT.—
10 Section 47–308.01, District of Columbia Official
11 Code, is amended—

12 (A) in subsection (a), by striking para-
13 graph (3A) of subsection (a); and

14 (B) by striking subsection (h).

15 (2) PERFORMANCE MEASURES.—Section 47–
16 308.02, D.C. Official Code, is amended by striking
17 subsection (g).

18 (3) PERFORMANCE ACCOUNTABILITY RE-
19 PORTS.—Section 47–308.03(c)(1), District of Co-
20 lumbia Official Code, is amended by striking “, in-
21 cluding those relating to achieving racial equity,”.

22 (4) DUTIES OF TAX REVISION COMMISSION.—
23 Section 47–462(b)(5), District of Columbia Official
24 Code, is amended by striking “; Such criteria and

1 framework shall consider racial equity impacts;” and
 2 inserting a period.

3 (l) LGBTQ PRIDE MOTOR VEHICLE IDENTIFICA-
 4 TION TAGS.—

5 (1) ISSUANCE OF TAGS.—Section 2n of the Dis-
 6 trict of Columbia Revenue Act of 1937 (sec. 50–
 7 1501.02n, D.C. Official Code) is hereby repealed.

8 (2) USE OF PROCEEDS.—Section 3 of such Act
 9 (sec. 50–1501.03, D.C. Official Code) is amended—

10 (A) in subsection (a)(1), by striking sub-
 11 paragraph (R); and

12 (B) in subsection (d), by striking para-
 13 graph (16).

14 **SEC. 5. CONFORMING ELIMINATION OF CERTAIN OFFICES**
 15 **AND COMMISSIONS IN DISTRICT OF COLUM-**
 16 **BIA GOVERNMENT; PROHIBITION ON FUND-**
 17 **ING.**

18 (a) ELIMINATION OF CERTAIN OFFICES AND COM-
 19 MISSIONS.—The following offices and commissions in the
 20 Government of the District of Columbia are hereby abol-
 21 ished:

22 (1) The Mayor’s Office of Racial Equity.

23 (2) The Council Office of Racial Equity.

24 (3) The Council Commission on Racial Equity,
 25 Social Justice, and Economic Inclusion.

1 (4) The Commission on Reparations.

2 (5) The Mayor's Office on Latino Affairs.

3 (6) The Commission on Latino Community De-
4 velopment.

5 (7) The Mayor's Office on Caribbean Commu-
6 nity Affairs.

7 (8) The Mayor's Office on African-American
8 Affairs.

9 (9) The Commission on African-American Af-
10 fairs.

11 (10) The Mayor's Office on African Affairs.

12 (11) The Mayor's Office on Asian and Pacific
13 Islander Affairs.

14 (12) The Commission on Asian and Pacific Is-
15 lander Affairs.

16 (13) The Commission on Asian and Pacific Is-
17 lander Community Development.

18 (14) The Mayor's Office of Gay, Lesbian, Bi-
19 sexual, Transgender and Questioning Affairs.

20 (15) The Commission for Women.

21 (16) The Commission on Health Equity.

22 (b) PROHIBITION ON ESTABLISHING SUBSTANTIALLY
23 SIMILAR OFFICES OR COMMISSIONS.—The Government of
24 the District of Columbia may not establish a substantially

1 similar successor office or commission to those referenced
2 in subsection (a).

3 (c) PROHIBITION OF FUNDING DIVERSITY, EQUITY,
4 AND INCLUSION AGENCIES.—None of the funds available
5 for obligation or expenditure by the District of Columbia
6 government under any authority may be used for the pur-
7 pose of maintaining in any agency an—

8 (1) office relating to diversity, equity, inclusion,
9 or accessibility or any substantially similar office;

10 (2) maintaining or employing a chief diversity
11 officer or a substantially similar officer;

12 (3) developing, implementing, distributing, or
13 publishing—

14 (A) plans, strategic plans, reports, or sur-
15 veys relating to diversity, equity, inclusion, and
16 accessibility; or

17 (B) action plans, reports, or surveys relat-
18 ing to equity or substantially similar plans, re-
19 ports, or surveys;

20 (4) developing, implementing, or maintaining in
21 any agency an employee resource group or an affini-
22 ty group based on race, color, ethnicity, religion, na-
23 tional origin, sexual orientation, or gender identity;
24 or

1 (5) developing, implementing, or maintaining an
2 equity team or a substantially similar team.

3 **SEC. 6. ENFORCEMENT; PRIVATE RIGHT OF ACTION.**

4 (a) **ENFORCEMENT.**—Any person alleging a violation
5 of this Act, or any amendment made by this Act, may
6 bring a civil action in the United States District Court
7 for the District of Columbia.

8 (b) **RELIEF.**—In a civil action brought under sub-
9 section (a) in which the plaintiff prevails, the court may
10 award—

11 (1) a Writ of Mandamus or other equitable or
12 declaratory relief;

13 (2) a minimum of \$1,000 per violation per day;

14 (3) reasonable attorney’s fees and litigation
15 costs;

16 (4) compensatory damages; and

17 (5) all other appropriate relief.

18 **SEC. 7. RULE OF CONSTRUCTION.**

19 Nothing in this Act or, any amendment made by this
20 Act, shall be construed to prevent the maintenance and
21 funding of—

22 (1) any Equal Employment Opportunity office
23 of the Government of the District of Columbia as
24 historically organized and operated; or

1 (2) an office of the Government of the District
2 of Columbia enforcing the Americans with Disabil-
3 ities Act of 1990 (42 U.S.C. 12101 et seq.) or simi-
4 lar programs or offices as historically organized and
5 operated.

6 **SEC. 8. SEVERABILITY.**

7 If any provision of this Act or any amendment made
8 by this Act, or the application of a provision of this Act
9 or an amendment made by this Act to any person or cir-
10 cumstance, is held to be unconstitutional, the remainder
11 of this Act, and the application of the provision or amend-
12 ment to any person or circumstance, shall not be affected
13 by the holding.

14 **SEC. 9. EFFECTIVE DATE.**

15 This Act, and the amendments made by this Act,
16 shall take effect on the date that is 90 days after the date
17 of the enactment of this Act.

○