



Diversity, Equity, and Inclusion (DEI) in Idaho Public Universities

DEI Working Group

Presented by: Casey Hartwig,
Principal Research Analyst

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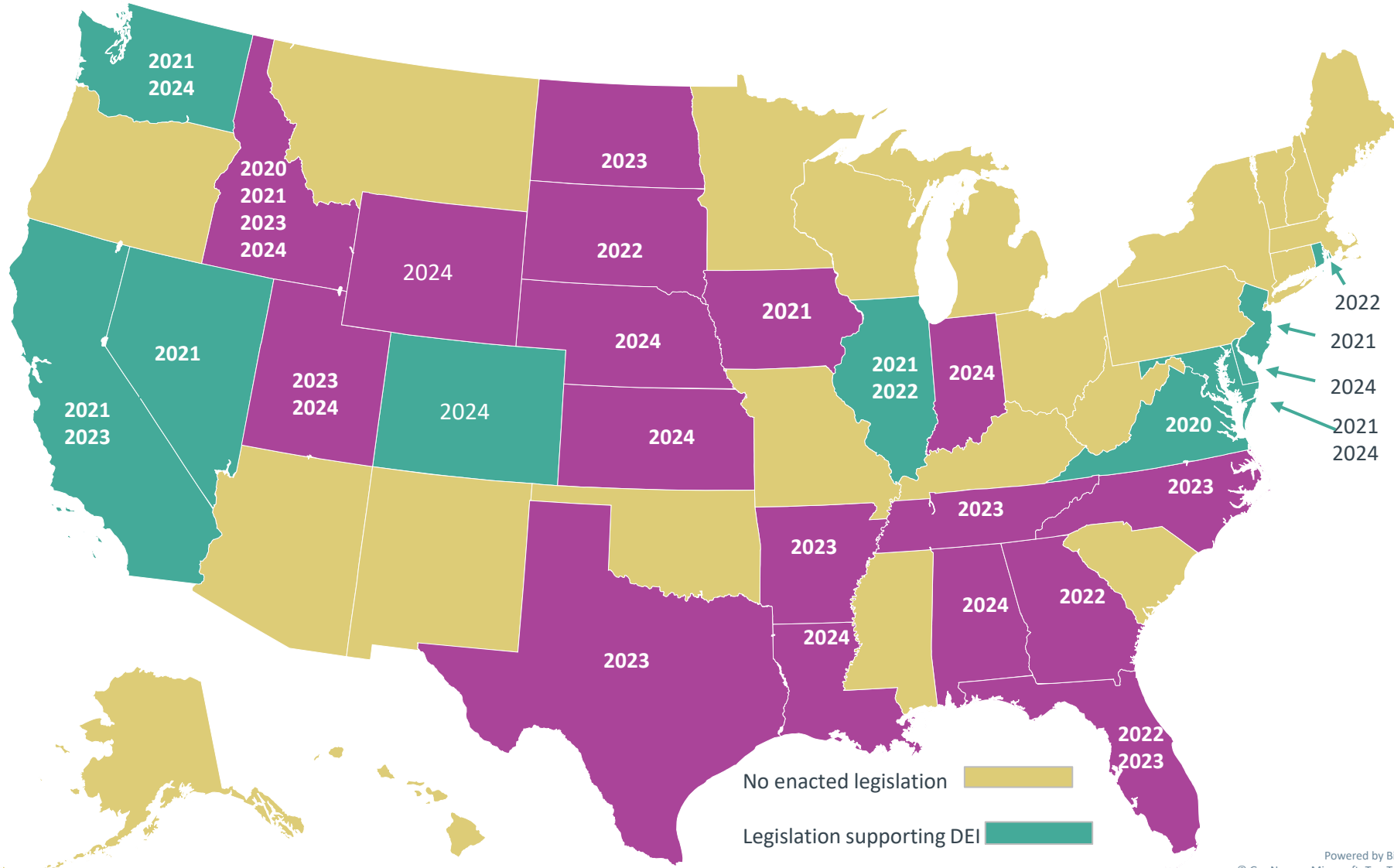
Overview

- State-level DEI legislative or executive action in the United States
- Idaho DEI legislation
 - Senate Bill 1176 (2023) – Appropriation bill language regarding the use of state appropriated funds to support DEI or social justice ideology.
 - Senate Bill 1274 (2024) – Policy bill regarding diversity statements in the hiring process.
 - House Bill 734 (2024) - Appropriation bill language regarding the use of state appropriated funds to support DEI or social justice ideology.
- DEI in required courses at Idaho’s public college and universities
- Accreditation standards review

DEI Activity in the United States

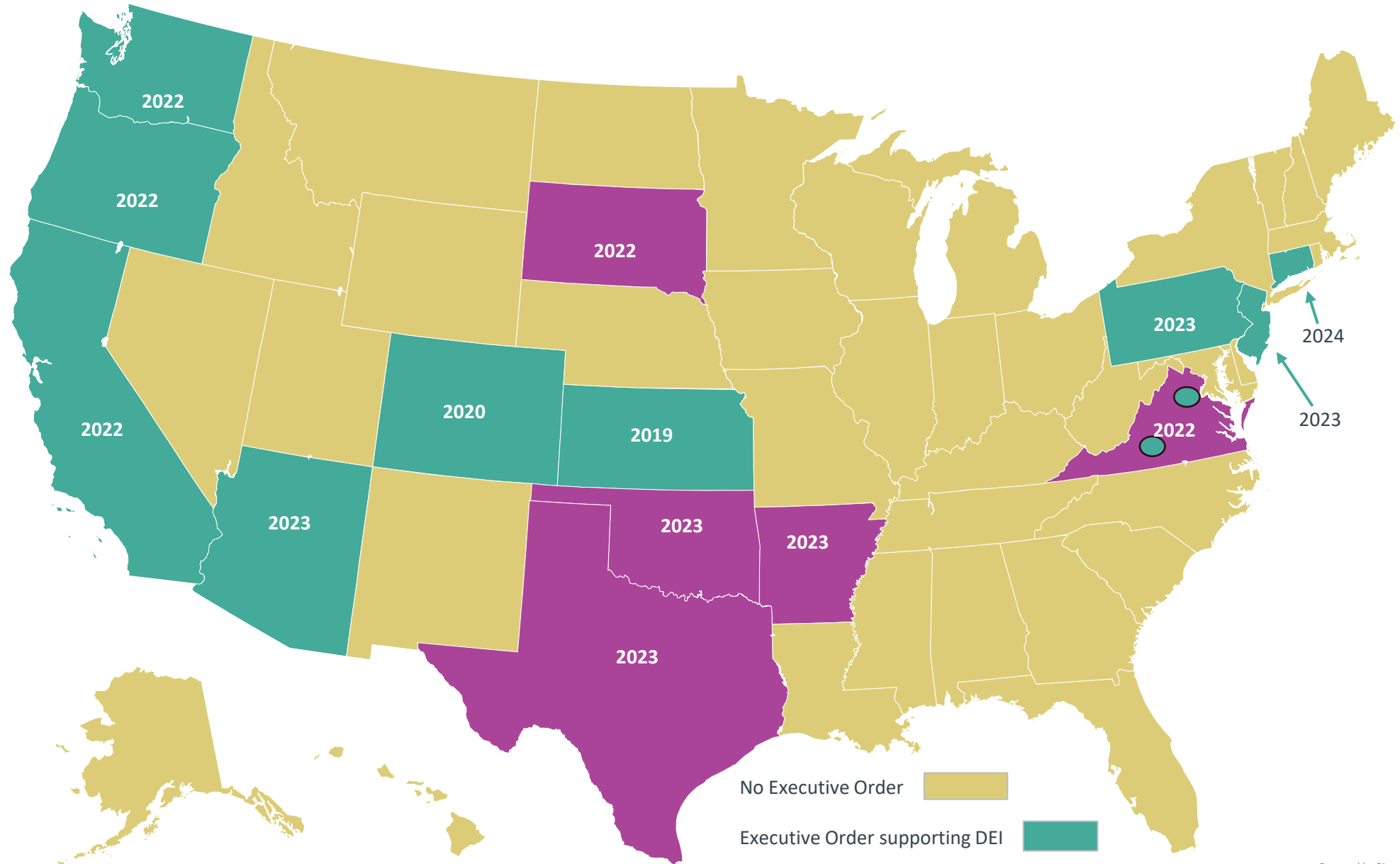
- Since 2020, 45 states have taken action relating to DEI, either through the legislative process or executive action.
- Enacted Legislation: 27 states (17 have limited DEI)
- Proposed Legislation: 34 states (23 would have limited DEI)
- Executive Orders: 14 states (5 have limited DEI)

DEI Legislation Enacted



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DEI Executive Orders



DEI Activities at Public Universities

- Senate Bill 1176 (2023) and House Bill 734 (2024)
 - Each college and university shall verify no state appropriated funds are used to support Diversity, Equity, and Inclusion, or social justice ideology as part of any student activities, clubs, events, or organizations on campus.
- In a January 10, 2024 letter, the State Board of Education reported that “no state appropriated funds are being used to support DEI or social justice ideology” at public institutions.

Diversity Statements in Job Postings

- Senate Bill 1274 (2024)
 - This legislation made clear that hiring and admission decisions are to be based on merit. It accomplishes this by prohibiting colleges and universities from requiring applicants to submit diversity statements as part of the application process.

	Number of Postings Reviewed	Postings With Potential Diversity Statement Requirement	Postings Without Potential Diversity Statement Requirement
Boise State University	13	1	12
Idaho State University	15	2	13
Lewis - Clark State College	27	0	27
University of Idaho	17	7	10

Framework of Required Courses

- In 2018, the State Board of Education created a common framework of courses that college and university students are required to complete.
 - These focus on **written and oral communication, mathematical, scientific, social and behavioral, and human and artistic** ways of knowing.
- From this framework, each public institution built general education requirements that students must satisfy to graduate.

DEI in Required Courses

- In its Foundations Courses, BSU requires all students to complete *Foundations of Ethics and Diversity*.
 - The course description states that it will “engage students in discussions of ethics and diversity in contemporary societal issues.”
- The other public institutions offer courses that include *potential* DEI themes, but these courses are not mandatory to students as other courses satisfy graduation requirements.

Public Institution Reporting

Question 1. Does your institution offer undergraduate courses or seminars that include tenets of diversity, equity, or inclusion in the subjects studied?	Response
Boise State University	Yes
Idaho State University	Yes
Lewis - Clark State College	Yes
University of Idaho	Yes

Question 2. If the answer to 1 is yes, are any of these courses or seminars required for attainment of an associate's or bachelor's degree regardless of major?	Response
Boise State University	Yes (Foundations of Ethics and Diversity, UF200)
Idaho State University	No
Lewis - Clark State College	No (3 credits on "global perspectives" are required)
University of Idaho	No (but 1 – 4 credits of American Diversity are required)

Accreditation Standards

- Colleges and universities in Idaho are accredited by the Northwest Commission on Colleges and Universities (NWCCU).
- While the phrase “diversity, equity, and inclusion” is not listed in the accreditation standards, some standards may relate to DEI.
 - Standard 1.C.6 states that institutions should have learning outcomes that include “global awareness, cultural sensitivity, scientific and qualitative reasoning, critical analysis and logical thinking ...”



Summary

- Reviewed legislative and executive action at the national level and within Idaho.
- Conducted a review of job postings at Idaho's public institutions.
- Reviewed coursework and queried the institutions.
- Additional information on accreditation standards may be beneficial.
- Individual staff are available to answer questions.

Questions