

ADJUTANT GENERAL

Indiana Adjutant General's Office

This section outlines the Indiana Adjutant General's Office (AGO)'s internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The AGO did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The AGO did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The AGO did not have a mission or value statement related to DEI.

Programs Administered to the Public

- The AGO Administers the Hoosier Youth ChalleNGe Academy (hereinafter "HYCA") pursuant to the Youth Challenge Award under the Master Cooperative Agreement with National Guard Bureau. HYCA is a 75% federally reimbursed program. The program is governed by and through 32 U.S.C. §509ⁱ and Department of Defense Instruction 1025.8 (March 20, 2002).ⁱⁱ
- While some of the public-facing rhetoric describing the HYCA program may utilize trigger words such as "cultural diversity" "inclusivity" and "equity," the program itself does not establish a requirement or eligibility criteria that is based in DEI. Specifically, eligibility for participation in the HYCA program is centered upon an applicant's status as a "dropout" from a secondary school. The DoDI provides additional criteria that includes being a citizen or legal resident of the United States, unemployed or under-employed, not currently on parole or probation, awaiting sentencing, under indictment, accused, or convicted of a felony, free from use of illegal drugs or substances, and being physically and mentally capable of navigating the program. The DoDI states that the application procedures will attempt to reach and include economically and educationally disadvantaged groups, but falls well short of establishing hard criteria.
- The Governor's Office Review indicates that there was a "Teen Cafes Initiative" that addressed diversity. This is not a program that the AGO is familiar with nor did it implement such a program. It is important to note that the AGO is the administrative

agency of the Indiana National Guard, and as such shares many resources with the United States Army through the application of the Master Cooperative Agreement and other similar constructs. For many years, up to including the present day, the AGO manages a website that includes a variety of federal elements, including rhetoric, narrative, and descriptions of federal programs and initiatives. It is possible that the Indiana National Guard website, which is attached and hyperlinked to the AGO website, may reference such a program even though that program is not an AGO program. It is noteworthy to mention that the Indiana National Guard's Public Affairs directorate has recently conducted its own internal review and analysis of DEI initiatives and programs and is taking steps to address these matters from the federal perspective. Since the AGO has no knowledge or background on the Teen Cafes initiative, it is our presumption that this is a federal matter that will be addressed by them in due course.

Grant Conditions

- The AGO does not currently participate in any federal or private grant programs. However, the AGO receives substantial funding and coordination with National Guard Bureau through the execution of the Master Cooperative Agreement (MCA)ⁱⁱⁱ and its 16+ awards.
- MCA Awards are financial instruments (with some baseline guidance) that are used to provide reimbursement to the State (AGO) in its support of a variety of necessary functions of the Indiana National Guard. MCA Awards cover things like utilities, facilities management, range control, environmental, logistics, equipment, accounting, and a substantial percentage of the AGO's payroll.
- Unlike a grant instrument, the MCA includes substantial and direct involvement from the federal government through the application of the USPFO's office and a variety of federal personnel who sit alongside AGO employees, working side-by-side to resolve issues, manage operations, and generally support the overall Indiana National Guard mission in Indiana.
- The MCA does not include any DEI initiatives or requirements in order to capture and utilize the funding established therein.

Training/Instruction Administered to the Employees

- The AGO did not implement or execute any training or instruction to its employees regarding DEI requirements beyond those which may or may not have been administered by the Indiana Department of State Personnel.

Job Applicant Requirements

- The AGO did not have any job applicant DEI requirements.

ⁱ Attachment A

ⁱⁱ Attachment B

ⁱⁱⁱ Attachment C

BUSINESS AFFAIRS

Indiana Department of Financial Institutions

This section outlines the Indiana Department of Financial Institutions' internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

The Department did not have any programs administered to the public dedicated to DEI initiatives.

Grant Conditions

The Department did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Department did not have any training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

- The Department was required by the Indiana State Personnel Department to monitor and report data on the State's Affirmative Action plan as it related to the agency. The Department established a placement rate goal for external and internal hiring of People of Color. Adverse impact analyses were performed to determine whether the agency's personnel selections resulted in statistically significant impacts to People of Color.ⁱ

ⁱ See the DFI's Affirmative Action Plan and the Governor's Policy Statement regarding Governor Holcomb's previous affirmative action policy.

Department of Insurance

This section outlines the Department of Insurance's (IDOI) internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

All DEI related content was statute and sent in a letter to the legislature.

DEI Department

The IDOI did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IDOI did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IDOI did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

- The IDOI's Employee Handbook contained a reference to the Indiana State Personnel Department's Affirmative Action Policy.ⁱ
- The IDOI's website housed All Payer Claims Database (APCD) Annual Reports, which contain references to the State's diversity goals. These reports also highlight subcontractors as Women Business Enterprises, Minority Business Enterprises, and Indiana Veteran-Owned Small Businesses.ⁱⁱ
- The IDOI has an Affirmative Action Plan as required by IC 4-15-12-5.ⁱⁱⁱ
- IDOI has current contracts with vendors containing the State's boilerplate nondiscrimination clause as required by IC 22-9-1-10.^{iv}
- IDOI requires insurers to annually submit a Corporate Governance Annual Disclosure statement ("CGAD") in accordance with IC 27-1-4.1-6 and 760 IAC 1-81-1. 760 IAC 1-81-3(c)(4)(D) requires insurers to describe how the insurer or insurance group identifies, nominates, and elects members to the board of directors and its committees, including whether a board of directors diversity policy is in place and if so, how it functions. IC 27-1-4.1-10 requires a CGAD to be prepared in a manner consistent with the CGAD model regulation adopted by the National Association of Insurance Commissioners (NAIC).

760 IAC 1-81-1-1 et seq. is substantially similar to this model regulation. IDOI continues to comply with state law.^v

Grant Conditions

- The IDOI does not require any DEI grant conditions.

Training/Instruction Administered to the Employees

- The IDOI did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

- The IDOI did not maintain any DEI job applicant requirements.

ⁱ See Appendix 2.

ⁱⁱ See Appendix 3.

ⁱⁱⁱ See Appendix 4.

^{iv} See Appendix 5.

^v See Appendix 6.

Housing and Community Development Authority

This section outlines the Indiana Housing and Community Development Authority's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Authority did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Authority did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Authority did not have a DEI mission or value statement.

Programs Administered to the Public

- The Authority administers a contract with Root Consulting on behalf of OCRA. The plan includes an updated Affirmatively Furthering Fair Housing Equity Plan. The plan was linked to a proposed regulation from HUD that was never promulgated and that was pulled back earlier this year. IHCD will consult with OCRA regarding compliance with federal regulations and EO 25-14.¹

Grant Conditions

The Authority did not administer any DEI programs to the public.

Training/Instruction Administered to the Employees

The Authority did not administer any DEI Trainings/instructions to employees

Job Applicant Requirements

The Authority did not maintain any DEI job applicant requirements.

¹ Appendix A

Indiana Professional Licensing Agency

This section outlines the Indiana Professional Licensing Agency's ("PLA") internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

PLA does not have a department dedicated to DEI initiatives.

DEI Staff Positions

PLA does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

PLA does not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

PLA does not have DEI programs that are administered to the public. However, PLA administers and oversees several licensing boards who have statutory authority to approve continuing education courses, including courses related to DEI topics. Several boards, as discussed below, have approved such courses. Additionally, all PLA boards are subject to the Open Door Law and are statutorily required to publish meeting minutes and board agendas to its website (See Ind. Code 5-14-1.5-4). This being so, a thorough website review identified eleven meeting documents across PLA's website with references to DEI initiatives. Those are highlighted below.

DEI Related Continuing Education Approvals

Several PLA administered boards are statutorily required to approve continuing education courses and providers. These approvals sometimes include DEI-related continuing education courses. Below is a list of the DEI-related education course approvals:

- Indiana Real Estate Commission ("IREC")
 - On June 14, 2023, IREC approved two DEI related continuing education courses. The first is a course offered by Empire Learning entitled "Fair Housing: Confronting Racial Discrimination." The second is a course offered

by Tucker School of Real Estate entitled “Bridge the Gap with Intentional Inclusion.”ⁱ

- On June 26, 2024, IREC approved several DEI related continuing education courses. The first is a course offered by Tucker School of Real Estate entitled “Assistance Animals and Fair Housing.” The other courses approved included courses offered by Northwest IN REALTORS Association entitled “Understanding Diversity in Real Estate.”ⁱⁱ
- State Board of Funeral and Cemetery Service (“SBFCS”)
 - On October 6, 2022, SBFCS approved a continuing education course offered by Colibri Healthcare LLC entitled “Diversity and Inclusion in Funeral Service”.ⁱⁱⁱ
- Indiana State Psychology Board (“ISBP”)
 - On March 5, 2021, ISBP heard discussion on a continuing education course offered by the Indiana Psychological Association regarding multicultural competence continuing education. No vote was taken at that time.^{iv}
 - On July 14, 2023, ISBP discussed the application by Community Mental Health Center, Inc.’s continuing education program entitled “Diversity, Equity, and Inclusion: Building Equitable Space in Workplace.” No vote was taken at that time.^v
- Indiana Real Estate Education Advisory Council (“REEAC”)
 - On December 13, 2022, REEAC recommended approval three DEI related continuing education courses. The first two are courses offered by Lighthouse School of Real Estate entitled “Advertising and Fair Housing” and “Creating a Diversity Equity and Inclusion Plan for Your Brokerage.” The third is a course offered by WebCE, Inc. entitled “Fair Housing: It’s Just Good Business.”^{vi}
 - On June 12, 2023, REEAC recommended approval for two DEI related continuing education courses. The first is a course offered by Empire Learning entitled “Fair Housing: Confronting Racial Discrimination.” The second is a course offered by Tucker School of Real Estate entitled “Bridge the Gap with Intentional Inclusion.”^{vii}
 - On August 19, 2024, REEAC included the review and approval of a continuing education course offered by Tucker School of Real Estate entitled “Intentional Inclusion Workshop.”^{viii}

The remaining meeting minutes include references to DEI initiatives of entities outside of the respective boards. First, the State Board of Registration for Architects and Landscape Architects (“BRALA”) minutes from March 10, 2021 include notes discussing the topics of the National Council of Architectural Registration Board (“NCARB”) Regional Summit.^{ix} These topics included diversity and inclusion. Secondly, the meeting minutes from the January 20,

2022 meeting of the Indiana State Board of Nursing (“ISBN”) includes a report from Toni Herron, PLA’s nursing education coordinator. She reported about her site visit to Purdue University and discussed how she overheard “the concept of diversity, equity and inclusion from faculty and student alike.”^x Lastly, the ISBP meeting minutes from March 17, 2023 include notes from a discussion with the Indiana Psychological Association report in which the ISBP stated they appreciated the diversity seminars put on by the Indiana Psychological Association. The ISBP also indicated they could encourage the training since it can’t be a requirement.^{xi} All the meeting minutes discuss DEI related activities for entities outside of the BRALA, ISBN, and ISBP.

As the documents discussed above are required pursuant to Open Door Law, PLA will continue to follow its traditional archiving policies. Pursuant to SEA 289 (effective July 1, 2025), it is unlawful to require a condition of licensing that an applicant attend a training that asserts that inherent superiority or inferiority, blame or moral character based on personal characteristics. Currently, IREC is the only board or commission under PLA’s authority that requires completion of such training for licensure (see below). However, all PLA boards should be advised that approving such diversity programs (as discussed above) may be in violation of the law.

IREC Continuing Education Requirements

IREC has specific continuing education requirements for renewal application where brokers must complete specific instruction in cultural diversity and fair housing practices. Specifically, [876 IAC 7-4-3](#) requires the following:

- 876 IAC 7-4-3(1)(C) requires one (1) hour of instruction on listing agreements. The rule includes several areas that the instruction must include regarding listing agreements, including fair housing laws. Listing agreements must comply with federal laws and state fair housing laws. Brokers are not required to complete any specific training on fair housing laws, just that the listing agreement training they participate in includes information related to fair housing compliance with regards to listing agreements.
- 876 IAC 7-4-3(4)(C) requires five (5) hours of instruction related to negotiating and counseling skills. Part of this training must include instruction on cultural differences, language barriers, emotions, and values/morals.
- 875 IAC 7-4-3(5) requires one (1) hour of instruction in cultural diversity and fair housing. The instruction must include the following topics: protected classes, blockbusting, prohibited practices, and diversity.

PLA will direct IREC to engage in the rulemaking process outlined in Ind. Code § 4-22 to remove these specific requirements as required in SEA 289 and to the extent that they can do so without violating the federal Fair Housing Act.

Grant Conditions

PLA does not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

PLA does not have any training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

PLA does not have any job applicant requirements dedicated to DEI initiatives.

ⁱ See Item 1: Indiana Real Estate Commission Minutes for June 14, 2023

ⁱⁱ See Item 2: Indiana Real Estate Commission Minutes for June 26, 2024

ⁱⁱⁱ See Item 3: State Board of Funeral and Cemetery Service Minutes for October 6, 2022

^{iv} See Item 4: Indiana Psychology Board Agenda for March 5, 2021

^v See Item 5: Indiana Psychology Board Agenda for September 15, 2023

^{vi} See item 6: Indiana Real Estate Education Advisory Council Agenda for December 13, 2022

^{vii} See Item 7: Indiana Real Estate Education Advisory Council Minutes for June 12, 2023

^{viii} See Item 8: Indiana Real Estate Education Advisory Council Agenda for August 19, 2024

^{ix} See Item 9: State Board of Registration for Architects and Landscape Architects Minutes for March 10, 2021

^x See Item 10: Indiana State Board of Nursing Minutes for January 20, 2022

^{xi} See Item 11: Indiana Psychology Board Minutes for March 17, 2023

Indiana Alcohol and Tobacco Commission

This section outlines the Indiana Alcohol and Tobacco Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The ATC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The ATC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The ATC does not have a DEI mission or value statement.

Programs Administered to the Public

The ATC did not administer any DEI programs to the public.

Grant Conditions

The ATC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The ATC did not participate in any DEI trainings for employees

Job Applicant Requirements

The ATC did not maintain any DEI job applicant requirements.

Gaming Commission

This section outlines the Indiana Gaming Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a DEI mission or value statement.

Programs Administered to the Public

The Department did not administer any DEI programs to the public.

Grant Conditions

The Department did not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Commission did not administer any DEI Trainings/instructions to employees

Job Applicant Requirements

The department did not maintain any DEI job applicant requirements.

Hoosier Lottery

This section outlines the Hoosier Lottery's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Hoosier Lottery did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Hoosier Lottery did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Hoosier Lottery did not have a mission or value statement including DEI language.

Programs Administered to the Public

- The Hoosier did not have any public programs involving DEI.

Grant Conditions

- The Hoosier Lottery did not have any DEI grant conditions.

Training/Instruction Administered to the Employees

- The Hoosier Lottery has previously taken steps to engage with DEI-related topics by hosting Karrah Herring, formerly Indiana's Chief Equity, Inclusion, and Opportunity Officer, on two occasions. Ms. Herring delivered a presentation during the All-Employee Training in September 2023 and led a voluntary "Lunch & Learn" session for employees in March 2024, where she shared insights into the work carried out by her office.

Job Applicant Requirements

- The Hoosier Lottery did not have any job applicant requirements involving DEI.

Indiana Civil Rights Commission

This section outlines the Indiana Civil Rights Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The ICRC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The ICRC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The ICRC does not have a DEI mission or value statement.

Programs Administered to the Public

The ICRC did not administer any DEI programs to the public.

Grant Conditions

The ICRC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The ICRC did not participate in any DEI trainings for employees

Job Applicant Requirements

The ICRC did not maintain any DEI job applicant requirements.

Department of Labor

This section outlines the Indiana Department of Labor's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a DEI mission or value statement.

Programs Administered to the Public

The Department did not administer any DEI programs to the public.

Grant Conditions

The Department did not require any DEI grant conditions

Training/Instruction Administered to the Employees

- On March 8, 2023, the commissioner at that time invited his executive staff (it was not mandatory) to attend a presentation titled "Workplace Cultural Discussion" given by Joseph Pinnell from the governor's DEI office. It lasted about an hour and covered an overview of DEI and how it can be integrated into the workplace. There is no corresponding documentation related to this item.

Job Applicant Requirements

The Department did not maintain any DEI job applicant requirements.

Indiana Horse Racing Commission

This section outlines the Indiana Horse Racing Commission's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Commission did not have a mission or value statement with DEI language.

Programs Administered to the Public

- The Commission did not have any public programs involving DEI.

Grant Conditions

- The Commission did not administer any DEI conditional grant programs.

Training/Instruction Administered to the Employees

- The Commission had mandated State Personnel Department training which may have included DEI elements.

Job Applicant Requirements

- The Commission did not have any DEI job applicant requirements.

Workers Compensation Board

This section outlines the Indiana Workers Compensation Board's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The WCB did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The WCB does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The WCB does not have a DEI mission or value statement.

Programs Administered to the Public

The WCB did not administer any DEI programs to the public.

Grant Conditions

The WCB does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The WCB did not participate in any DEI trainings for employees

Job Applicant Requirements

The WCB did not maintain any DEI job applicant requirements.

COMMERCE

Indiana Arts Commission

This section outlines the Indiana Arts Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IAC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IAC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The IAC adopted a Cultural Equity statement in 2020 that was a resulting recommendation from a 2019 commission working group. The IAC has removed the statement.ⁱ

Programs Administered to the Public

The IAC did not administer any DEI programs to the public.

Grant Conditions

The IAC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The IAC did not participate in any DEI trainings for employees

Job Applicant Requirements

The IAC did not maintain any DEI job applicant requirements.

ⁱ Appendix A

Department of Workforce Development

This section outlines the Department of Workforce Development's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a mission or value statement including DEI language.

Programs Administered to the Public

- Jobs for America's Graduates (JAG): JAG has historically been DWD's primary program serving in-school youth under WIOA Title I requirements; federal regulations require DWD to focus services toward at-risk students with barriers. As a result of JAG expansion during 2024, more than 250 JAG programs were offered during the 2024-2025 school year at Indiana high schools, middle schools, and postsecondary institutions. The JAG National organization provides training documents that currently describe DEI-related activities. However, state affiliates are able to select documents to implement as part of their state's programs. HEA 1001-2025 removed DWD's appropriation for JAG.ⁱ

Grant Conditions

- The Indiana Construction Roundtable Foundation Agreement: DWD receives an appropriation to pass through to the Indiana Construction Roundtable Foundation (Foundation). The Foundation's Statement of Work in the FY 2025 grant agreement references "address[ing] the disparity studies in Indiana" and includes "diversity" as a measurable outcome. Pending appropriations for Fiscal Year 2026, DWD will ensure the Foundation's Statement of Work does not include references to activities and programs prohibited by Executive Order 25-14.ⁱⁱ

Training/Instruction Administered to the Employees

- The Workforce Innovation and Opportunity Act (WIOA) State Plan: The Governor's Workforce Cabinet (GWC) in collaboration with DWD included DEI as a potential focus for future program evaluations and referenced DEI training opportunities in Indiana's Program Year 2024 - Program Year 2027 WIOA State Plan. DWD will not implement these components of the State Plan and further intends to remove them from the Plan in accordance with the timeframe provided via USDOL guidance or during the next federal modification cycle in FY 2026, whichever occurs first.ⁱⁱⁱ
- DWD Intranet: The DWD Intranet houses internal agency resources and documentation for DWD staff. Upon the issuance of Executive Order 25-14, the DWD Intranet still included several newsletters from a DEI committee that was disbanded in 2024. These newsletters have been removed.^{iv}
- UI Mentoring Presentation: DWD's Unemployment Insurance (UI) Division trains UI mentors using a PowerPoint presentation. This presentation previously listed "diversity and inclusion" as a benefit of mentorship. This has been removed from the presentation.^v

Job Applicant Requirements

The Department did not have any DEI job applicant requirements.

ⁱ Corresponding documentation is not included pursuant to terms of the *Jobs for America's Graduates Partnership Affiliation Agreement*.

ⁱⁱ See Item 1.

ⁱⁱⁱ See Item 2.

^{iv} See Item 3.

^v See Item 4.

Indiana Economic Development Corporation

This section outlines the Indiana Economic Development Corporation's (IEDC) internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

IEDC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

IEDC did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- IEDC does not have a mission or value statement including DEI.

Programs Administered to the Public

- The IEDC webpage has an article on their webpage from 2023. This covers how IEDC 'will continue to recognize black entrepreneurs beyond black history month.' The article also talks about the Diversity and Career Center at Ivy Tech.ⁱ
- IEDC's webpage includes an article from 2024 that discusses Indiana's LEVEE district. Near the end, it mentions ensuring enhanced quality of life of downtown Indianapolis based on two pillars of equity and inclusion.ⁱⁱ
- On IEDC's READI webpage, they have a list of READI review committee members. Kelli Jones has in her description that her enterprise works to advance diversity initiatives and create fully inclusive tech ecosystems.ⁱⁱⁱ
- There is a Salesforce feature on IEDC's webpage. The feature includes that the power of Salesforce to drive community service, sustainability, and social justice initiatives.^{iv}
- IEDC's webpage has a section to describe social disadvantaged individuals and businesses, and they are said to be subjected to racial or ethnic prejudices.^v
- IEDC's webpage has an article from 2023 that discusses 3 cities launching bold visions and strategic plans. The article further discusses the cities have plans to bridge systemic gaps in health, wealth, and opportunity and ensuring employment diversity.^{vi}

- IEDC's webpage has an article from 2023 on Minority Business Skills Enhancement program in NW Indiana. The article includes reference issues surrounding ethnic diversity and inclusion.^{vii}

Grant Conditions

- IEDC has not used DEI in its grant conditions.

Training/Instruction Administered to the Employees

- The IEDC has a Professional Development Training and Tuition Reimbursement policy that provides staff flexible work schedules and tuition reimbursement in order to pursue professional development and educational opportunities. While not specifically intended to allow staff to pursue opportunities that showed preference to individuals based on race, color, ethnicity, or national origin, a review found that some programs staff requested to participate in did. In response to EO 25-14, the IEDC revoked approval or did not approve three (3) employee professional development opportunities. The IEDC has updated the Professional Development Training and Tuition Reimbursement policy to clearly state that DEI related opportunities will not be considered and is in the process of rolling out the new policy to all staff.^{viii}
- Community Collaboration Fund (CCF)
For the 2024 CCF awards, the IEDC team reviewed all 32 awards for compliance with EO 25-14 upon release and identified that only one project was not in alignment - Igniting Growth for Cleaning Service Businesses with Business Ownership Initiative of Indiana. This program was designed to serve Hispanic women. During a call with the awardee, the EO was shared along with guidance for compliance. The final cohort of the program was opened to all SEDI entrepreneurs in compliance with the EO. Projects chosen for inclusion for the 2025 program will strictly comply with EO 25-14.^{ix}
- Indiana Minority Business Initiative. Re-branded 3/2025 as INpact Initiative. The MBDA Business Center is funded by the U.S. Minority Business Development Agency, a bureau of the U.S. Department of Commerce. In a March 2024 decision, Nuziard et al. v. Minority Business Development Agency (MBDA) et al., the U.S. District Court for the Northern District of Texas found the MBDA's presumption of social disadvantage for certain program applicants to be unconstitutional and ordered the agency to discontinue using race or ethnicity as criteria for receiving MBDA Business Center services nationwide. The Indiana MBDA Business Center is in full compliance.^x
- The IEDC Employee Handbook contained a Diversity, Equity, Inclusion, & Belonging policy statement. This statement was amended to remove DEI related language. A

revised and original copy of the statement is contained in the Appendix. Further, a statement was added to the employee handbook that provides the IEDC does not utilize state funds, property or resources to support diversity, equity, and inclusion positions, departments, activities, procedures or programs if they grant preferential treatment based upon a person's particular race, color, ethnicity, or national origin.^{xi}

- The State and IEDC entered into an MOU with Lombardy. Article 3, Section F of the non-binding MOU, signed by Governor Holcomb on November 25, 2024, provides that the area of cooperation works to include people of disabilities and other minority groups, including migrants and ethnic/racial minorities.^{xii}
- Elevate Ventures – ElevateME. “Serving as an entry point for Black, Brown, and women founders, this program connects minority-owned and operated startups to Elevate Ventures through a dedicated representative who understands their journey and provides pathways to valuable resources.” Programming may be in violation of Indiana EO 25-14 and U.S. Executive Order 14151 as Elevate Ventures receives both State and Federal funds (SSBCI) to support this programming. The IEDC has communicated with Elevate regarding the use of state funds in conformance with EO 25-14 and a copy of the correspondence can be found in the Appendix.^{xiii}
- Indiana Next Level Fund. One of the underlying funds which 50South has invested in twice is Sixty8 Capital, a seed-stage fund for “black, brown, women, and LGBTQ+ led startups. Messaging to 50South regarding compliance with EO 25-14 will be provided.
- In an article found on IEDC's webpage about the Indianapolis Motor Speedway's economic impact, it mentioned a certification from a nonprofit that reflects achievements in 5 categories, including access and equity.^{xiv}
- Regional Economic Acceleration & Development Initiative (READI) Regional Economic Acceleration & Development Initiative (READI) (IC 5-28-41) and READI 2.0 (IC 5-28-43) There are no statutory or programmatic requirements that direct funding to support diversity, equity, and inclusion efforts. Additionally, IEDC KPIs for READI do not explicitly target, or encourage DEI specific investments; however, the IEDC has established KPIs that could indirectly implicate these programs. These include increasing the state per capita income and targeting disadvantaged communities (as

defined by HUD) for certain levels of investment. Twelve projects were identified during the IEDC's review for alteration following the issuance of EO 25-14. The spreadsheet attached in the appendix provides a detailed description of each READI program identified as conflicting with EO 25-14 and what changes have been made or are planned to be made. Note, project descriptions contained in the spreadsheet directly correspond to those found on the READI webpage and elsewhere. ^{xv}

Job Applicant Requirements

- IEDC does not have DEI job applicant requirements.

ⁱ See Page 2 of Appendix

ⁱⁱ See Page 4 of Appendix

ⁱⁱⁱ See Page 6 of Appendix

^{iv} See Page 8 of Appendix

^v See Page 10 of Appendix

^{vi} See Page 12 of Appendix

^{vii} See Page 14 of Appendix

^{viii} See Page 16 of Appendix

^{ix} See Page 20 of Appendix

^x See Page 30 of Appendix

^{xi} See Page 48 of Appendix

^{xii} See Page 52 of Appendix

^{xiii} See Page 59 of Appendix

^{xiv} See Page 61 of Appendix

^{xv} See Page 63 of Appendix

Governor's Workforce Cabinet

This section outlines the Indiana Governor's Workforce Cabinet's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The GWC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The GWC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The GWC does not have a DEI mission or value statement.

Programs Administered to the Public

The GWC did not administer any DEI programs to the public.

Grant Conditions

The GWC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The GWC did not participate in any DEI trainings for employees

Job Applicant Requirements

The GWC did not maintain any DEI job applicant requirements.

Indiana Destination Development Corporation

This section outlines the Indiana Destination Development Corporation's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Corporation did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Corporation does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Corporation does not have a DEI mission or value statement.

Programs Administered to the Public

The Corporation did not administer any DEI programs to the public.

Grant Conditions

The Corporation does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Corporation did not participate in any DEI trainings for employees

Job Applicant Requirements

The Corporation did not maintain any DEI job applicant requirements.

Indiana State Fair Commission

This section outlines the Indiana State Fair Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The ISFC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The ISFC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The ISFC does not have a DEI mission or value statement.

Programs Administered to the Public

The ISFC did not administer any DEI programs to the public.

Grant Conditions

The ISFC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The ISFC did not participate in any DEI trainings for employees

Job Applicant Requirements

The ISFC did not maintain any DEI job applicant requirements.

Ports of Indiana

This section outlines the Ports of Indiana's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

POI did not have a department dedicated to DEI initiatives.

DEI Staff Positions

POI does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

POI does not have a DEI mission or value statement.

Programs Administered to the Public

POI did not administer any DEI programs to the public.

Grant Conditions

POI does not require any DEI grant conditions

Training/Instruction Administered to the Employees

POI did not participate in any DEI trainings for employees

Job Applicant Requirements

POI did not maintain any DEI job applicant requirements.

EDUCATION

Indiana Commission for Higher Education

This section outlines the Indiana Commission for Higher Education's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Commission did not have a mission or value statement related to DEI.

Programs Administered to the Public

- The Graduate Medical Education Board is a separate board staffed by CHE, focused on funding physician residency programs across the state. The Board issued a statement in 2020 regarding efforts to "combat the scourge of racial and ethnic bias and its negatively associated social determinants of health."ⁱ This statement has been removed from CHE's website.
- The Padres Estrellas "star parents" program are several vendors on contract with CHE to connect with schools, neighborhoods, and community partners to help enroll students in the 21st Century Scholars program. The program focuses only on Hispanic and Latino communities.ⁱⁱ The program will end when these contracts conclude at the end of the fiscal year.

Grant Conditions

- The Career Coaching Grant provides services aligned to career exploration, engagement, and experience activities to students at participating partner schools. CHE selected 28 intermediaries for the first grant cycle that began March 1, 2024 and concludes December 31, 2025. One grant agreement "is tailored to support minority and low-income students."ⁱⁱⁱ These grants will naturally conclude December 31, 2025. Additionally, jurisdiction for the next round of these grants will transfer to the Indiana

Department of Education (IDOE), who can work to ensure grants fund programs in a manner consistent with the Executive Order.

- The College Success Program was funded by the 2023 budget to “[s]ubject to budget committee review, . . . be used for college success programs including capital investments for minority and first-generation low-income students”^{iv} Three grants issued through this program supported “first-generation students of color” (Indiana State), “black, Latino, and Hispanic students” (Purdue NW), and “first-generation college students and/or of an underrepresented background, namely students of color and those with financial need” (Valparaiso). Indiana State and Valparaiso repurposed their grant funding to support other scholarships; however, as of April 30, 2025, Purdue NW had continued its efforts. Funding was not allocated for this grant program to continue, and these grants will naturally conclude December 31, 2025.
- The STEM Teacher Recruitment Grant funds organizations and programs to increase the number of STEM teachers in school corporations encountering shortages and in schools located in underserved areas. A current grant recipient is using its grant funding to support a “Black Teacher Residency” program for recruiting and serving black educators.^v Funding was not allocated for this grant program to continue, and the current grant agreement expires August 1, 2025.

Training/Instruction Administered to the Employees

- Materials from past presentations and conferences, as well as pre-2025 programs and initiatives, were removed from CHE’s website,^{vi} and general policies for regular and consistent website retention for agencies reporting to the Office of Education are under consideration.

Job Applicant Requirements

- The Commission did not have any job applicant DEI requirements.

ⁱ See CHE DEI Appendix, p. 1.

ⁱⁱ See *id.*, p. 2.

ⁱⁱⁱ See *id.*, p. 3.

^{iv} See *id.*, pp. 4-5.

^v See *id.*, p. 6.

^{vi} See *id.*, pp. 7-9.

Indiana Department of Education

This section outlines the Indiana Department of Education's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

The Department extensively reviewed programs, activities, academic standards, and website content for potential conflicts with the Executive Order's directives, highlighting academic standards [i.], course descriptions, learning labs, and numerous pages of website material to examine for conflicts. While the vast majority of material reviewed did not conflict with EO 25-14, the following materials were identified and actions were taken:

- The High Ability Program tool kit used by the Department's teaching and learning program area was identified as using references such as 'equity and access' and 'underrepresented populations'. This year's high ability tool kit was redrafted and those statements removed, in order to come into compliance with EO 25-14.
- The Department's vendor for some standardized assessments-Smarter Balanced-was identified as having DEI related content on their website. After the Department reached out to this vendor, they removed the DEI webpage.
- The Department is a member of the Consortium for School Networking, this organization is a leading national organization for technology leaders. After the Department identified

DEI related content in the Consortium's strategic plan document, the Department reached out to the Consortium regarding that content. Since the Department reached out, the Consortium has since reworked their strategic plan to remove DEI references.

- The Department is a member in each of the following organizations: the Association for Advancing Quality to Educator Preparation and the Council for the Accreditation of Educator Preparation. Both of those organizations have standards that they operate on which contain some DEI references such as 'inclusive environment/inclusive school'. IDOE is statutorily (IC 20-28-3-1) required to work with these organizations in order to accredit teacher preparation programs in order to ensure that those preparation programs are held to high quality standards.
- The Department does currently have contracts with vendors who maintain a DEI presence on their websites or who have a DEI chair or a DEI committee. The Department does not contract with these vendors for work related to DEI, thus state funds are not being used to procure any DEI work from these vendors. The Department has sent these vendors a letter informing them of the requirements of EO 25-14 and asking that they do not come into conflict with EO 25-14.
- The Department operates a federal grant program for charter schools. This program used the definitions as provided from the federal government in the application for this program. The application as previously written used terms such as 'diverse and equitable learning opportunities'. The Department will be updating this year's program application; that application will no longer use such terms or any other terms that would conflict with EO 25-14.
- The Department partners with Marian University to administer a School Based Mental Health grant. In prior years a certain measure was used in the data gathering regarding this grant. That measure involved systemic racism information. Since the signing of EO 25-14, the Department has made efforts to no longer have to collect or report on that measure. The Department has been successful and that measure is no longer an option for this grant and the Department will not be reporting on it in the future.
- The Department contains an online learning lab wherein thousands of educational videos are available for students and teachers to access. That online repository was reviewed by the Department and videos that contained content such as 'to support diverse learners in inclusive classrooms' and 'the essential role of equity and inclusion in the new science standards' were identified as coming into conflict with EO 25-14 and taken down. The Department's Digital Learning team conducted an audit in February 2025 resulting in content being removed. Other videos are in the process of being removed from the learning lab online repository.
- The Department sets academic standards in the state of Indiana, and all those academic standards were reviewed for compliance with EO 25-14. There were a number of

standards identified as conflicting with EO 25-14, some examples of which include those standards surrounding ethnic studies, some social studies standards, as well as standards supporting employability [i.]. Those standards are currently undergoing formal review. The Department is working to update other standards to ensure compliance with EO 25-14, consistent with the statutory requirements setting forth the standards revision process. Pursuant to IC 20-31-3, DOE revises the Indiana Academic Standards at least once every six years. The review process integrates educator committee feedback with a public comment period. DOE compiles all external stakeholder feedback and formalizes revised standards for consideration to the Indiana State Board of Education (SBOE). Upon formal adoption by the SBOE, the newly updated standards are published to DOE's website and available for implementation by Indiana schools. In fall 2024, DOE initiated the standards review process for the Workplace Spanish Standards (for the legislated Workplace Spanish Course) and Employability Skills Standards. As of February 2025, these standards review remained pending, in part to assure complete compliance with EO 25-14 and internal agency review. Once that process is complete, another set of standards will be moved through the review process.

- The Department conducted an extensive website review resulting in the removal of certain content, including documents, third-party content, grant and scholarship applications, policies, state guidelines, and outdated pre-2025 federal guidelines, which are summarized in the attached [ii.] Additional website content containing references potentially violative of EO 25-14 were for flagged for removal [iii.]. Other general policies for regular and consistent website retention for agencies reporting to the Office of Education are under consideration.

Grant Conditions

The Department did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Department did not have training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The Department did not have job applicant requirements dedicated to DEI initiatives.

[i] See Appendix A

[ii] See Appendix B

[iii.] See Appendix C

Indiana Charter School Board

This section outlines the Indiana Charter School Board's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Board did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

- Materials submitted by charter schools in their applications over the past 13 years remain on ICSB's website, some of which reference diversity and DEI initiatives.ⁱ These documents remain, but general policies for regular and consistent website retention for agencies reporting to the Office of Education are under consideration.
- Additionally, links are maintained on ICSB's website for various school operation resources that include documents from the National Charter School Resource Center (NCSRC) (referencing working with diverse groups of students and respecting diversity), and the US Department of Education (referencing providing culturally responsive teaching, promoting equity).ⁱⁱ These resources currently remain as they are not cited for DEI purposes and include insignificant references to DEI-related activities, but are larger documents aimed to provide resources for charter schools related to discipline.

Grant Conditions

The Board did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Board did not have any training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The Board did not have any job applicant requirements dedicated to DEI initiatives.

ⁱ *See* ICSB DEI Appendix.

ⁱⁱ *See id.*

Indiana School for the Blind and Visually Impaired

This section outlines the Indiana School for the Blind and Visually Impaired's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The School did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The School did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The School did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

The School did not have any programs administered to the public dedicated to DEI initiatives.

Grant Conditions

The School did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

- The Library Collection Development Policy of the School outlines the administrative procedures and mission of the school's media and collection center. The policy includes an appendix entitled "Services to Persons with Disabilities: An Interpretation of the Library Bill of Rights," which references another resource, "Equity, Diversity, and Inclusion: An Interpretation of the Library Bill of Rights" adopted by the American Library Association.ⁱ This resource remains posted as it is not maintained for its minor reference about DEI, but to establish a policy concerning library materials and articulate the rights of library access for those with disabilities.

Job Applicant Requirements

The School did not have any job applicant requirements dedicated to DEI initiatives.

ⁱ See ISBVI DEI Appendix, pp. 1-3.

Indiana School for the Deaf

This section outlines the Indiana School for the Deaf's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The School did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The School did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The School publishes its school policies and procedures each school year in student and family handbooks that detail the administrative procedures and mission of the school. Both ISD handbooks for early childhood and elementary education and for middle and high school education include an extensive DEI statement. The policy for both handbooks ensures that "diversity, equity, and inclusion are implemented schoolwide through awareness, dialogue, action, and transformation."ⁱ Both handbooks are no longer publicly posted on ISD's website, and the 2025-2026 handbooks will be written to reflect Executive Order 25-14.
- The School also maintains an employment handbook (last updated in 2021). The handbook includes an extensive DEI statement that ensures that "diversity, equity, and inclusion are implemented schoolwide through awareness, dialogue, action, and transformation."ⁱⁱ The handbook is no longer posted on ISD's staff-only website and is no longer in use; it will be amended and updated to reflect Executive Order 25-14 and the State Personnel Department's general employee handbook will control until a new handbook is issued.

Programs Administered to the Public

- The School's enrollment process is articulated on its website. In explaining the process, the page includes a quote from, and a link to, a resource that provides informative materials on, as its title says, "Optimizing Outcomes for Students who are Deaf or Hard of Hearing." Within this publication, the National Association of State Directors of Special Education, Inc. discusses the importance of diversity in the classroom and adopting "Culturally and Linguistically Appropriate Services (CLAS)

Standards.”ⁱⁱⁱ This resource remains posted as it is not referenced for its statement on diversity, but to explain items to be considered at a case conference during the enrollment process.

- The School maintains its school board meeting minutes from 2015 to 2025 on its website and maintains several social media accounts. Several meeting minutes from 2021 to 2023 include topics relating to teachers implementing social emotional learning time and participating in DEI sessions.^{iv} While these policies are no longer implemented, the school board meeting minutes remain publicly posted. Additionally, social media posts from 2014 to 2024 highlight intersectionality and diversity.^v Though these materials remain, general policies for regular and consistent website retention for agencies reporting to the Office of Education are under consideration.

Grant Conditions

The School did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The School did not have any training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The School did not have any job applicant requirements dedicated to DEI initiatives.

ⁱ See ISD DEI Appendix, pp. 1-3.

ⁱⁱ See *id.*, pp. 9-11.

ⁱⁱⁱ See *id.*, p. 3.

^{iv} See *id.*, pp. 4-6.

^v See *id.*, pp. 6-8.

Indiana State Library

This section outlines the Indiana State Library's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25 -14.

DEI Department

The State Library did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The State Library did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The State Library does not have a mission or value statement involving DEI.

Programs Administered to the Public

- The State Library previously had a DEI-related list serve which has been discontinued.ⁱ
- The State Library has newsletters where library related news is shared, includes links to articles written by others about Indiana libraries. Newsletters where something DEI related is mentioned consist of a tiny fraction of what was reported on overall.ⁱⁱ
- On the State Library's webpage, there is a section titled Equity Data with links to federal resources. The data includes categories specifically for various DEI groups.ⁱⁱⁱ

Grant Conditions

Chapter 15 of the 2024 New Director Manual, speaks on grants and lists grants related to diversity, equity, access, and inclusion.^{iv}

Training/Instruction Administered to the Employees

- In the March 29th, 2022 LSTA Evaluation, there is discussion about the 2021 Difference is You conference which had a variety of topics including diversity and inclusion.^v
- 2008 List of state documents has "Indiana's Best Practices Celebrating Diversity: Many Communities. One Indiana: A Resource Manual of Diversity Programs and Activities." from the Civil Rights commission listed.^{vi}
- There is a reference in a copy of the New Director Manual about a rotating series of PLA surveys, one of which touches on diversity.^{vii}
- In the 2021 version of the In The Public Trust, celebrating diversity and cultural awareness was listed with many other things in a list of things to consider when "strategic planning for results."^{viii}
- The annual report from 2006 asked libraries racial identification information under several questions in a "Diversity Initiative" section of the report. The report

- appeared to be seeking data on degree and certificate level to be cross referenced by race.^{ix}
- The Economic Impact of Libraries in Indiana report shows diversity in the towns studied.^x
 - Warsaw Community Public Library 2016-2020 WCPL Strategic Plan Setting Direction discusses Celebrate Diversity: Cultural Awareness as part of its plan and diverse programs.^{xi}

Job Applicant Requirements

The State Library does not have job applicant requirements involving DEI.

ⁱ See item 1.

ⁱⁱ See item 2.

ⁱⁱⁱ Link: <https://www.in.gov/library/collections-and-services/isdc/statistics-by-topic/>.

^{iv} See item 3.

^v See item 4.

^{vi} See item 5.

^{vii} See item 6.

^{viii} See item 7.

^{ix} See item 8.

^x See item 9.

^{xi} See item 10.

Indiana Education Employment Relations Board

This section outlines the Indiana Education Employment Relations Board's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Board did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

The Board did not have programs administered to the public dedicated to DEI initiatives.

Grant Conditions

The Board did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Board did not have training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The Board did not have job applicant requirements dedicated to DEI initiatives.

ENERGY AND NATURAL RESOURCES

White River State Park

This section outlines the White River State Park internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

WRSP did not have a department dedicated to DEI initiatives.

DEI Staff Positions

WRSP does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

WRSP does not have a DEI mission or value statement.

Programs Administered to the Public

WRSP did not administer any DEI programs to the public.

Grant Conditions

WRSP does not require any DEI grant conditions

Training/Instruction Administered to the Employees

WRSP did not participate in any DEI trainings for employees

Job Applicant Requirements

WRSP did not maintain any DEI job applicant requirements.

Office of Utility Consumer Counselor

This section outlines the Indiana Office of Utility Consumer Counselor's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The OUCC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The OUCC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The OUCC does not have a DEI mission or value statement.

Programs Administered to the Public

The OUCC did not administer any DEI programs to the public.

Grant Conditions

The OUCC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The OUCC did not participate in any DEI trainings for employees

Job Applicant Requirements

The OUCC did not maintain any DEI job applicant requirements.

Office of the Chemist and Seed Commissioner

This section outlines the Indiana Office of the Chemist and Seed Commissioner's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Office did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Office does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Office does not have a DEI mission or value statement.

Programs Administered to the Public

The Office did not administer any DEI programs to the public.

Grant Conditions

The Office does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Office did not participate in any DEI trainings for employees

Job Applicant Requirements

The Office did not maintain any DEI job applicant requirements.

Office of Energy Development

This section outlines the Indiana Office of Energy Development's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The OED did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The OED does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The OED does not have a DEI mission or value statement.

Programs Administered to the Public

The OED did not administer any DEI programs to the public.

Grant Conditions

The OED does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The OED did not participate in any DEI trainings for employees

Job Applicant Requirements

The OED did not maintain any DEI job applicant requirements.

Natural Resources Commission

This section outlines the Indiana Natural Resources Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Commission does not have a DEI mission or value statement.

Programs Administered to the Public

The Commission did not administer any DEI programs to the public.

Grant Conditions

The Commission does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Commission did not participate in any DEI trainings for employees

Job Applicant Requirements

The Commission did not maintain any DEI job applicant requirements.

Indiana Utility Regulatory Commission

This section outlines the Indiana Utility Regulatory Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Commission does not have a DEI mission or value statement.

Programs Administered to the Public

The Commission did not administer any DEI programs to the public.

Grant Conditions

The Commission does not require any DEI grant conditions.

Training/Instruction Administered to the Employees

The Commission did not participate in any DEI trainings for employees.

Job Applicant Requirements

The Commission does not maintain any DEI job applicant requirements.

Indiana War Memorials Commission

This section outlines the Indiana War Memorials Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IWMC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IWMC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IWMC does not have a DEI mission or value statement.

Programs Administered to the Public

The IWMC did not administer any DEI programs to the public.

Grant Conditions

The IWMC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The IWMC did not participate in any DEI trainings for employees

Job Applicant Requirements

The IWMC did not maintain any DEI job applicant requirements.

Indiana State Museum

This section outlines the Indiana State Museum's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The ISM did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The ISM does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The ISM does not have a DEI mission or value statement.

Programs Administered to the Public

The ISM did not administer any DEI programs to the public.

Grant Conditions

The ISM does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The ISM did not participate in any DEI trainings for employees

Job Applicant Requirements

The ISM did not maintain any DEI job applicant requirements.

Board of Animal Health

This section outlines the Board of Animal Health's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Board does not have a mission or value statement involving DEI.

Programs Administered to the Public

- The Board uses state contracting templates and requirements as directed by the Office of the Attorney General and the Indiana Department of Administration. These templates have included clauses for Minority Business Enterprises compliance. BOAH will continue to use the templates and instructions of the Attorney General and IDOA.

Grant Conditions

- The Board does not have grant conditions involving DEI.

Training/Instruction Administered to the Employees

- The State Personnel Department has prepared an affirmative action plan for BOAH approval. BOAH intends to follow the direction from SPD regarding whether this needs to be continued.
- The United States Department of Agriculture has offered, but not required, DEI training for BOAH employees. This has been utilized as BOAH meat and poultry staff's civil rights training that comes from the federal government. BOAH will work with the federal government as required, while also ensuring compliance with EO 25-14.

Job Applicant Requirements

- The Board does not have job applicant DEI requirements.

Indiana Department of Environmental Management

This section outlines the Indiana Department of Environmental Management's ("IDEM") internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

IDEM did not have a department dedicated to DEI initiatives.

DEI Staff Positions

IDEM did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

IDEM did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

- IDEM's Environmental Stakeholder Engagement Program ensures that stakeholders are able to participate in and understand agency actions, as outlined in the agency's Nondiscrimination Policy. The program employs two full-time ESE Coordinators to assist stakeholders with participating in or having a better understanding of agency actions. In January of 2025, the program and policy were re-named from "Stakeholder Inclusion" to "Stakeholder Engagement" to better represent the purpose of the program and to comply with Executive Order 25-14. The program, which includes plain English responses for stakeholders in interpreting technical and scientific bases for IDEM decisions, translation of certain documents, and assistance with notification services is consistent with Indiana Code § 13-14-1-5, which directs IDEM to "develop and implement a program of public awareness and participation to assure maximum citizen involvement in the evolution and continuation of the environmental programs of the state."ⁱ

Grant Conditions

- IDEM does not have any grant conditions involving DEI.

Training/Instruction Administered to the Employees

- IDEM did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

- IDEM's job postings include the standard SPD statement on nondiscrimination. IDEM does not have any internal goals or mandates to increase the diversity of its workforce.ⁱⁱ

ⁱ See Item 1.

ⁱⁱ See Item 2.

Indiana Department of Natural Resources

This section outlines the Indiana Department of Natural Resources' internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

DNR does not have a department dedicated to DEI initiatives.

DEI Staff Positions

DNR did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- DNR does not have a mission or value statement including DEI.

Programs Administered to the Public

- DNR does not have any public programs involving DEI.

Grant Conditions

- Indiana State Historic Preservation Board: Historic Preservation Fund Grant Criteria. Draft criteria for grant award evaluations provided 6 (out of 142 possible) points for projects that “serve an underrepresented (minority or disadvantaged) group.” The DEI related criteria were removed prior to board approval based on internal discussion, the 6 points were reallocated to other criteria categories.ⁱ

Training/Instruction Administered to the Employees

- The DNR entered into a contract with 'Black Folks Camp Too' effective April 1, 2023, with an initial one-year duration at \$17,500.00. (pages 1-17 of appendix) This contract was subsequently renewed for an additional year (April 1, 2024 – March 31, 2025) at a cost of \$62,666.00. The primary purpose of the contract was promoting diversity-related activities at state parks. Services Provided Included: DEI-focused training modules; 'Unity Blaze' signage and merchandise (flags, stickers, merchandise sold to park visitors) aimed at signaling inclusive environments at state parks. The contract was terminated for convenience pursuant to Section 45 on February 6, 2025. A final bill of \$56,698.00 for

services rendered prior to termination has been received and paid. All Unity Blaze flags and merchandise have been removed from state facilities; and All Unity Blaze stickers previously placed on state-owned vehicles have been removed.ⁱⁱ

- Black Folks Camp Too Training Modules: Designed to educate park staff on engaging effectively with diverse populations, specifically black individuals and other persons of color; Included participation tracking, module completion rates, and test scores via the SuccessFactors platform; and Featured a keynote speech by the founder, mandatory for all parks staff, held July 19, 2023, at Fort Harrison State Park. Training modules and related content have been removed from SuccessFactors as of February 2025 & all participation tracking and reporting have ceased.ⁱⁱⁱ
- 2024 Agency DEI Training Goals: DEI-related training components were incorporated in DNR's 2024 goals, in alignment with former Governor Holcomb's administration priorities. DNR's 2025 agency goals have been revised to align strictly with Governor Braun's current priorities and do not contain any DEI elements. Employees who failed to complete the 2024 DEI training were not subject to any negative repercussions during their 2025 performance evaluations.^{iv}

Job Applicant Requirements

- For standard hires in DNR, DNR follows State Personnel Department (SPD) templates for recruitment and job postings. DNR does not independently mandate diversity statements nor any preferential hiring practices tied to DEI objectives.

ⁱ See Item 1

ⁱⁱ See Item 2

ⁱⁱⁱ See Item 3

^{iv} See Item 4

HEALTH AND FAMILY SERVICES

Indiana Department of Child Services

This section outlines the Indiana Department of Child Services' internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

DCS did not have a department dedicated to DEI initiatives.

DEI Staff Positions

Strategic Equity Officer

DCS previously maintained a Strategic Equity Employee/Role; however, this position was eliminated by DCS in September of 2024. The position consisted of one individual who has been reassigned within the agency. The position is mentioned briefly in DCS Administrative Policy and Procedures: Policy GA-10 as a member of Executive Staff; DCS is amending this policy and removing mention of the positionⁱ.

Additionally, the position was posted on the main agency website. The position is no longer connected to the organizational chart or presented as a role within the agency. The page can only be found when searching directly for it but the page will be removed entirely in the future.ⁱⁱ

Mission Statement or Value Statement

Historical DCS Values Diversity, Equity, and Inclusion

There are documents and presentations publicly available which include the previous Mission, Vision, and Values and/or references to previous DEI initiatives. These documents and presentations are clearly identified as historical, noting information from a moment in time, not current.

This document was a presentation at a Family Preservation meeting in 2024 and includes data regarding diversity and race.ⁱⁱⁱ

These two documents reference cultural diversity and are publicly available. They are historical communication, noting value statements from 2021, not current.^{iv}

These next two documents include references to diversity and inclusion initiatives occurring at the time. The documents are reports to the State Budget Committee from 2020 and 2022.^v

These documents are the Child and Family Services Plans from 2019 and include references to diversity and inclusion initiatives occurring at the time. The documents are communication to and from the Children's Bureau of the Federal Government.^{vi}

This document is a brief on the federal Every Student Succeeds Act and includes statements regarding bias and diversity. The document is from 2017 and does not include current positions of the agency.^{vii}

DCS Practice Model

In addition, multiple sets of training materials contained prior versions of the DCS Practice Model which included the phrase "diversity, equity, and inclusion" and has since been removed and is in the process of being updated. All trainings and material now include the revised Mission, Vision, and Purpose.^{viii}

DCS Code of Conduct

DEI language is contained within the Code of Conduct for the Indiana Department of Child Services. DCS is modifying this policy now and all DEI language will be removed. Diversity will be replaced with cultural perspectives, inclusion with belong, and bias with assumptions. Multiple previous version of the Code of Conduct can be located but are now clearly identified as "archived" throughout the document.^{ix}

Programs Administered to the Public

DCS HR Policy 2-16

DCS policy HR 2-16 contains verbiage regarding "inclusion" of FCM applicants who meet the requirements of an exception for the degree-based hiring requirements. There are also questions and hypotheticals contained with DCS Family Case Manager/Supervisor interview guides. The policy and interview guides are in the process of being changed to remove the language.^x

DCS Healthy Families Policy

The DCS Healthy Families Policy includes a chapter (Chapter 5) pertaining to Diversity, Equity, and Inclusion protocols. DCS, along with its Healthy Families Partners are in the process of modifying the policy manual to remove the DEI language.^{xi}

Publications

DCS previously utilized publications on its DCS public-facing website including: “Parenting in Racially and Culturally Diverse Adoptive Families”; “Preparing Families for Racially and Culturally Diverse Adoptions”; “Transracial Adoption and the BLM Movement”; “Race Matters: Addressing Racial Bias in Transracial/Transcultural Adoption” (webinar); and “We are all immigrants- learning about ourselves and our neighbors”. These items have already been removed from the DCS website to ensure compliance with E.O. 25-14.

DCS Branding

DCS Branding guidelines and templates included references to DEI language, primarily relating to the previous Mission and Vision. All material has been updated to remove any reference of DEI language or the previous Mission and Vision.

Administration of Child Welfare Policies

There are multiple policies which reference DEI policies and initiatives. The DCS is in the process of updating all of them, numerous of which are complete. Some of the policies noted are changed, and the previous version is clearly noted as archived.^{xii}

Contract Agreements

There are multiple documents connected to Contract Agreements which require agencies and other entities to serve diverse populations. The DCS is working with IDOA and OAG to remove the language.^{xiii}

Community Based Standards

The Community Based Services Contracts Request for Proposal includes language regarding diversity. The agency is working with IDOA and OAG to remove the language. Once the language is removed the request for proposal will be replaced on the website.^{xiv}

Child Advocacy Center Bid Document

The Child Advocacy Center Bid document includes language regarding diversity. The agency is working with IDOA and OAG to remove the language. Once the language is removed the request for proposal will be replaced on the website.^{xv}

DCS Providers agree to cultural knowledge

There are multiple documents available publicly which note requirements of providers to maintain cultural knowledge. The documents are historical and will be removed or clearly noted as archived. There are others which are current and DCS is working with OAG and IDOA to update and remove DEI language.^{xvi}

Kids First Trust fund

This document is an annual report from the Kids First Trust Fund from 2021. It includes their strategic goals, including a statement regarding diversity. This document and other historical documents are archived and appropriately dated.^{xvii}

Family and Child Well-Being System

This document is a research presentation and actionable guidance on federal funding. It includes federal policy and procedures from 2021 and accurately presents the information as accurate for that date.^{xviii}

Grant Conditions

DCS does not have relevant grant conditions pursuant to this report.

Training/Instruction Administered to the Employees

DCS Internal Trainings

Multiple trainings were identified that touched on cultural bias, understanding race dynamics, and other related concepts. DCS Staff Development and Legal have worked closely with the agency's training vendor to identify, remove, and revise trainings as appropriate.

Agency Hiring

DCS previously had a "Utilizing Equitable Hiring Toolkit" training available for supervisors but it has been fully removed and it not in use. DCS currently has employees who are members of a Minority Professional Leadership Development Program. To engage in the program, one must identify as a minority. DCS and its HR partners continue to advise employees that external activities require the use of unpaid personal time for participation. ^{xix}

Job Applicant Requirements

DCS Standards and Policies which extend preferential treatment

There are numerous documents and pages which contain DCS' Standards and Policies that seem to extend preferential treatment to applicants who include DEI-related policies. The DCS is working with IDOA and OAG to modify language within the documents.^{xx}

Additionally, DCS utilized a "Hiring Toolkit" training available for supervisors but it has been fully removed and it not in use. DCS currently has employees who are members of a Minority Professional Leadership Development Program. To engage in the program, one must identify as a minority. DCS and its HR partners continue to advise employees that external activities require the use of unpaid personal time for participation.^{xxi}

DEI Staff Positions:

ⁱ Administrative policy/Screenshot

ⁱⁱ

Website Link/Screenshot

Mission Statement or Value Statement:

ⁱⁱⁱ Family Preservation Meeting and Presentation Link ^{iv} Links

to Annual Progress Services and Reports ^v Links to Annual

Staffing Reports to State Budget Committees ^{vi} Links to Child

and Family Services Plan- 2019 ^{vii} Link to Every Student

Succeeds Act (2017) ^{viii} Screenshot of New MVP ^{ix}

Links/Screenshot to DCS Code of Conduct

Programs Administered to the Public: ^x Link/Screenshot of Policy HR

2-16 ^{xi} Link to Healthy Families Policy Manual ^{xii} Links to Various

Policies ^{xiii} Links to various documents/templates ^{xiv} Link to

Community Based Services Request for Proposal; Screenshot ^{xv} Link to

Bid document ^{xvi} Link to current and historical proposal documents

^{xvii} Link/Goals for Kids First Trust Fund Annual Report ^{xviii} Chapin Hall

Research Presentation

Training/Instruction Administered to the Employees

^{xix} Minority Professional Leadership Development Program Link

Job Applicant Requirements ^{xx} Other DEI Related Job Applicant

Policy Documents ^{xxi} Minority Professional Leadership

Development Program Link

Indiana Family and Social Services Administration

This section outlines the Indiana Family and Social Services Administration's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

- The prior administration created the Office of Healthy Opportunities (OHO). OHO was created to work with communities served by the Administration to address factors influencing health outcomes, such as housing, education, transportation, and access to services. The Administration plans to abolish the OHO.
- In 2021, OHO created four (4) health equity teams to engage with staff on OHO issues, build community, and increase staff retention. There were an Accessibility Team, a Community Engagement Team, a Policy & Program Design Team, and a Workforce Development Team. These teams have been discontinued.ⁱ
- OHO also had training materials that detailed FSSA's commitment to inclusive and diverse environments.ⁱⁱ

DEI Staff Positions

- OHO is comprised of a Chief Health Equity Officer & ADA Officer/OHO Director (vacant since January 2025), the Director of Barrier Reduction, the ADA Director (this position is required by federal law when a State or Local Government agency has 50 employees or more), a Policy Analyst, and a Special Projects Director (vacant since August 2024 with no plans to fill position). The ADA Director's work focuses on coordinating FSSA efforts to comply with federal regulations, as outlined in Title II of the Americans with Disabilities Act (ADA).ⁱⁱⁱ
- The individual filling the Chief Health Equity Officer & ADA Officer/OHO Director left the agency in early January 2025. The agency has eliminated that role, as a large part of that role was to provide leadership in the evaluation of policy decisions that affect race equity and to serve at the executive level working to build a culture of equity across the agency. The ADA duties from that role are being handled by the agency's ADA Director. The agency plans to abolish the OHO and will also review the remaining positions.
- The Office of Medicaid Policy and Planning (OMPP) has three Managed Care Entity (MCE) contracts that operate the Hoosier Healthwise, Healthy Indiana Plan, and Indiana Pathways for Aging programs that require a DEI position to be held by each

MCE participating in the programs dedicated to their Medicaid work. The DEI position requirement will be removed as a contractual requirement upon the next annual amendment required to the contracts after the date of the Executive Order, January 14, 2025.

Mission Statement or Value Statement

- The Administration has revised FSSA's mission and vision statements to be in alignment with the Executive Order.^{iv}
- Since 2021, the Indiana 211 Mission statement was: "To improve quality of life for Hoosiers by promoting equity and connecting people to health and human service resources through highly skilled navigators, continuous community collaboration and a robust community database, and technological innovations." It has been updated to: "To improve quality of life for Hoosiers by connecting people to health and human service resources through highly skilled navigators, continuous community collaboration and a robust community database, and technological innovations."
- FSSA's website contained a document titled "Equity in Paths to QUALITY" that has been removed.^v

Programs Administered to the Public

- Indiana's 211 program initiated a public-facing community events calendar in July 2024, which presents one-time events that help people become more self-sufficient, sustain independence, strengthen family relationships, support personal and social development, and ensure the well-being of individuals, families, groups and communities. These events would not be included in the Indiana 211 resource database because they are single events and not ongoing resources. A policy was created in February 2025, to specify what events the calendar will list, and the guidelines used to make these determinations. The policy states the calendar will not list any event that violates State of Indiana policy, or list an event that would cause the agency to violate federal, state, or local laws or regulations.^{vi}
- The Division of Mental Health and Addiction (DMHA) has 53 contracts that include DEI language. Many of them require that the vendor work within a culturally competent framework. 38 of the 53 contracts are in the process of being amended to remove the DEI language. Eight of the 53 contracts expire on June 30th. Seven of the 53 contracts are currently in the process of being edited to undergo the contract amendment process.^{vii}

- FSSA’s website contained several news releases that contained topics related to diversity, equity, and inclusion. These news releases have been removed from the website.^{viii}
- FSSA identified several webpages and documents on its website that contained DEI material. This included webpages containing information about various FSSA programs, PDF documents and slide decks referencing DEI initiatives, and RFPs and other projects that included DEI requirements or other information.^{ix}
- The Indiana State Plan on Aging discussed equity and inclusion programs and will subsequently be amended.^x
- An Intellectual & Developmental Disabilities Task Force slide deck on FSSA’s webpage contained a slide deck from the Indiana Department of Workforce Development, which included DEI principles in their mission statement. It will subsequently be removed from the IDD Task Force slide deck.^{xi}

Grant Conditions

- The Administration identified 11 grant initiatives that included DEI related language as part of the grant process or explicitly considered DEI factors in selecting awardees. The language and methods of selection have been discontinued unless required by federal law.^{xii}

Training/Instruction Administered to the Employees

- In 2022, OHO created guidelines for employees to create and lead Employee Resource Groups, which are voluntary employee-led groups focused on creating community within FSSA. Groups can focus on any number of shared experiences, including professional development. The only current resource group that meets, the “No Barriers” group, focuses on individuals with disabilities.
- Indiana’s 211 program training of newly hired staff included a 34 slide PowerPoint presentation on serving diverse populations as part of the role of community navigators.^{xiii}
- OHO also had “equity teams” aiming to address racial and social equity issues. These teams were disbanded.^{xiv}
- FSSA’s website contained references to resources related to diversity that have been removed.^{xv}

Job Applicant Requirements

The Administration did not have job applicant DEI requirements.

ⁱ Appendix p. 487. ⁱⁱ

Appendix p. 467. ⁱⁱⁱ

Appendix p. 491 and 492.

^{iv} The new FSSA Mission and Vision statements can be found here:

<https://www.in.gov/fssa/aboutfssa/fssa-mission-vision/>. The old statements can be found at

Appendix p. 594. ^v Appendix p. 482. ^{vi} The full policy is at Appendix p. 526. ^{vii} Example language is at Appendix p. 595.

^{viii} Appendix p. 184, 187

^{ix} Appendix p. 1, 73, 103, 108, 147, 189, 202, 253, 254, 318, 329, 330, 331, 483 ^x Appendix p.

147. ^{xi} Appendix p. 408.

^{xii} Grant-related documents can be found at Appendix p. 332, 343, 351, 358, 369, 374, 380, 385, 391, 397, 403.

^{xiii} The old version of the training can be found at Appendix p. 530. Updated training can be found at Appendix p. 564. ^{xiv} Appendix p. 487. ^{xv} Appendix p. 407.

Indiana Department of Health

This section outlines the Indiana Department of Health's (the Department's) internal review of DEI position, departments, activities, procedures and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

- A disparities coordinator position was eliminated, and the individual was moved to a different position in the agency.
- A maternal health equity coordinator position was eliminated, and the individual was moved to a different position in the agency.
- Nineteen contractors who worked under the Office of Minority Health were eliminated.
- Office of Minority Health, statutorily required, remainsⁱ

Mission Statement or Value Statement

- The Department does not have a mission or value statement relating to DEI.

Programs Administered to the Public

- IDOH Office of Minority Health updated its objectives and changed position descriptions to reflect goals of serving all Hoosiers.
- All equity-related content was eliminated from departmental materials. Removed health equity questions from two Request for Applications (RFAs): Local Fetal-Infant Mortality Review Teams funding applications, water safety, and mini-grants applications.
- Indiana WIC reviewed its website and removed all wording related to DEI, outside of the federally required Civil Right Statement. Will remove when federal requirements are updated.
- Indiana WIC removed 16 documents and policies from public access while edits to comply with the EO are made. All policies changes must be approved by USDA, so the documents will not be made publicly available with edits until they are approved.

- IDOH and our Executive Data Governance Board (EDGB) has an approved policy called the Code of Data Ethics. Prior to January, this policy had a section specifically dedicated to health equity; this section was eliminated.
- Removed questions about DEI from the Youth Risk Behavior Survey and the Behavioral Risk Factor Surveillance System survey.
- IDOH HR removed the entirety of the Diversity/Equity/Inclusion subsection from the HR page of the Nerve Center (IDOH intranet), that included links to video training and reference articles. The IDOH Health Equity Policy was also removed from the HR page of the Nerve Center. Once remote work is updated/finalized by INSPD/OMB, the IDOH Work Schedules policy will be reviewed to ensure there is no language referencing DEI. Additionally, while INSPD is working through updating statewide DEI initiatives, the IDOH HR team is no longer tracking progress nor promoting goals created for last year's Affirmative Action plan. Staff were reminded of the legal framework and how to remain compliant with law and instructed on how to request legal or compliance reviews when unsure.
- Removal of language in contract regarding health equity within SNAP-Ed Program. The division has also taken offline the website for the State Nutrition Action Committee so that we can revise to comply with EO 25-14. All external facing materials to promote SNAP-Ed have been revised in alignment with EO 25-14 (including presentation slides, recruitment materials, and one-pagers).
- Removed health equity and DEI-related language from IDOH website.
- Division of Nutrition and Physical Activity removed all non-compliant toolkits and guidebooks from its website - Healthy Schools Toolkit, Indiana Active Living Guidebook, Educator Wellness Toolkit, Indiana Safe Routes to School Guidebook, and Farm to School Toolkits. These will be updated and reposted.
- Breastfeeding Plan 2024-2028, updated to remove DEI references.ⁱⁱ
- State Healthy Improvement Plan, updated to remove DEI references.ⁱⁱⁱ
- Healthy Schools toolkit, updated to remove DEI references.^{iv}
- Foundational Public Health Services, updated to remove DEI references.^v
- Center for Deaf and Hard of Hearing Education Guiding Principles, updated to remove DEI references.^{vi}
- Updated guidance for physicians and general trainings ^{vii}

Grant Conditions

- The Division of Nutrition and Physical Activity updated Mini Grant Applications and removed references to health equity and the Centers for Disease Control and Prevention (CDC) Social Vulnerability Index (SVI).

- Health Innovations and Partnerships Grants, removed language in contracts that references DEI or health equity training requirements.
- Maternal and Child Health, removed language in MCH contract amendments, grant applications and other documents referencing DEI or health equity.^{viii}
- Trauma System Development RFA, application forms included a question about how applicants address equity and inclusion in program delivery. This question was removed.
- Reviewed and updated contracts to remove DEI language.^{ix}

Training/Instruction Administered to the Employees

- A contractor's scope of work was amended to remove health equity and diversity requirements to a better defined and narrowed scope promoting emergency preparedness plans.
- Fifty-seven documents were identified and amended to comply with all executive orders.
- Indiana WIC modified eight policies and one training to be in line with the requirements of the DEI Executive Order, excepting the USDA-required Civil Right statement. Will remove when federal requirements are updated.
- OMH updated position descriptions and performance standards to remove all DEI language.
- Chronic Disease, Primary Care and Rural Health: The division ended programs regarding trainings for health equity and DEI.^x
- ODA no longer includes a health equity learning component in meetings.
- Professional development funding through the SNAP-Ed program originally earmarked for health equity training has been reallocated to support more broad-based professional development topics such as communications/marketing, project management, food systems capacity building, and more.
- Office of Minority Health. OMH provided agency-wide training that focused on DEI and health equity. These trainings were removed.
- The Drug Overdose Prevention team removed a continuing education training opportunities through the Department of Health and outside vendors on DEI topics.
- Removed DEI language from the IDOH Tobacco Prevention and Cessation Annual Program Training and Manual.
- Retrained staff about what language to update when reviewing all submitted materials, including presentations, social media posts, newsletters and fact sheets.
- All DEI references were removed from HR documentation to ensure compliance with state and federal law.

- Chronic Disease, Primary Care and Rural Health: Took DEI specific language out of the Annual Progress Report and Reapplication.
- Indiana Nutrition Incentives Network: This is a statewide coalition convened by the DNPA. It has three pillars - one of the pillars was previously called Food Equity. This pillar was removed.
- Healthcare Provider Resources, updated to remove DEI references.^{xi}

Job Applicant Requirements

- The Department does not have any DEI in its job applicant requirements.

ⁱ See, Section I

ⁱⁱ See, Section II

ⁱⁱⁱ See, Section II

^{iv} See, Section II

^v See, Section II

^{vi} See, Section II

^{vii} See, Section VI

^{viii} See, Section VI

^{ix} See Section VI

^x See Section IV

^{xi} See, Section II

Indiana Department of Veterans Affairs

This section outlines the IDVA's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IDVA did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IDVA did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IDVA did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

The IDVA did not have any DEI programs administered to the public.

Grant Conditions

The IDVA did not have any DEI grant conditions.

Training/Instruction Administered to the Employees

The IDVA did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

The IDVA did not have any job requirements related to DEI.

INDIANA STATE POLICE

Indiana State Police

This section outlines the Indiana State Police's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The State Police did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Indiana State Police had an Office of Equity and Inclusion under Superintendent Doug Carter. Superintendent Anthony Scott assumed responsibility of the Indiana State Police and immediately removed that position from the organizational chart.

Mission Statement or Value Statement

- The State Police do not have a mission or value statement involving DEI.

Programs Administered to the Public

- The Standard Operating Procedure HMR-027 – Recruitment for Trooper Trainee.¹

Grant Conditions

- The State Police does not have any DEI grant conditions.

Training/Instruction Administered to the Employees

- The Standard Operating Procedure HMR-028 – Selection Process for Trooper, Capitol Police, and Motor Carrier Inspector.²
- Police Rule 5 – Promotions. The SOPs are currently in the process of being reviewed and will be changed. Police Rule 5 is currently being reviewed and will be presented to the Indiana State Police Board for approval. (See IC 10-11-2-9)³

Job Applicant Requirements

- The State Police does not have any job applicant requirements for DEI.

¹ Standard Operating Procedure HMR-027 – Recruitment for Trooper Trainee. This SOP is under review and is anticipated for update by the end of 3d quarter 2025 to remove references to minority diversity and inclusion offices of colleges, minority owned businesses, and affirmative action policies.

² Standard Operating Procedure HMR-028 – Selection Process for Trooper, Capitol Police, and Motor Carrier Inspectors. This SOP is anticipated for update by the end of 3d quarter 2025 to remove references to affirmative action policies.

³ Police Rule 5 – Promotions. This Police Rule is under review and is anticipated for submission to the Indiana State Police Board for approval at the July 2025 meeting. The update removes language from the Rule requiring the inclusion of minority candidates in the promotional process and allowance for promotion of minority candidates, regardless of their final position in the promotional process.

LIEUTENANT GOVERNOR

Indiana Department of Agriculture

This section outlines the Indiana Department of Agriculture's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department does not have a DEI mission or value statement.

Programs Administered to the Public

The Department did not administer any DEI programs to the public.

Grant Conditions

The Department does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Department did not participate in any DEI trainings for employees

Job Applicant Requirements

The Department did not maintain any DEI job applicant requirements.

Office of Community and Rural Affairs

This section outlines the Indiana Office of Community and Rural Affairs' internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Office did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Office does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Office does not have a DEI mission or value statement.

Programs Administered to the Public

The Office did not administer any DEI programs to the public.

Grant Conditions

The Office does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Office did not participate in any DEI trainings for employees

Job Applicant Requirements

The Office did not maintain any DEI job applicant requirements.

MANAGEMENT AND BUDGET

State Personnel Department

This section outlines the Indiana State Personnel Department's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The State Personnel Department's Equity, Opportunity, and Inclusion Director position was merged into its Learning and Development function in 2024. The State Personnel Department does not currently maintain any DEI departments or staff positions. See Appendix 1 for relevant documents, including a list of position movements in all state agencies from 2022 to present.

Mission Statement or Value Statement

- In various places on the State Personnel Department webpage, "diversity" was listed as one of the State's employer values. On the State of Indiana's LinkedIn profile, "Diversity, equity, and inclusion" is listed as a featured commitment. Diversity has been removed from the State's employer values and replaced with collaboration on the State Personnel Department webpage. The reference to diversity, equity, and inclusion has been removed from the State of Indiana's LinkedIn profile. See Appendix 5D for all relevant documents, including before-and-after screenshots of the State Personnel Department's website and the State of Indiana's LinkedIn profile.
- On the Work for Indiana webpage and printed materials, "diversity" was listed as one of the State's employer values. Additionally, all job postings on the Work for Indiana webpage contained the following language in the header: "At the State of Indiana, we don't just talk about diversity and inclusion—we make it our goal to create a welcoming, accessible, and equitable workplace with a workforce that is representative of Indiana's population. As a proud equal opportunity employer, reasonable accommodations may be available to enable individuals with disabilities to complete the application and interview process as well as perform the essential functions of a role." In addition, all job postings on the Work for Indiana webpage contained the following sentence in the footer: "The State of Indiana has established a culture that welcomes equity, inclusion, and opportunity for all employees and applicants." Diversity has been removed from the State's employer values and replaced with collaboration on the Work for Indiana

webpage and printed materials. Additionally, the aforementioned language has been removed from the header and footer of job postings on the Work for Indiana webpage. See Appendix 5E for all relevant documents, including before-and-after screenshots of the Work for Indiana webpage.

Programs Administered to the Public

- Governor's Policy Statement. The State Personnel Department maintained Governor Holcomb's August 3, 2018, Policy Statement regarding equal employment opportunities on its Standardized Policies webpage. This Policy Statement has been removed from the State Personnel Department's webpage. See Appendix 2A for all relevant documents, including a copy of the Governor's Policy Statement and a screenshot of the State Personnel Department's Standardized Policies webpage with the Policy Statement removed.
- The Department hosted a historical repository of various SOI newsletters which contain information regarding and advertising of different DEI initiatives and events which took place under prior administrations in the state of Indiana. These newsletters also contained various training checklists related to DEI training. The Department has removed the public repository and all associated links and documents from its website.

Grant Conditions

- The Department does not have any DEI grant conditions.

Training/Instruction Administered to the Employees

- When an employee joins the State of Indiana, they will either attend in-person orientation, e-orientation, or orientation that is facilitated by their agency, the last of which is not facilitated by the State Personnel Department. In-person orientation and e-orientation both previously had references to the Office of the Chief Equity, Inclusion, and Opportunity Officer, but those were both removed in the middle of 2024, when that office stopped actively participating in these initiatives. They were not replaced or supplemented in any other way.
- The Staff Training and Resources (STAR) program is an internal training program focused on cross-functional collaboration and development for all new hires. Previously, the program had a session for Affirmative Action Plans and the Pulse Survey. That session has been halted pending further guidance. See Appendix 3B for an overview of the STAR program.

- The State Personnel Department's Learning & Development Division facilitates the Indiana Manager Central and Manager Onboarding Workshops, through subject matter experts from all central office teams. Previously, there were workshops hosted on Identifying Unconscious Bias, Fostering Allyship, and Utilizing Equitable Hiring Toolkits. Through these programs, Learning & Development has historically recommended LinkedIn Learning courses on additional topics complimentary to the live workshops. Several of these courses related to diversity, equity, and inclusion, and while they were not required, those courses have been removed from the recommendations. See Appendix 3C for an overview of the Identifying Unconscious Bias, Fostering Allyship, and Utilizing Equitable Hiring Toolkits workshops. All three workshops have been cancelled as of January 14, 2025.
- The State Personnel Department's Employee Relations Division frequently utilizes LinkedIn Learning trainings as a corrective action following investigations into discrimination and harassment based on a protected class when discipline is not appropriate. These trainings sometimes focus on topics such as working with individuals from diverse backgrounds and inclusivity. Employee Relations will exclusively utilize a customized content map curated by the LinkedIn Learning Team which excludes any DEI-focused trainings. See Appendix 3D for the three LinkedIn Learning Courses that were previously being recommended.
- The Department continues working with LinkedIn Learning to further tailor the courses and learning modules available to State of Indiana employees through the State's subscription to conform to the requirements of Executive Order 25-14.
- The State Personnel Department facilitates the Pulse Survey one to two times a year, depending on the direction from the Governor's Office. Previously, the survey included questions related to the demographics of employees. See Appendix 5A & 5B for a copy of the survey's previous questions and the Pulse Survey dashboard. See Appendix 5C for a drafted rewrite of the survey questions to avoid additional demographic identifiers. Note that the Pulse Survey Dashboard will reflect the questions that are asked in the survey, so pending survey changes will be reflected in the dashboard moving forward.
- Workforce Strategy and Performance team facilitate Behaviorally Anchored Ratings (BARS) Guide. There are several competencies that use specific verbiage around diversity and inclusiveness. The WSP Team has completed their review and made recommended edits. The draft awaits final approval, and WSP anticipates it will be published in July. Talent Management Strategy read "To equitably attract, engage, and retain diverse talent." This has been updated on all resources and training materials to now reflect "To attract, engage, develop, and retain a skilled and innovative workforce." See Appendix 5G for BARS Guide language and edits made to Talent Management

Strategy language. See Appendix 5H for Talent Management before and after language of employee lifecycle.

Job Applicant Requirements

- The State Personnel Department created a library of interview questions for applicants based on the competencies assigned to the role. One of these competencies was “Equity, Inclusion, and Opportunity” and included questions such as “In your own words, how do you define [diversity, equity, inclusion, belonging, etc.]?” and “In a work setting, how do you articulate the importance of diversity, equity, and inclusion?” This competency has been removed from all the roles and the competency-based interview questions library. See Appendix 4A & 4B for all relevant documents, including before-and-after screenshots of the competency-based interview questions library.

Indiana State Board of Accounts

This section outlines the Indiana State Board of Accounts' internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The State Board of Accounts did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The State Board of Accounts did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The State Board of Accounts does not have a mission or value statement including DEI.

Programs Administered to the Public

The State Board of Accounts does not have any public programs relating to DEI.

Grant Conditions

The State Board of Accounts does not have any DEI grant conditions.

Training/Instruction Administered to the Employees

Prior to March 11, 2025, SBOA's Personnel Manual contained a section entitled, "Affirmative Action / Equal Employment Opportunity" which referenced the State Personnel Department's (SDP) Affirmative Action Policy. This section was removed from SBOA's Personnel Manual on March 11, 2025. The removed language stated:

"It is the policy of the State Board of Accounts to be fair and equitable in all its relations with its employees and applicants for employment without regard to race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation or gender identity, physical or mental disability, or veteran status. This policy is applicable to the policies governing recruitment, placement, selection, promotion, training, transfer, rates of pay, and all other terms and conditions of employment. Compliance with this policy — and all SPD and SBOA policies — is the personal responsibility of each employee. For additional information, see State Personnel standardized policies at Affirmative Action."

Job Applicant Requirements

The State Board of Accounts does not have any DEI job applicant requirements.

Public Access Counselor

This section outlines the Indiana Public Access Counselor's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The PAC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The PAC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The PAC does not have a DEI mission or value statement.

Programs Administered to the Public

The PAC did not administer any DEI programs to the public.

Grant Conditions

The PAC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The PAC did not participate in any DEI trainings for employees

Job Applicant Requirements

The PAC did not maintain any DEI job applicant requirements.

Office of Management and Budget

This section outlines the Indiana Office of Management and Budget's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Office did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Office does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Office does not have a DEI mission or value statement.

Programs Administered to the Public

The Office did not administer any DEI programs to the public.

Grant Conditions

The Office does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Office did not participate in any DEI trainings for employees

Job Applicant Requirements

The Office did not maintain any DEI job applicant requirements.

Office of the Inspector General

This section outlines the Indiana Inspector General's Office's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Office of the Inspector General did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Office of the Inspector General did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Office of the Inspector General does not have a mission or value statement including DEI.

Programs Administered to the Public

- The Office of the Inspector General does not have any public programs related to DEI.

Grant Conditions

- The Office of the Inspector General does not have any grant conditions relating to DEI.

Training/Instruction Administered to the Employees

- The Office of the Inspector General has one instance of a DEI Resources Page.

Job Applicant Requirements

- The Office of the Inspector General does not have any DEI job applicant requirements.

Management Performance Hub (MPH)

This section outlines the MPH's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

MPH did not have a department dedicated to DEI initiatives.

DEI Staff Positions

MPH did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

MPH did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

MPH did maintain an Equity Data Portal initiated under the previous administration.ⁱ This dashboard was taken down upon the issuance of EO 25-14.

Grant Conditions

MPH doesn't administer any grant programs.

Training/Instruction Administered to the Employees

MPH did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

MPH had no DEI requirements for job applicants.

ⁱ <https://www.wfyi.org/news/articles/holcomb-unveils-equity-and-inclusion-data-dashboard>

Indiana Office of Technology

This section outlines the Indiana Office of Technology's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

IOT did not have a department dedicated to DEI initiatives.

DEI Staff Positions

IOT does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

IOT does not have a DEI mission or value statement.

Programs Administered to the Public

IOT did not administer any DEI programs to the public.

Grant Conditions

IOT does not require any DEI grant conditions

Training/Instruction Administered to the Employees

IOT did not participate in any DEI trainings for employees

Job Applicant Requirements

IOT did not maintain any DEI job applicant requirements.

Indiana State Employees' Appeal Commission

This section outlines the Indiana State Employees' Appeal Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Commission does not have a DEI mission or value statement.

Programs Administered to the Public

The Commission did not administer any DEI programs to the public.

Grant Conditions

The Commission does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Commission did not participate in any DEI trainings for employees

Job Applicant Requirements

The Commission did not maintain any DEI job applicant requirements.

Indiana Public Retirement System

This section outlines the Indiana Public Retirement System's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

INPRS did not have a department dedicated to DEI initiatives.

DEI Staff Positions

INPRS does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

INPRS does not have a DEI mission or value statement.

Programs Administered to the Public

INPRS did not administer any DEI programs to the public.

Grant Conditions

INPRS does not require any DEI grant conditions

Training/Instruction Administered to the Employees

INPRS did not participate in any DEI trainings for employees

Job Applicant Requirements

INPRS did not maintain any DEI job applicant requirements.

Indiana Ethics Commission

This section outlines the Indiana Ethics Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IEC did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IEC does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IEC does not have a DEI mission or value statement.

Programs Administered to the Public

The IEC did not administer any DEI programs to the public.

Grant Conditions

The IEC does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The IEC did not participate in any DEI trainings for employees

Job Applicant Requirements

The IEC did not maintain any DEI job applicant requirements.

Indiana Board of Tax Review

This section outlines the Indiana Board of Tax Review's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Board does not have a DEI mission or value statement.

Programs Administered to the Public

The Board did not administer any DEI programs to the public.

Grant Conditions

The Board does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Board did not participate in any DEI trainings for employees

Job Applicant Requirements

The Board did not maintain any DEI job applicant requirements.

Distressed Unit Appeals Board

This section outlines the Distressed Unit Appeal Board's ("Board") internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Board did not have a DEI mission or value statement.

Programs Administered to the Public

The Board did not administer any DEI programs to the public.

Grant Conditions

The Board did not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Board did not participate in any DEI trainings for employees

Job Applicant Requirements

The Board did not maintain any DEI job applicant requirements.

Department of Local Government Finance

This section outlines the Indiana Department of Local Government Finance's ("Department") internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a DEI mission or value statement.

Programs Administered to the Public

The Department did not administer any DEI programs to the public.

Grant Conditions

The Department did not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Department did not participate in any DEI trainings for employees

Job Applicant Requirements

The department did not maintain any DEI job applicant requirements.

Archives and Records Administration

This section outlines the Indiana Archives and Records Administration' internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a DEI mission or value statement.

Programs Administered to the Public

The Department removed a blog post found to include DEI. The blog post was written by a former employee. The post discussed ways to describe a historical record in a catalog where the original title of the record might have antiquated language to describe people. That blog post has been taken down. In practice, the archivists use the original title of the records to describe them in the catalog.

Grant Conditions

The Department did not require any DEI grant conditions

Training/Instruction Administered to the Employees

- The Department has an internal policy document called "IARA Standards of Conduct" first developed in 2020. Much of the document was adapted from a DCS "Code of Conduct" document <https://www.in.gov/dcs/files/Code-of-Conduct-Archived-12-31-19.pdf> . IARA reports seldom referring to the "Standards of Conduct" except for on-boarding. We have edited the IARA document and deleted the "Diversity and Non-Discrimination" section of the document.
- The Governor's Office additionally found three uses of the phrase "Affirmative Action" on IARA's webpages. However, the use of the term was not in relation to any IARA

training/instruction (or programs). The use of the term was in reference to affirmative action documents created at other agencies in accordance with IC 4-15-12-5 and 29 CFR 1602.30, and how the documents should be maintained or disposed of in accordance with those statutes. Of the three uses of “Affirmative Action” on IARA’s website, two were in relation to the titles of records series on retention and disposition schedules, and one was a hyperlink to the retention schedule for SPD’s Affirmative Action department. IARA can remove these instances if SPD agrees to the changes, or if federal or state statutes change eliminating these requirements.

- The Governor’s Office identified a reference to the “Cultural Emergency Response Team” in an IARA handbook for Indiana county and local government records managers. However, the Cultural Emergency Response Team has nothing to do with DEI. It is also not an IARA program. It is a program offered by the American Institute for Conservation, where they operate a hotline and can consult during fires, floods or other emergencies where records (or other historic artifacts) are threatened or need rescuing.

Job Applicant Requirements

The department did not maintain any DEI job applicant requirements.

State Budget Agency

This section outlines the Indiana State Budget Agency's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

SBA does not have department dedicated to DEI initiatives.

DEI Staff Positions

SBA does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- SBA's Guiding Principles includes "inclusiveness - Leveraging diversity by seeking and embracing different perspectives and constructive feedback with humility, respect, and intellectual honesty.". SBA will work on updating its guiding principles to remove this reference and comply with EO 25-14.ⁱ

Programs Administered to the Public

- SBA does not have any programs with DEI.

Grant Conditions

- SBA does not have any grant conditions with DEI.

Training/Instruction Administered to the Employees

- SBA does not have any training or instruction for employees with DEI.

Job Applicant Requirements

- SBA does not have any job applicant requirements with DEI.

ⁱ See Item 1 – PDF of language from SBA's website.

Indiana Finance Authority

This section outlines the Indiana Finance Authority's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Finance Authority did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Finance Authority did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Finance Authority did not have a mission or value statement involving DEI.

Policy or Procedure

- The Finance Authority did not have any public programs involving DEI.
- A 2023 Request for Qualifications for Audit Services requested responders to describe their policies on "affirmative action . . . [and the] use of women and minority business enterprises [MBE/WBE]." ¹ The contract resulting from the RFQ required the vendor to only comply with its MBE/WBE plan and IC 22-9-1-10.
- A 2020 Request for Qualifications for Toll Road Oversight requested responders to summarize their policies on "practices for the promotion of diversity in the workplace" and the "use of Minority and Women-Owned Business Enterprises [MBE/WBE]." ² The contract resulting from the RFQ required the vendor to only comply with its MBE/WBE plan and IC 22-9-1-10.

Grant Conditions

- The Finance Authority did not have any DEI grant conditions.

Training/Instruction Administered to the Employees

- At the urging of the then-Governor's office, a member of the Governor's Equity, Inclusion, and Opportunity Office led a discussion of DEI topics at an all-staff meeting of the Finance Authority on May 16, 2023.

Job Applicant Requirements

- The Finance Authority did not have any DEI job-applicant requirements.

¹ See Item 1.

² See Item 2.

Office of Administrative Law Proceedings

This section outlines the Indiana Office of Administrative Law Proceedings' internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Office did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Office did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Office did not have a mission or value statement including DEI.

Programs Administered to the Public

- The Office does not have any public programs for DEI.

Grant Conditions

- The Office does not have any grant conditions for DEI.

Training/Instruction Administered to the Employees

- In 2020, OALP required ALJs to complete a training titled "Unconscious Bias" which addressed unconscious bias, diversity, and inclusion. Remedial Action: The training materials have been archived.ⁱ
- OALP had saved training materials from a 2020 training by the National Judicial College titled "Implicit Bias." ALJs were given the option to attend. Remedial Action: This item has been archived.ⁱⁱ
- In 2022, OALP required ALJs to attend training courses in partnership with Illinois. The first was "Debiasing Strategies for ALJs", which included Karrah Herring (CEIOO), and addressed strategies for an ALJ to de-bias their thoughts for fair legal decisions. The second session was titled "Plain Legal Language: What it is and why it matters," which noted that clear writing can be unfair when "Created without a lens of cultural humility

or inclusivity.” ALJs were not disciplined if they could not/did not attend. These trainings were not recorded and only the Plain Language materials were kept. Remedial Action: All training materials have now been archived.ⁱⁱⁱ

- OALP’s 2024 Employee Handbook included a Non-Discrimination and Inclusivity section supporting an inclusive workplace. Remedial Action: The language is edited to align with federal requirements.^{iv} Another section “Open Door Policy” supported voicing concerns. Remedial Action: This section was deleted in its entirety.^v
- In 2024, OALP had required employees to complete two trainings titled “DEI Discussion Part 2 (NJO) 2024” and “C&T Orientation: DEI & Cultural Competency.” These recordings are housed on the Indiana Judicial Branch Education Network learning portal. There is no contract with the Judiciary. Remedial Action: This requirement has been rescinded.

Job Applicant Requirements

- The Office does not have any job applicant requirements for DEI.

ⁱ See Item 5

ⁱⁱ See Item 6

ⁱⁱⁱ See Item 8

^{iv} See Item 1

^v See Item 2

Indiana Department of Administration

This section outlines the IDOA's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

IDOA has a few departments that may qualify as a DEI initiative. First, the Governor's Commission on Supplier Diversity is a bipartisan commission that exists, among other reasons, to "[i]nitiate aggressive programs to assist minority business enterprises [MBEs], women's business enterprises [WBEs], and veteran owned small businesses [VOSBs] in obtaining state contracts." Ind. Code § 4-13-16.5-2(g)(3); *see also* IC § 4-13-16.5-2(a) (establishing membership composition).

Second, and under the jurisdiction and at the direction of the Governor's Commission, the Division of Supplier Diversity is established by IC 4-13-16.5-3 by way and through the creation of the Deputy Commissioner of IDOA.

Separate from supplier diversity, the procurement division has discontinued the use of DEI language in its boilerplate RFP. Prior to the Governor's DEI executive order, IDOA's standard RFP template inquired as to the diversity and inclusion of the respondent's organization. This language has been removed from IDOA's template.

Finally, IDOA procurement and legal have updated the nondiscrimination provision in the state's contract template. This language has been reviewed and approved by the Governor's General Counsel and the Office of Attorney General. FAQ's have been issued to agencies, which offers guidance and acknowledges the evolving legal environment surrounding the issue. Those draft documents are attached.

DEI Staff Positions

IDOA currently employs the Deputy Commissioner of Supplier Diversity, who manages seven individuals assigned to the statutory program. Not including the deputy commissioner, supplier diversity staff include a director of certification, a director of contract compliance, a business development and outreach manager, and two certification specialists. Currently, the division has two vacant positions, which include a contract compliance manager and a director of business development and outreach.

Mission Statement or Value Statement

Consistent with the requirements of Indiana Code, the Division of Supplier Diversity's mission is as follows:

To assist minority, women and veteran owned businesses by:

- *Creating a fair, competitive, and equitable business environment;*
- *Providing networking opportunities to clients;*
- *Working to increase utilization; and*
- *Monitoring and enforcing program compliance.*

The division fulfills its mission by providing knowledge, guidance, and service to clients while protecting the integrity of the program. The commitment pledges high quality customer service that is both efficient and professional, and that demonstrates respect for both clients and colleagues.

Programs Administered to the Public

- The Division of Supplier Diversity acts on behalf of the State of Indiana to actively promote, monitor and enforce the standards for certification of minority, women, and veteran business enterprises. The Division was established in 1983 by the State of Indiana when Indiana Code 4-13-16.5 became law. Its mission is to provide equal opportunity to minority, women, and veteran owned enterprises in the state's procurement and contracting process. Since the enabling statute was passed, various iterations of regulations, codified in 25 IAC-5 and 25 IAC 9, have been adopted to govern the program.
- On IDOA's webpage they have resources and reports available to the public for their review. There are several IDOA Annual Outreach Reports on the webpage, and these are annual reports that address outreach and resources to minority owned businesses and promotion of diversity in Indiana.

Grant Conditions

- The division of supplier diversity does not receive federal funding, so no grant conditions have been accepted.

Training/Instruction administered to the Employees

- Consistent with statutorily based programmatic mandates, IDOA does have policy for employees and contractors to follow Affirmative Action requirements, and the webpage includes a FAQ section on contract compliance for Affirmative Action certificates.

Job Applicant Requirements

- IDOA does not require supplier diversity or DEI training or education.

Indiana Department of Revenue

This section outlines the Indiana Department of Revenue's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

- The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

- The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- "Diversity" appears within one of the Department's core value statements – "Respect – Be kind, humble and mindful. Appreciate and value diversity."ⁱ
 - There is no mandate of action, no hiring practice, no preferential treatment, or anything else beyond just a simple statement within the Department's core values related to showing respect for others who may be different in any number of ways.
- The Department's agency overview mentions the Department's core value of "Respect – Be kind, humble and mindful. Appreciate and value diversity."ⁱⁱ
 - Again, there is no mandate of action, no hiring practice, no preferential treatment, or anything else beyond just a simple statement within the Department's core values related to showing respect for others who may be different in any number of ways.
- The Department's 2024 annual report contains four mentions of the core value of "Respect – Be kind, humble and mindful. Appreciate and value diversity."ⁱⁱⁱ
 - As with the previous mentions, there is no mandate of action, no hiring practice, no preferential treatment, or anything else beyond just a simple statement within the Department's core values related to showing respect for others who may be different in any number of ways.

Programs Administered to the Public

- The Department has no public programs for DEI.

Grant Conditions

- The Department has no grant conditions for DEI.

Training/Instruction Administered to the Employees

- Following the compilation of the Department's report required under IC 4-15-12, some agency supervisors voluntarily participated in an "Identification of Unconscious Bias" training. No action or training is ongoing as a result of the report. And, having discussed this with DOR's HRD, there does not appear to be any future plans by SPD related to IC 4-15-12.

Job Applicant Requirements

- The Department has no job applicant requirements for DEI.

ⁱ See Item 1.

ⁱⁱ See Item 2.

ⁱⁱⁱ See Item 3.

PUBLIC SAFETY

Indiana Department of Correction

This section outlines the Indiana Department of Correction's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

- The Department's Diversity and Development Department was the only office across the agency dedicated to DEI initiatives.

DEI Staff Positions

- The Department employed four staff positions dedicated to DEI initiatives within the Diversity and Development Department. These positions included a Deputy Commissioner of Diversity and Development, a Strategic Equity Officer, an Equity and Inclusion Director North, and an Equity and Inclusion Director South.
- The Department also employed several DIB representatives who focused on the following: monthly team meetings, bi-monthly facility visits with designated Equity & Inclusion Director, quarterly parole district visits with Equity & Inclusion Director, DIB Boards, bi-annual DIB retreats, employee activity committees, board chairman interviews, and adjunct DIB-related training.

Mission Statement or Value Statement

- The Department had a mission statement dedicated to DEI initiatives related to job applicants and their hiring practices. The statement read, "The Indiana Department of Correction (IDOC) is committed to ensuring that all staff, stakeholders, partners, and incarcerated individuals feel welcomes and included. It is the goal of the IDOC to drive cultural change across the agency by increasing diversity, equity, inclusion, and belonging."
- The new mission statement is on the website.ⁱ

Programs Administered to the Public

- The Department administered several programs to the public dedicated to DEI initiatives. After a thorough website review and internal policy audit, the Department identified three annual reports mentioning DEI programming, three policies regarding diversity and inclusion, and three DEI-related messaging statements on the Department's official website.

Policy and Procedure

- DOC's 2008 annual report mentions cultural diversity. This report has been archived.
- DOC's 2016 annual report mentions cultural competence and cultural diversity. This report has been archived.
- DOC's 2020 annual report mentions the Division of Diversity & Development within DOC and mentions addressing racism, injustice, and social exclusion. This report has been archived.
- DOC's 2021 annual report mentions the Division of Diversity & Development within DOC, highlights DEI and bias training, describes actions taken to address equity and inclusion, and includes cultural, systematic, and institutional change to eliminate racism. This report has been archived.
- DOC's 2022 annual report mentions the Division of Diversity & Development within DOC and describes diversity and inclusion. This report has been archived.
- DOC's 2023 annual report mentions the Division of Diversity & Development within DOC and describes diversity and inclusion. This report has been archived.
- DOC's Policy and Administrative Procedure: Manual of Policies and Procedures for Veterans' Services mentions the Deputy Commissioner of Diversity, Equity, and Inclusion. The language from this policy will be removed as of July 1, 2025.ⁱⁱ
- DOC's Policy and Administrative Procedure: Manual of Policies and Procedures for Staff Training and Professional Development defines diversity and mentions a diversity, inclusion, and belonging coordinator. This policy has been updated.ⁱⁱⁱ
- DOC's Policy and Administrative Procedure: Manual of Policies and Procedures for the Administration and Operation of Employee Training Programs and Training Departments defines diversity and mentions the vision statement for the Beyond the Wall Mentoring Program ("By providing a mentor to staff, we can support professional development, improve our diversity, inclusion, and belonging objectives, foster collaboration, and improve retention within the Indiana Department of Correction"). The language from this policy will be removed as of July 1, 2025.^{iv}

Grant Conditions

The Department did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

- The Department administered several training programs to employees dedicated to DEI initiatives. These programs included Employee/Friend Resource Groups (EFRGs) such as IDOC-OUT and IDOC-International.

- The Department also implemented several campaign initiatives related to DEI messaging. These campaigns included Diversity and Development Team Engagement visits, cultural and advocacy recognition through social media and staff portals, and bi-annual retreats with focused identity groups.
- Within the Division of Workforce Engagement Training (DWE), the Department implemented and removed several employee training programs dedicated to DEI initiatives. Some of these programs included “Bias and Equity,” “Diversity and Culture Organization,” and “Supervisor’s Diversity, Inclusion, and Belonging Responsibilities” lessons.

Job Applicant Requirements

- The Department administered several interview questions to job applicants related to DEI initiatives. The questions are as follows:
 - What is diversity and inclusion?
 - What are three benefits to having a diverse workforce?

ⁱ Mission and Vision Statement

ⁱⁱ AP 01-07-105 Veterans Affairs & Executive Directive

ⁱⁱⁱ AP 01-05-101 Staff Training

^{iv} AP 01-05-102 Training Departments & Executive Directive

Indiana Criminal Justice Institute

This section outlines the Indiana Criminal Justice Institute's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Indiana Criminal Justice Institute did not have any departments dedicated to DEI initiatives.

DEI Staff Positions

The Indiana Criminal Justice Institute did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Indiana Criminal Justice Institute did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

- To assist its subgrantees in maintaining compliance with federal grant requirements, the Indiana Criminal Justice Institute provides resources regarding evidence-based practices on its website. One resource document on the Institute's website contained practices relating to cultural competency and diversity.ⁱ
- Pursuant to federal guidance, the Indiana Criminal Justice Institute provides a variety of resources to its subgrantees on its website. One such resource was an article that mentioned ethnic diversity as a condition associated with increased crime rates in certain communities.ⁱⁱ
- The Indiana Criminal Justice Institute is responsible for approving comprehensive community plan (CCPs) from the state's local coordinating councils (LCCs). Two counties across the state have members of their LCCs who are affiliated with DEI-related programs or organizations.ⁱⁱⁱ

Grant Conditions

- The Indiana Criminal Justice Institute administers a number of federal programs that include DEI-related terms, conditions, and initiatives. As a result, information on the Institute's website about these grants contains DEI-related language. The Institute is collaborating with its federal partners to chart the best course regarding these grants.^{iv}

Training/Instruction Administered to the Employees

- The Indiana Criminal Justice Institute did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

- The Indiana Criminal Justice Institute did not have any job applicant requirements dedicated to DEI initiatives.

ⁱ See Item 1.

ⁱⁱ See Item 2.

ⁱⁱⁱ See Item 3.

^{iv} See Item 4 for an example.

Indiana Law Enforcement Academy and Training Board

This section outlines the Indiana Law Enforcement Academy and Training Board's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Academy and Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Academy and Board did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

- The Academy's dedication to the development of law enforcement professionals implemented inclusion as a core value, to recognize the value of all staff's contribution to the Academy's mission.

Programs Administered to the Public

The Board requires no programs dedicated to DEI initiatives that are not statutorily required.

Grant Conditions

The Board did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Board did not have any training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The Academy and Board did not have any job applicant requirements dedicated to DEI initiatives.

Indiana Department of Homeland Security

This section outlines the Indiana Department of Homeland Security's (IDHS) internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IDHS did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IDHS did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IDHS does not have a mission or value statement including DEI.

Programs Administered to the Public

The IDHS does not have any public programs involving DEI.

Grant Conditions

The IDHS does not have any grant conditions requiring DEI.

Training/Instruction Administered to the Employees

2025 State Emergency Operations Plan. Although only included in initial drafts of the plan, the 2025 State Emergency Operations Plan originally included a section titled "Equity." Upon review of the draft plan on January 23, 2025, this section was removed and was not included in the final version adopted on March 7, 2025. Indiana will not be following this guidance which is also no longer provided by the Federal Emergency Management Agency (FEMA).ⁱ

2024 State of Indiana Multi-Hazard Mitigation Plan. On April 22, 2024, the FEMA approved the 2024 State of Indiana Multi-Hazard Mitigation Plan. The approval of this plan was a condition of receiving certain FEMA non-emergency assistance and mitigation grants. In this plan, the following mitigation priorities were identified by Indiana that were related to DEI activities:

Conduct research on the social vulnerabilities associated with all hazards. See item numbers 25 and 26 of the “Mitigation Strategies” table on pages 235 and 236.

Additionally, within this plan, Indiana identified a focus on funding “highly disadvantaged jurisdictions based on risk assessments, environmental justice considerations, and collaboration.” See page 247 of the Plan. Following the issuance of E.O. 25-14 and the identification of these items, the IDHS began the process of updating its plan and practices to comply with the E.O.ⁱⁱ

Job Applicant Requirements

The IDHS does not have any job applicant requirements involving DEI.

ⁱ See Exhibit 1.

ⁱⁱ See Exhibit 2.

Integrated Public Safety Commission

This section outlines the Indiana Integrated Public Safety Commission's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Commission did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Commission does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Commission does not have a DEI mission or value statement.

Programs Administered to the Public

The Commission did not administer any DEI programs to the public.

Grant Conditions

The Commission does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Commission did not participate in any DEI trainings for employees

Job Applicant Requirements

The Commission did not maintain any DEI job applicant requirements.

Parole Board

This section outlines the Indiana Parole Board's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Board did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Board does not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Board does not have a DEI mission or value statement.

Programs Administered to the Public

The Board did not administer any DEI programs to the public.

Grant Conditions

The Board does not require any DEI grant conditions

Training/Instruction Administered to the Employees

The Board did not participate in any DEI trainings for employees

Job Applicant Requirements

The Board did not maintain any DEI job applicant requirements.

Indiana Department of Toxicology

This section outlines the Indiana Department of Toxicology's internal review of DEI positions, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Department did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Department did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Department did not have a mission statement or value statement dedicated to DEI initiatives.

Programs Administered to the Public

The Department did not have programs administered to the public dedicated to DEI initiatives.

Grant Conditions

The Department did not have grant conditions dedicated to DEI initiatives.

Training/Instruction Administered to the Employees

The Department did not have training or instruction administered to employees dedicated to DEI initiatives.

Job Applicant Requirements

The Department did not have job applicant requirements dedicated to DEI initiatives.

TRANSPORTATION AND INFRASTRUCTURE

Indiana Department of Transportation

This section outlines the Indiana Department of Transportation's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

INDOT did not have a department dedicated to DEI initiatives.

DEI Staff Positions

INDOT did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

INDOT does not have a mission or value statement including DEI.

Programs Administered to the Public

- INDOT's website lists a strategic goal of the agency to "continue to develop a transportation network that increases access, equity, and environmental sustainability through research, public-private partnerships, and federal initiatives/funding/programs."
- In Oct. 2024, INDOT hosted a public meeting regarding Revive I-70. During the public meeting, a slide deck was shared that includes INDOT's work on equity services. The Equity Initiative Services, now known as the Business Opportunity Division, administers INDOT's federal disadvantaged business program (DBE), codified by 49 CFR 26. By federal statute, INDOT is required to administer the DBE program as a requirement of receiving federal highway funds for road construction projects.
- On INDOT's webpage, there are minutes from a Bloomington Monroe County Metropolitan Planning Organization (BMCMPPO) meeting on June 14th, 2024. In the minutes, they address and present findings from focus groups, including a diversity, equity, and inclusion focus group. This was a public involvement meeting related to INDOT's Statewide Transportation Plan (STIP). INDOT is required to host public meetings to afford public involvement for our STIP pursuant to 49 USC 5304. Such meetings are conducted pursuant to Indiana's Open Door Law, IC 5-14-1.5.

Grant Conditions

- INDOT does not have any DEI grant conditions.

Training/Instruction Administered to the Employees

- INDOT allows Employee Friend Resource Groups (EFRG). EFRGs are voluntary groups led by employees who may share a common characteristic or life experience. INDOT will rename EFRG's to Colleague Engagement Networks (CEN). CENs would be a group of INDOT team members that are linked by common purpose, interest, or goal. This program would support INDOT employees while increasing retention and organizational commitment to INDOT. (See Appendix 1 and 2)
- INDOT uses job profiles from SPD, which often include DEI language. As we are required to use SPD job profiles, we will look to SPD to release updated language in the job profiles removing DEI language.
- INDOT has recently revised its Equitable Guide to Hiring, removing all references to DEI and replacing with language that captures a fair and efficient hiring process. (See Appendix 3 and 4)

Job Applicant Requirements

- INDOT does not have any DEI job applicant requirements.

Bureau of Motor Vehicles

This section outlines the Bureau of Motor Vehicles' internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The Bureau of Motor Vehicles did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The Bureau of Motor Vehicles did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The Bureau of Motor Vehicles did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

- The Bureau of Motor Vehicles did not administer any programs based on race.

Grant Conditions

- The Bureau of Motor Vehicles did not administer any grant programs that had agreements tailored to support students solely based on race.

Training/Instruction Administered to the Employees

- The Bureau of Motor Vehicles administered two programs that contained DEI programming, training, or instruction to its employees.
- In 2023, the Bureau of Motor Vehicles conducted "all in days", which are days for all staff to come in the office. During these days, employees hear from guest speakers, and some of the speakers spoke about equity and inclusion.ⁱ
- In February 2025, the Bureau of Motor Vehicles provided a LinkedIn Learning video learning path for employees. This learning path was not mandatory and the videos themselves are all available through the State Personnel Department's LinkedIn Learning benefit.ⁱⁱ

Job Applicant Requirements

- The Bureau of Motor Vehicles did not have any DEI related job application requirements.

ⁱ See Item 1.

ⁱⁱ See Item 2.

Indiana Broadband Office

This section outlines the IBO's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The IBO did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The IBO did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The IBO did not have any DEI principles in its Mission Statement or Values Statement.

Programs Administered to the Public

- **The IBO does not administer any DEI programs to the public.**
- The Governor's Office identified the following program in its initial review: "IBO's webpage has an IBO Challenge Process document that discusses Indiana Bead. This document appears to have been part of a webinar, but there is no information about the webinar. Throughout the document, there are references to equity and inclusion for broadband and internet/digital access."
 - To clarify, the presentation's references to "equity and inclusion" relate to expanded access to and use of broadband internet for all Americans. These are the overarching goals set forth by federal statute for the BEAD Programⁱ and Digital Equity Actⁱⁱ, both housed in the Infrastructure Investment and Jobs Act (IIJA). There is nothing in the federal statute, federal agency guidanceⁱⁱⁱ, or the BEAD/DE NOFOs^{iv} that permit our office to grant preferential treatment based on a person's particular race, color, ethnicity, or national origin, over that of another person.

Grant Conditions

- The Governor's Office identified the following grant condition its initial review: "In the IBO's Initial proposal for Connecting Indiana, which is a grant program using BEAD funds, they outline in section 9 how they will encourage all prospective sub grantees to utilize minority business enterprises and women's business enterprises (XBE). The

subgrantees would be required to highlight these enterprises involved in their proposal.”

- To clarify, new guidance from the National Telecommunications and Information Administration (NTIA) - the federal agency that oversees the BEAD Program – recently released updated guidance^v that removes the “Contracting with Small and Minority Businesses, Women’s Business Enterprises, and Labor Surplus Area Firms” section from the BEAD NOFO. To comply with the new guidance, our office submitted a BEAD Initial Proposal Correction Letter^{vi} incorporating the changes from the updated guidance which removes the XBE provisions deleted from the NOFO.
- However, the IBO must still comply with 2 CFR 200.321^{vii}, which outlines rules regarding contracting with specific entities, such as minority and veteran owned businesses.

Training/Instruction Administered to the Employees

- The IBO did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

- The IBO does not have any job applicant requirements for DEI.

ⁱ See Item 1.

ⁱⁱ See Item 2.

ⁱⁱⁱ See Item 3.

^{iv} See Item 4.

^v See Item 5.

^{vi} See Item 6.

^{vii} See Item 7.

Northwest Indiana Regional Development Authority (RDA)

This section outlines the RDA's internal review of DEI position, departments, activities, procedures, and programs as required by Executive Order 25-14.

DEI Department

The RDA did not have a department dedicated to DEI initiatives.

DEI Staff Positions

The RDA did not employ any staff dedicated to DEI initiatives.

Mission Statement or Value Statement

The RDA did not have any DEI principles in its Mission Statement or Values Statement. However, Indiana statute (IC 36-7.5-2-8(b)) requires that the RDA establish goals of 15% participation by minority business enterprises and goals of 5% participation of women's business enterprises on RDA projects. The goals must be consistent with delivering the project on time and within budget and, in so far as possible, using Indiana businesses for employees, goods, and services. The RDA does monitor projects for compliance to these goals.

Programs Administered to the Public

- The RDA administered its programs consistent with IC 36-7.5-2-8(b).

Training/Instruction Administered to the Employees

- The RDA did not administer any DEI programming, training, or instruction to its employees.

Job Applicant Requirements

- The RDA has no requirement on job applicants concerning DEI.