

## EXECUTIVE SUMMARY:

Governor Mike Braun issued Executive Order 25-14 to ensure that Indiana is making decisions and utilizing state resources based on merit, excellence, and innovation. It is time for Indiana to return to business and taxpayer service that is based on merit.

In Executive Order 25-14, Governor Braun required all state agencies to do a full review of policies, procedures, regulations, and programming to identify any diversity, equity, and inclusion (DEI) initiatives. Agencies were to submit a report to the Governor's Office by July 1, 2025.

Agencies identified initiatives such as dedicated departments or staff eliminated, mission statements/value, policy or procedure, grant conditions, job applicant requirements, or trainings/instruction/programming. Overall, state agencies identified over 350 different cases of diversity, equity, and inclusion initiatives in state government, and of these cases, over 60 were statutory requirements. In addition to receiving the reports created through this Executive Order, the Legislative Council will receive a letter that identifies all statutory code cites identified through this review.

There were 70 different cases of training, instruction or programming that have been discontinued for state employees. Instead of spending hundreds of hours on DEI initiatives, state employees will now use these hours toward productive and efficient work for taxpayers. For example, in 2024, the Office of Administrative Law Proceedings had required employees to complete two one-hour trainings titled "DEI Discussion Part 2 (NJO) 2024" and "C&T Orientation: DEI & Cultural Competency." The Office of Administrative Law Proceedings has over 60 employees, and the removal of this training has given state employees over 100 hours of work time back to focus on cases.

Additionally, there were 34 different grants within Indiana state agencies that had a condition based on diversity, equity, and inclusion initiatives. Without these conditions, more Hoosiers are now able to qualify for much needed state support. For example, the Indiana Commission for Higher Education (CHE) has a Science, Technology, Engineering, and Mathematics (STEM) Teacher Recruitment Grant, which 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 funding to support a program for recruiting and serving educators only in specific racial classifications. When this agreement expires August 1, 2025, funding will not continue. Instead, that funding may now be directed to an organization that will support STEM teachers based on their merit and not their race.

The largest category of DEI work identified is related to policy and procedures. The report identified almost 200 different DEI initiatives in state agency policy and procedures. Removing these allows Indiana state agencies to properly administer an equal form of government to all Hoosiers. As an example, the Department of Child Services had a policy for recruitment and retention of case managers that stated recruitment programs were to be "geared toward diversity and inclusion initiatives." This created a favoritism of diversity and inclusion initiatives in recruitment efforts for DCS employees, which could have the state missing out on valuable talent.

Government best serves people when it is focused on merit, excellence, and innovation and Indiana is leading the way.