

AMENDMENT TO H.R. 4368, AS REPORTED
OFFERED BY MR. BANKS OF INDIANA

At the end of the bill (before the short title) insert the following:

1 SEC. _____. (a) IN GENERAL.—None of the funds
2 made available by this Act may be used for Diversity, Eq-
3 uity and Inclusion training.

4 (b) DEFINITIONS.—In this section:

5 (1) DIVERSITY, EQUITY, AND INCLUSION.—The
6 terms “Diversity, Equity, and Inclusion” refer to
7 interrelated concepts—

8 (A) purporting to describe or expose struc-
9 tures, systems, or relations of power, privilege,
10 or subordination on the basis of race, sex, color,
11 gender, ethnicity, gender identity, or sexual ori-
12 entation;

13 (B) purporting to describe methods to
14 identify, dismantle, or oppose such structures,
15 systems, or relations;

16 (C) justifying differential treatment or spe-
17 cial benefits conferred on the basis of race, sex,
18 color, gender, ethnicity, gender identity, or sex-
19 ual orientation; or

1 (D) including unconscious or implicit bias,
2 cultural appropriation, allyship, transgenderism,
3 microaggressions, micro-invalidation, group
4 marginalization, anti-racism, systemic oppres-
5 sion, ethnocentrism, structural racism, struc-
6 tural inequity, social justice, intersectionality,
7 neo-pronouns, inclusive language,
8 heteronormativity, disparate impact, gender
9 identity, gender theory, racial or sexual privi-
10 lege, or related formulations of these concepts.

11 (2) DIVERSITY, EQUITY, AND INCLUSION TRAIN-
12 ING.—The terms “Diversity, Equity and Inclusion
13 training” includes a training, seminar, discussion
14 group, workshop, or other instructional program,
15 whether provided in-person, online, or by any other
16 means, which advises, counsels, demonstrates, ex-
17 plains, instructs, or teaches participants about diver-
18 sity, equity, or inclusion.

