Florida's New DEI Law: Overview for City Grant Recipients

Oct 22, 2026

Why You Are Receiving This

Beginning **January 1, 2027**, the City of Jacksonville may not fund or promote diversity, equity, and inclusion (DEI) initiatives, including through the agencies it funds. This requirement comes from Florida Senate Bill 1134, passed in the 2026 legislative session and codified at Florida Statutes §§ 125.595, 166.04971, and 287.139.

Because your organization receives City funds, these restrictions apply to how those funds are used. This overview explains what the law covers so your agency can review its City-funded programs and plan.

How the Law Defines DEI

The law defines DEI as any effort to do one or more of the following with reference to, or based on, race, color, sex, ethnicity, gender identity, or sexual orientation:

What the law covers	Examples
1. Manipulate or influence the composition of employees	Hiring targets by identity group, interview preferences, required diversity statements. Hiring done to comply with state and federal anti-discrimination law is not affected.
2. Promote preferential treatment or special benefits	Stipends, awards, mentorships, scholarships, grants, or services available only to a specific identity group, whether for staff or members of the public.
3. Promote or adopt training, programs, or activities designed or implemented	Training or programming where one of these characteristics is the organizing principle, not just mentioned in passing.

What the Law Prohibits

The City may not fund or promote DEI, directly or indirectly, and may not allow its funds to be used by contractors, vendors, volunteers, or agents to promote DEI initiatives. In practice, City grant funds may not pay for:

- Funding any DEI program, policy or activity
- Promoting DEI in any capacity
- Adopting or enforcing DEI ordinances, resolutions, rules, or regulations
- Operating a DEI office or employing a DEI officer
- Requiring anyone to ascribe to, study, or be instructed using DEI materials

What the Law Does Not Restrict. The law expressly leaves the following in place:

Category	What this means
Equal opportunity and anti-discrimination	Materials informing people of their rights under state and federal anti-discrimination law.
Activities required by law	Anything required by state or federal law or regulation, including ADA accommodations and conditions of federal or state grants.
Holidays and observances	Federal and state holidays and legally designated observances, such as MLK Day, Juneteenth, and Holocaust Remembrance Day.
Monuments, memorials, and museums	Recognizing the people and events honored by Florida-authorized monuments, memorials, and museums.
Single-sex nonprofit programs	Nonprofit single-sex programs for the homeless, or for education, counseling, and rehabilitation of trauma-involved or at-risk youth.
Domestic violence shelters	Access to emergency shelter for domestic violence victims and their dependents.
Event permits and public safety	Content-neutral event permitting and public safety services.

What This Means for Your Agency

Your agency will be asked to certify compliance before receiving a City grant or contract. Under § 287.139, every recipient must certify that it does not and will not use City funds to require anyone to ascribed to, study, or be instructed using DEI materials. This applies to grants and contracts executed or renewed on or after January 1, 2027.

We recommend your agency take these steps now:

1. Review the programs, services, and training paid for with City funds against the definition above.
2. Check eligibility rules, scoring criteria, and outreach materials for City-funded programs.
3. Raise any questions with your City grants liaison before the start of your next grant period.

These restrictions are tied to the use of City funds. If a program is supported by a mix of City and other funding, ask your City grants liaison how it should be handled.

Questions

Please direct any questions about this law or your City-funded programs to your City grants liaison. Your liaison will coordinate with the appropriate City offices and respond to your agency.

City Grants Liaison: Larry Finkelstein, Grants Compliance Officer **Email:** lfinkelstein@coj.net · **Phone:** (904) 255-8239

This overview is general information about state law and is not legal advice. Agencies should consult their own counsel about their specific obligations.