

To:
District Staff

From: The Superintendent's Office

Date: August 5, 2026

As part of statewide 89th legislative changes (2025), the district is implementing updated guidelines regarding Diversity, Equity, and Inclusion (DEI) practices in Texas public schools. Effective immediately, all staff are required to comply with TEC §11.005, which restricts DEI-related activities in public education settings.

What You Need To Know

- The law prohibits the promotion, endorsement, or enforcement of specific DEI initiatives.
- This law applies to training sessions, hiring practices, campus programs, and communications involving staff or students.
- All school materials and interactions must align with the district's instructional and professional standards, as well as state law.
- Employees are entitled to due process, including the right to appeal disciplinary action.

What's Expected of You

- Review any instructional materials, programs, or staff communications for alignment with this policy.
- Refrain from participating in or organizing DEI activities that conflict with Senate Bill 12.
- Report any concerns or policy-related questions to your campus administrator or Human Resources department.

Consequences for Noncompliance

Violations may lead to disciplinary actions, including:

- Formal reprimands
- Suspension (with or without pay)
- Termination of employment
- Referral to the State Board for Educator Certification (SBEC)

We appreciate your attention to this matter and your commitment continued professionalism. These changes reflect the evolving legal landscape, and we are committed to supporting you through this transition.

Teachers are still allowed to:	Teachers are not allowed to:
• Teach state-approved curriculum that includes historical facts, literature, and civics - even if those topics touch on race, gender, or inequality. • Support all students equally regardless of background, as long as it's not framed as a DEI initiative. • Participate in federally required training (like Title IX or anti-discrimination training). • Use inclusive language and classroom practices that promote respect - as long as they do not promote DEI ideology.	• Organize or promote DEI programs or clubs without written parental consent and district approval. • Conduct DEI-related training or activities, unless required by federal law. • Use instructional materials that promote or endorse DEI frameworks. • Make grading decisions based on race, ethnicity, gender identity, or sexual orientation. • Solicit or require DEI statements from students or colleagues.

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Counselors are still allowed to:	Counselors are not allowed to:
• Provide academic, career, personal, and social guidance as outlined in the Texas Education Code §33.006. • Support all students equally, regardless of race, gender, or background - as long as it's not framed as a DEI initiative. • Refer students to outside resources for mental health, college prep, or social services. • Coordinate with families and staff to promote student success, using inclusive practices that do not violate DEI bans, • Serve as impartial mediators in student conflicts, including bullying cases, while complying with mandatory reporting laws.	• Organize or promote DEI programs or trainings unless required by federal law. • Use materials or curriculum that endorse DEI frameworks or ideologies. • Solicit DEI statements from students or staff, or give preferential treatment based on race, gender identity, or sexual orientation. • Engage in evaluation practices that consider DEI-related criteria. • Conduct DEI-related classroom guidance without district approval and parental consent.

<u>Legal Policy DF</u>	<u>Local Policy DH</u>
Prohibition on Diversity, Equity, and Inclusion A district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties. The district shall provide a physical and electronic copy of the policy and procedure to each district employee or contractor. The policy and procedure adopted by a district must ensure that an employee or contractor receives adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions. [See BT] Education Code 11.005(c)-(d)	Prohibited Diversity, Equity, and Inclusion Duties An employee shall be subject to disciplinary action, including termination of employment, if the employee intentionally or knowingly: Engages in diversity, equity, and inclusion (DEI) duties. Assigns to another individual DEI duties. [See BT(LEGAL)]
Prohibited Classroom Instruction A district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district or school employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by Education Code 28.0022 (Certain Instructional Requirements and Prohibitions). The district shall provide a physical and electronic copy of the policy and procedure to each district or school employee or contractor. [See EMD] Education Code 28.0022(h)	Prohibited Classroom Instruction or Activities An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].