



HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	House File 2711 (Formerly HSB 668)	House Committee:	PASSED on February 19 (14-6)
Committee:	Judiciary	House Floor:	
Floor Manager:	Rep. Wheeler	Senate Floor:	
Date:	March 2, 2026	Governor:	
Staff:	Amanda Wille (1-5230)		

Removing Affirmative Action in Code

- Removes affirmative action requirements in the Iowa Code. Ends preferential treatment for individuals based on their race.
- Ensures all Iowans are treated equally and decisions for hiring and licensing are not based on an individual's race.

Section by Section Analysis

Section 1 – Department of Administrative Services-General Provisions: 8A.111(7)

Strikes subsection about affirmative action reporting or requirements

Section 2 – Department of Administrative Services-Human Resources Management: 8A.402(1)(d)

Strikes references to affirmative action in equal employment opportunity programs.

Section 3 – Affirmative Action by State Agencies: 19B.1(1)

Deletes the subsection establishing affirmative action as state policy.

Section 4 – Affirmative Action by State Agencies: 19B.2(1)

Removes language mandating affirmative action, retains broad equal opportunity policy.

Section 5 – Affirmative Action by State Agencies: 19B.3

Amends the duties of the Department of Administrative Services and Board of Regents, removing affirmative action requirements but retaining equal opportunity functions.

Section 6 – Affirmative Action by State Agencies: 19B.4(1)

Strikes out requirement to submit affirmative action plans

Section 7 – Affirmative Action by State Agencies: 19B.6

Removes references to oversight of affirmative action goals and timelines.

Section 8 – 11 Affirmative Action by State Agencies: 19B.7(1)(a)(1)

Removes focus on contract compliance and reporting concerning minorities, women, and disadvantaged business enterprises; refocuses on Iowa-based businesses.

Section 12 – Affirmative Action by State Agencies: 19B.8

Eliminates connection between sanctions and affirmative action, retains general compliance with equal opportunity and contract compliance.

Section 13 – Affirmative Action by State Agencies: 19B.11

Removes affirmative action provisions from education employment; retains equal opportunity language.

Section 14 – Iowa Law Enforcement Academy: 80B.11(1)(d)

Strikes requirements for certain training related to race, culture, gangs, or bias.

Section 15 – Hospital and Health Care Facility Regulation: 135.63(1)(a)

Removes language considering racial/ethnic minorities in health service needs assessments.

Section 16 – General Provisions, Health-Related Professions: 147.3

Removes citizenship as a consideration for licensure eligibility.

Section 17 – Medicine and Surgery: 148.3(3)

Removes “minorities” from underserved populations licensure priority clause

Section 18 -19– Department of Education – Math and Science Education Program: 256.36(2)(a)

Removes explicit reference to minorities and women as priority in program outcomes

Section 20 – College Student Aid Commission: 256.177(10)

Retains data collection/reporting on minority status students/faculty, standardizes definition.

Section 21 – College Student Aid Commission/Services for Blind and Other Specific Groups: 256.183(1)(d)

Removes affirmative action requirements from equal opportunity mandates.

Section 22 – Department of Education – Iowa Minority Academic Grants (IMAGES) Program: 256.213

Removes affirmative action and minority recruitment language from legislative intent

Section 23 -28 – Department of Education – Grants for Economic Success: 256.214(3)

Eliminates references to minorities for eligibility and program procedures

Section 29 – State Board of Regents: 262.9(21)

Removes minority-specific reference from academic grant program administration.

Section 30 – State Board of Regents – Reporting: 262.93

Streamlines reporting on the economic grants program, removes references to programs for minorities.

Section 31-34 – Public Accountants: 542.5(6)

Removes requirement that applicants cannot be denied due to citizenship (other protected categories remain).

Section 35-36 – Judicial Branch Administration: 602.1204(2)

Removes mandatory affirmative action plans within the judicial branch.

Section 37 – Multiple Chapters (State and Education Agencies): Repeals 8.11, 19B.5, 80B.11G, 260C.29, 262.81, 262.82, 262.91, 262.92

Full repeal of various affirmative action program statutes

Section 38 – Code Editor Directive

Amendment Analysis

H-8113- Wheeler

Strikes language on de-escalation techniques. This will leave training on de-escalation in the code.
Strikes code sections that removed citizenship. Meaning citizenship in these code sections will not impact a person's ability to qualify for a job, assuming they can legally work in the US.

H- 8138 Cooling

Requires an affirmative action report regarding impact of eliminating affirmative action on compliance with federal civil rights act and other federal requirements.

H- 8139- Srinivas

State shall not fund programs that give preference to a person based on legacy status, industry or geographic location.

