Agenda Item: 2.b

Meeting Date: December 1, 2026

MEMORANDUM

To:	City Commission
Through:	Jennifer K. Bramley, City Manager
From:	Nicole Delfino
Date:	2026-12-01
Subject:	Impacts of SB 1134: Official Actions of Local Governments (DEI Bill)
Presenter(s):	Nicole Delfino, Strategy & Sustainability Manager and Jennifer Cowan, City Attorney
Staff Recommendation:	Review Impacts of SB 1134 on City
Strategic Themes:	Good Governance
Boards & Committees:	N/A
Budget Impact:	N/A
Past Action:	Legislative bill action in 2026 - SB 1134 signed into law on 4/23/26. Effective date of SB 1134 is January 1, 2027.
Next Action:	Advocacy to clarify ethnicity as it pertains to historical celebrations.
Attachments:	A. SB 1134 Actions of Local Governments Presentation 12.1.26.pdf B. SB 1134 Actions of Local Government Bill Language_DEI Bill.pdf C. SB 1134 DEI Bill Interpretations from BMO.pdf D. City Only Events Applicability Review.pdf
Background:	During the 2026 Legislative Session, the Senator Yarborough (Nassau County) drafted SB 1134 entitled "Official Actions of Local Governments". SB 1134 is commonly referred to as the DEI Bill. The bill was heard in three Senate Committees (Community Affairs, Judiciary, and Rules). It was approved by the Senate floor on March 3, 2026 with a vote of 25 to 11 and was passed to the House for consideration. The Florida House of Representatives reviewed the bill on March 10, 2026 on the House floor, where is passed in a vote of 77 to 37. It was then presented to the

Governor on April 21, 2026 and was approved by Governor DeSantis on April 22, 2026. The effective date for the law is January 1, 2027.

The following bill summary was provided: prohibits counties and municipalities from funding or promoting or taking official action as it relates to diversity, equity, and inclusion; providing that certain ordinances, resolutions, rules, regulations, programs, and policies are void; providing that a county commissioner, a member of the governing body of a municipality, or any other county or municipal official acting in an official capacity who violates certain provisions commits misfeasance or malfeasance in office.

As defined in the bill language:
â€œDiversity, equity, and inclusionâ€ means any effort to:
1. Manipulate or otherwise influence the composition of employees with reference to race, color, sex, ethnicity, gender identity, or sexual orientation other than
to ensure that hiring is conducted in accordance with state and federal antidiscrimination laws;
2. Promote or provide preferential treatment or special benefits to a person or group based on that personâ€™s or groupâ€™s race, color, sex, ethnicity, gender identity, or sexual orientation; or
3. Promote or adopt training, programming, or activities designed or implemented with reference to race, color, sex, ethnicity, gender identity, or sexual orientation.

After review of the bill language with City Attorney Jennifer Cowan, there has been consideration for review of city programs, events, activities, procedures and processes. The challenging definition that is included in the bill language references ethnicity. As defined, ethnicity refers to a shared cultural background, heritage, and identity that ties a group of people together. Key characteristics of ethnicity include shared culture, common ancestry or history, and self-identification. Based on the review of the bill, City staff met with Attorney Cowan to review how the bill impacts Libraries, Parks and Recreation (specifically events), Finance and Administration. The presentation today will review those impacts and changes made to city operations based on the implmentation of SB 1134.