



TAKE ANOTHER LOOK

Anti-“Divisive Concepts” Laws: Alabama

WHAT IS THE ISSUE THAT THE POLICY WAS TRYING TO ADDRESS?

To prevent institutions of higher education from promoting what Governor Kay Ivey called “their liberal political movement counter to what the majority of Alabamians believe.”

WHAT IS THE POLICY AND HOW DOES IT ADDRESS THE ISSUE?

The bill would prevent public teachers from compelling others to accept or confirm certain “divisive concepts,” including “the moral character of an individual is determined by his or her race, color, religion, sex, ethnicity, or national origin” and “meritocracy or traits such as a hard work ethic are racist or sexist.”

The bill would also prevent public funds from being used for DEI efforts.

Why It Is Important

This bill severely restricts educators abilities to freely discuss American history, culture, and institutions in critical ways necessary for closing opportunity gaps.

As of 12/3/24, Alabama is one of 15 states to have enacted similar laws. Currently, 12 states have similar laws pending.

Who Does It Impact



Higher Education Instructors

Instructors may not direct students to affirm or adhere to a “divisive concept,” nor require students to attend or participate in any training or coursework that advocates for or requires assent to a “divisive concept.”



DEI Programs

Public institutions of higher education may not sponsor any diversity, equity, and inclusion programs; nor maintain any office or department that promotes diversity, equity, and inclusion programs.



Students

Students

Policy Implications

Implication #1 – Employment

- Employees who knowingly violate this act may be disciplined or terminated.

Implication #2 – Funding Exceptions

- Nothing in this act prohibits hosting DEI programs or discussions that may involve divisive concepts, **provided no state funds are used.**

Implication #3 – Accreditation Exceptions

- Nothing in this act prohibits actions or instruction necessary for accreditation.

[Learn More:](#)

Read the ATE Inquiry Initiative White Paper on Anti-Divisive Concepts Laws

Closing the Gap:

Actions we can take within the constraints of this policy to close opportunity gaps. Ways we can proactively engage with the issue.

Contact Us



+123-456-7890



email@email.com