

2021-2022  
Racial Equity Dataset:  
A Searchable Collection of Laws  
Related to Racial Equity

## Moderator



**Quang ("Q") H. Dang, J.D.**

**Executive Director  
Network for Public Health Law**

## The Fine Print

The Network promotes public health and health equity through non-partisan educational resources and technical assistance. Any materials provided in this presentation or through the Network's online resources are intended solely for informational purposes, and do not constitute legal advice. The Network's provision of these materials does not create an attorney-client relationship.

**For legal advice, attendees should consult with their own counsel.**

## Agenda

- Welcome
- Project Background
- Overview of MonQcle and Law Atlas
- Introduction to the Racial Equity Dataset
- Overlapping Racial Equity and Preemption Datasets
- Where Started and Where We Are
- Question and Answer Session

## Project Background



**Phyllis Jeden, J.D.**

**Deputy Director  
Mid-States Region  
Network for Public Health Law**

## Legal Epidemiology



**“Legal epidemiology is the scientific study of law as a factor in the cause, distribution, and prevention of disease and injury in a population.”**

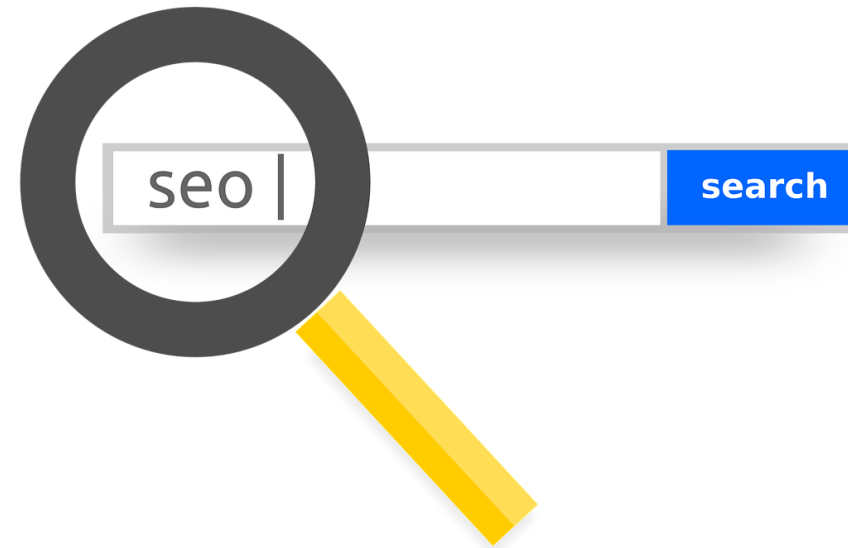


## Health Equity

**“Health Equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health, such as poverty and discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.”**

## Original Keywords

- **Racial Equity**
- **Racism**
- **Intergenerational**
- **Implicit Bias**
- **Health Equity**
- **Health Disparities**
- **Racial Disparities**





## Social Determinants of Health



## MonQcle and Law Atlas

The screenshot shows the LawAtlas website interface. At the top left is the 'LawAtlas' logo. To the right is a navigation menu with links: 'EXPLORE TOPICS', 'COLLECTIONS', 'LEARNING RESOURCES', 'ABOUT', 'MORE', and 'LOGIN'. The main content area features a large white box on the left with the text '138 Public Health Law Datasets' and a description: 'High-quality, open source legal data developed or curated by the Center for Public Health Law Research at the Temple University Beasley School of Law.' To the right of this box is a dark search bar with the text 'Search for a public health topic or dataset below'. Inside the search bar is a 'DATASET SEARCH' section with a 'Find Data' input field and a magnifying glass icon. Below the search bar is a note: 'To get started, type a public health-related topic or jurisdiction into the box above to find and explore legal data through interactive maps and tables.' At the bottom of the search bar area is a link: 'Or browse all data [here](#).'

## Overview of MonQcle and Law Atlas



**Alexandra Hess, J.D., M.P.H.**

**Legal Training Manager**

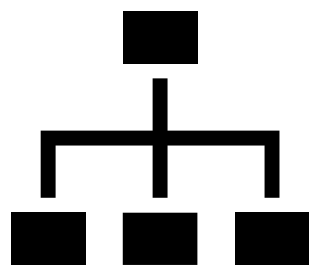
**Policy Surveillance Program**

**Center for Public Health Law**

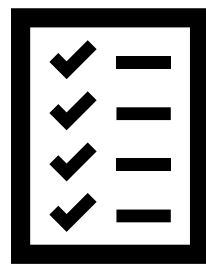
**Temple University, Beasley School of Law**



[app.monqcle.com](https://app.monqcle.com)



Organize



Track

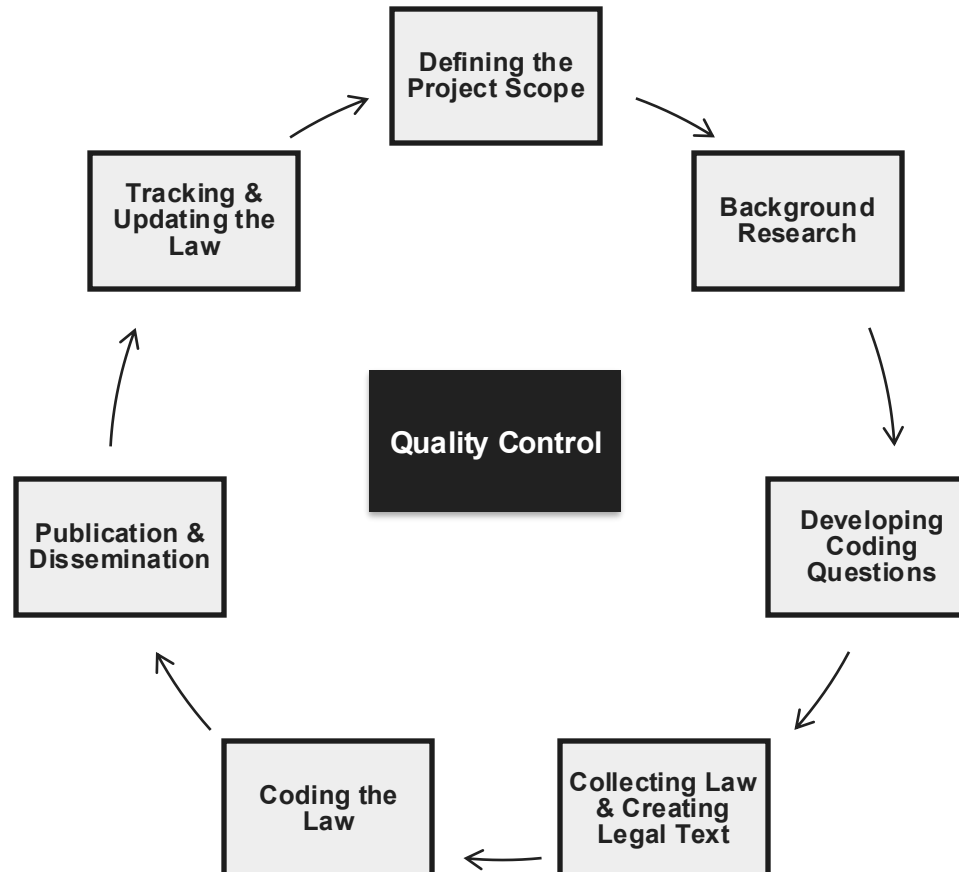


Collaborate



Share

## The Policy Surveillance Process



## Coding Questions

Questions (4)

☐ Q1 Is there an earned sick leave law?

☐ Q2 Can employees use earned sick leave to care for family members?

☒ Q2.1 What family members can employee use earned sick leave for?

**Variable Name:** demo\_ESLfmembers

**Responses:**

- Spouse
- Child
- Parent
- Grandparent
- Grandchild
- Sibling
- Domestic partner

☒ Q3 What is the minimum amount of earned sick leave time an employee can earn?

# Records

Questions (4)				Records (8)		
Table View	Timeline View	All Questions	Search jurisdiction, series	Export Data	Show Deleted	Add New Record
RECORD	EFFECTIVE	THROUGH	PROGRESS	SERIES		
(State) <a href="#">Arizona</a>	07/01/2017	06/01/2023	<div><div></div></div> 4/4	redundant batch 3		
(State) <a href="#">Arizona</a>	07/01/2017	06/01/2023	<div><div></div></div> 4/4	original batch 3		
(State) <a href="#">Colorado</a>	06/02/2023	12/02/2023	<div><div></div></div> 3/4	original batch 4		
(State) <a href="#">Colorado</a>	01/01/2022	06/01/2023	<div><div></div></div> 2/4	original batch 4		
(State) <a href="#">Massachusetts</a>	07/03/2015	06/01/2023	<div><div></div></div> 4/4	original batch 2		
(State) <a href="#">Massachusetts</a>	07/03/2015	06/01/2023	<div><div></div></div> 4/4	redundant batch 2		
(State) <a href="#">New Mexico</a>	07/01/2022	06/01/2023	<div><div></div></div> 4/4	redundant batch 1		
(State) <a href="#">New Mexico</a>	07/01/2022	06/01/2023	<div><div></div></div> 4/4	original batch 1		

Page size: 25 Showing 1 to 8 of 8 Items



# Legal Text

## Earned Sick Leave Demo | Arizona

Series Title: original batch 3 | Effective: 02/09/2023 - Through:06/01/2023

03/01/2023 04/01/2023 05/01/2023

Arizona origin...

Arizona redund..

All Questions (4)

4/4 ☒ Mark Finished

Q1 Is there an earned sick leave law?

Earned Sick Lea... x earned sick tim... x

Yes

Q2 Can employees use earned sick leave to care for family members?

earned sick tim... x family member c... x

Source (3) [View All Citations](#) Last saved: 02/20/2024, 09:47 AM

Ariz. Rev. Stat. § 23-373 Use of Earned Paid Sick Time

§ Earned Sick Leave La... version 1 Effective: 07/01/2017 - Through:06/01/2023

B I [List Icons] Ω [Link Icon] Saved 07/01/2017 → 06/01/2023

§ earned sick time usa... A. Earned paid sick time shall be provided to an employee by an employer for:

1. An employee's mental or physical illness, injury or health condition; an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury or health condition; an employee's need for preventive medical care;
2. Care of a family member with a mental or physical illness, injury or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury or health condition; care of a family member who needs preventive medical care;
3. Closure of the employee's place of business by order of a public official due to a public health emergency or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of his or

# Codebook and Data

Syringe Distribution Laws\_Data (1) - Excel

FILE HOME INSERT PAGE LAYOUT FORMULAS DATA REVIEW VIEW

H22 : X ✓ fx 0

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	jurisdictions	Effective Date	Valid Through	syringedis	syringedis	syringedis	syringedis	syringedis	syringedis	syringedis	syringedis	syringedis	syringedis	sd-iteratio	sederegyns
2	Alabama	2012-07-01	2017-07-01	1	0	0	0	0	0	0	0	0	0	1	1
3	Alaska	2012-07-01	2017-07-01	1	0	0	0	0	0	0	0	0	0	1	0
4	Arizona	2012-07-01	2017-07-01	1	0	0	0	0	0	0	0	0	0	1	1
5	Arkansas	2011-07-01	2011-07-26	1	0	0	0	0	0	0	0	0	0	1	1
6	Arkansas	2011-07-27	2017-07-01	1	0	0	0	0	0	0	0	0	0	2	1
7	California	2012-01-01	2014-12-31	0	1	0	0	0	0	0	0	0	0	1	1
8	California	2015-01-01	2017-07-01	0	0	0	0	0	1	0	0	0	0	2	1
9	Colorado	2012-07-01	2013-05-09	0	1	0	0	0	0	0	0	0	0	1	1
10	Colorado	2013-05-10	2015-06-30	0	1	0	0	0	0	0	0	0	0	2	1
11	Colorado	2015-07-01	2017-05-29	0	0	0	0	0	1	0	0	0	0	3	1
12	Colorado	2017-05-30	2017-07-01	0	0	0	0	0	1	0	0	0	0	4	1
13	Connecticut	2012-07-01	2015-06-30	0	1	0	0	0	0	0	0	0	0	1	1
14	Connecticut	2015-07-01	2016-09-30	0	0	0	0	0	1	0	0	0	0	2	1
15	Connecticut	2016-10-01	2017-06-30	0	0	0	0	0	1	0	0	0	0	3	1
16	Connecticut	2017-07-01	2017-07-01	0	0	0	0	0	0	0	0	1	0	4	1
17	Delaware	2012-07-01	2013-06-29	0	1	0	0	0	0	0	0	0	0	1	1
18	Delaware	2013-06-30	2014-04-10	1	0	0	0	0	0	0	0	0	0	2	1
19	Delaware	2014-04-11	2015-12-17	0	0	0	0	0	1	0	0	0	0	3	1
20	Delaware	2015-12-18	2016-08-10	0	0	0	0	0	1	0	0	0	0	4	1
21	Delaware	2016-08-11	2017-07-01	0	0	0	0	0	1	0	0	0	0	5	1

## Visit LawAtlas.org

**LawAtlas**

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# 114

## Public Health Law Datasets

High-quality, open source legal data developed or curated by the Center for Public Health Law Research at the Temple University Beasley School of Law.

Search for a public health topic or dataset below

**DATASET SEARCH**  
Find Data

To get started, type a public health-related topic or jurisdiction into the box above to find and explore legal data through interactive maps and tables.

Or browse all data [here](#).

### Gold Standard Public Health Law & Policy Research

The Center for Public Health Law Research is the founding research institution pioneering the field of

### Free, Detailed Legal Information

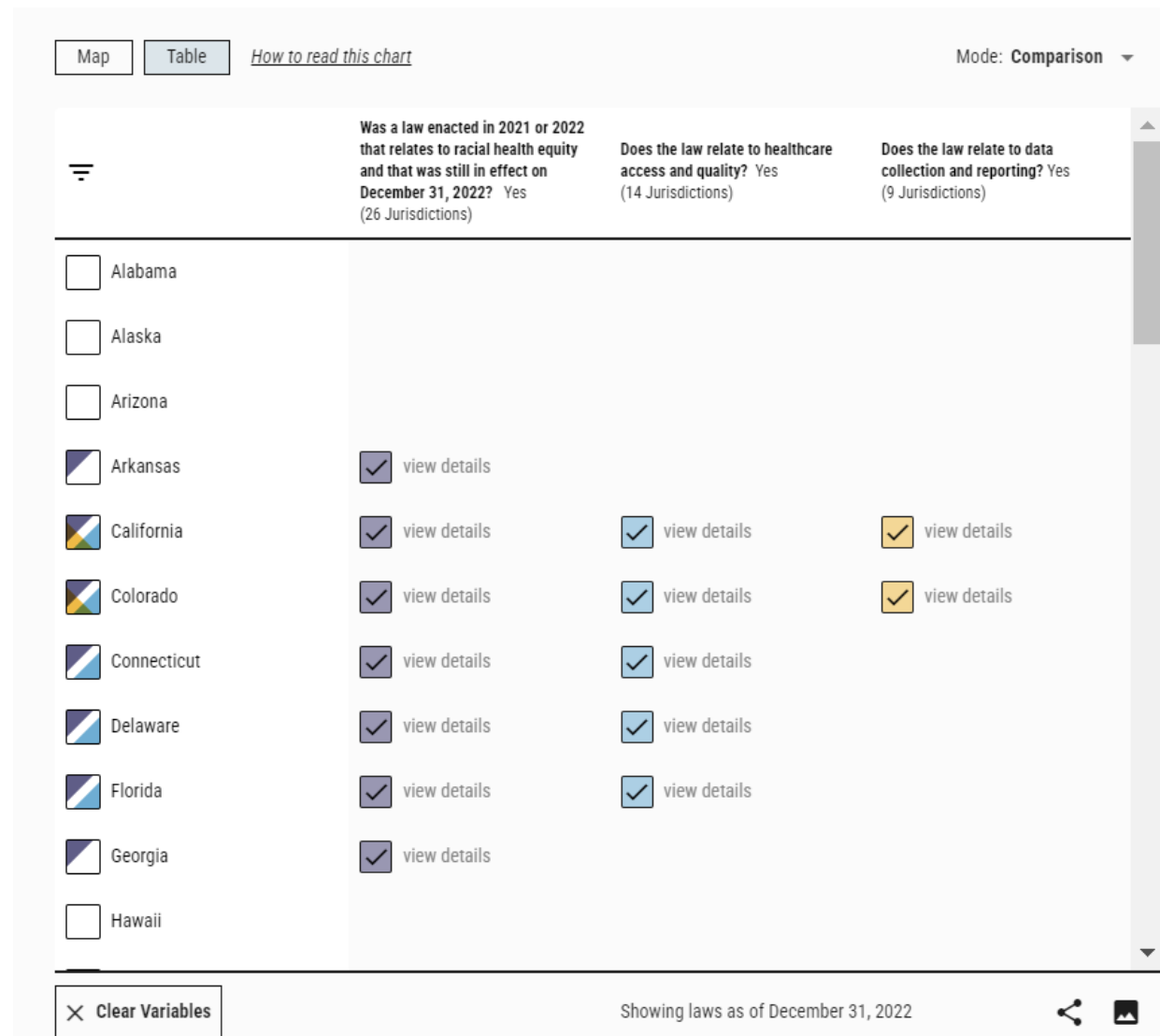
Our legal data are built to objectively capture nuance and transparently connect you with the actual text of the laws and policies governing the topics and data we

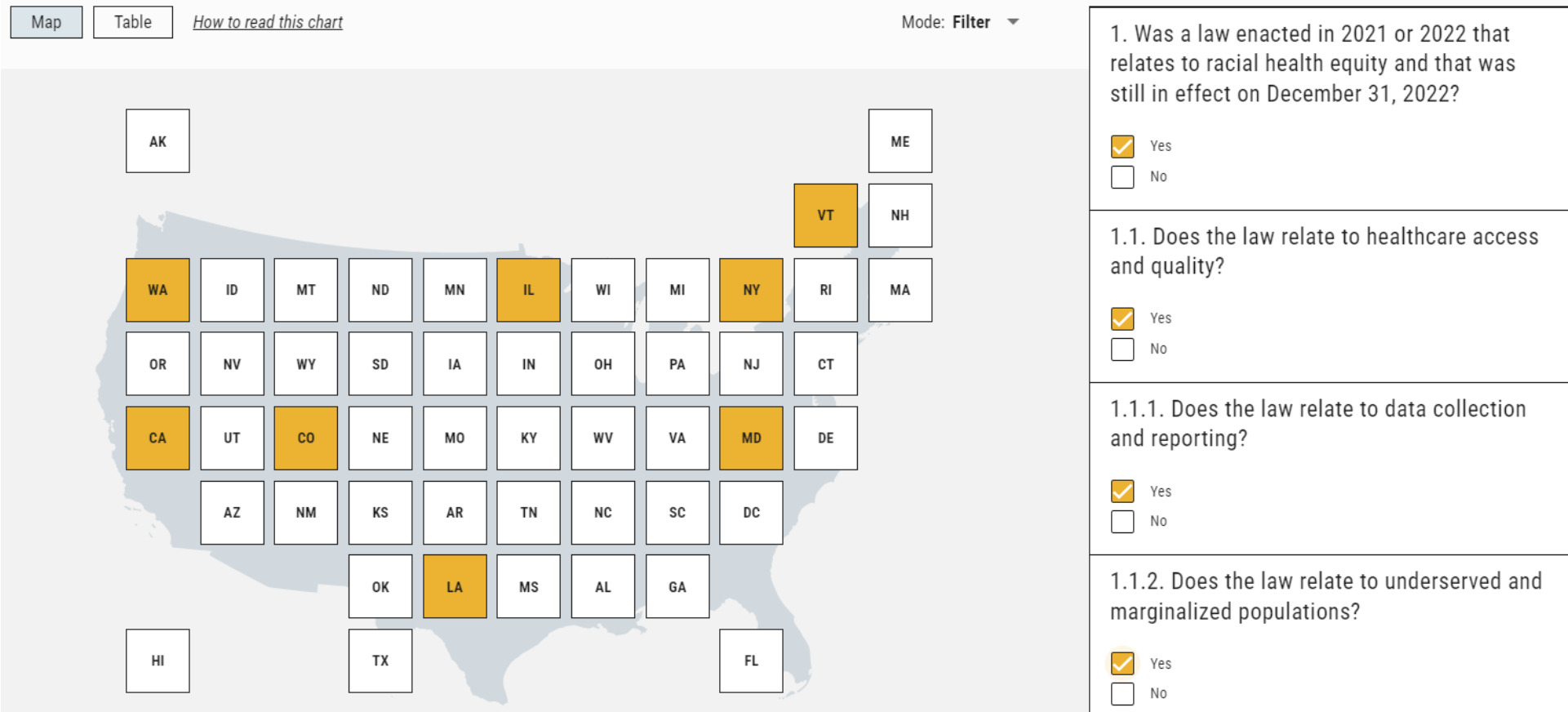
### Visualizing Public Health Law and Policy

Use our interactive maps and tables to find the answers to your public health law and policy questions, and explore trends and changes in the law

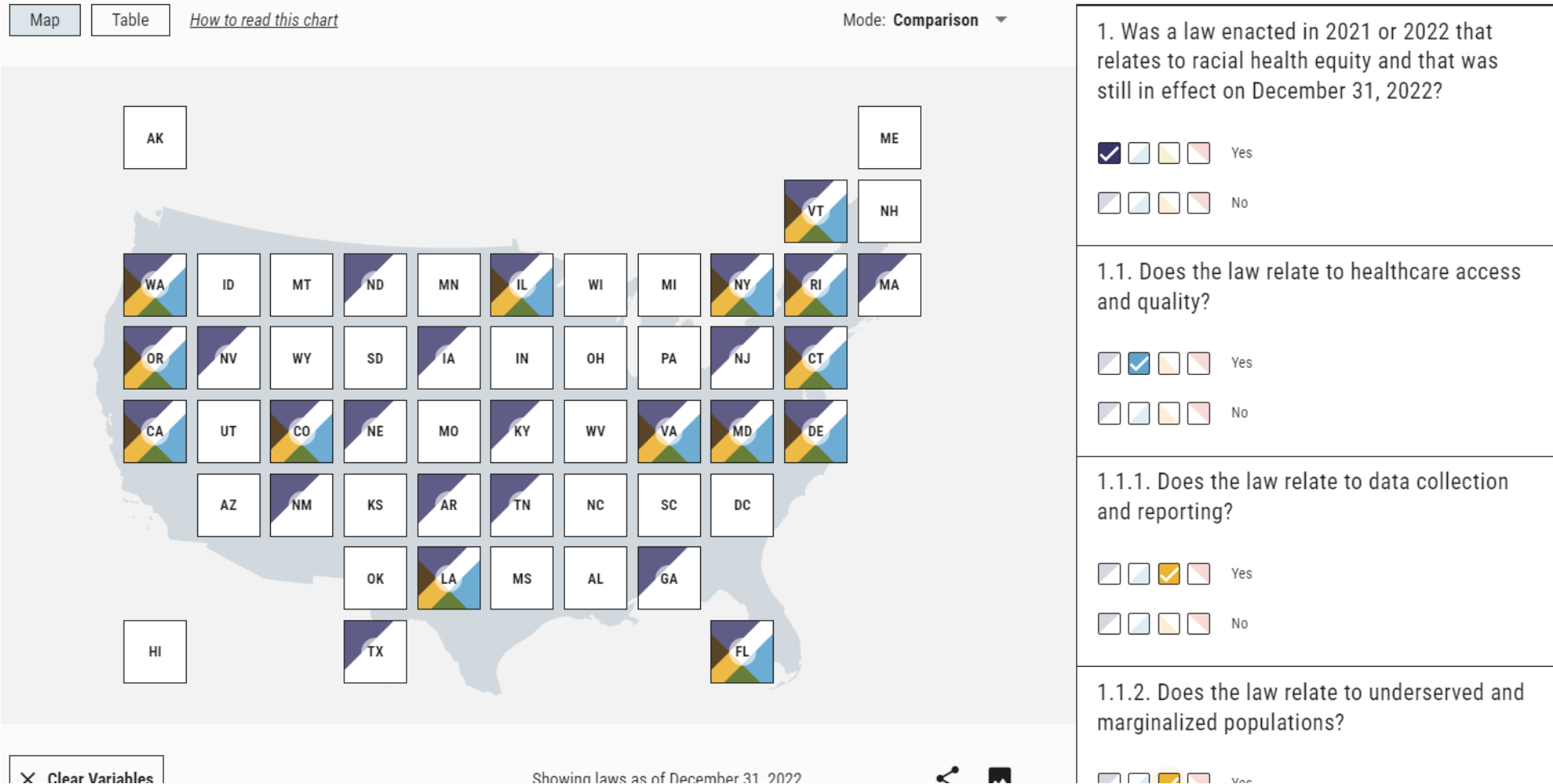
## 2021-2022 Racial Equity Dataset: A Searchable Collection of Laws Related to Racial Equity



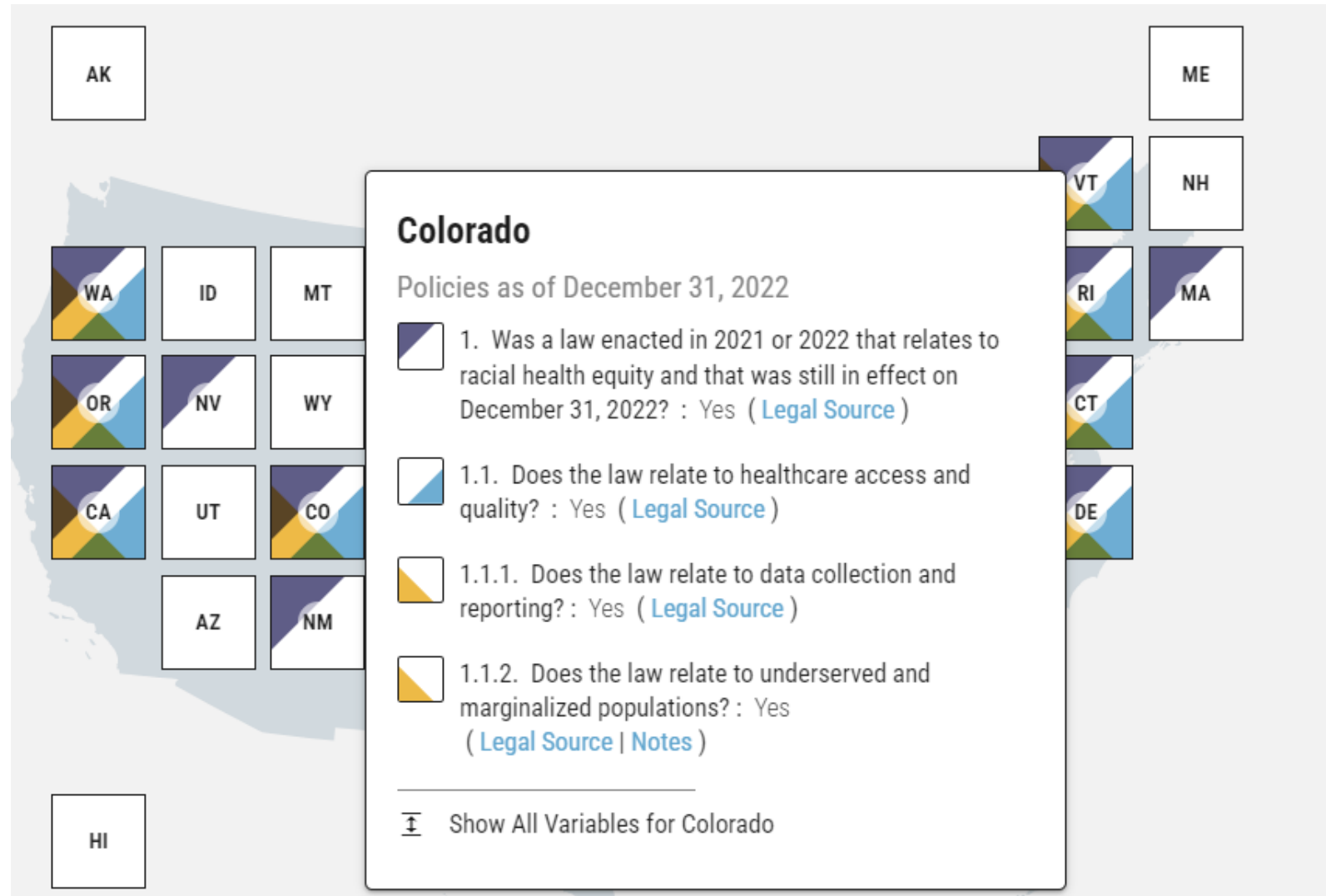















**Colorado**

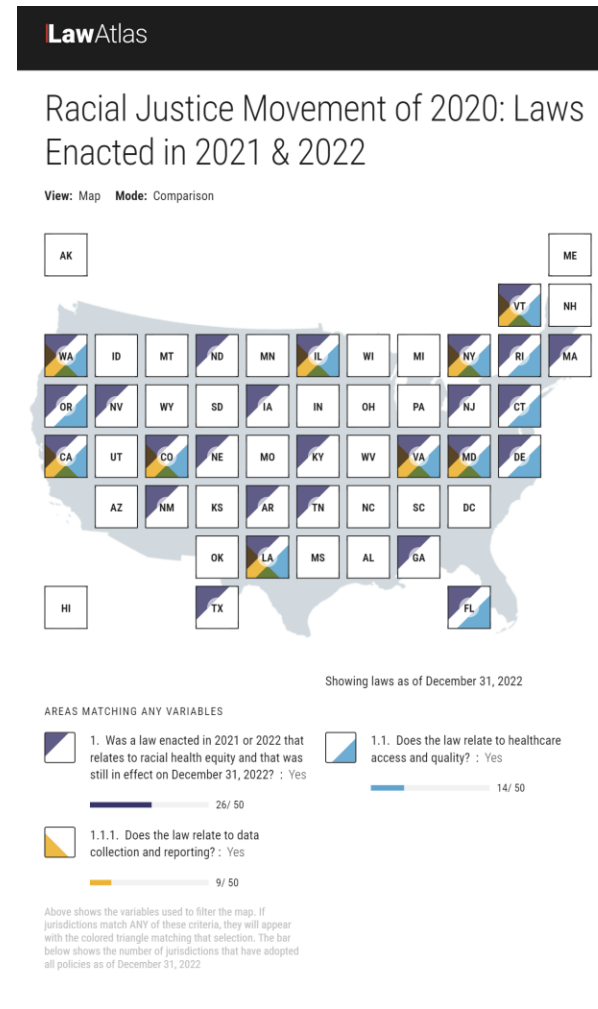
Policies as of December 31, 2022

☒ 1. Was a law enacted in 2021 or 2022 that relates to racial health equity and that was still in effect on December 31, 2022? : Yes ( [Legal Source](#) )

☒ 1.1. Does the law relate to healthcare access and quality? : Yes ( [Legal Source](#) )

Co. Rev. Stat. § 12-30-119 Culturally relevant and affirming health-care training – health-care  
Effective: August 9, 2022  
Full Text

[View Full Law](#)



<https://lawatlas.org/datasets/never-delete-prefixracial-justice-movement-of-2020-laws-enacted-in-2021-2022-g0=13651&g1=13671&g2=13661>

DOWNLOAD DATA


DOWNLOAD CODEBOOK

DOWNLOAD PROTOCOL

### Cite this dataset

The Network for Public Health Law (2024, August 7). 2021-2022 Racial Equity Dataset: A Searchable Collection of Laws Related to Racial Equity. LawAtlas.org.


LawAtlas.org/datasets/never-delete-prefixracial-justice-movement-of-2020-laws-enacted-in-2021-202.

COPY APA 

COPY OTHER FORMAT ▾

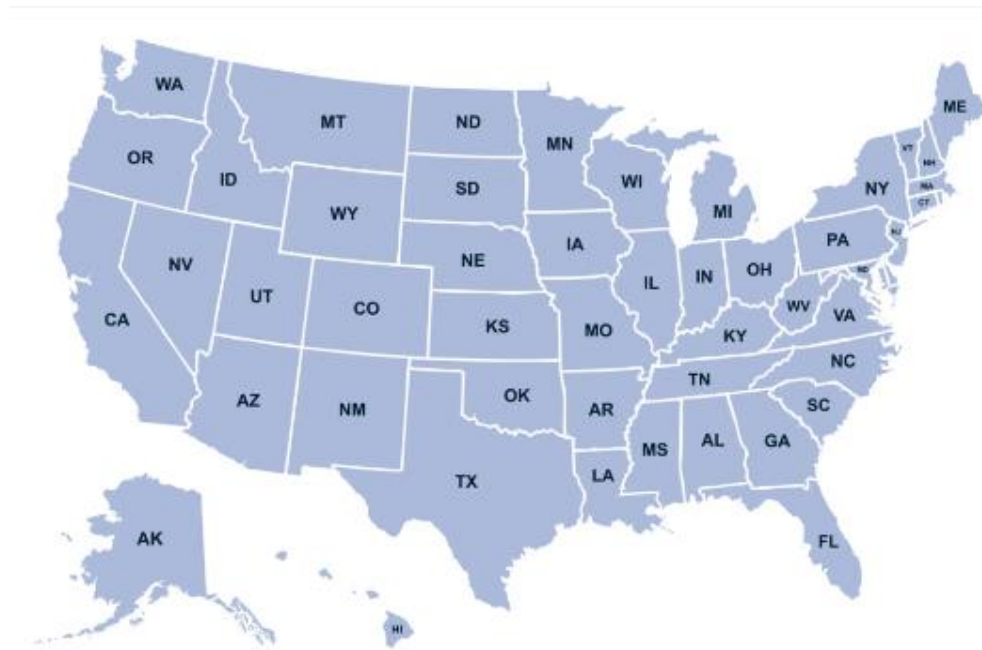
COPY BLUEBOOK 

COPY CHICAGO 

COPY MLA 

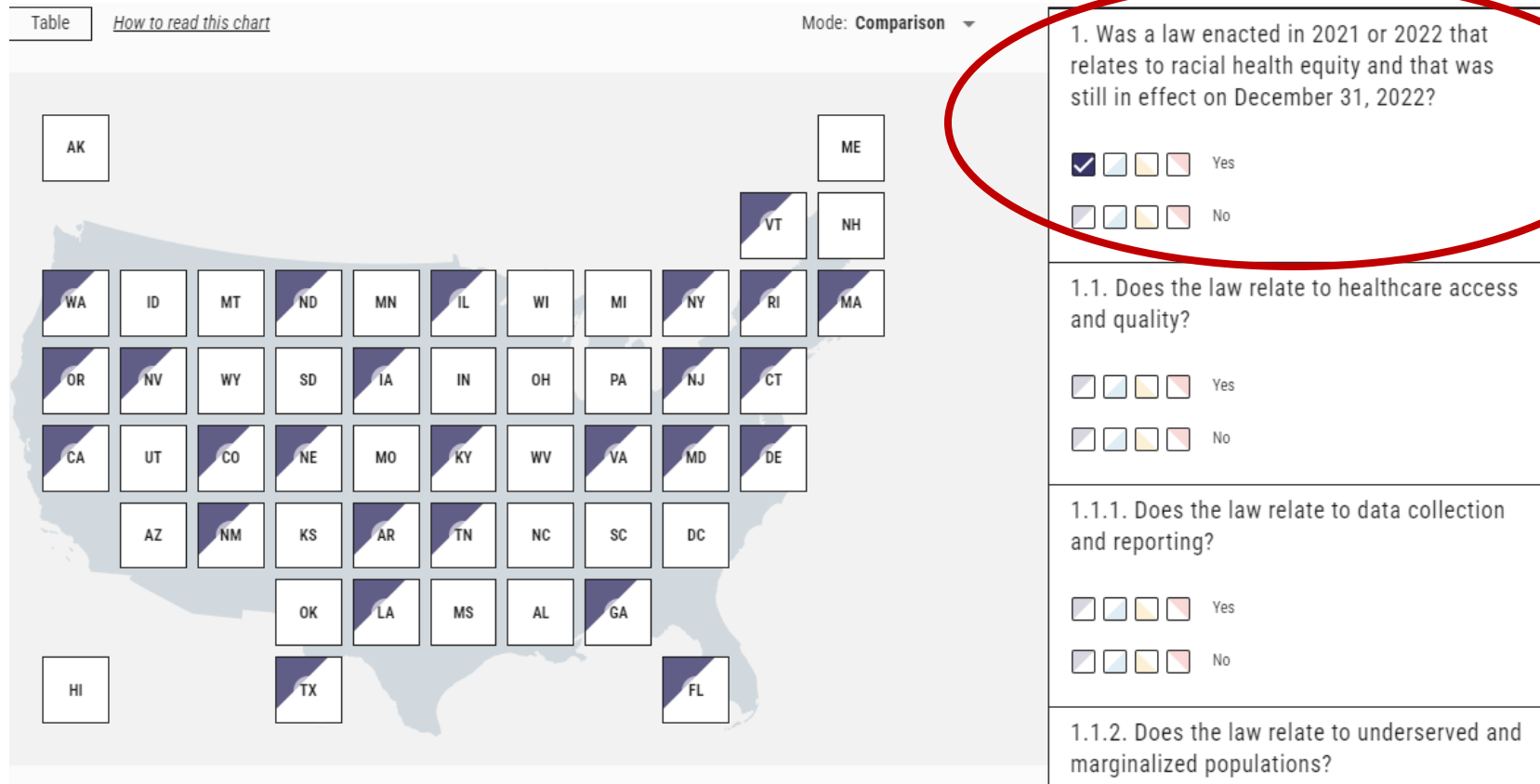
# 2021-2022 Racial Equity Dataset:

# A Searchable Collection of Laws Related to Racial Equity



**EXPLORE THE DATA HERE**

## Parent Question





## Child Question

Table [How to read this chart](#) Mode: Comparison

1. Was a law enacted in 2021 or 2022 that relates to racial health equity and that was still in effect on December 31, 2022?

☒ ☐ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.1. Does the law relate to healthcare access and quality?

☐ ☒ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.1.1. Does the law relate to data collection and reporting?

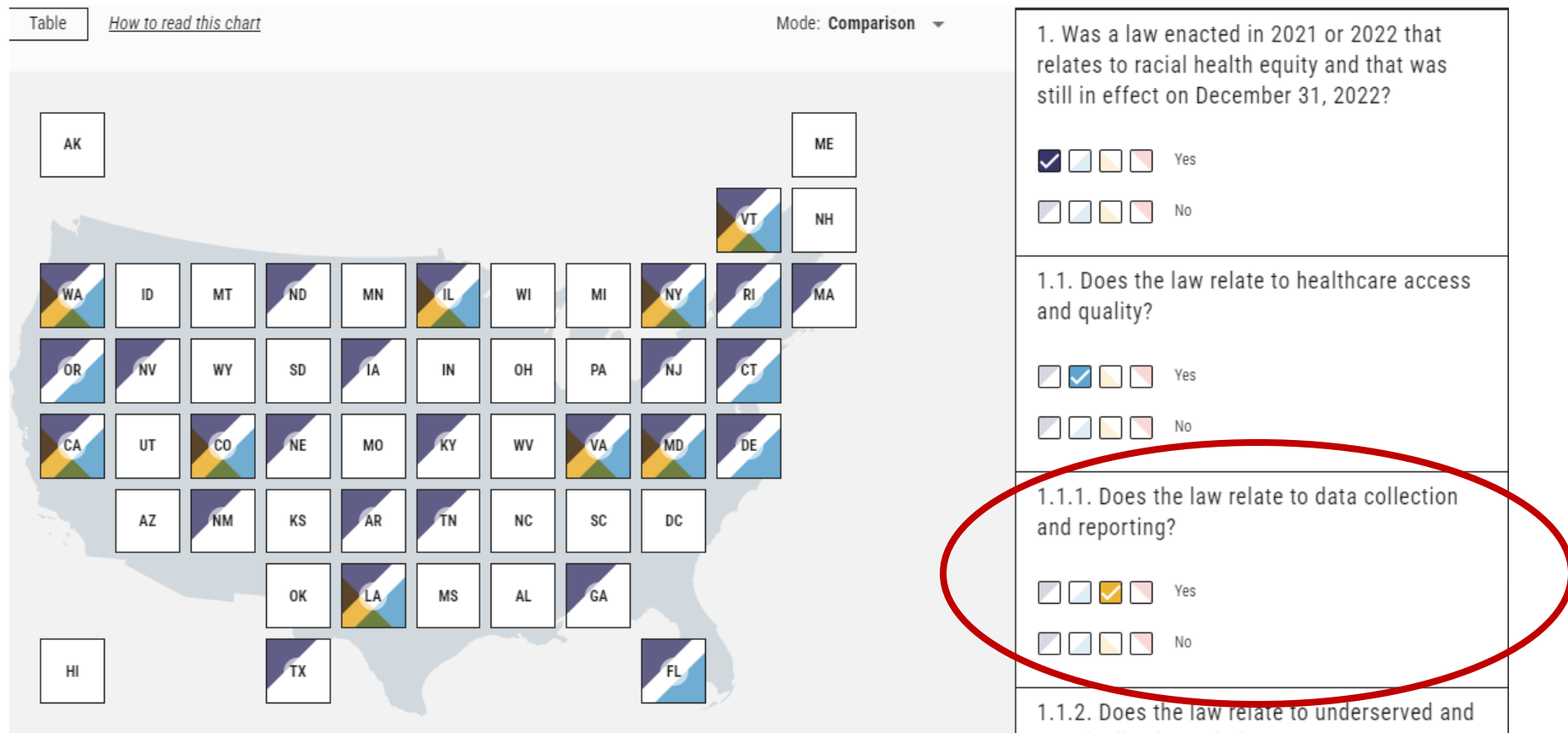
☐ ☐ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.1.2. Does the law relate to underserved and marginalized populations?



# Grandchild Question



## Other Questions

Does the law require implicit bias and/or cultural competency/sensitivity training?

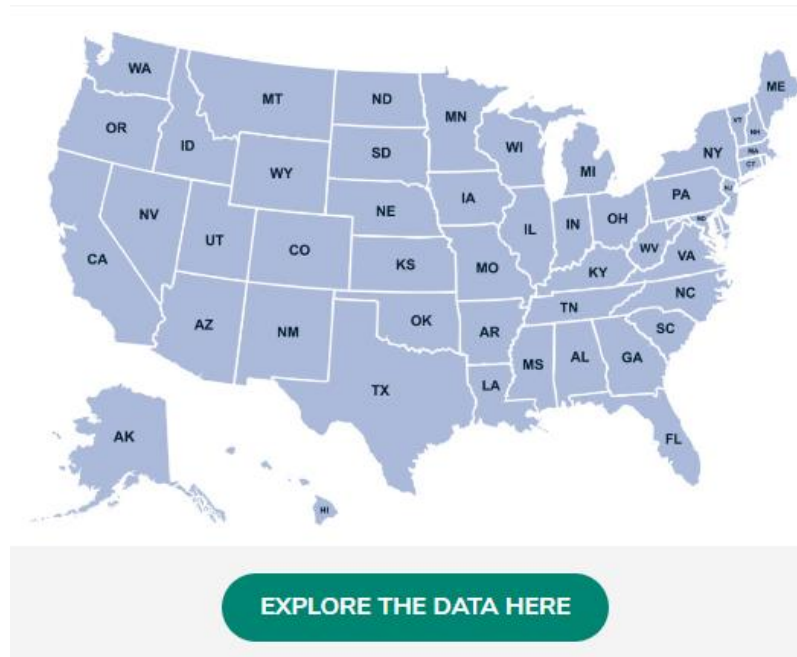
Does the law create a taskforce, committee, workgroup or similar entity?

Does the law relate to a declaration of racism as a public health crisis?

Does the law explicitly prohibit or restrict education or training that addresses health or racial equity?

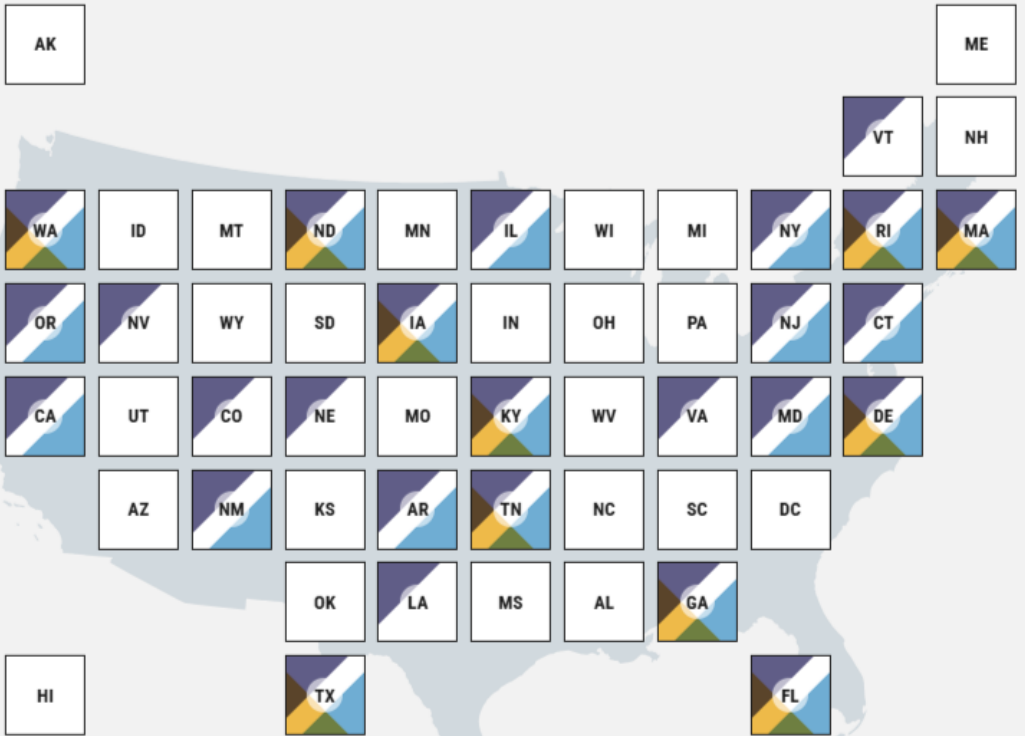
Does the law restrict diversity, equity, and inclusion (DEI) related actions at educational institutions?

## Introduction to the 2021-2022 Racial Equity Dataset



<https://www.networkforphl.org/resources/topics/racial-equity-dataset-a-searchable-collection-of-laws-related-to-racial-equity/>

## Points of Interest



☐ ☐ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.2. Does the law relate to education access and quality?

☐ ☒ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.2.1. Does the law relate to workforce recruitment or retention?

☐ ☐ ☐ ☐ Yes

☐ ☐ ☐ ☐ No

1.2.2. Does the law relate to language access?

☐ ☐ ☐ ☐ Yes

## Points of Interest

Georgia

Excerpts from the law, as of December 31, 2022

**Ga. Code§20-2-739 Conflict management and resolution; cultural diversity training programs**

Effective: July 1, 2022

On and after July 1, 2000, the Department of Education shall provide training programs in conflict management and resolution and in cultural diversity for voluntary implementation by local boards of education for school employees, parents and guardians, and students; provided, however, that after July 1, 2022, such training programs shall not advocate for **divisive concepts, as such term is defined in Code Section 20-1-11**

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## Points of Interest - GA

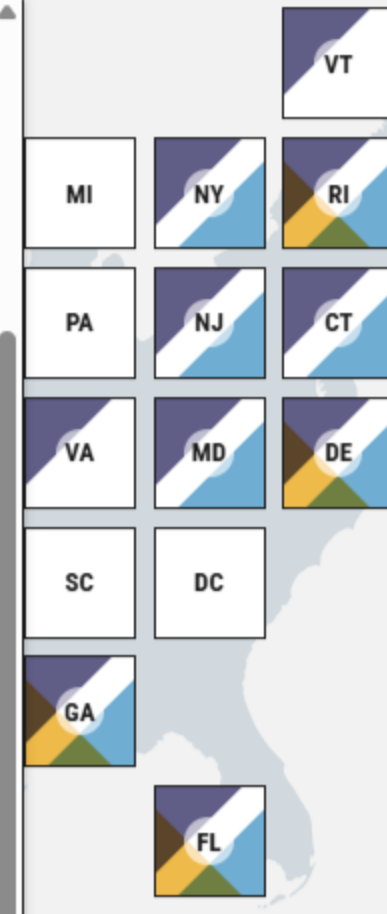
### Georgia

Policies as of December 31, 2022

Ga. Code §20-1-11 Advocati

Effective: July 1, 2022

(a) As used in this Code section, the term: (1) "Divisive concepts" means any of the following concepts, including views espousing such concepts: (A) One race is inherently superior to another race; (B) The United States of America is fundamentally racist; (C) An individual, by virtue of his or her race, is inherently or consciously racist or oppressive toward individuals of other races; (D) An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race; (E) An individual's moral character is inherently determined by his or her race; (F) An individual, solely by virtue of his or her race, bears individual responsibility for actions committed in the past by other individuals of the same race; (G) An individual, solely by virtue of his or her race, should feel anguish, guilt, or any other form of psychological distress; (H) Performance-based advancement or the recognition and appreciation of character traits such as a hard work ethic are racist or have been advocated for by individuals of a particular race to oppress individuals of another race; or (I) Any other form of race scapegoating or race stereotyping. (2) "Espousing personal political beliefs" means an individual, while performing official duties





## Points of Interest - FL

### Florida

Policies as of December 31, 2022

☒ 1. Was a law enacted in 2021 or 2022 that relates to racial health equity and that was still in effect on December 31, 2022? : Yes ([Legal Source](#))

☒ 1.2. Does the law relate to education access and quality? : Yes ([Legal Source](#))

☒ 1.2.3. Does the law regulate curriculum requirements or prohibitions? : Yes ([Legal Source](#))

Fla. Stat. § 1000.05 Discr  
Effective: July 1, 2022

(4)(a) It shall constitute discrimination on the basis of race, color, national origin, or sex under this section to subject any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the following concepts: 1. Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex. 2. A person, by virtue of his or her race, color, national origin, or sex, is inherently racist, sexist, or oppressive.

VT

NY RI

NJ CT

MD DE

DC

FL



## Points of Interest - FL

### Florida

Policies as of December 31, 2022

resources to support the developed curriculum.

[View Full Law](#)

Fla. Stat. § 1003.42 Requi  
Effective: July 1, 2022

(3) The Legislature acknowledges the fundamental truth that all persons are equal before the law and have inalienable rights. Accordingly, instruction and supporting materials on the topics enumerated in this section must be consistent with the following principles of individual freedom: (a) No person is inherently racist, sexist, or oppressive, whether consciously or unconsciously, solely by virtue of his or her race or sex. (b) No race is inherently superior to another race. (c) No person should be discriminated against or receive adverse treatment solely or partly on the basis of race, color, national origin, religion, disability, or sex. (d) Meritocracy or traits such as a hard work ethic are not racist but fundamental to the right to pursue happiness and be rewarded for industry. (e) A person, by virtue of his or her race or sex, does not bear

## Points of Interest – TN and IA

Tenn. Code Ann. § 49-7-19

Effective: April 8, 2022

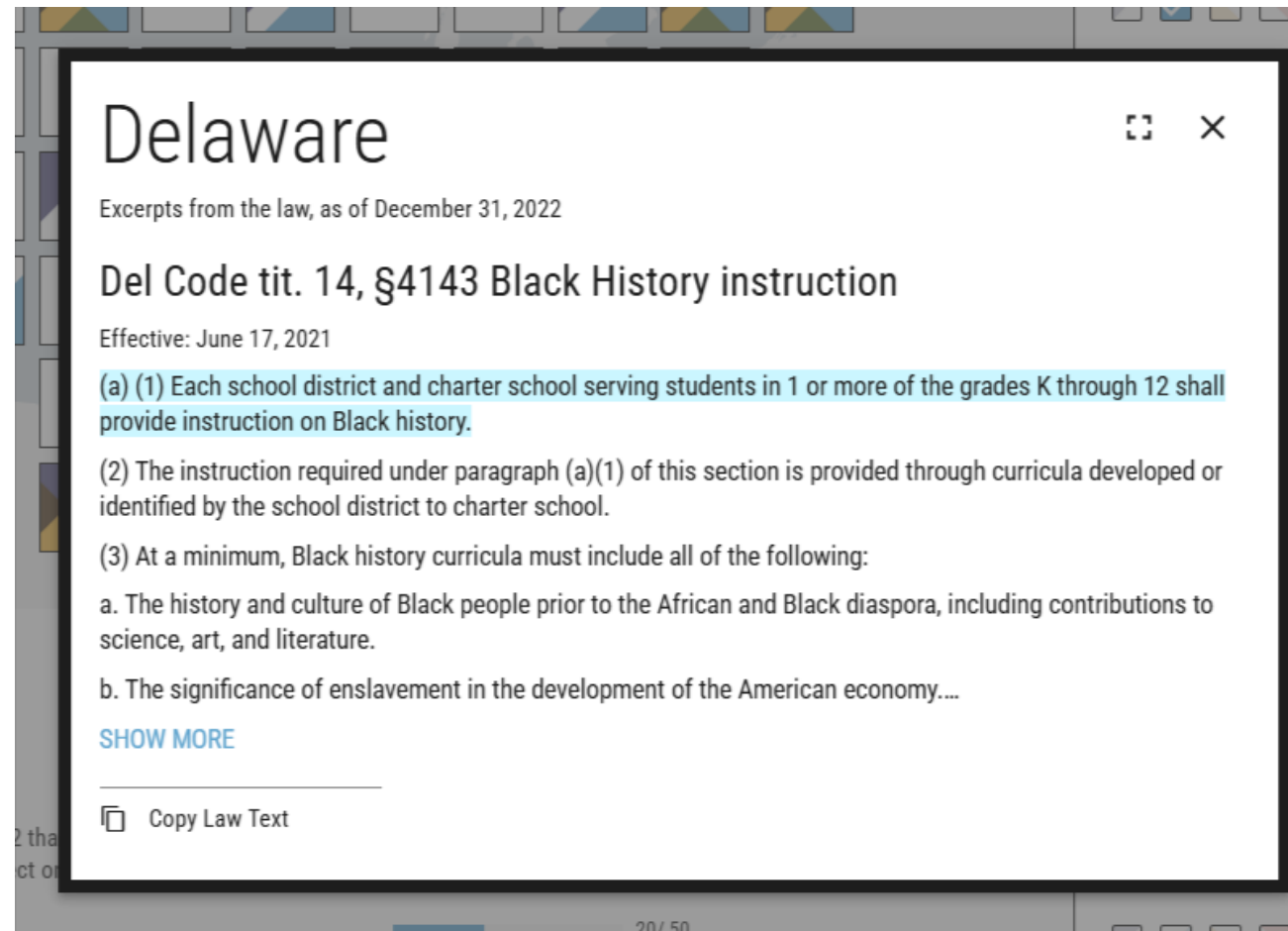
(a) A public institution of higher education shall not: (1) Conduct any mandatory training of students or employees if the training includes one (1) or more divisive concepts; (2) Use training programs or training materials for students or employees if the program or material includes one (1) or more divisive concepts; (3) Use state-appropriated funds to incentivize, beyond payment of regular salary or other regular compensation, a faculty member to incorporate one (1) or more divisive concepts into academic curricula; or (4) Approve or use state funds for fees, dues, subscriptions, or travel in conjunction with the membership, meetings, or activities of an organization if participation in such organization requires an individual, or an individual's employer, to endorse or promote a divisive concept.

Iowa Code §261H.8 Race and

Effective: June 8, 2021

1. For purposes of this section, unless the context otherwise requires: a. "Race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex, or claiming that, consciously or unconsciously, and by virtue of persons' race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others. b. "Race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of the individual's race or sex. c. "Specific defined concepts" includes all of the following: (1) That one race or sex is inherently superior to another race or sex. (2) That the United States of America and the state of Iowa are fundamentally or systemically racist or sexist. (3) That an individual, solely because of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously. (4) That an individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex. (5) That members of one race or sex cannot and should not attempt to treat others without respect to race or sex. (6) That an individual's moral character is necessarily determined by the individual's race or sex. (7) That an

## Points of Interest – DE, FL, NE, WA



The screenshot shows a web browser window with a tab titled "Delaware". The page content includes the title "Delaware" with a close button (X) and a full-screen button. Below the title is the text "Excerpts from the law, as of December 31, 2022". The main heading is "Del Code tit. 14, §4143 Black History instruction". Below this is the text "Effective: June 17, 2021". The first paragraph, (a)(1), is highlighted in light blue and reads: "(a) (1) Each school district and charter school serving students in 1 or more of the grades K through 12 shall provide instruction on Black history." The second paragraph, (2), reads: "(2) The instruction required under paragraph (a)(1) of this section is provided through curricula developed or identified by the school district to charter school." The third paragraph, (3), reads: "(3) At a minimum, Black history curricula must include all of the following:". Below this are two sub-points: "a. The history and culture of Black people prior to the African and Black diaspora, including contributions to science, art, and literature." and "b. The significance of enslavement in the development of the American economy....". At the bottom of the text area is a link "SHOW MORE". Below the text area is a button with a copy icon and the text "Copy Law Text". The browser's address bar shows "20 / 50".

Delaware

Excerpts from the law, as of December 31, 2022

Del Code tit. 14, §4143 Black History instruction

Effective: June 17, 2021

(a) (1) Each school district and charter school serving students in 1 or more of the grades K through 12 shall provide instruction on Black history.


(2) The instruction required under paragraph (a)(1) of this section is provided through curricula developed or identified by the school district to charter school.

(3) At a minimum, Black history curricula must include all of the following:

a. The history and culture of Black people prior to the African and Black diaspora, including contributions to science, art, and literature.

b. The significance of enslavement in the development of the American economy....

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 Copy Law Text

## What Was Left Out





## Overlapping Datasets

- **Combine two datasets together to view and compare more variables at one time**
- **Understand a broader legal landscape for a more nuanced and in-depth understanding of law and policy**

## **State Preemption Laws Project**

- **Longitudinal dataset (2019 – 2024) developed in partnership with the National League of Cities (NLC) tracking changes in state laws preempting local lawmaking authority**
- **Captures 10 types of preemption laws across all U.S. states related to the social drivers of health, including disparities created and perpetuated by structural racism**

## **State Preemption Laws Project**

- **Ban the Box Laws**
- **Firearms**
- **Mandatory Inclusionary Zoning**
- **Municipal Broadband**
- **Paid Leave**
- **Rent Control**
- **Transgender Rights**
- **Race and Racism in School Curriculum**
- **Local Law Enforcement Budgets**
- **Election Policies**



# 2022: Bills Introduced to Restrict Education on Racism in Schools

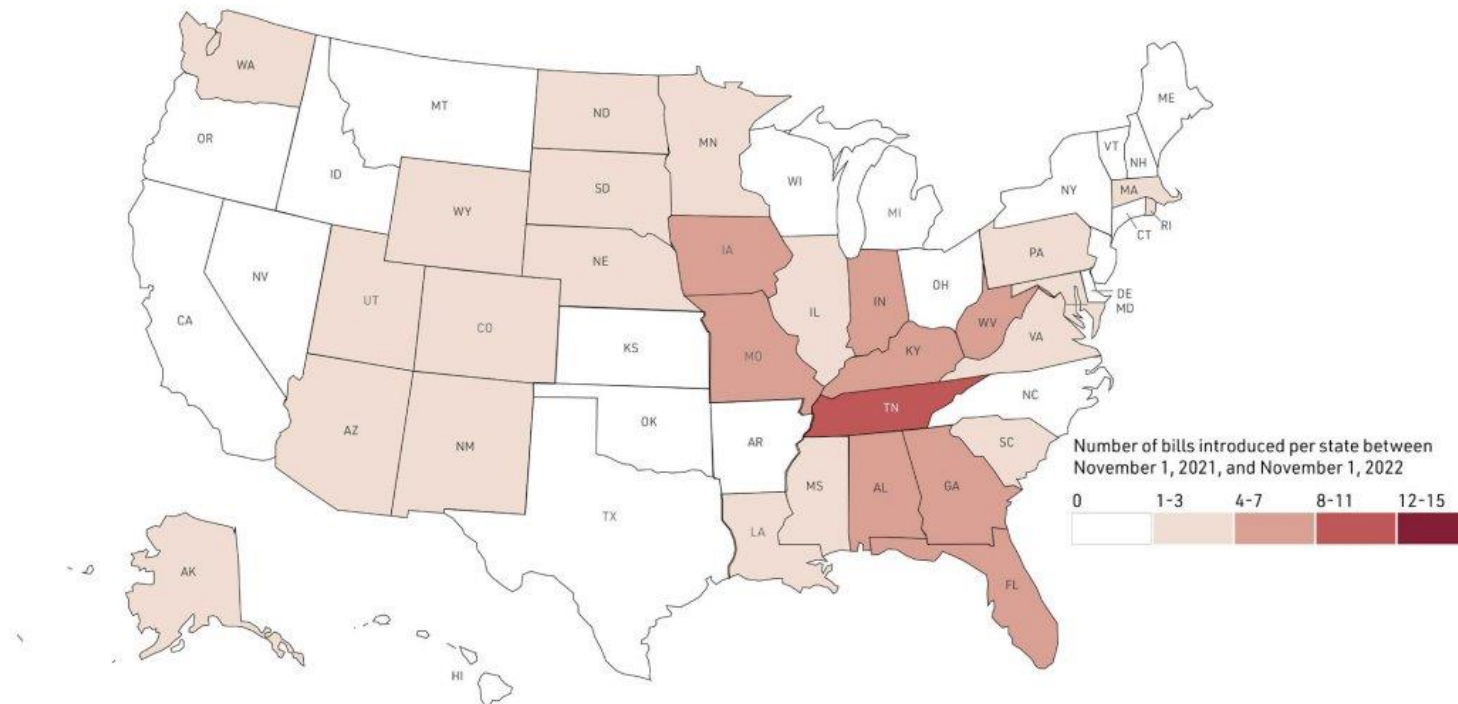
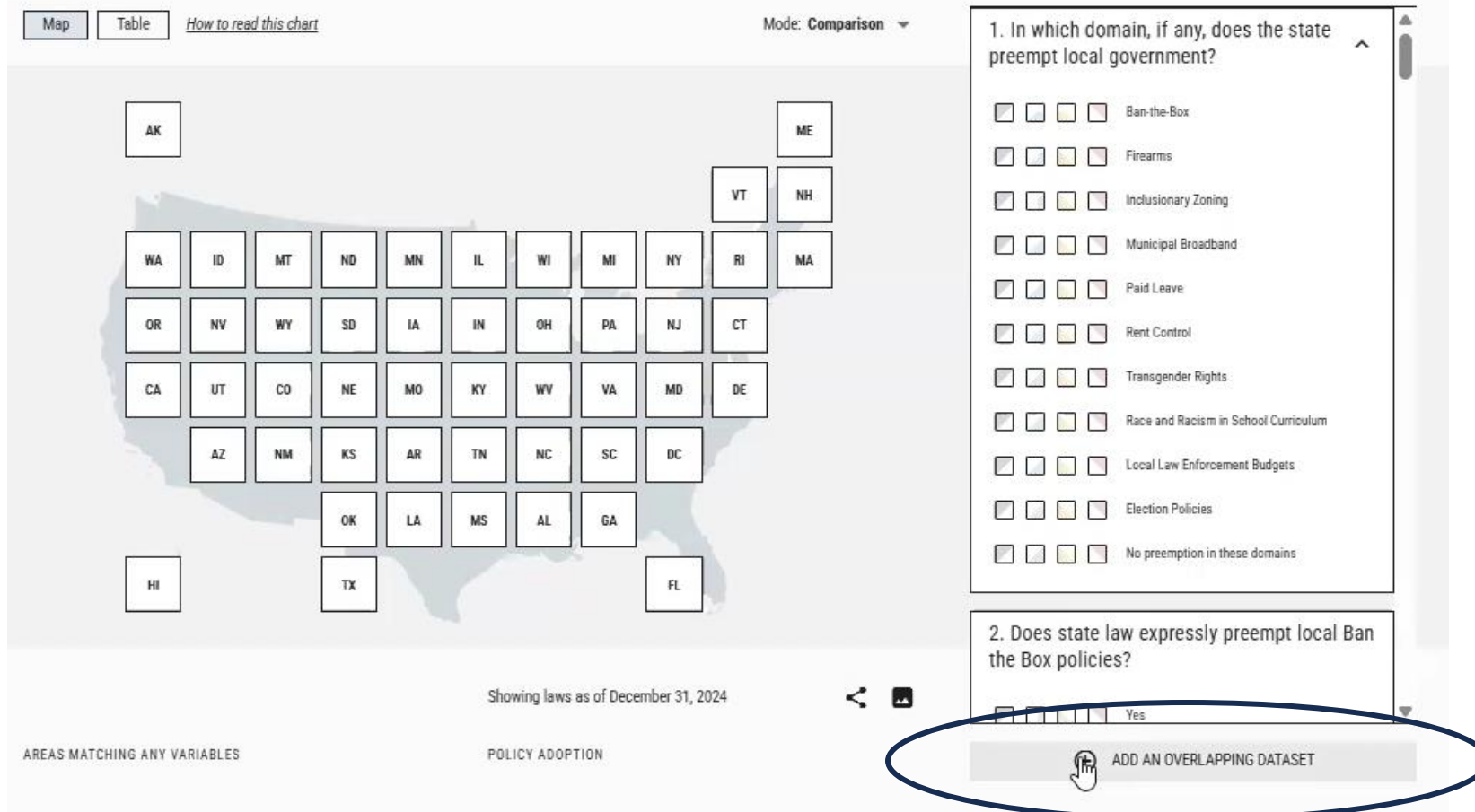
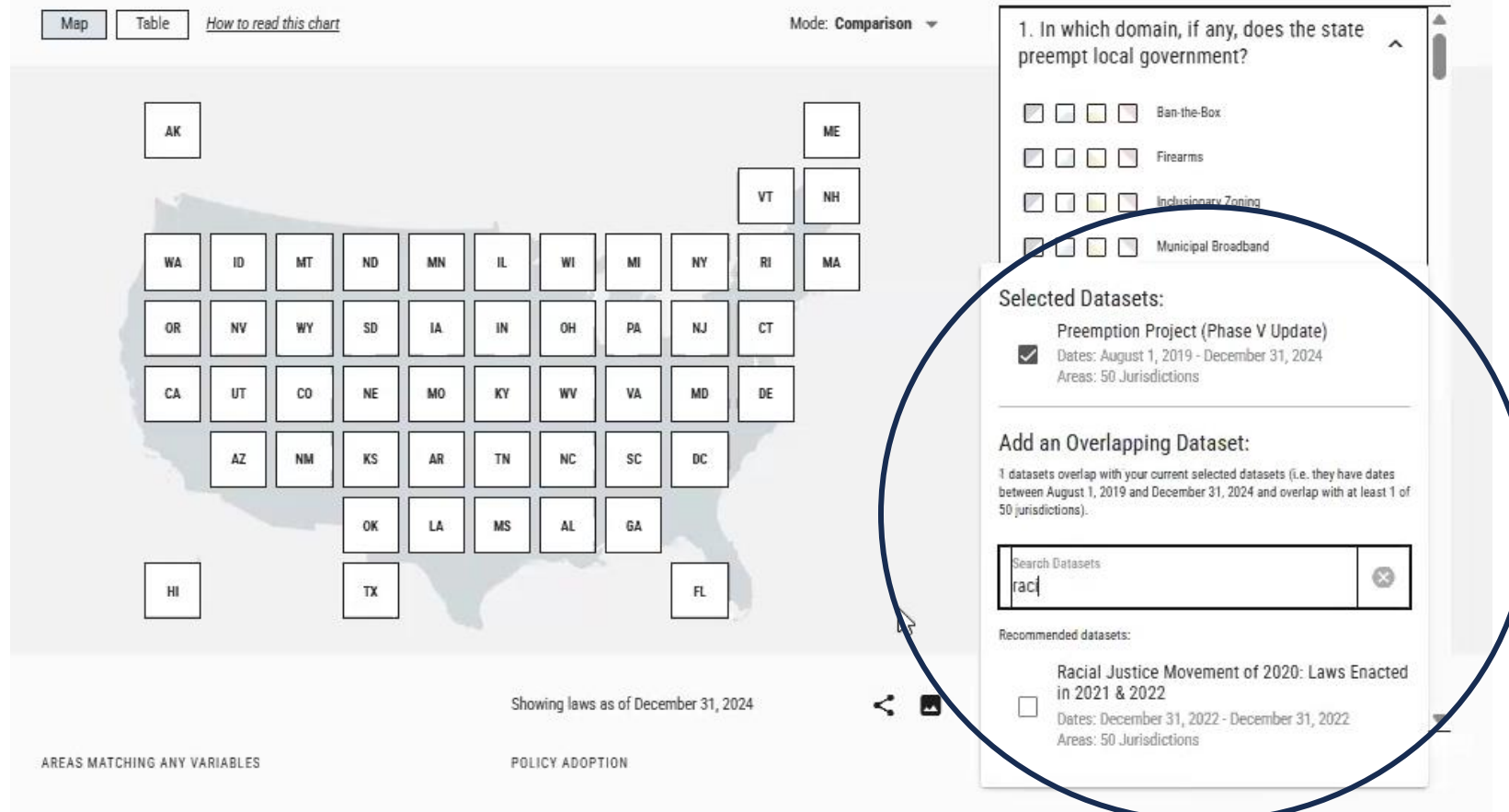


Figure 3: Bills introduced to restrict race and racism education in school curriculum between November 1, 2021 and November 1, 2022.

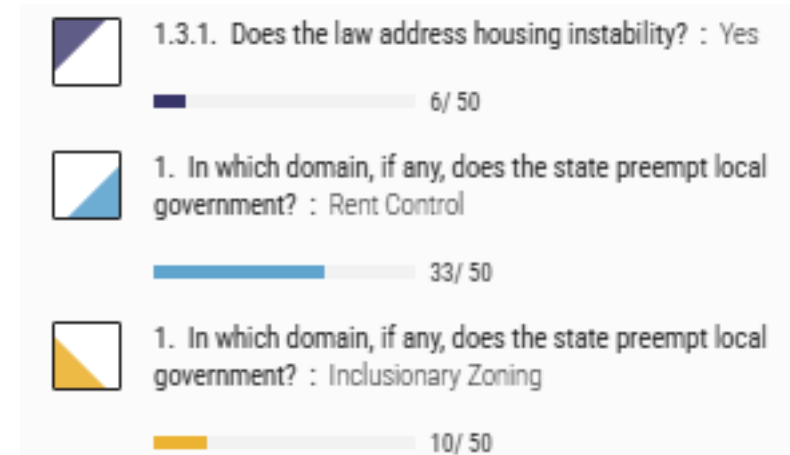
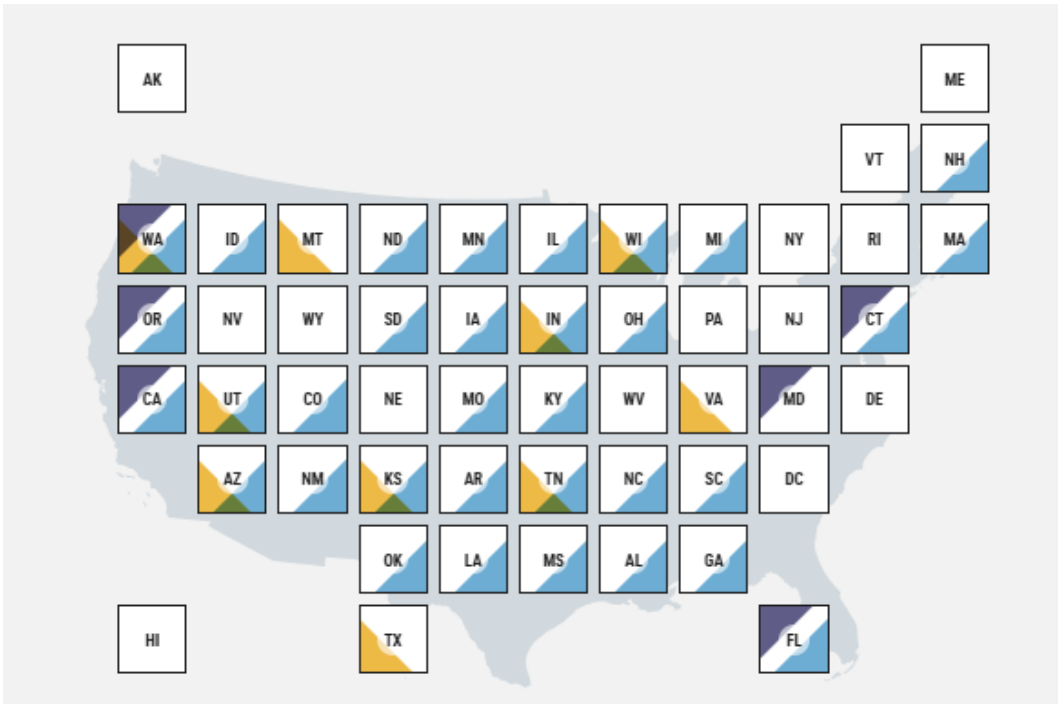
## State Preemption Laws



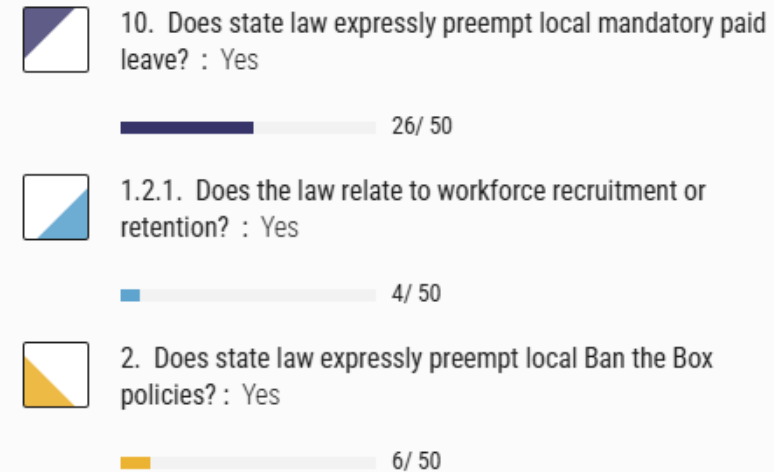
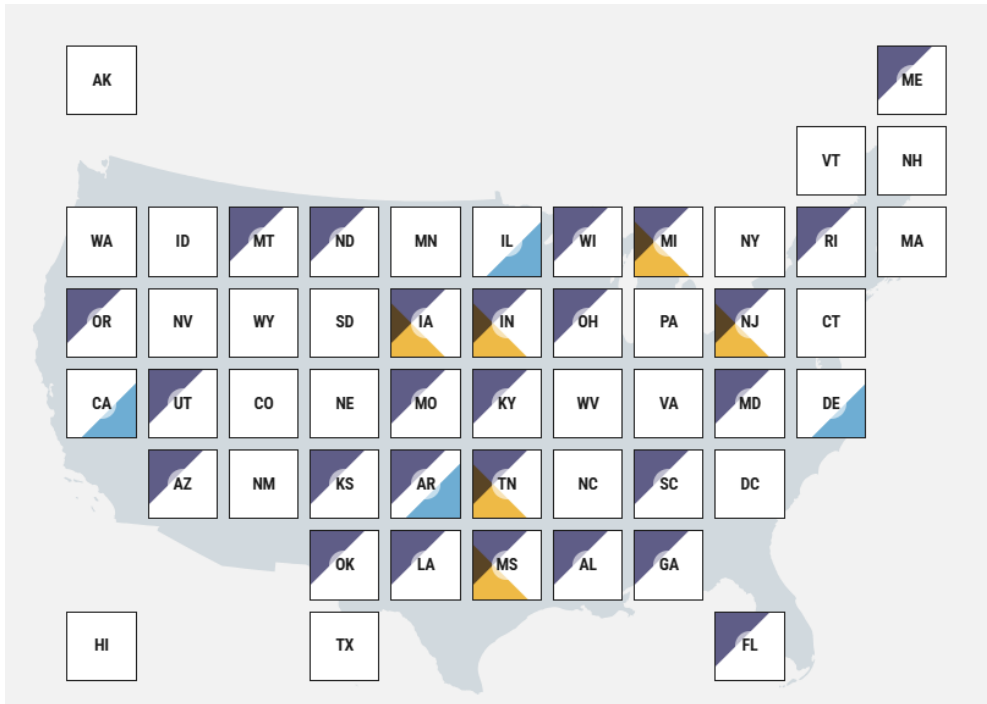
## State Preemption Laws



# Housing Affordability

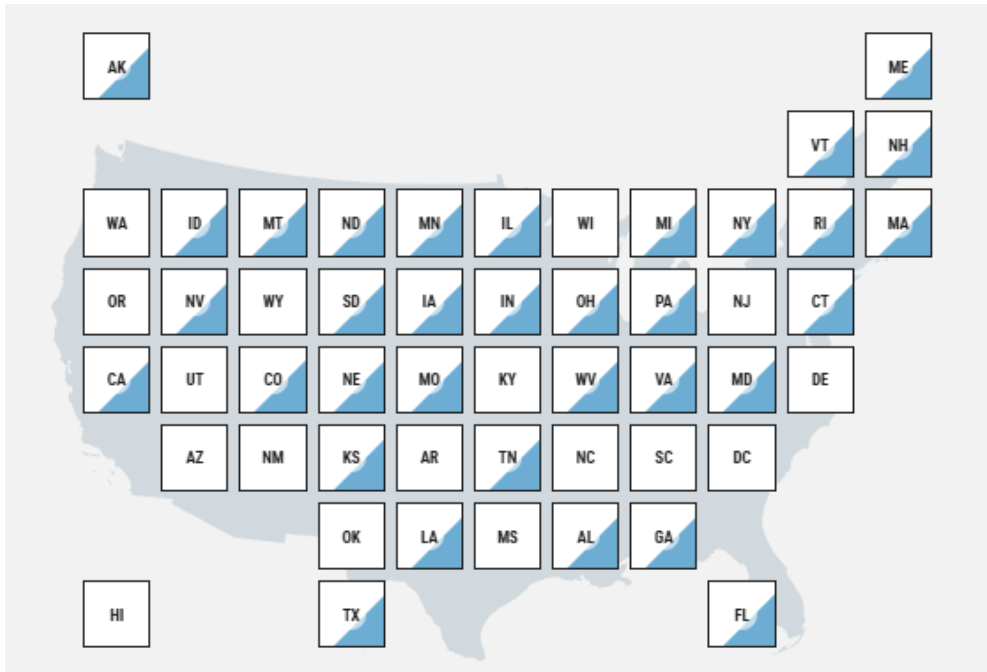


# Hiring and Employment





## Voting and Civic Engagement



22. Does the state law expressly preempt state-level election policies enacted by local governments? : Yes

34/ 50



1.4.2. Does the law relate to civic engagement? : Yes

0/ 50

## Where We Started and Where We Are



### Restricting Education on Race and Racism: Legislative Concerns and Bright Spots

December 20, 2024

by [Phyllis Jegen](#)

#### OVERVIEW

There is clear evidence of racism's broad impact on health. According to the Centers for Disease Control and Prevention, "A growing body of research from leading organizations demonstrates that racism itself—above and beyond other social determinants of health—negatively impacts health outcomes." Yet, at the same time that jurisdictions across the nation have taken steps to progress health equity and recognize that racism is a public health crisis, there has also been an alarming trend of states actively restricting education on these crucial topics.



## State and Local Equity Offices

### Overview of State and Local Equity Offices: 2024 Edition

April 24, 2024

by [Phyllis Jeden](#) and [Haley Campbell Garcia](#)

#### OVERVIEW

Many state and local governments have established offices of equity to prioritize equity in government policies and procedures. This resource provides a survey of states, cities and counties across the country that have established such offices and includes information on their structure, activities and authority.



## The Network's Equity Officer Peer Group



Join the Equity Officer Peer Group

### Equity Officer Peer Group

Across the country, people in state, Tribal, local, and territorial governments are working to promote and advance equity. The Network is committed to identifying legal and policy levers to further this work for better health outcomes as well as to create space for collaboration and learning. The Equity Officer Peer Group (EOPG) was created to support those doing equity work, even if equity is only a small focus of their work. EOPG aims to harness collective power and boost equity work through resource sharing, learning sessions, and by providing opportunities to connect.



Q & A

## Contact Us For Questions

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Please take this survey to evaluate conference sessions.



THANK YOU