

**EXECUTIVE ORDER 25-18**

**WHEREAS**, the principles that all people are created equal and entitled to equal protection under the law are enshrined in the Constitutions of the United States and the State of Missouri; and

**WHEREAS**, all individuals should have the freedom to pursue their aspirations and participate in society without discrimination based on immutable characteristics; and

**WHEREAS**, in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 600 U.S. 181, 206, 230 (2023) the Supreme Court stated that the “Constitution is color blind” and “[e]liminating racial discrimination means eliminating all of it[.]”; and

**WHEREAS**, the State of Missouri is dedicated to the compelling governmental interest of remedying unlawful discrimination in a manner consistent with state and federal law, in that business practices within the State of Missouri should not discriminate, through disparate treatment or disparate impact, against anyone in violation of any law, executive order, rule, regulation, or judicial decision; and

**WHEREAS**, the State of Missouri is committed to developing and maintaining a talented workforce reflecting the citizens of Missouri and the customers which government serves; and

**NOW, THEREFORE, I, MIKE KEHOE, GOVERNOR OF THE STATE OF MISSOURI**, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, hereby order the following:

**I. Color Blind and Equal Treatment:**

I hereby order all Executive agencies to comply with the principle of equal protection found in the United States and Missouri Constitutions and ensure that all rules, policies, employment practices and actions treat all persons equally.

**II. Diversity, Equity, and Inclusion (DEI) Prohibition:**

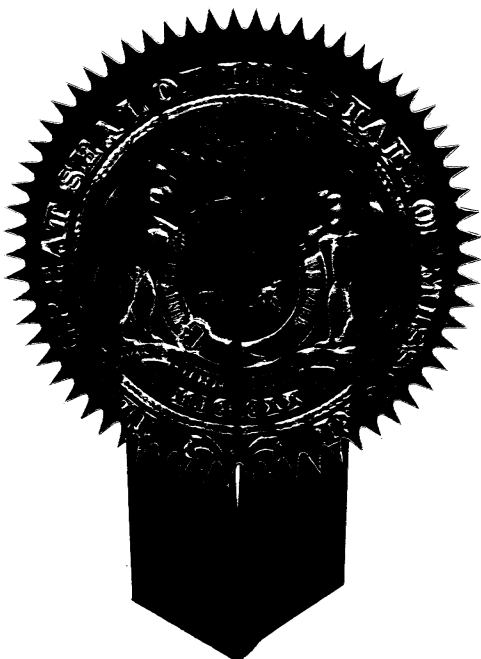
- a. I hereby order that no state funds shall be utilized by Executive agencies toward policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities that solely or primarily support diversity, equity, and inclusion initiatives, as defined in this Executive Order.
- b. Executive agencies are prohibited from considering diversity, equity, and inclusion in their hiring decisions.

**III. Definitions:**

- a. "Diversity, equity, and inclusion" includes:
  - i. Efforts to manipulate or influence the composition of an organization based solely on race, color, ethnicity, gender identity, or sexual orientation.
  - ii. Policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities intended to promote differential treatment of, or special benefits to, individuals based solely on the factors listed under subparagraph i. above, except as authorized by state or federal law.
- b. "Executive agency" is any administrative governmental entity created by the Missouri Constitution or statutes of this state under the executive branch, including any department, agency, board, bureau, council, commission, or committee, supported in whole or in part by state funds, any subdivision of an executive agency, and any legally designated agent of such entity.

**IV. Timelines:**

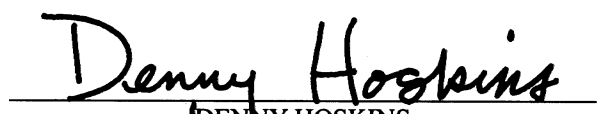
This Executive Order shall take effect immediately, and all Executive agencies shall review and take appropriate action on existing policies, procedures, practices, trainings, contracts, positions, organizational structures, programs, or activities within their agencies within 90 days to ensure compliance with this directive.



IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 18<sup>th</sup> day of February, 2025.

  
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MIKE KEHOE  
GOVERNOR

ATTEST:

  
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DENNY HOSKINS  
SECRETARY OF STATE