

**Department of Legislative Services**  
Maryland General Assembly  
2025 Session

**FISCAL AND POLICY NOTE**  
**First Reader**

Senate Joint Resolution 3 (Senator Benson)  
Education, Energy, and the Environment

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**Diversity, Equity, and Inclusion - The American Dream**

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This joint resolution declares that (1) the State affirms its commitment to diversity, equity, and inclusion (DEI) as an essential foundation for achieving the American Dream and fostering environments where all individuals have the freedom to be healthy, prosperous, and safe, and the opportunity to realize their full potential and (2) the State encourages local, State, and federal policymakers, educational institutions, workplaces, and other organizations to adopt and uphold DEI principles that promote inclusivity, protect freedom of expression, remove barriers, and provide equitable opportunities for all individuals to pursue their dreams. A copy of this resolution must be forwarded as specified.

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**Fiscal Summary**

**State Effect:** None. The joint resolution affirms the State's commitment to DEI as a foundation of the American Dream and encourages other individuals and groups to adopt and uphold DEI principles. There is no direct effect on State finances.

**Local Effect:** None.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** While State statute does not explicitly address DEI, numerous forms of *discrimination* are prohibited under State law. For example, under § 20-602 of the State Government Article, it is State policy to assure that all persons have equal opportunity in employment and in all labor management-union relations. As such, State law generally prohibits discrimination in employment on the basis of race, color, religion, ancestry or

national origin, sex, age, marital status, sexual orientation, gender identity, genetic information, military status, or disability (unrelated in nature and extent so as to reasonably preclude the performance of the employment).

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### **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** HJ 4 (Delegate Martinez, *et al.*) - Rules and Executive Nominations.

**Information Source(s):** Maryland Commission on Civil Rights; Governor's Office; Department of Legislative Services

**Fiscal Note History:** First Reader - March 6, 2025  
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