



CBCF EXECUTIVE ORDER TRACKER

Ending Radical and Wasteful Government DEI Programs and Preferencing

Executive Order #14151

Date Issued: January 20, 2025

Topic: Civil Rights

WHAT DOES THIS EXECUTIVE ORDER DO?

- This order declares that diversity, equity, and inclusion (DEI) efforts are “illegal and immoral discrimination.”
- The order mandates that all federal agencies, department, and commission heads eliminate all environmental justice and diversity, equity, inclusion, and accessibility (DEIA) positions and offices by March 20, 2025.
- The order also ends all equity objectives, initiatives, or programs in the federal government, “equity-related” grants and contracts, and all DEIA performance requirements for employees, contractors, or grantees.



HOW WILL THIS EXECUTIVE ORDER BE ENFORCED?

- This order rescinds an executive order issued by former President Biden that required federal agencies to submit “Equity Action Plans” outlining how they were going to achieve DEIA objectives.
- The order also instructs the Director of the Office of Personnel Management (OPM) to review all existing Federal employment practices, union contracts, and training policies or programs and amend them as necessary to comply with this order.
- The order will be enforced by the Attorney General, the Director of the Office of Management and Budget (OMB), and the Director of OPM. The order requires all federal agencies, department, and commission heads to send a list of DEI, DEIA, and environmental justice positions, committees, programs, services, activities, budgets, and expenditures that were in effect on Election Day to the OMB Director so they can determine if the efforts were “misleadingly relabeled in an attempt to preserve their pre-November 4, 2024 function.”



HOW DOES THIS IMPACT BLACK COMMUNITIES?

- In the short-term, several offices have been shuttered, including the Department of Health and Human Services' Offices of Equal Employment Opportunity and Diversity & Inclusion, and the Department of Defense's Office of Civil Rights and Equal Opportunity Policy. More than 150 employees in the Office of Environmental Justice and External Civil Rights at the Environmental Protection Agency were placed on administrative leave in early February in order to comply with the order.
- This order will have negative impacts on Black workers for years to come. In 2023, 18% of federal workers were Black. The order has not only eliminated jobs but has also ended the recruitment efforts that contributed to the diverse employment force in the federal government. Additionally, the U.S. Marine Corps and the Navy have stopped offering trainings on sexual assault prevention and reporting, citing "recent changes within the White House to remove DEI from all federal policies." There are over 300,000 Black women engaged in active-duty military service, and, nationally, only one out of fifteen Black women who are sexually assaulted report the incident to law enforcement. This policy reduces the likelihood that sexual assault victims in the military will receive justice.





HOW ARE CBC MEMBERS RESPONDING?

Over a dozen members of the Congressional Black Caucus (CBC) have spoken out against the executive orders that eliminate DEI from the federal government and condemn the efforts as a rollback of civil rights. Select statements from individual CBC Members are featured below.

- **Rep. Yvette D. Clarke**, Chair of the CBC: "To be clear, diversity, equity, and inclusion are American values. Diversity policies work to benefit all Americans who have traditionally been kept out of opportunities, including white women, veterans, and aging Americans, not just the Black and minority communities that Trump and Republicans want to scapegoat and villainize for political gain. We are not going back!" [Full Statement](#)
- **Rep. Ayanna Pressley**: "The Trump Administration's harmful executive orders rolling back diversity, equity and inclusion initiatives are an affront to all of us. Diversity is our strength and everyone who calls this country home deserves to thrive." [Full Statement](#)