



CBCF EXECUTIVE ORDER TRACKER

Reforming the Federal Hiring Process and Restoring Merit to Government Service

Executive Order #14170

Date Issued: January 20, 2025

Topic: Civil Rights

WHAT DOES THIS EXECUTIVE ORDER DO?

- This order directs the Assistant to the President for Domestic Policy, the Director of the Office of Management and Budget (OMB), the Director of the Office of Personnel Management (OPM), and the Administrator of the Department of Government Efficiency (DOGE) to create a Federal Hiring Plan tailored to “highly skilled Americans dedicated to the furtherance of American ideals, values, and interests” within the first six months of the Trump Administration.
- The order outlines several objectives that should be featured in the Federal Hiring Plan, including:
 - Elimination of diversity, equity and inclusion (DEI) considerations.
 - Loyalty to the United States and President Trump.
 - Reduction of the average time to hire for the federal government to under 80 days, and increased communication about application status, timelines, and feedback for prospective federal workers.
 - Integration of “modern technology,” including artificial intelligence in the recruitment and selection process.



HOW WILL THIS EXECUTIVE ORDER BE ENFORCED?

- This order establishes a Federal Hiring Plan to be implemented by all federal agencies, departments, and commissions.
- President Trump instructed the authors of the plan to overturn DEI recruitment efforts in the federal government and require federal workers in nonpartisan departments to “faithfully serve the Executive Branch.”
- The order is being enforced by the Director of OPM, who was tasked with developing “clear performance metrics to evaluate the success of these reforms,” and was directed to request data from the agencies regularly.





HOW DOES THIS IMPACT BLACK COMMUNITIES?

- President Trump cited a “commitment to illegal racial discrimination under the guise of ‘equity’” as a problem with the federal workforce and a barrier to the federal government’s efficiency. In reality, the federal government implemented DEI efforts to increase the caliber of the federal workforce and remain in competition with the private sector for top talent from people of all backgrounds.
- Black Americans first started working in the federal government during the [Civil War](#) and served alongside white federal employees. In 1913, Woodrow Wilson [segregated](#) the federal workforce, firing several Black employees in leadership positions and closing a pipeline of reliable employment and economic advancement for Black Americans. This unofficial policy persisted for decades. In 1948, President Harry Truman signed an executive order to [integrate](#) the United States Armed Forces, though the US military had active all-Black units until September 1954. The catalyst for diversity in the federal workforce came in the 1960s, with Secretary of Defense Robert McNamara encouraging military commanders to [combat discrimination](#) using their financial resources in 1963, and the Civil Rights Act of 1964 prohibiting race-based discrimination in any aspect of employment. This order marks the first time in 60 years where there are no intentional efforts to address racism in the federal government, which will have a significant impact on Black Americans.



HOW ARE CBC MEMBERS RESPONDING?

The Congressional Black Caucus (CBC) has demonstrated a commitment to fair employment practices and the need for economic opportunities to uplift the Black community.

- **Rep. Troy A. Carter, Sr.**, 1st Vice Chair of the CBC: “Union-busting, contract violations, and political purges don’t just harm federal workers—they harm every American who depends on government services. Gutting agencies means delayed Social Security payments, fewer resources for veterans, and weaker law enforcement. We cannot allow this blatant power grab to weaken the institutions that serve us all.” [Full Statement](#)