



## **CBCF EXECUTIVE ORDER TRACKER**

# **Restoring America's Fighting Force**

## **Executive Order #14185**

**Date Issued:** January 27, 2025

**Topic:** Civil Rights

### **WHAT DOES THIS EXECUTIVE ORDER DO?**

- This order eliminates all diversity, equity, and inclusion (DEI) offices and programs within the Department of Defense (DoD) and the U.S. Coast Guard, prohibiting the use of race- and sex-based preferences in hiring, promotions, training, and decision-making.
- The order directs the Secretaries of Defense and Homeland Security to dismantle DEI-related initiatives, conduct a comprehensive review of past DEI actions, and ensure military institutions, including service academies, do not teach or promote DEI-related concepts, "divisive theories," or "gender ideology." The order frames these changes as necessary to uphold meritocracy, unit cohesion, and military effectiveness while asserting that DEI initiatives have eroded these principles by fostering discrimination based on race and sex.
- The order explicitly bans military educational institutions from teaching that America's founding documents are racist or sexist, requires a review of leadership and curriculum at defense-related schools, and establishes deadlines for implementing and reporting compliance. It mandates immediate action to remove DEI offices, a 90-day review of DEI-related actions within the military, and a 180-day progress report on full implementation.



## HOW WILL THIS EXECUTIVE ORDER BE ENFORCED?

- The enforcement of this order is structured through a series of mandates and deadlines for the DoD and the Department of Homeland Security (DHS). The Trump administration outlines immediate and long-term measures to eliminate DEI initiatives within the military.
- Immediate actions include dismantling DEI offices across the DoD and Coast Guard and prohibiting DEI-related teachings in military education. Within 30 days, the Secretaries of Defense and Homeland Security must issue detailed guidelines for implementation. Within 90 days, a full review of past DEI actions and policies must be completed, with a report on race- or sex-based hiring and training practices. By 180 days, a progress report on implementation is required.
- Ongoing measures include banning DEI-related hires, reviewing military curricula and leadership for compliance, and reinforcing an educational focus on America's founding principles. Monitoring will be conducted through periodic reporting, with potential for further executive or legislative action.





## HOW DOES THIS IMPACT BLACK COMMUNITIES?

- The impact of this order on Black communities, particularly Black service members and those aspiring to military careers, will likely be profound, touching on issues of representation, career advancement, and institutional culture within the Armed Forces. DEI programs have historically been used to address underrepresentation, unconscious bias, and systemic barriers that affect recruitment, promotions, and leadership opportunities for Black service members. The elimination of these initiatives may hinder efforts to ensure equitable access to military careers and leadership roles. Many DEI initiatives in the military were designed to improve pathways for historically underrepresented groups, including Black service members, into leadership positions. Without these programs, disparities in promotions may persist or worsen, potentially affecting long-term career progression.
- The removal of DEI programs could alter recruitment strategies that have historically encouraged more diverse applicant pools. This could result in a lower representation of Black Americans in specialized military roles and leadership pipelines. Military educational institutions, including service academies, will be prohibited from teaching about systemic racism, gender bias, or the idea that America's founding documents were shaped by racial injustice. This could affect how race-related historical and leadership topics are addressed in military education. Without DEI offices to handle discrimination complaints, concerns about racial bias, workplace discrimination, and career advancement barriers may lack institutional support, potentially discouraging Black service members from reporting or addressing these issues.
- The military has long provided a path to economic stability and upward mobility for Black Americans, offering benefits such as tuition assistance, home loans, and retirement security. If the removal of DEI programs leads to reduced representation or increased barriers in the military, it may indirectly impact economic opportunities for Black communities.
- Historically, the military has been at the forefront of major civil rights advancements, [such as the desegregation of the armed forces in 1948](#). This executive order marks a sharp departure from that tradition, raising concerns about the military's role in promoting broader social equity moving forward. While the executive order frames its actions as a way to reinforce meritocracy, critics argue that systemic barriers still exist that DEI programs were designed to address. The extent to which the removal of DEI initiatives impacts the career prospects of Black service members will depend on whether new, alternative strategies emerge to ensure equitable access to opportunities.



## HOW ARE CBC MEMBERS RESPONDING?

- Congressional Black Caucus (CBC) Members are committed to diversity in all sectors, including the Armed Forces. On February 25, 2025, **Rep. Marilyn Strickland**, Secretary of the CBC, reintroduced the **EQUITY** (Equal and Uniform Treatment in the Military) Act, and released the following statement: “A diverse military is a strong military, and addressing our recruitment and retention challenges is vital to shoring up our national security and ensuring readiness. Any person who is qualified to serve our country should be able to do so without facing discrimination.” [Full Statement](#)
- Several CBC Members co-sponsored this legislation, including **Rep. Terri A. Sewell**, Chair of the CBCF Board of Directors, and **Rep. Steven Horsford**, immediate past CBC Chair.