

UNDERSTANDING PRESIDENT TRUMP'S DEIA EXECUTIVE ORDERS



Eliminates DEIA in Federal Agencies

All federal agencies are directed to:

- **Terminate** all Diversity, Equity, Inclusion, and Accessibility (DEIA) and environmental justice offices and positions.
- **End** all equity action plans, equity actions, initiatives, or programs, and equity-related grants or contracts



These actions overturn President Biden's Justice40 Initiative, which aimed to direct 40% of certain federal investments (e.g., Inflation Reduction Act and Bipartisan Infrastructure Law grants) to disadvantaged communities that are marginalized, underserved, and overburdened by pollution.

Changes to Federal Contracting

- **Revokes** key pre-existing Executive Orders like President Lyndon Johnson's 1965 order requiring non-discriminatory hiring practices for federal contractors.
- **Prohibits** federal contractors and subcontractors from considering race, color, sex, sexual orientation, religion, or national origin in hiring, procurement, or contracting.
- **Bans** workforce diversity balancing based on these factors.
- **Requires** all federal contractors to certify compliance with all applicable anti-discrimination laws and prohibits DEIA programs.



Discourages DEIA in the Private Sector



- Federal agencies **must encourage** the private sector to **eliminate** DEIA.
- The Attorney General must **identify sectors and companies** within each federal agency's jurisdiction for potential federal lawsuits over DEIA practices within 120 days.
- Federal agencies will identify for civil compliance investigations up to **nine major institutions** (publicly traded firms, large nonprofits, foundations with assets over \$500 million, state and local bar and medical associations, or higher education institutions with \$1 billion in endowments) for employing DEIA programs and practices.



Targets DEIA in Federally Funded Education

- The Secretary of Education and Attorney General **must issue guidance** to all state and local educational agencies and higher education institutions **that receive federal funds** regarding required compliance with the Supreme Court's 2023 affirmative action decision (*Students for Fair Admissions, Inc. v. Harvard*).



These provisions were included in Executive Order "Ending Radical And Wasteful Government DEI Programs And Preferencing" (Jan. 20, 2025), the Office of Management and Budget (OMB) Memo to all agency heads (Jan. 21, 2025), and Executive Order "Ending Illegal Discrimination and Restoring Merit-Based Opportunity" (Jan. 21, 2025).