

Reports of The Death of DEI have been Greatly Exaggerated

William A. Jacobson
February 19, 2025

01

Executive
Orders Related
to DEI - Race

EO 14148: Initial Rescissions of Harmful Executive Orders and Actions

Day One Executive Order
January 20, 2025

“The injection of “diversity, equity, and inclusion” (DEI) into our institutions has corrupted them by replacing hard work, merit, and equality with a divisive and dangerous preferential hierarchy”

What It Does

- Rescinded Biden’s 2021 and 2023 “Racial Equity” executive orders
- Banned DEI within Federal Agencies

EO 14151: Ending Radical and Wasteful Government DEI Programs and Preferencing

Day One Executive Order
January 20, 2025

“The Biden Administration forced illegal and immoral discrimination programs, going by the name “diversity, equity, and inclusion” (DEI), into virtually all aspects of the Federal Government, in areas ranging from airline safety to the military.”

What It Does

- Directs OMB to terminate all DEI “mandates, policies, programs, preferences, and activities in the Federal Government, under whatever name they appear.
- Requires agencies to report a list of all DEI employment positions within 60 days

EO 14170: Reforming The Federal Hiring Process and Restoring Merit to Government Service

Day One Executive Order
January 20, 2025

“Federal hiring should not be based on impermissible factors, such as one’s commitment to illegal racial discrimination under the guise of “equity,” or one’s commitment to the invented concept of “gender identity” over sex.”

What It Does

- Directs OMB to come up with hiring plan
- “prevent the hiring of individuals based on their race, sex, or religion”

EO 14173: Ending Illegal Discrimination and Restoring Merit-Based Opportunity

Day Two Executive Order
January 21, 2025

“The Federal Government is charged with enforcing our civil-rights laws. The purpose of this order is to ensure that it does so by ending illegal preferences and discrimination.”

What It Does

- Enforce existing anti-discrimination laws
- Terminates numerous federal affirmative action programs
- Bars DEI discrimination in federal contracting and grant making

EO 14173: Ending Illegal Discrimination and Restoring Merit-Based Opportunity (continued)

Day Two Executive Order
January 21, 2025

“Sec. 4. Encouraging the Private Sector to End Illegal DEI Discrimination and Preferences.”

What It Does

- Attorney General to prepare report, each agency identify 9 targets for investigation
- “publicly traded corporations, large non-profit corporations or associations, foundations with assets of 500 million dollars or more, State and local bar and medical associations, and institutions of higher education with endowments over 1 billion dollars”

EO 14185: Restoring America's Fighting Force

January 27, 2025

“committed to meritocracy and to the elimination of race-based and sex-based discrimination within the Armed Forces of the United States.”

What It Does

- Ends DEI in Military
- “Sec. 4. Abolishing the DEI Bureaucracy”
- Ends teaching of “divisive concepts” or hiring contractors who do so

EO 14190: Ending Radical Indoctrination in K-12 Schooling

January 29, 2025

“parents have witnessed schools indoctrinate their children in radical, anti-American ideologies while deliberately blocking parental oversight”

What It Does

- “Sec. 3. Ending Indoctrination Strategy.”
- Develop plan for “eliminating Federal funding or support for illegal and discriminatory treatment and indoctrination in K-12 schools, including based on gender ideology and discriminatory equity ideology”

02

Guidance

OPM Memo: Further Guidance Regarding Ending DEIA Offices, Programs and Initiatives

February 5, 2025

What It Does

- Removes diversity requirements for hiring panels and candidate pools
- Prohibits segregation of attendees during any agency event
- Ends “Special Emphasis Programs”

“To promote a federal workplace committed to equal dignity and respect, and to avoid expending precious taxpayer resources on wasteful and discriminatory programs, agencies should terminate all illegal DEIA initiatives.”

AG Memo: Ending Illegal DEI and DEIA Discrimination and Preferences

February 5, 2025

What It Does

- “investigate, eliminate, and penalize illegal DEI and DEIA preferences, mandates, policies, programs, and activities in the private sector and in educational institutions that receive federal funds”
- Directs the Civil Rights Division and Office of Legal Policy to submit recommendations by March 1

OCR Guidance

February 14, 2025

Nondiscrimination Obligation

- Schools that receive federal funding must follow Title VI
- Avoid policies that segregate or treat students differently based on race

Commitment to Equal Treatment

- Clarifies scope of Students for Fair Admissions v. Harvard
- “Although SFFA addressed admissions decisions, the Supreme Court’s holding applies more broadly”
- “race-based decision-making, no matter the form, remains impermissible”

03

Funding Cuts

Cutting Off Funding

- \$600 million in DOE divisive teacher training programs
- \$350 million in DOE Grants that fund programs such as “equity” Audits
- \$45 million in DEI scholarships for Burma
- \$2.3 million virtual reality project to teach soldiers how to have ‘difficult conversations’ about DEI
- \$9.7 million for UC Berkeley to develop “a cohort of Cambodian youth with enterprise driven skills”
- \$254K for Department of Agriculture Diversity Dialogue Workshops
- \$230K for Brazilian Forest and Gender Consultant

04

Legal Fights

National Association of Diversity Officers in Higher v. Trump

- Filed on February 3, 2025 in the U.S. District Court for the District of Maryland
- Preliminary injunction hearing set for February 19, 2025.
- Argues EO 14151 and 14173 violate the First and Fifth Amendments

12 State Attorneys General Letter

January 31, 2025

What it Says

- President Trump is misleading people on DEI Initiatives
- “the administration is targeting lawful policies and programs”
- Asserts their commitment to enforcing State and Federal Civil Rights Laws

States Involved

California, Connecticut, Delaware, Illinois, Hawaii, Massachusetts, Maryland, Minnesota, New Jersey, New York, Vermont, and Washington.

16 Democrat State Attorneys General DEI Guidance

February 13, 2025

What the Guidance Says

- “diversity, equity, inclusion, and accessibility best practices are not illegal, and the federal government does not have the legal authority to issue an executive order that prohibits otherwise lawful activities”
- “this Guidance aims to clarify the state of the law for businesses, nonprofits, and other organizations operating in our states”

States Involved

Massachusetts, Illinois, Arizona, California, Connecticut, Delaware, Hawaii, Maine, Maryland, Minnesota, Nevada, New Jersey, New York, Oregon, Rhode Island, and Vermont

05

Pushback

Legal Battles

Legal Funds

Fund Legal Defenses for
Discriminatory Nonprofits

Legal Arguments

Claim Race-Explicit
programs are protected
by the first-amendment

Legal Advocacy

Delegitimize the SCOTUS
and continue with
discriminatory programs.

Advising How To Get Around The Law

Language

Don't Change the Program, Change the Language

Hide the Purpose

Don't talk about the true intentions of these programs internally

Delete the Data

Ensure Data is not tracking results that suggest discrimination

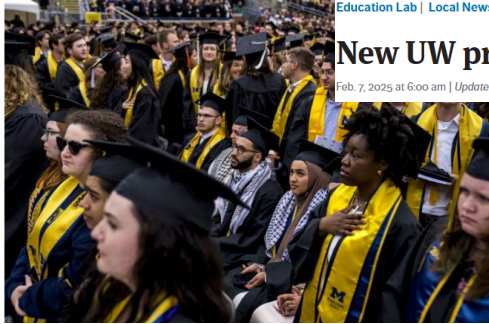
On the Ground Organizing

Campuses

Professional
Organizations

Activist Groups /
Teachers Unions

Exclusive: At the University of Michigan, DEI Now Hides in Office of 'Community Culture'



Education Lab | Local News | Northwest | Puget Sound

New UW president prepared to navigate Trump DEI crackdown

Feb. 7, 2025 at 6:00 am | Updated Feb. 7, 2025 at 6:00 am

American University instructor claims Trump's anti-DEI actions benefit 'straight white Christian men'

'[The administration] is presenting straight white Christian men as the norm and making the recognition of any other identity controversial and taboo,' she wrote.

University of Colorado renames DEI office to 'Office of Collaboration'

Alexander Edwards alex.edwards@gazette.com Jan 24, 2025 (updated Jan 24, 2025)



Denver Gazette



University DEI website changes language following executive orders

The University still continues a number of its DEI initiatives

By Liam Kelly and Sophie Hanawalt

Feb 12, 2025 1:36 am · Updated Feb 12, 2025 1:36 am

"The Goal Was to Safeguard Our Work:" WCU Office of Diversity, Equity and Inclusion is Renamed Amidst National DEI Challenges



By Olivia Schlinkman

FEB 10, 2025

BEFORE DEI BAN:

Contact the DEI team

Home » Diversity » Contact the DEI team

SHARE AN IDEA If you have a concern about diversity, equity or inclusion that impacts the U-M School of Nursing community, or just want to share your idea or have some support, you can contact Hala Darwish, the Assistant Dean for Community Culture directly at darwish@umich.edu or submit items to our DEI suggestion box. If you would rather remain anonymous, but have something to say, you can call 1-844-SON-TALK and leave a message.

MEET OUR TEAM



HALA DARWISH, RN, APN, PH.D., FAAN



PATRICIA COLEMAN-BURNS, PH.D.

AFTER DEI BAN:

Contact Us

Home » About » Community Culture » Contact Us

CONNECT WITH US To ask a question or share a concern, please contact Hala Darwish, the Assistant Dean for Community Culture, directly at darwish@umich.edu.

If you would rather remain anonymous, but have something to say, you can call 1-844-SON-TALK and leave a message.

MEET OUR TEAM



Northeastern University scrubs DEI references online following Trump executive order

The school took down the DEI office page, and removed references to the ideology from several other pages

NEWS

'No Exceptions': Pentagon Schools Defy Hegseth by Renaming DEI Efforts

Elizabeth Troutman Mitchell | February 11, 2025 | Share

