



## **CBCF EXECUTIVE ORDER TRACKER**

# **Removing Discrimination and Discriminatory Equity Ideology from the Foreign Service**

### **Presidential Action**

**Date Issued:** March 19, 2025

**Topic:** Civil Rights, Economic Opportunity, Global Affairs

### **WHAT DOES THIS PRESIDENTIAL ACTION DO?**

- This action mandates the removal of the Diversity, Equity, Inclusion, and Accessibility (DEIA) Core Precept from the Foreign Service's tenure and promotion criteria.
- The action also calls for identifying and taking appropriate action against any Foreign Service Officers who "promote, advocate for, or otherwise inculcate support for discriminatory equity ideology."
- The action references Section 2 of Executive Order 14190, issued January 29, 2025 (Ending Radical Indoctrination in K-12 Schooling), to define "discriminatory equity ideology" as "an ideology that treats individuals as members of preferred or disfavored groups, rather than as individuals, and minimizes agency, merit, and capability in favor of immoral generalizations."
- The action prohibits recruiting, hiring, promoting and recruitment decisions based on race, color, religion, sex, or national origin.



## HOW WILL THIS PRESIDENTIAL ACTION BE ENFORCED?

- The action directs the Secretary of State to revise the 2022–2025 Decision Criteria for Tenure and Promotion in the Foreign Service and remove any reference to the Core Precept of DEIA.
- The action is addressed to the Secretaries of State, Agriculture, and Commerce, the Administrator of the United States Agency for International Development, and the Chief Executive Officer of the United States Agency for Global Media. Secretaries are to direct employees of all respective departments to no longer acknowledge or enact the Core Precept of DEIA.
- The action directs the Secretaries to identify and take action against any Foreign Service Members who are found to have engaged in any activities that can be considered “illegal discrimination based upon race or other protected characteristics.”
- The action directs the Secretaries to determine whether any findings of discrimination committed by Presidential appointees should be referred to the President.





## HOW DOES THIS IMPACT BLACK COMMUNITIES?

- This action is consistent with a broader agenda aimed at dismantling DEIA initiatives within the federal government.
- The action is a departure from the Biden administration's implementation of a [5-year DEIA Strategic Plan](#) within the State Department, including targeted recruitment efforts aimed at increasing diversity and representation of "underrepresented groups." Removing DEIA considerations could limit employment opportunities and career advancement for Black diplomats and foreign service workers more broadly.
- Relatedly, a focus on "merit-based" assessments without the structural commitments to equity will allow implicit biases in hiring and promotion to persist.
- [The State Departments DEIA 2021-2024 Accomplishments Report](#) highlights the data collection efforts and climate surveys conducted to better understand the overall health of the workforce. The removal of such efforts and shifts away from evidence-based solutions to structural issues will also likely result in fewer institutional protections for Black employees against implicit and explicit biases in the workforce.
- The targeting of those perceived as engaging in "illegal discrimination" is also likely to disproportionately affect Black employees.
- Internationally, a shift away from commitments to DEIA and diversifying the foreign service workforce could potentially affect foreign relations, especially regarding how the U.S. engages with African and Caribbean nations.



## HOW ARE CBC MEMBERS RESPONDING?

Members of the Congressional Black Caucus (CBC) have consistently denounced the current administration's targeted attacks on DEIA, emphasizing the importance of these efforts for creating economic opportunities for Black Americans and, ultimately, all Americans. Select statements from CBC members are featured below.

- **Rep. Terri Sewell**, Chair of the CBCF Board of Trustees: "We should all see the Trump Administration's attacks on DEI for what they really are—an attempt to whitewash our history and devalue the contributions of African Americans. Throughout the next four years, we as Americans will need to remain especially vigilant against attacks on Black history, and as elected officials, we should be prepared to call them out." [Full Statement](#)
- **Rep. Hakeem Jeffries**, House Democratic Leader: "House Democrats believe in merit for everyone, based on what you know, not who you know. That's what diversity, equity and inclusion helps to promote. They are American values based on the words of our Constitution and our national creed—out of many, one." [Full Statement](#)