

# What the Executive Order Weaponizing DEI Mean for Your Campus

Title of Executive Order	<a href="#">Ending Radical And Wasteful Government DEI Programs And Preferencing</a> (issued January 20, 2025)
What is the policy?	<ul style="list-style-type: none"> <li>• Office of Management and Budget (OMB), Office of Personnel Management (OPM), and Attorney General end “DEI and ‘diversity, equity, inclusion, and accessibility’ (DEIA) mandates, policies, programs, preferences, and activities in the Federal Government”</li> <li>• Modify “Federal employment practices, union contracts, and training policies or programs to comply”</li> <li>• Eliminate DEI or DEIA from federal employment practices, contractor agreements, and performance reviews</li> <li>• Eliminate DEI, DEIA, and “environmental justice” offices and positions</li> <li>• OMB creates a list of all DEI, DEIA, and environmental justice “positions, committees, programs, services, activities, budgets, and expenditures,” including contractors providing DEI services, and grantees who received funding</li> <li>• OMB reports the “prevalence” of “DEI, DEIA, and ‘environmental justice’ in agency or department programs, activities, policies, regulations, guidance, employment practices, enforcement activities, contracts (including set-asides), grants, consent orders, and litigating positions”</li> </ul>
How does it affect campus and other communities?	<ul style="list-style-type: none"> <li>• Executive order directly affects federal offices, employees, and contractors</li> <li>• However, OMB is tasked with documenting all grantees and contractors who engage in DEI work—this likely includes academic faculty, programs, and institutions.</li> <li>• Sows confusions. Chaos is the purpose.</li> <li>• Directs faculty and administrative time away from core mission to address intrusive federal mandates</li> </ul>
Who else is under attack?	<ul style="list-style-type: none"> <li>• Students denied support programs as universities over comply to protect federal grants or contracts</li> <li>• Researchers forced to avoid certain topics to secure funding</li> <li>• Differently-abled students and campus employees, as institutions forced to abandon accessibility efforts</li> <li>• Defenders of free speech, First Amendment, and academic freedom</li> </ul>
Who benefits?	<ul style="list-style-type: none"> <li>• Those who traffic in distorted understandings of DEI</li> <li>• Those who promote ideological—rather than scholarly—understandings of American history, race, and gender</li> </ul>
What can you do / How do we fight back?	<ul style="list-style-type: none"> <li>• Personalize the stories of students, faculty, researchers, and campus workers for whom DEI work helped make higher education accessible and are now villainized by this EO</li> <li>• Work with organizations protecting the rights of underrepresented groups</li> <li>• <a href="#">Avoid anticipatory obedience</a> in teaching and research</li> <li>• The AAUP and others have <a href="#">filed a lawsuit to block unlawful and unconstitutional DEI executive orders</a></li> <li>• <a href="#">Join the AAUP</a> if you are a faculty member</li> <li>• If you or someone you know is adversely impacted by the EOs, share your story with lawyers at <a href="#">Democracy 2025</a>, <a href="#">LDF</a>, or <a href="#">Lawyers’ Committee for Civil Rights Under Law</a></li> <li>• Write an op-ed in your local paper, weekly journal, blog post, etc. to share how students, staff, and administrators are being targeted by this EO and share with <a href="mailto:CDAF@aaup.org">CDAF@aaup.org</a></li> </ul>
Additional resources	<ul style="list-style-type: none"> <li>• <a href="#">Diversity, Equity, and Inclusion Criteria for Faculty Evaluation</a>, AAUP</li> <li>• <a href="#">African American Policy Forum's Executive Disorder Project</a></li> <li>• <a href="#">Education Council's</a> analysis</li> </ul>