

# What the Executive Order on DEI in K-12 Means for Your Campus

Title of EO	<a href="#">Ending Radical Indoctrination in K-12 Schooling</a> (January 29, 2025)
What is the policy?	<ul style="list-style-type: none"> <li>● Threatens to cut funding for any K-12 school that trains educators or teaches so-called “radical anti-American ideologies” or “discriminatory equity ideology.”</li> <li>● Reinstates the 1776 Commission to promote “patriotic education.” This advisory commission, <a href="#">originally populated with political partisans</a>, was formed to counter the teaching of systemic racism popularized in the 1619 Project that Trump considered a “<a href="#">twisted web of lies</a>” amounting to a “<a href="#">form of child abuse</a>.”</li> <li>● Imports all definitions from the “<a href="#">Gender Ideology</a>” EO, purporting to establish the existence of only two sexes and abolishing the concept of gender identity.</li> <li>● Punishes schools that promote “gender ideology” (that is, any acknowledgment that there may be more than two genders or that challenges the notion that one’s gender is wholly pre-determined at birth by a person’s sex or genitalia).</li> <li>● Threatens legal action against teachers and school officials for “unlawfully facilitating the social transition of a minor student,” defined to include the use of a minor’s preferred name or pronouns or providing counseling.</li> <li>● Grossly misstates or distorts the provisions of multiple federal laws protecting student privacy and parental rights.</li> <li>● Promotes government indoctrination in the guise of fighting education indoctrination.</li> </ul>
How does it affect campus communities?	<p>Although limited to K-12 institutions, its underlying logic can easily be transferred to higher education institutions by:</p> <ul style="list-style-type: none"> <li>● characterizing the teaching of “systemic racism” as “anti-American” or as violating civil rights laws;</li> <li>● reviving McCarthyite logic of rooting out “anti-American, subversive, harmful, and false ideologies;”</li> <li>● threatening even general education curricula that may be deemed to contain “anti-American” or “discriminatory equity” ideologies (for example, by accurately describing American history or its foundational texts);</li> <li>● chilling speech and promoting anticipatory obedience beyond K-12 targets to colleges and universities; and</li> <li>● directing teacher and administrative time away from core mission to address intrusive federal mandates.</li> <li>● The EO might affect colleges that enroll high school students.</li> </ul>
Who else is under attack?	<ul style="list-style-type: none"> <li>● Any government employee, faculty, or staff member at a public college or university or federally funded institution who may be construed to train others or teach students “anti-American” or “discriminatory equity” ideologies.</li> <li>● Faculty and staff associated with critical race theory, ethnic studies, women and gender studies, and LGBTQ+ studies.</li> <li>● Faculty teaching general education courses deemed either insufficiently “patriotic” or too “radical” or “subversive”.</li> <li>● Defenders of free speech, the First Amendment, and academic freedom.</li> <li>● American democracy that requires an informed and educated citizenry</li> </ul>
Who benefits?	<ul style="list-style-type: none"> <li>● Authoritarian leaders who seek to rewrite how our history is taught to control the future.</li> <li>● Politicians who pursue a white Christian nationalist agenda.</li> <li>● Those who deny scientific research that rejects gender binarism—that is, that there are only two genders (male and female) and that one’s gender is predetermined at birth by one’s sex.</li> </ul>
What can you do / How do we fight back?	<ul style="list-style-type: none"> <li>● Emphasize the Orwellian nature of an executive order that imposes government indoctrination to fight alleged educational indoctrination.</li> <li>● Highlight the chilling effect of these vague and intimidating orders on the free speech of</li> </ul>

	<p>students, parents, teachers, and staff.</p> <ul style="list-style-type: none"> <li>● Explain how the EO functions as government propaganda to dehumanize and vilify teachers, which in turn leads to harassment and threats against teachers, which in turn drives teachers out of an already challenging and underappreciated profession.</li> <li>● Join your campus union. If there is no union on your campus, <a href="#">join the AAUP</a> as an active or associate 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, or blog post to share how K-12 and higher education educators, 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="#">Against Anticipatory Obedience</a>, AAUP</li> <li>● <a href="#">African American Policy Forum's Executive Disorder Project</a></li> </ul>

