



Trump Administration Attacks Vulnerable Communities and Undermines Fair Housing, Fair Lending, and Responsible AI

February 2025



Background



- The new administration has issued anti-diversity, equity, inclusion, and accessibility **Executive Orders (EOs)** and taken other actions designed to stop lawful efforts to advance equitable opportunities.
- These actions appear to **track** Project 2025, which was authored by the Heritage Foundation (an extremist think tank) to **gut progress** toward equity.
- The end goal appears to be to turn the machinery of government and the basic definition of civil rights **upside down to protect the powerful** and **undermine** those merely seeking fair access to **opportunity to achieve the American Dream**.
- But **fair housing, fair lending, and anti-discrimination obligations** are enshrined in the **Constitution** and **civil rights laws**. The EOs **cannot** change that.
- For awareness, following is a summary of (i) the **actions** thus far, (ii) **early reactions** and opposition to these actions, and (iii) **potential future actions** (using Project 2025 as a guide).
- The White House's executive actions are likely illegal, and organizations that follow these EOs may risk violating civil rights and other laws.

National Fair Housing Alliance Policy Priorities

The National Fair Housing Alliance will forge ahead with our [priorities](#) to safeguard civil rights and advance fair housing, equitable opportunities, and thriving communities.



Protect Established Rights and Freedoms



Promote Fair & Affordable Housing for All



Support Robust Civil Rights Protections for All



Preserve Checks and Balances



Established Rights and Freedoms

- Diversity, Equity, Inclusion, and Accessibility
- LGBTQ+ Rights
- Immigrant Rights

Eliminating diversity, equity, inclusion, and accessibility initiatives



Eliminating diversity, equity, and inclusion programs will not help grow our economy or expand opportunities for everyday people to access the American Dream.... This type of political posturing has serious economic impacts for our nation; reducing access to opportunities for communities that have traditionally had less access and preserving them for a very small class of wealthier individuals, exploding wealth gaps, driving up the cost for homeownership, and impacting our national security....

[-NFHA Press Release](#)

Executive Actions: Direct the federal government to...

- Terminate “**all discriminatory programs**, including illegal DEI and ‘diversity, equity, inclusion, and accessibility’ (DEIA) mandates, policies, programs, preferences, and activities in the Federal Government, under whatever name they appear.”
- Within 60 days of the order [around 3/20/2025], terminate, to the maximum extent allowed by law:
 - “all DEI, DEIA, and ‘environmental justice’ offices and **positions**...;
 - “all ‘equity action plans,’ ‘equity’ actions, initiatives, or **programs**, ‘equity-related’ **grants or contracts**; and
 - “all DEI or DEIA **performance requirements** for employees, contractors, or grantees.”
- Consistent with the **False Claims Act** (which provides for treble damages), require each federal contractor or grantee “to certify that it does not operate any programs promoting DEI that violate any applicable Federal anti-discrimination laws.”
- Within 120 days of the order [around 5/20/2025], submit to the President a list from **each federal agency** of up to nine DEI-related **potential civil compliance investigation targets** of large corporations, non-profits, foundations, bar and medical associations, colleges and universities.

Early reactions



Bring 'em on.

-JPMorgan Chase CEO Jamie Dimon, in reaction to threats of DEI lawsuits



**U.S. Equal Employment
Opportunity Commission**

...[D]iversity, equity, inclusion and accessibility practices seek to include all workers according to their talents and abilities. Significantly, these practices exclude none – they simply give all workers a fair shot to succeed. Barring adoption of these practices can only result in legal risk to employers and lost opportunities for vulnerable communities.

-Statement of EEOC Commissioners Charlotte A. Burrows, Jocelyn Samuels, and Kalpana Kotagal on Day-One Executive Orders



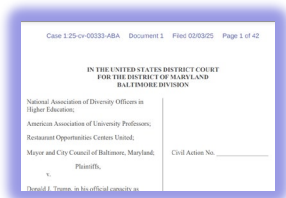
We owe our success to the more than 300,000 employees who serve our members every day. It is important that they all feel included and appreciated and that they transmit these values to our customers.

-Costco Board Chairman Tony James; more than 98% of shareholders voted against an anti-DEI proposal



More recently, the foundation has been even more explicit that health shouldn't be a privilege for some, but a right for all... Diversity, equity, inclusion – all of those characteristics – of a healthcare workforce are essential to helping us get to our overall goals.

-[Lauren Smith, VP of Strategic Portfolios](#)

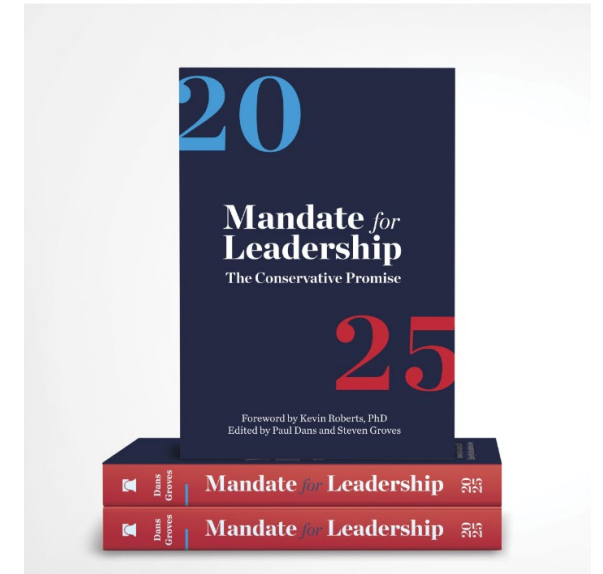


[National Assoc. of Diversity Officers in Higher Education, et al. v. Trump, et al.](#)

Potential future executive actions: civil rights, diversity, equity, inclusion, accessibility

Project 2025 would...

- Disparate Impact. Abolish the government's use of the disparate impact theory of discrimination; only overt intentional discrimination would be pursued. [72] "Disparities do not (and should not legally) imply discrimination per se." [583]
- DOJ. Refocus the DOJ Civil Rights Division to use "the full force of federal prosecutorial resources to investigate and prosecute all state and local governments, institutions of higher education, corporations, and any other private employers who are engaged in discrimination in violation of constitutional and legal requirements." [561-562]



Rolling back established rights and freedoms for LGBTQ+ individuals



The Administration's early actions deny not only established rights and freedoms for LGBTQ+ individuals, but their very existence – using one of our most vulnerable communities to score political points as a tactic to whip up anger and distract people from actual problems.

Executive Actions:

- “It is the policy of the United States to recognize **two sexes**, male and female. These sexes are not changeable and are grounded in fundamental and incontrovertible reality.”
- “Each agency and all Federal employees shall enforce **laws** governing sex-based rights, protections, opportunities, and accommodations to protect men and women as biologically distinct sexes.”
- HUD must prepare and submit for notice and comment rulemaking a policy to rescind the final rule entitled “Equal Access in Accordance with an Individual’s Gender Identity in Community Planning and Development Programs” of September 21, 2016, 81 FR 64763.
- “**Agency forms** [including passports] that require an individual’s sex shall list male or female, and shall not request gender identity.”
- DOJ must “immediately issue guidance to agencies to **correct the misapplication of the Supreme Court’s decision in *Bostock v. Clayton County* (2020)** to sex-based distinctions in agency activities.”
- Each agency head with enforcement responsibilities under the Civil Rights Act of 1964 [including DOJ, EEOC, DOL] shall prioritize **investigations and litigation** to ensure the freedom to express the binary nature of sex and the right to single-sex spaces in workplaces and federally funded entities covered by the Civil Rights Act of 1964.
- “**Federal funds** shall not be used to promote gender ideology. Each agency shall assess grant conditions and grantee preferences and ensure **grant funds** do not promote gender ideology.”

Early reactions



Credit: Associated Press

[H]ave mercy upon the people in our country who are scared now. There are transgender children in Democratic, Republican, and independent families who fear for their lives.

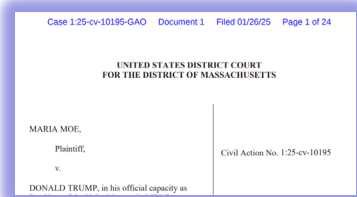
-Archbishop Mariann Edgar Budde, [Sermon](#)



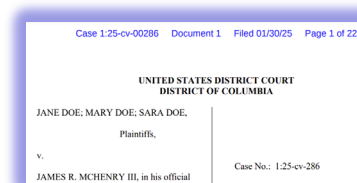
**U.S. Equal Employment
Opportunity Commission**

[L]ike all workers, LGBTQI+ workers – including transgender workers – are protected by federal law and entitled to the full measure of America’s promise of equal opportunity in the workplace.

-Statement of EEOC Commissioners Charlotte A. Burrows, Jocelyn Samuels, and Kalpana Kotagal on Day-One Executive Orders



[Moe v. Trump, et al.](#)

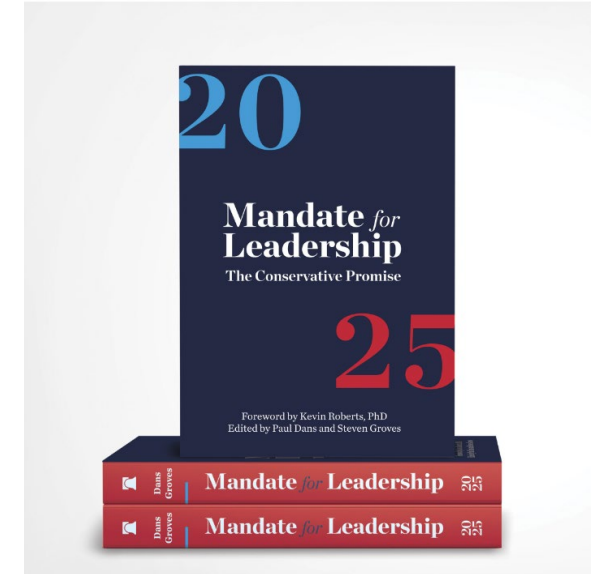


[Doe, et al. v. McHenry](#)

Potential future executive actions: LGBTQ+ individuals

Project 2025 would...

- Sexual Orientation and Gender Identity. Eliminate all regulatory guidance that followed the Supreme Court's *Bostock* employment discrimination case, which interpreted discrimination on the basis of "sex" to include sexual orientation and gender identity. [584, 586]
 - This would likely repeal HUD's interpretation of "sex" under the Fair Housing Act and the CFPB's definition of "sex" under the Equal Credit Opportunity Act.
- LGBTQ+ Equity. Repeal policies focusing on LGBTQ+ equity, which "subsidize single-motherhood, disincentivizing work, and penalizing marriage....[These policies] should be repealed and replaced by policies that support the formation of stable, married, nuclear families." [451] "Families comprised of a married mother, father, and their children are the foundation of a well-ordered nation and healthy society." [451]
- Heterosexual Fathers. "Working fathers are essential to the well-being and development of their children....In the overwhelming number of cases, fathers insulate children from physical and sexual abuse, financial difficulty or poverty...and a host of behavioral and psychological problems. HHS should prioritize married father engagement in its messaging, health, and welfare policies. [451]"



Rolling back established rights and freedoms for immigrants



Immigrants are a vital part of communities and significantly contribute to the health of our economy. Instead of making real fixes to the immigration system, the Administration's early actions seemed designed to scapegoat and harass communities by threatening military-style raids and detention camps, creating new humanitarian crises near our borders, and illegally redefining with how the Constitution defines citizenship.

Executive Actions: Direct the federal government to...

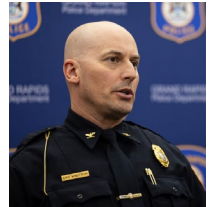
- Within 30 days of the date of this order [about 2/20/2025], terminate the constitutional right to **birthright citizenship** if the baby's mother is undocumented or on a temporary visa, unless the baby's father is a U.S. citizen or lawful permanent resident
- Declare a "national emergency" under the [National Emergencies Act](#) to attempt to use the military to implement the administration's **mass deportation** plan and declare an "invasion" at the southern border.
- Expand DHS's delegation of immigration enforcement to **local law enforcement**.
- Terminate **public benefits for** any illegal alien not authorized to receive them under the provisions of the Immigration and Nationality Act or other relevant statutory provisions.
- To the maximum extent possible under law, ensure that "**sanctuary**" **jurisdictions** do not receive access to Federal funds.
- Pending review by OMB, pause any **contracts, grants, or other agreements** providing Federal funding to nonprofits "supporting or providing services, either directly or indirectly, to **removable or illegal aliens**" to ensure that such agreements conform to applicable law and are free of waste, fraud, and abuse, and that they do not promote or facilitate violations of our immigration laws.

Early reactions



I've been on the bench for over four decades. I can't remember another case where the question presented is as clear as this one. This is a blatantly unconstitutional order.

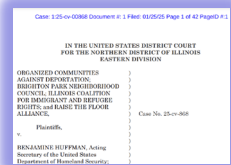
-U.S. District Court Judge John C. Coughenour, Reagan Appointee, in States of WA, AZ, IL, Or v. Trump, et al., [Granting Motion](#) for a Temporary Restraining Order on Birthright Citizenship EO



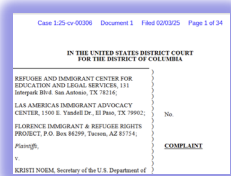
The federal government has an immense amount of power; there are very, very clear lines in place of who has authority over who, and just the police here in Grand Rapids, we're just simply not in the immigration business.

-Grand Rapids, MI Police Chief Eric Winstrom

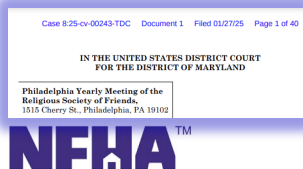
Credit: Joel Bissel, MLive



[Organized Communities Against Deportation, et al. v. Huffman, et al.](#)



[Refugee and Immigrant Center for Education and Legal Services, et al. v. Noem, et al.](#)

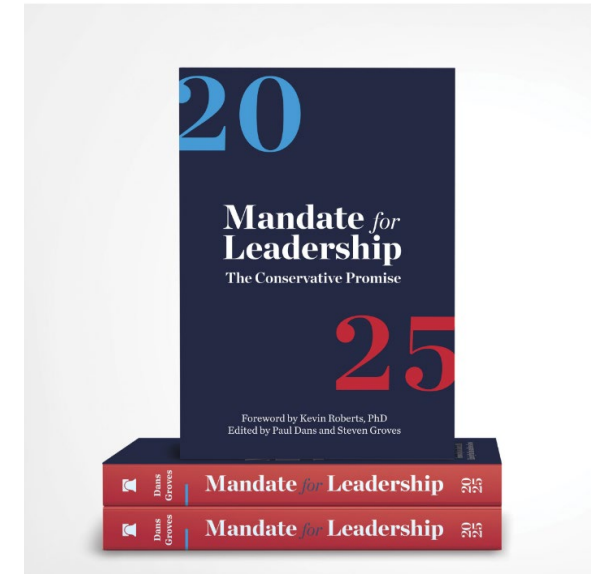


[Philadelphia Yearly Meeting of the Religious Society of Friends, et al. v. Noem, et al.](#)

Potential future executive actions: immigrants

Project 2025 would...

- No Non-Citizens in Federally-Assisted Housing. “The Office of the [HUD] Secretary should recommence proposed regulations put forward under the Trump Administration that would prohibit noncitizens, including all mixed-status families, from living in all federally assisted housing.” [509]
- Immigration Status. “HUD reforms must also ensure alignment with reforms implemented by other federal agencies where immigration status impacts public programs, certainly to include any reforms in the Public Charge regulatory framework administered by the U.S. Department of Homeland Security (DHS).” [509]
- Oversight of Foreign Ownership of Real Estate. “The President should issue an executive order making the HUD Secretary a member of the Committee on Foreign Investment in the U.S., which will gain broader oversight authorities to address foreign threats, particularly from China with oversight of foreign ownership of real estate in both rental and ownership markets of single-family and multifamily housing.” [508]
- Expedited Removal. “[M]ake full use of Expedited Removal authorities. [ICE] has limited the use of ER to eligible aliens apprehended within 100 miles of the border. This is not a statutory requirement.”[142]





Fair & Affordable Housing

Worsening the fair and affordable housing crisis



Rolling back established protections for vulnerable communities and initiatives that promote equitable opportunities and thriving communities will create economic instability, disrupt families, and deprive industries of needed workers. Instead, voters want solutions to skyrocketing housing costs, groceries, and other essentials. They are uninterested in actions that are designed to divide us and create problems where there are not any.

[-NFHA Press Release](#)

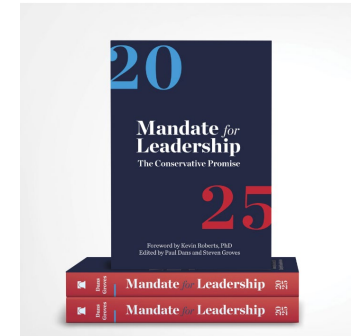
Executive Actions: Direct the federal government to...

- Freeze current signed grant agreements of **local fair housing organizations** assisting **people with disabilities, seniors, families with children, victims of domestic violence and others in dire situations** that all rely on these vital services to ensure they have safe, affordable, and accessible homes.
- Increase the **cost of housing supplies and labor** by imposing **tariffs**; attack **immigrants** who perform much-needed housing construction.
- Attacking the **Consumer Financial Protection Bureau (CFPB)** and its ability to fully enforce the **Equal Credit Opportunity Act**; removing its ban on medical debt in credit reporting; and allowing private citizens to access its highly confidential data without background screens, ethics training, or oaths required by federal employees.
- **Delay projects that improve communities** by pausing the disbursement of funds appropriated through the **Inflation Reduction Act** or the **Infrastructure Investment and Jobs Act**, pending review and approval by OMB and the Assistant to the President for Economic Policy,
- **Engage in performative actions** that will not lower costs, such ordering agencies to deliver emergency price relief, including “appropriate actions to lower the **cost of housing** and expand **housing supply**” (without the funds or authority to do so), and renaming the “Gulf of America.”

Potential future executive actions: fair and affordable housing

Project 2025 would...

- CFPB. “Congress should abolish the CFPB and reverse Dodd–Frank Section 1061, thus returning the consumer protection function of the CFPB to banking regulators and the Federal Trade Commission.” [839]
- Disparate Impact, Affirmatively Furthering Fair Housing, Special Purpose Credit Programs. Abolish the government’s use of the disparate impact theory, the Affirmatively Furthering Fair Housing (AFFH) provision of the Fair Housing Act, and any other uses of special-purpose credit authorities to further equity. [72, 508, 583]
- Appraisal Reform. “Immediately end the Biden Administration’s Property Appraisal and Valuation Equity (PAVE) policies and reverse any Biden Administration actions that threaten to undermine the integrity of real estate appraisals.” [508]
- Housing Access. Encourage Congress to prioritize legislative support for the single-family home; oppose any efforts to weaken single-family zoning. [511] FHA should increase the cost of mortgage insurance. [510]
- HUD Overhaul. “Congress could consider a wholesale overhaul of HUD that contemplates devolving many HUD functions to states and localities with any remaining federal functions consolidated to other federal agencies.” [512]
- GSE Reform. “Move toward privatization of these massive housing finance agencies” in a way “that does not rely on explicit or implicit taxpayer guarantees.” [706]





Civil Rights Protections for AI

Dismantling the civil rights framework for AI



The new administration's rescission of Executive Orders intended to keep AI systems safe, secure and trustworthy is very troubling. The AI Executive Orders represented the best of government as industry, advocates, and civil servants dedicated thousands of hours to the thoughtful construction of a framework to protect consumers and communities.

[-NFHA Press Release](#)

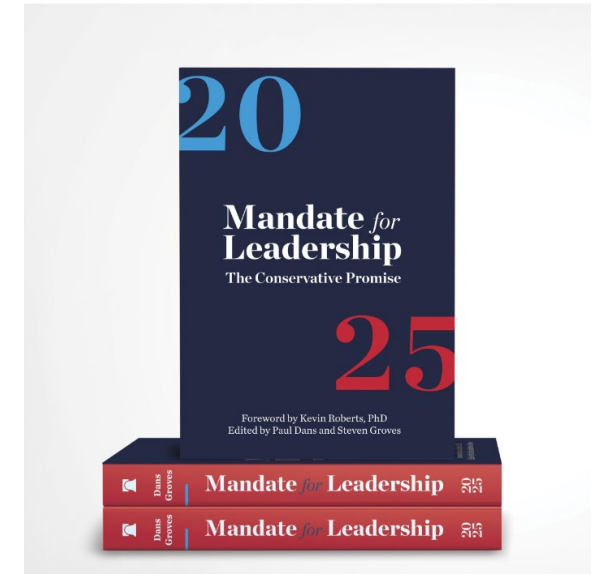
Executive Actions: Direct the federal government to...

- Rescind Biden's EO 14110 re **Safe, Secure, and Trustworthy** Development and Use of Artificial Intelligence, and revise or rescind any related actions.
- Develop AI systems that are free from **ideological bias or engineered social agendas**. Sustain and enhance America's global AI dominance in order to promote human flourishing, economic competitiveness, and national security.
- Within 180 days of this order [about 7/23/2025], develop and submit to the President an **action plan** to achieve the policy.
- Use this **definition** of AI from the [National Artificial Intelligence Initiative](#): "a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations or decisions influencing real or virtual environments. Artificial intelligence systems use machine and human-based inputs to-(A) perceive real and virtual environments; (B) abstract such perceptions into models through analysis in an automated manner; and (C) use model inference to formulate options for information or action."

Potential future executive actions: data and AI

Project 2025 would also...

- Small Business Data. Repeal Dodd-Frank Section 1071 for small business data collection. [839]
- Race/Ethnicity Data. Stop EEOC collection of race/ethnicity data, which “can then be used to support a charge of discrimination under a disparate impact theory.” [583] Thoroughly review changes to census race/ethnicity data. “There are concerns among conservatives that the data under Biden Administration proposals could be skewed to bolster progressive political agendas.” [680]
- Citizenship Data. Add a citizenship question to the census. [680] Condition FEMA assistance on the state providing total access to data from the department of motor vehicles and voter registration for purposes of immigration enforcement. [138]
- Surveillance of Women. Ensure that “every state reports exactly how many abortions take place within its borders, at what gestational age of the child, for what reason, the mother’s state of residence, and by what method.” [455]
- Science and Responsible AI. Remove equity- and justice-based provisions from rules, guidelines, contracts, procedures, and manuals [59, 60]
- See also Disparate Impact [72, 334, 335, 336, 583].





Checks and Balances

Gutting checks and balances, traumatizing the federal workforce



Threatening the independent expertise of civil servants with claims of ‘insubordination’ will not make us safer. Dedicated public servants are critical to a well-functioning government and ensuring constituents in local communities have their needs addressed.

[-NFHA Press Release](#)

Executive Actions: Direct the federal government to...

- **Paralyze the rulemaking process by:**
 - (i) **freezing all rulemakings** or other regulatory actions until reviewed and approved by a Presidentially-appointed agency head,
 - (ii) **delaying the effective date** of any rule or other regulatory action for at least 60 days [until about 3/20/2025], and
 - (iii) only promulgating a new rule or other regulatory action after identifying **at least 10** existing rules, regulations, or guidance documents **to be repealed**.
- **Traumatize and gut the federal workforce by:**
 - (i) requiring a **return to in-office work** regardless of the current telework arrangement,
 - (ii) **instituting a hiring freeze** and **rescission of pending offers** across all agencies,
 - (iii) sending repeated requests to **resign**,
 - (iv) implementing plans to re-classify all career “policy-making” positions into a new classification that is easy to fire, and
 - (v) conducting **high-profile firings and suspensions** of civil rights experts, inspectors general, corruption investigators, and humanitarian aid workers.

Early reactions



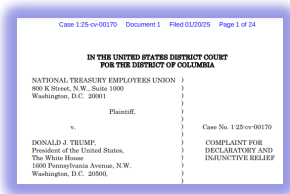
'We want to traumatize federal employees, and then we want to take all these programs that help everyday people who are struggling and cut them because they're woke and weaponized.' Those are your words, not mine.

-Senator Tim Kaine (D-VA), Hearing of Nominee for OMB Director, Russell Vought

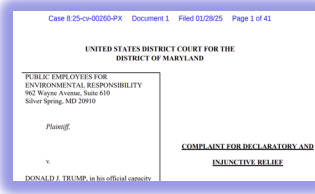


I recommend that you reach out to White House Counsel to discuss your intended course of action. At this point, we do not believe the actions taken are legally sufficient to dismiss Presidentially Appointed, Senate Confirmed Inspectors General.

-CIGIE Chair Hannibal "Mike" Ware, in reaction to a Friday night purge of 17 inspectors general



[National Treasury Employees Union v. Trump, et al.](#)

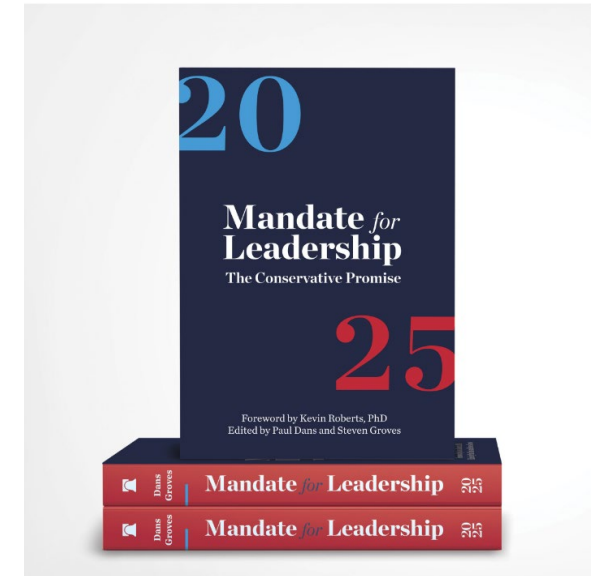


[Public Employees for Environmental Responsibility v. Trump, et al.](#)

Potential future executive actions: federal workforce

Project 2025 would also...

- Personnel Pipeline. Engage in a large-scale headhunting effort to find new personnel through a database, an ideological questionnaire, discriminatory intelligence tests, and a “[Presidential Training Academy](#)” aimed at advancing MAGA ideas. [72]
- DOJ. “Issue guidance to ensure that litigation decisions are consistent with the President’s agenda and the rule of law...Ensure that, consistent with this principle, the department’s leadership is prepared to impose appropriate disciplinary action as circumstances arise.” [558-559] “Support a vast expansion of the number of appointees in every DOJ office and component across the department—especially in the Civil Rights Division, the FBI, and the EOIR.” [569]
- HUD. Assign all delegated powers to politically appointed leadership positions and change any current career leadership positions into political and non-career appointment positions. [508]



The National Fair Housing Alliance

The National Fair Housing Alliance® leads the fair housing movement. NFHA™ works to eliminate housing discrimination and ensure equitable housing opportunities for all people and communities.

- Education and outreach
- Member services
- Public policy & advocacy
- Housing and community development
- Responsible AI
- Enforcement
- Consulting and compliance programs

www.nationalfairhousing.org



APPENDIX A.1-Eliminating diversity, equity, inclusion, and accessibility initiatives

Executive Orders:

- [Ending Radical and Wasteful Government DEI Programs and Preferencing](#)
- [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#)

OMB Orders:

- [1/21/2025 OMB Directive: Initial Guidance re DEIA Executive Orders](#)
- [1/27/25 OMB Directive: Temporary Pause of Agency Grant, Loan, and Other Financial Assistance](#)
- Instructions for Federal Financial Assistance Programs Analysis
- 1/28/2025 OMB Q&A re Grant Pause
- 1/29/2025 OMB – Rescission of Grant Pause

Rescinded:

- Equal Employment Opportunity (EO 11246, 9/24/1965)
- Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations (EO 12898, 2/11/1994)
- Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce (EO 13583, 8/18/2011)
- Further Amendments to Executive Order 11478, Equal Employment Opportunity in the Federal Government, and Executive Order 11246, Equal Employment Opportunity (EO 13672, 7/21/2014)
- Promoting Diversity and Inclusion in the National Security Workforce (Presidential Memorandum, 10/5/2016)
- Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (EO 13985, 1/20/2021)
- Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders (EO 14031, 5/28/2021)
- White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics (EO 14045, 9/13/2021)
- White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities (EO 14049, 10/11/2021)
- White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans (EO 14050, 10/19/2021)
- Advancing Economy, Efficiency, and Effectiveness in Federal Contracting by Promoting Pay Equity and Transparency (EO 14069, 3/15/2022)

APPENDIX A.2-Rolling back established rights and freedoms for LGBTQ+ individuals

Executive Orders:

- [Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#)
- [Prioritizing Military Excellence and Readiness](#)
- [Protecting Children from Chemical and Surgical Mutilation](#)

Rescinded:

- Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation (EO 13988, 1/20/2021)
- Enabling All Qualified Americans To Serve Their Country in Uniform (EO 14004, 1/25/2021)
- Establishment of the White House Gender Policy Council (EO 14020, 3/8/2021)
- Guaranteeing an Educational Environment Free From Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity (EO 14021, 3/8/2021)
- Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals (EO 14075, 6/15/2022)

APPENDIX A.3-Rolling back established rights and freedoms for immigrants

Executive Orders:

- [Protecting the Meaning and Value of American Citizenship](#)
- [Declaring a National Emergency at the Southern Border of the United States](#)
- [Protecting the American People Against Invasion](#)
- [Guaranteeing The States Protect Against Invasion](#)
- [Securing Our Borders](#)
- [Designating Cartels and Other Organizations as Foreign Terrorist Organizations and Specially Designated Global Terrorists](#)
- [Restoring the Death Penalty and Protecting Public Safety](#)
- [Expanding Migrant Operations Center at Naval Station at Guantanamo Bay to Full Capacity](#)
- [Signing of Laken Riley Act](#)

Rescinded:

- Termination of Emergency with Respect to the Southern Border of the United States and Redirection of Funds Diverted to Border Wall Construction (Proclamation 10145, 1/20/2021)
- Revision of Civil Immigration Enforcement Policies and Priorities (EO 13993, 1/20/2021)
- Creating a Comprehensive Regional Framework To Address the Causes of Migration, To Manage Migration Throughout North and Central America, and To Provide Safe and Orderly Processing of Asylum Seekers at the United States Border (EO 14010, 2/2/2021)
- Establishment of Interagency Task Force on the Reunification of Families (EO 14011, 2/2/2021)
- Restoring Faith in Our Legal Immigration Systems and Strengthening Integration and Inclusion Efforts for New Americans (EO14012, 2/2/2021)

APPENDIX B-Worsening the fair and affordable housing crisis

Executive Orders:

- [America First Trade Policy; Imposing Duties to Address the Flow of Illicit Drugs across Our Northern Border](#)
- See *also*: Immigration Policies
- [Unleashing American Energy](#), Section 7
- [Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis](#)
- [Restoring Names that Honor American Greatness](#)

Rescinded:

- Establishment of the White House Office of Faith-Based and Neighborhood Partnerships (EO 14015, 2/14/2021)
- Climate-Related Financial Risk (EO 14030, 5/20/2021)
- Implementation of the Energy and Infrastructure Provisions of the Inflation Reduction Act of 2022 (EO 14082, 9/12/2022)
- Revitalizing Our Nation's Commitment to Environmental Justice for All (EO 14096, 4/21/2023)
- Interagency Task Force on Property Appraisal and Valuation Equity (PAVE), website is down

APPENDIX C-Dismantling the civil rights framework for AI

Executive Orders:

- [Strengthening American Leadership in Digital Financial Technology](#)
- [Removing Barriers to American Leadership in Artificial Intelligence](#)
- [Presidents Council of Advisors on Science and Technology \(PCAST\)](#)

Rescinded:

- Ensuring a Lawful and Accurate Enumeration and Apportionment Pursuant to the Decennial Census (EO 13986, 1/20/2021)
- President's Council of Advisors on Science and Technology (EO 14007, 1/27/2021)
- Ensuring Responsible Development of Digital Assets (EO 14067, 3/9/2022)
- Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence (EO 14110, 10/30/2023)

APPENDIX D-Gutting checks and balances, traumatizing the federal workforce

Executive Orders:

- [Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce](#)
- [Restoring Accountability for Career Senior Executives](#)
- [Reforming the Federal Hiring Process and Restoring Merit to Government Service](#)
- [Hiring Freeze](#)
- [Return to In-Person Work](#)
- [Establishing and Implementing the President's Department of Government Efficiency](#)
- [Restoring Freedom Of Speech And Ending Federal Censorship](#)
- [Regulatory Freeze Pending Review](#)
- [Unleashing Prosperity through Deregulation](#)

OPM Memos:

- [1/27/2025 OPM Memo re Guidance on Implementing President Trump's Executive Order titled, "Restoring Accountability To Policy-Influencing Positions Within the Federal Workforce"](#)

Rescinded:

- Ethics Commitments by Executive Branch Personnel (EO 13989, 1/20/2021)
- Protecting the Federal Workforce (EO 14003, 1/22/2021)
- Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (EO 14035, 6/25/2021)
- Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (EO 14091, 2/16/2023)

Other Actions:

- [Trump fires Democratic commissioners at civil rights enforcement agency \(EEOC\)](#)
- USAID leadership [placed](#) on leave for not following the Executive Orders
- [FDIC](#) rescinds more than 200 job offers for examiners