

March 18, 2025

MEMORANDUM FOR THE SECRETARY OF STATE  
THE SECRETARY OF AGRICULTURE  
THE SECRETARY OF COMMERCE  
THE ADMINISTRATOR OF THE UNITED STATES AGENCY  
FOR INTERNATIONAL DEVELOPMENT  
THE CHIEF EXECUTIVE OFFICER OF THE  
UNITED STATES AGENCY FOR GLOBAL MEDIA

SUBJECT: Removing Discrimination and Discriminatory Equity  
Ideology From the Foreign Service

Section 1. Policy and Purpose. Over the last 4 years, divisive and discriminatory policies were systematically embedded into every part of the Federal Government, including hiring processes and employee performance evaluations in the Foreign Service. It is the policy of the Federal Government that hiring in foreign policy positions, like hiring in all other parts of the Government, shall be based solely on merit.

Sec. 2. Definitions. For the purposes of this memorandum:

(a) "discriminatory equity ideology" shall have the meaning given that phrase in section 2 of Executive Order 14190 of January 29, 2025 (Ending Radical Indoctrination in K-12 Schooling);

(b) "Department," "Foreign Service," and "Secretary" shall have the meanings given those terms in 22 U.S.C. 3902; and

(c) "Foreign Service Member" means an individual described by 22 U.S.C. 3903.

Sec. 3. Equality and Non-Discrimination in the Foreign Service. (a) The Secretary of State shall, consistent with applicable law, promptly revise the 2022-2025 Decision Criteria for Tenure and Promotion in the Foreign Service, issued under section 2326.2 of title 3 of the Foreign Affairs Manual, to

remove any reference to the Core Precept entitled "Diversity, Equity, Inclusion, and Accessibility." The Secretaries shall promptly direct all employees of their Departments not to give this Core Precept any force or effect.

(b) The Secretaries shall direct all officers and employees of their Departments not to:

(i) base Foreign Service recruitment, hiring, promotion, or retention decisions upon an individual's race, color, religion, sex, or national origin; or

(ii) while acting in an official capacity, promote, advocate for, or otherwise inculcate support for discriminatory equity ideology.

(c) The Secretaries shall determine if any current Foreign Service Members have knowingly and willfully engaged in unconstitutional or otherwise illegal discrimination based upon race or other protected characteristics, including actions motivated by discriminatory equity ideology. Consistent with Executive Order 14211 of February 12, 2025 (One Voice for America's Foreign Relations) the Secretaries shall:

(i) with respect to Foreign Service Members appointed by a Secretary whom that Secretary finds to have engaged in such discrimination, take appropriate action; and

(ii) with respect to Foreign Service Members appointed by the President, determine whether to refer any findings of discrimination for the President's consideration or take appropriate action under the Secretary's own authority.

Sec. 4. General Provisions. (a) Nothing in this memorandum shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP