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**Project 2025's Policies Disproportionately Harm Marginalized Communities:**

Particularly Communities of Color and LGBTQ+ People—Slashing DEI Initiatives and Even Prosecuting Private Entities with Equity Policies

### SUMMARY:

Project 2025's manifesto lays out the far right's agenda to overhaul the federal government in its image, including a swath of recommendations that would disproportionately affect marginalized communities, particularly communities of color and LGBTQ+ people.

Some of the most troubling policy recommendations from Project 2025 include:

- Project 2025 claims critical race theory and DEI efforts are affronts to the First Amendment and unlawful discrimination and would end the use of “disparate impact” in analyzing whether school systems were treating students differently in matters of discipline and special education on the basis of race.
- Project 2025 prescribes “major policy changes” to the Treasury Department, including reversing the Biden Treasury Department’s “racist ‘equity’ agenda” by **firing anyone who participated in DEI initiatives.**
- Project 2025 essentially views efforts of diversity, equity, and inclusion as unlawful schemes of discrimination, and would have **the DOJ prosecute entities with DEI programs.**
- Project 2025 calls for moving the Department of Education’s Office for Civil Rights to the Justice Department and limiting enforcement “only through litigation,” saying that enforcing civil rights meant “rejecting gender ideology and critical race theory,” and proposed requiring the attorney general to approve Department of Education regulations on civil rights issues.
- Project 2025’s playbook on the Department of Health and Human Services (HHS) outlined **a radical agenda that would codify discrimination against LGBTQ+ individuals.**
- Project 2025 proposes reforming the DHS Office of General Counsel to make it more political and adherent to the president’s agenda, particularly to further control the Office for Civil Rights and Civil Liberties.
- Project 2025 plans for the Department of Labor call for eliminating any program related to “DEI” or “critical race theory.” The manifesto calls the “DEI revolution in labor policy” a vehicle to “discriminate against conservative and religious viewpoints” and called for rescinding an executive order that gave DOL the authority to enforce nondiscrimination among federal contractors.

The far right’s focus on dismantling DEI initiatives – and even prosecuting private entities that maintain them – and its obsession with rooting out critical race theory are present throughout their manifesto. Project 2025’s recommendations are harmful to many, but they would, without a doubt, disproportionately harm communities of color and the LGBTQ+ community.

**Project 2025 Claims Critical Race Theory And DEI Efforts Are Affronts To The First Amendment And Unlawful Discrimination; It Recommends Accounting For How Much Federal Funding “Spread DEI/CRT/ Gender Ideology” And An End To The Use Of “Disparate Impact” In Analyzing Whether School Systems Treat Students Differently In Matters Of Discipline And Special Education On The Basis Of Race.**

**Project 2025 Views Critical Race Theory As Discriminatory Under The Law, Calling On Congress To “Design Legislation” To Prevent Critical Race Theory From “Spreading Discrimination.”**

**Project 2025 Called For Using The Civil Rights Act Of 1964 To “Protect Educators And Students In Jurisdictions Under Federal Control From Racial Discrimination” And Compelled Speech.** “Federal officials should protect educators and students in jurisdictions under federal control from racial discrimination by reinforcing the Civil Rights Act of 1964 and prohibiting compelled speech. Specifically, no teacher or student in Washington, D.C., public schools, Bureau of Indian Education schools, or Department of Defense schools should be compelled to believe, profess, or adhere to any idea, but especially ideas that violate state and federal civil rights laws.” [Project 2025, Chapter 11: Department of Education, p. 342, [2023](#)]

**Project 2025 Called On Congress To “Design Legislation” To Prevent Critical Race Theory From “Spreading Discrimination.”** “By its very design, critical race theory has an ‘applied’ dimension, as its founders state in their essays that define the theory. Those who subscribe to the theory believe that racism (in this case, treating individuals differently based on race) is appropriate—necessary, even—making the theory more than merely an analytical tool to describe race in public and private life. The theory disrupts America’s Founding ideals of freedom and opportunity. So, when critical race theory is used as part of school activities such as mandatory affinity groups, teacher training programs in which educators are required to confess their privilege, or school assignments in which students must defend the false idea that America is systemically racist, the theory is actively disrupting the values that hold communities together such as equality under the law and colorblindness. As such, lawmakers should design legislation that prevents the theory from spreading discrimination.” [Project 2025, Chapter 11: Department of Education, p. 342-343, [2023](#)]

**Project 2025 Calls For An End To “Compelled Speech,” Which It Claims Is A Result Of Critical Race Theory In The Classroom.**

**Project 2025: “Furthermore, School Officials Should Not Require Students Or Teachers To Believe That Individuals Are Guilty Or Responsible For The Actions Of Others Based On Race Or Ethnicity.”** [Project 2025, Chapter 11: Department of Education, p. 343, [2023](#)]

**Project 2025 Called On Congress To Add “A Prohibition On Compelled Speech,” Endorsing A Position Of Not Forcing Teachers To Discuss Contemporary Political Issues, But Also Not Censoring Them From Discussing Certain Subjects To Protect Students From Ideas With Which They Disagree.** “Educators should not be forced to discuss contemporary political issues but neither should they refrain from discussing certain subjects in an attempt to protect students from ideas with which they disagree. Proposals such as this should result in robust classroom discussions, not censorship. At the state level, states should require schools to post classroom materials online to provide maximum transparency to parents. Again, specifically for K–12 systems under federal authority, Congress and the next Administration should support existing state and federal civil rights laws and add to such laws a prohibition on compelled speech.” [Project 2025, Chapter 11: Department of Education, p. 343, [2023](#)]

- **Project 2025 Called On States To “Require Schools To Post Classroom Materials Online To Provide Maximum Transparency To Parents.”** “Educators should not be forced to discuss contemporary political issues but neither should they refrain from discussing certain subjects in an attempt to protect students from ideas with which they disagree. Proposals such as this should result in robust classroom discussions, not censorship. At the state level, states should require schools to post classroom materials online to provide maximum transparency to parents. Again, specifically for K–12 systems under federal authority, Congress and the next Administration should support existing state and federal civil rights laws and add to such laws a prohibition on compelled speech.” [Project 2025, Chapter 11: Department of Education, p. 343, [2023](#)]

**Project 2025 Calls For Limiting How Much Federal Grant Funding Could Be Used In Higher Education For Overhead Costs, Which It Says Funded DEI Efforts At Universities.**

**Project 2025 Called For A Cap On “Indirect Costs,” Or Overhead Expenses, Taken By Institutions From Research Grants, Saying That Those Dollars Are Used To “Subsidize Leftist Agendas” And Pay For “Diversity, Equity, And Inclusion (DEI) Efforts.”** “Cap indirect costs at universities. Currently, the federal government pays a portion of the overhead expenses associated with university-based research. Known as ‘indirect costs,’ these reimbursements cross-subsidize leftist agendas and the research of billion-dollar organizations such as Google and the Ford Foundation. Universities also use this influx of cash to pay for Diversity, Equity, and Inclusion (DEI) efforts. To correct course, Congress should cap the indirect cost rate paid to universities so that it does not exceed the lowest rate a university accepts from a private organization to fund research efforts. This market-based reform would help reduce federal taxpayer subsidization of leftist agendas.” [Project 2025, Chapter 11: Department of Education, p. 355, [2023](#)]

**Project 2025 Calls For An Accounting Of How Much Federal Funding “Spread DEI/CRT/ Gender Ideology.”**

**Project 2025 Called For The Next Conservative President To Issue An Executive Order Requiring An “Accounting Of How Federal Programs/Grants Spread DEI/CRT/ Gender Ideology.”** “Transparency Around Program Performance and DEI Influence The next President should issue a series of executive orders requiring: An accounting of how federal programs/grants spread DEI/CRT/ gender ideology,” [Project 2025, Chapter 11: Department of Education, p. 358, [2023](#)]

**Project 2025 Recommends Ending The Use Of “Disparate Impact” In Analyzing Whether School Systems Were Treating Students Differently In Matters Of Discipline And Special Education On The Basis Of Race.**

**Project 2025 Proposed Restoring Trump Era Guidance On Student Discipline, Considering Disparate Treatment By Race, Rather Than Disparate Impact.** “Assuring a safe and orderly school environment should be a primary consideration for school leaders and district administrators. Unfortunately, federal overreach has pushed many school leaders to prioritize the pursuit of racial parity in school discipline indicators—such as detentions, suspensions, and expulsions—over student safety. In 2014, the Obama Administration issued a Dear Colleague Letter that muddied the standard for civil rights enforcement under Title VI for student discipline cases. Before the DCL, a school would be in violation of federal law for treating black and white students differently for the same offense (disparate treatment); under the Obama Administration schools were at risk of losing federal funding if they treated black and white students equally but had aggregate differences in the rates of school discipline by race (disparate impact). OCR leveraged federal civil rights investigations as policy enforcement tools; these investigations could only end when school districts agreed to adopt lenient discipline policies, commonly known as ‘restorative justice.’ Academic studies, as well as student and teacher surveys, suggest that academics and school climate have been harmed substantially by this push. The Trump Administration rescinded the Obama Administration’s guidance on school discipline and corrected the Obama Administration’s overreach in Title VI enforcement. The next Administration should continue the policy of the Trump Administration in this area and direct the department to conduct a comprehensive review of all Title VI cases to ascertain to what extent these cases include allegations of disparate impact.” [Project 2025, Chapter 11: Department of Education, p. 334-335, [2023](#)]

- **Project 2025 Called On Congress To “Adopt Proposals That Say No Individual Should Receive Punishment Or Benefits Based On The Color Of Their Skin” For K-12 School Systems Under Federal Jurisdiction.** “For K–12 systems under their jurisdiction, federal lawmakers should adopt proposals that say no individual should receive punishment or benefits based on the color of their skin.” [Project 2025, Chapter 11: Department of Education, p. 343, [2023](#)]

- **Project 2025 Proposed Announcing Title VI Enforcement Guidance That “The Agencies Will No Longer Investigate Title VI Cases That Exclusively Rest On Allegations Of Disparate Impact.** “OCR should also review all resolution agreements with school districts to conform with this policy. As part of this effort, the new Administration should also direct the department and DOJ jointly to issue enforcement guidance stating that the agencies will no longer investigate Title VI cases that exclusively rest on allegations of disparate impact.” [Project 2025, Chapter 11: Department of Education, p. 335, [2023](#)]
- **Project 2025 Claimed That The Office Of Civil Rights “Leveraged Federal [...] Investigations As Policy Enforcement Tools,” Requiring School Districts To “Adopt Lenient Discipline Policies, Commonly Known As ‘restorative Justice.’”** “OCR leveraged federal civil rights investigations as policy enforcement tools; these investigations could only end when school districts agreed to adopt lenient discipline policies, commonly known as ‘restorative justice.’” [Project 2025, Chapter 11: Department of Education, p. 334-335, [2023](#)]
- **Project 2025 Asserted That Efforts To Expand Restorative Justice Practices May Have “Harmed Substantially” Academics And School Climate.** “OCR leveraged federal civil rights investigations as policy enforcement tools; these investigations could only end when school districts agreed to adopt lenient discipline policies, commonly known as ‘restorative justice.’ Academic studies, as well as student and teacher surveys, suggest that academics and school climate have been harmed substantially by this push.” [Project 2025, Chapter 11: Department of Education, p. 334-335, [2023](#)]

**Project 2025 Called On The Next Conservative Administration To Take Steps To Ensure That Disparate Impact Is Not The Basis For Civil Rights Act Enforcement Actions In Education Discipline.** “To the extent that the Biden Administration publishes guidance or promulgates a regulation on this topic, the next Administration should rescind the guidance and commence rulemaking to rescind the regulation. Getting the federal government out of the business of dictating school discipline policy is a good start. But if the next conservative Department of Education simply rescinds the Biden-era regulation, it could very easily be enforced again on Day One through a Dear Colleague Letter by another leftist Administration. In addition to rescinding the policy and any related guidance, the next Secretary should work with the next Attorney General on a regulation that would clarify current regulations to state that Title VI of the Civil Rights Act does not include a disparate impact standard. As law professor Gail Heriot has noted, the alleged existence of a disparate impact standard under Title VI makes everything presumed illegal unless given special dispensation by the federal government. Although it would require political capital from the White House, given that mainstream news outlets are sure to frame it as an attack on civil rights, the next conservative Administration should take sweeping action to assure that the purpose of the Civil Rights Act is not inverted through a disparate impact standard to provide a pretext for theoretically endless federal meddling.” [Project 2025, Chapter 11: Department of Education, p. 335-336, [2023](#)]

- **Project 2025 Noted That Eliminating A Disparate Impact Lens To Interpret The Civil Rights Act Would Be Framed “As An Attack On Civil Rights” By “Mainstream News Outlets,” Requiring Political Capital From The White House To Take “Sweeping Action” To Prevent.**

“Although it would require political capital from the White House, given that mainstream news outlets are sure to frame it as an attack on civil rights, the next conservative Administration should take sweeping action to assure that the purpose of the Civil Rights Act is not inverted through a disparate impact standard to provide a pretext for theoretically endless federal meddling.” [Project 2025, Chapter 11: Department of Education, p. 335-336, [2023](#)]

**Project 2025 Called For Rescinding An Obama Era Regulation That Requires States To Consider Race And Ethnicity In The “Identification, Placement And Discipline Of Students With Disabilities.”** “Assistance to States for the Education of Children with Disabilities; Preschool Grants for Children with Disabilities (Equity in IDEA) Effective January 18, 2017, the department issued final regulations under Part B of IDEA that require states to consider race and ethnicity in the identification, placement, and discipline of students with disabilities. The new Administration should rescind this regulation.” [Project 2025, Chapter 11: Department of Education, p. 336, [2023](#)]

- **Project 2025 Claimed That Students Were Being “Denied Access To Special Education Services Because Of Their Race Or Ethnicity” Because Of The Obama Regulation.** “Effective January 18, 2017, the department issued final regulations under Part B of IDEA that require states to consider race and ethnicity in the identification, placement, and discipline of students with disabilities. The new Administration should rescind this regulation. Students should never be denied access to special education services because of their race or ethnicity, but this is happening in school districts across the country thanks to the Obama Administration’s Equity in IDEA regulation. This was not the intent of the regulation, but it is an inevitable byproduct of its flawed assumptions. The Obama Administration looked at the racial statistics on special education assignment and made two assumptions: that African American students were disproportionately overrepresented, and that this overrepresentation constituted a harm that required federal pressure to ameliorate.” [Project 2025, Chapter 11: Department of Education, p. 336, [2023](#)]
- **Project 2025 Said That The Obama Regulation Resulted In “Raiding Special Education Funding To Pay For CRT-Inspired ‘Equity’ Consultants And Professional Development.”** “School districts deemed to overrepresent minority students in special education assignment, or in discipline amongst special education students, are tagged by their state education agencies as engaging in ‘significant disproportionality,’ and are required to reallocate 15 percent of their IDEA Part B money into coordinated early intervening services that are intended to address the ‘root causes of disproportionality.’ In practice, this can mean raiding special education funding to pay for CRT-inspired ‘equity’ consultants and professional development.” [Project 2025, Chapter 11: Department of Education, p. 336, [2023](#)]
- **Project 2025 Claimed That Black Students Were “Actually Underrepresented In Special Education” Meaning That The Obama Rule On Equity In IDEA “Further Depresses The Provision Of Valuable Services To An Already Underserved Group.”** “This is especially problematic given that both of the assumptions behind Equity in IDEA are flawed. Special education services provide extra assistance to students; they do not harm them. And according to the most rigorous research on the subject, conducted by Penn State’s Paul

Morgan, black students are actually underrepresented in special education once adequate statistical controls are made. That means that this regulation effectively further depresses the provision of valuable services to an already underserved group. The next Administration should immediately commence rulemaking to rescind the Equity in IDEA regulation. No replacement regulation is required. The Office of Special Education and Rehabilitative Services (OSERS) should prepare a digest of the best research on this subject and share it directly with state superintendents and state special education leaders across the country, who have been led by this regulation to believe a false problem diagnosis. Every effort should be made to dissuade states from continuing to operate on the assumption that overrepresentation requires state intervention after the federal pressure is rescinded." [Project 2025, Chapter 11: Department of Education, p. 336-337, [2023](#)]

- **Project 2025 Called On The Next Conservative Administration To Dissuade States From “Continuing To Operate On The Assumption That Overrepresentation Requires State Intervention.”** “The Office of Special Education and Rehabilitative Services (OSERS) should prepare a digest of the best research on this subject and share it directly with state superintendents and state special education leaders across the country, who have been led by this regulation to believe a false problem diagnosis. Every effort should be made to dissuade states from continuing to operate on the assumption that overrepresentation requires state intervention after the federal pressure is rescinded.” [Project 2025, Chapter 11: Department of Education, p. 336-337, [2023](#)]

**Stephen Moore’s Project 2025 Chapter Prescribes “Major Policy Changes” To The Treasury Department, Including Reversing The Biden Treasury Department’s “Racist ‘Equity’ Agenda” By Firing Anyone Who Participated In DEI Initiatives.**

**Stephen Moore’s Chapter On The Treasury Calls For Reversing What It Calls The Biden Treasury Department’s “Racist ‘Equity’ Agenda,” Including Eliminating Diversity-Related Offices And Positions, And Calling For The Firing Of All Department Employees Who Participated In DEI And Critical Race Theory Initiatives Without Objecting To Them.**

**Stephen Moore Coauthored The Project 2025 Chapter On The Department Of The Treasury.**



**DEPARTMENT OF  
THE TREASURY**  
William L. Walton,  
Stephen Moore,  
and David R. Burton

[Project 2025, accessed [02/23/24](#)]

**The Chapter Prescribes Reversing The Biden Administration’s “Racist ‘Equity’ Agenda.”**

‘Reversal of the racist ‘equity’ agenda of the Biden Administration; and” [Project 2025, accessed [02/23/24](#)]

**The Chapter Calls For The Elimination Of The Biden Treasury Department’s New Counselor For Racial Equity, Its Advisory Committee On Racial Equity, And Its Office For Diversity, Equity, Inclusion, And Accessibility.**

“Under the Biden Administration, the Treasury Department has appointed a Counselor for Racial Equity, established an Advisory Committee on Racial Equity, and created an office for Diversity, Equity, Inclusion, and Accessibility. All these should be eliminated.” [Project 2025, accessed [02/23/24](#)]

**The Chapter Calls For Identifying And Interviewing “Every Treasury Official Who Participated In DEI Initiatives” To Determine “The Scope And Nature Of These Initiatives And To Ensure That Such Initiatives Are Completely Ended.”**

“Identify every Treasury official who participated in DEI initiatives and interview him or her for the purpose of determining the scope and nature of these initiatives and to ensure that such initiatives are completely ended.” [Project 2025, accessed [02/23/24](#)]

**The Chapter Prescribes Treating Participation In DEI Or Critical Race Theory Initiatives As “Per Se Grounds For Termination Of Employment” If The Treasury Department Official Did Not Object “On Constitutional Or Moral Grounds.”**

“Treat the participation in any critical race theory or DEI initiative, without objecting on constitutional or moral grounds, as per se grounds for termination of employment.” [Project 2025, accessed [02/23/24](#)]

**Project 2025 Essentially Views Efforts Of Diversity, Equity, And Inclusion As Unlawful Schemes Of Discrimination, And Would Have The DOJ Prosecute Entities With DEI Programs.**

**Project 2025 Asserts That Diversity, Equity, And Inclusion Offices Were “Vehicles” For “Unlawful Discrimination” And Would Have The DOJ “Spearhead” An Effort To Rid Federal Agencies Of DEI Offices And Programs.**

**Project 2025 Accused “Radicals In Government” Of An “Unholy Alliance” With “Special Interests” And “The Far Left” To Discriminate Against White Americans Through Offices Of Diversity, Equity, And Inclusion.** “Pursuing Equal Protection for All Americans by Vigorously Enforcing Applicable Federal Civil Rights Laws in Government, Education, and the Private Sector. Entities across the private and public sectors in the United States have been besieged in recent years by an unholy alliance of special interests, radicals in government, and the far Left. This unholy alliance speaks in platitudes about advancing the interests of certain segments of American society, but that advancement comes at the expense of other Americans and in nearly all cases violates long-standing federal law. Even though numerous federal laws prohibit discrimination based on notable immutable characteristics such as race and sex, the Biden Administration through the DOJ’s Civil Rights Division and other federal entities—has enshrined affirmative discrimination in all aspects of its operations under the guise of ‘equity.’ Federal agencies and their components have established so-called diversity, equity, and inclusion (DEI) offices that have become the vehicles for this unlawful discrimination, and all departments and agencies have created ‘equity’ plans to carry out these invidious schemes.” [Project 2025, p.561, [2023](#)]

**Project 2025 Called On The DOJ To “Spearhead” The Next Conservative Administration’s “Commitment Nondiscrimination” By Ridding Federal Agencies Of Diversity, Equity, And Inclusion Efforts.** “Federal agencies and their components have established so-called diversity, equity, and inclusion (DEI) offices that have become the vehicles for this unlawful discrimination, and all departments and agencies have created ‘equity’ plans to carry out these invidious schemes. To reverse this trend, the next conservative Administration should: Ensure that the DOJ spearheads an initiative demonstrating the federal government’s commitment to nondiscrimination. The department should also lead a whole-of-government recommitment to nondiscrimination and should be working with all other federal agencies, boards, and commissions to ensure that they are both complying with constitutional and legal requirements and using their authorities and funding to prevent discrimination not only internally, but also at the state, local, and private-sector levels. This will require particularly close coordination with several key agencies, including such obvious candidates as the Equal Employment Opportunity Commission; the Departments of Defense, Education, and Housing and Urban Development; and the Securities and Exchange Commission. It will also require enforcing contractual requirements that prohibit discrimination on federal contractors.” [Project 2025, p.561-562, [2023](#)]

**Project 2025 Called For The DOJ’s Civil Rights Division To Spend Its First Year Under A Conservative Administration Prosecuting “All State And Local Governments, Institutions Of Higher Education, And Any Other Private Employers” Who Have DEI Offices And Programs.**

**Project 2025 Called For The DOJ's Civil Rights Division To Spend The First Year In The Next Conservative Administration Investigating And Prosecuting "All State And Local Governments, Institutions Of Higher Education, Corporations, And Any Other Private Employers" Who Had "Equity Plans."** "Federal agencies and their components have established so-called diversity, equity, and inclusion (DEI) offices that have become the vehicles for this unlawful discrimination, and all departments and agencies have created 'equity' plans to carry out these invidious schemes. To reverse this trend, the next conservative Administration should: [...] Reorganize and refocus the DOJ's Civil Rights Division to serve as the vanguard for this return to lawfulness. The Attorney General and other DOJ political leadership should provide the resources and moral support needed for these efforts. The Civil Rights Division should spend its first year under the next Administration using 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." [Project 2025, p.561-562, [2023](#)]

**Project 2025 Calls For Moving The Department Of Education's Office For Civil Rights To The Justice Department And Limiting Enforcement "Only Through Litigation," Saying That Enforcing Civil Rights Meant "Rejecting Gender Ideology And Critical Race Theory," And Would Politicize The Approval Process For Education Regulations On Civil Rights Issues By Requiring Approval From The Attorney General.**

**Project 2025 Calls For Moving The Department Of Education's Office For Civil Rights To The Justice Department And Limiting Enforcement "Only Through Litigation," Saying That Enforcing Civil Rights Meant "Rejecting Gender Ideology And Critical Race Theory."**

**Project 2025 Said That Enforcing Civil Rights Meant "Rejecting Gender Ideology And Critical Race Theory."** "Safeguarding civil rights. Enforcement of civil rights should be based on a proper understanding of those laws, rejecting gender ideology and critical race theory." [Project 2025, Chapter 11: Department of Education, p. 322, [2023](#)]

- **Project 2025 Called For Moving The Department Of Education's Office For Civil Rights To The Justice Department And Limiting Enforcement "Only Through Litigation."** "Office for Civil Rights (OCR) OCR should move to the Department of Justice. The federal government has an essential responsibility to enforce civil rights protections, but Washington should do so through the Department of Justice and federal courts. The OCR at DOJ should be able to

enforce only through litigation.” [Project 2025, Chapter 11: Department of Education, p. 330, [2023](#)]

**Project 2025 Said That Enforcing Civil Rights Meant “Rejecting Gender Ideology And Critical Race Theory.”** “Safeguarding civil rights. Enforcement of civil rights should be based on a proper understanding of those laws, rejecting gender ideology and critical race theory.” [Project 2025, Chapter 11: Department of Education, p. 322, [2023](#)]

- **Project 2025 Called For Moving The Department Of Education’s Office For Civil Rights To The Justice Department And Limiting Enforcement “Only Through Litigation.”** “Office for Civil Rights (OCR) OCR should move to the Department of Justice. The federal government has an essential responsibility to enforce civil rights protections, but Washington should do so through the Department of Justice and federal courts. The OCR at DOJ should be able to enforce only through litigation.” [Project 2025, Chapter 11: Department of Education, p. 330, [2023](#)]

**Project 2025 Pointed To “Research From The Claremont Institute” To Claim That Defense Department Used “Radical Gender Theory And Critical Race Theory In Their Lessons,” Discarding “Biology In Favor Of Political Indoctrination And Applies Critical Race Theory’s Core Tenets Advocating For More Racial Discrimination.”** “Furthermore, research from the Claremont Institute used documents provided by a whistleblower demonstrating how educators at Department of Defense schools around the world are using radical gender theory and critical race theory in their lessons. This instructional material discards biology in favor of political indoctrination and applies critical race theory’s core tenets advocating for more racial discrimination. Such ideas are highly unpopular among parents, according to nationally representative surveys, and the course material attempts to indoctrinate students with radical ideas about race and the ambiguous concept of ‘gender.’” [Project 2025, Chapter 11: Department of Education, p. 348, [2023](#)]

### **Project 2025 Proposes Requiring The U.S. Attorney General To Approve Department Of Education Regulations On Civil Rights Issues.**

**Project 2025 Called For Requiring The Department Of Education To Obtain Approval Of New Regulations From The U.S. Attorney General On Civil Rights Issues.** “NEW POLICIES/REGULATIONS THAT REQUIRE COORDINATION WITH OTHER AGENCIES AND/OR THE WHITE HOUSE The department must coordinate any rulemaking with the White House, the Office of Management and Budget (OMB), DOJ, and other agencies that share responsibility with the department in the administration or enforcement of statute, such as Titles VI and IX. Moreover, regarding regulations arising under civil rights laws administered by the department, Executive Order 12550 requires the Attorney General to approve final regulations; the Assistant Attorney General for Civil Rights must approve notices of proposed rulemaking.” [Project 2025, Chapter 11: Department of Education, p. 359, [2023](#)]

**Roger Severino Penned The Project 2025's Playbook On The Department Of Health And Human Services (HHS), Where He Outlined A Radical Agenda That Would Codify Discrimination Against LGBTQ+ Individuals.**

**Roger Severino Penned The Chapter On The Department Of Health And Human Services In Project 2025's Mandate For Leadership, Recommending The Next Conservative Administration Exclude LGBTQ+ Individuals From The Department's Anti-Discrimination Policies.**

**Roger Severino Authored The Chapter On The Department Of Health And Human Services.**

**DEPARTMENT OF HEALTH  
AND HUMAN SERVICES**  
Roger Severino

[Project 2025, [4/21/23](#)]

**Severino Called For The Secretary's Antidiscrimination Policy Statements To Exclude LGBTQ+ Identities.** "The Secretary's antidiscrimination policy statements should never conflate sex with gender identity or sexual orientation. Rather, the Secretary should proudly state that men and women are biological realities that are crucial to the advancement of life sciences and medical care and that married men and women are the ideal, natural family structure because all children have a right to be raised by the men and women who conceived them." [Project 2025, [4/21/23](#)]

**Severino Would Redirect Grant Money To Faith-Based Adoption Agencies That Discriminate Against LGBTQ+ Parents.** "HHS, through ACF and the Assistant Secretary for Financial Resources (ASFR), should repeal the unnecessary 2016 regulation that imposes nonstatutory sexual orientation and gender identity nondiscrimination conditions on agency grants and return to the policy of maximizing the options for placing vulnerable children in their forever homes. ACF and OCR should also survey their programs to consider whether additional waivers of HHS grant conditions—waivers the Biden Administration revoked in 2021—are needed for faith-based agencies." [Project 2025, [4/21/23](#)]

## **Project 2025 Proposes Reforming The DHS Office Of General Counsel To Further Politicize The Office And Make It Adherent To The President's Agenda, Particularly To Exert More Control Over The Office For Civil Rights And Civil Liberties (CRCL).**

### **Project 2025 Proposes Moving The Office For Civil Rights And Civil Liberties (CRCL) And The Privacy Office Into The OGC And Make Them Subject To Management By A Political Appointee.**

**Project 2025 Proposed That The DHS Office Of General Counsel Should "Absorb" The Necessary Functions Of The Office For Civil Rights And Civil Liberties (CRCL) And The Privacy Office, Making Them Directly Subject To Political Appointee Management.** "OFFICE FOR CIVIL RIGHTS AND CIVIL LIBERTIES (CRCL) AND PRIVACY OFFICE (PRIV) The Homeland Security Act established only an Officer of CRCL, not an office. The only substantive function Congress then assigned to the officer was to review and assess information alleging abuses of civil rights. Since then, Congress and CRCL itself have significantly expanded CRCL's scope and size well beyond its original intent or helpful purpose. CRCL now operates and views itself as a quasiDHS Office of Inspector General. This results in a considerable waste of limited component resources, which are routinely tasked to address redundant, overly burdensome, and uninformed demands from CRCL. It is therefore important to recalibrate CRCL's scope and reach. The organizational structure of both CRCL and the Privacy Office should be changed to ensure proper alignment with the department's mission. The Office of General Counsel should absorb both CRCL's and PRIV's necessary functions and staff. Although the CRCL Officer and the Freedom of Information Act (FOIA) Officer/Privacy Officer are statutory, their offices are not mandatory. CRCL and PRIV Officers and employees should report to a Deputy General Counsel, who would be a political appointee." [Project 2025, Chapter 5: Department of Homeland Security, p. 164-165 [2023](#)]

### **Project 2025 Says That Only A Politically Appointed Deputy General Counsel Should Interface With "Any Federal, State, Local, Or Nongovernmental Groups" Instead Of A Staffer From The Office Of Civil Rights And Civil Liberties (CRCL) Or The Privacy Office.**

**Project 2025 Proposed Prohibiting Communication Between Either The Office Of Civil Rights And Civil Liberties Or The Privacy Office And "Any Federal, State, Local, Or Nongovernment Groups," Limiting Those Communications To A Single, Politically Appointed Deputy General Counsel.** "A consistent, clear, and singular message is necessary for DHS's mission. Therefore, all communications and/or meetings with any federal, state, local, or nongovernment groups should be limited to the Deputy General Counsel." [Project 2025, Chapter 5: Department of Homeland Security, p. 165 [2023](#)]

**Project 2025 Proposes Abolishing More Than 50 Working Groups That CRCL And PRIV Participate In.**

**Project 2025 Proposed Abolishing More Than 50 Working Groups That CRCL And PRIV Participate In.** “In addition, given the narrower scope of work, OGC should disband the outside advisory boards and the more than 50 working groups in which CRCL and PRIV currently participate. Finally, CRCL and PRIV should no longer issue bulletins or periodicals.” [Project 2025, Chapter 5: Department of Homeland Security, p. 165 [2023](#)]

**Project 2025's Plans For The Department Of Labor Call For Eliminating Any Program Related To DEI Or Critical Race Theory, Calling The “DEI Revolution In Labor Policy” A Vehicle To “Discriminate Against Conservative And Religious Viewpoints,” And Rescinding An Executive Order That Gave DOL The Authority To Enforce Nondiscrimination Among Federal Contractors.**

**Project 2025 Called The “DEI Revolution In Labor Policy” A Vehicle To “Discriminate Against Conservative And Religious Viewpoints [...] Including Pro-Life Views.”**

**Project 2025 Called For Reversing The “DEI Revolution In Labor Policy” Which It Claimed Has Become A “Vehicle With Which To Advance Race, Sex, And Other Classifications To Discriminate Against Conservative And Religious Viewpoints [...] Including Pro-Life Views.”**

“Reverse the DEI Revolution in Labor Policy. Under the Obama and Biden Administrations, labor policy was yet another target of the Diversity, Equity, and Inclusion (DEI) revolution. Under this managerialist left-wing race and gender ideology, every aspect of labor policy became a vehicle with which to advance race, sex, and other classifications and discriminate against conservative and religious viewpoints on these subjects and others, including pro-life views. The next Administration should eliminate every one of these wrongful and burdensome ideological projects.” [Project 2025, Chapter 18: Department of Labor, p. 582, [2023](#)]

**Project 2025 Asserted That The Biden Administration Used Racial Classifications And Preferences “Under The Guise Of DEI And Critical Race Theory.”**

**Project 2025 Accused The Biden Administration Of Pushing Racial Equity “In Every Area Of Our National Life,” Condoning The “Use Of Racial Classifications And Racial Preferences Under The Guise Of Dei And Critical Race Theory.”** “Eliminate Racial Classifications and Critical Race Theory Trainings. The Biden Administration has pushed ‘racial equity’ in every area of our national life, including in employment, and has condoned the use of racial classifications and racial preferences under the guise of DEI and critical race theory, which categorizes individuals as oppressors and victims based on race. Nondiscrimination and equality are the law; DEI is not. Title

VII flatly prohibits discrimination in employment on the basis of race, color, and national origin.” [Project 2025, Chapter 18: Department of Labor, p. 582, [2023](#)]

- **Project 2025 Declared, “Nondiscrimination And Equality Are The Law; DEI Is Not.”**  
“Nondiscrimination and equality are the law; DEI is not. Title VII flatly prohibits discrimination in employment on the basis of race, color, and national origin.” [Project 2025, Chapter 18: Department of Labor, p. 582, [2023](#)]

### **Project 2025 Proposed Banning Funding For “All Critical Race Theory Training” And “Racial Classification And Quotas [...] And DEI Trainings That Promote Critical Race Theory.”**

**Project 2025 Called For A Ban On Funding For “All Critical Race Theory Training.”** “Issue an executive order banning, and Congress should pass a law prohibiting the federal government from using taxpayer dollars to fund, all critical race theory training (CRT).” [Project 2025, Chapter 18: Department of Labor, p. 582, [2023](#)]

**Project 2025 Called For A Ban On The Use Of “Racial Classification And Quotas, Including Human-Resources Classifications And DEI Trainings That Promote Critical Race Theory.”**  
“Direct DOJ and EEOC to enforce Title VII. The President should direct the Department of Justice and Equal Employment Opportunity Commission to enforce Title VII to prohibit racial classifications and quotas, including human-resources classifications and DEI trainings that promote critical race theory.” [Project 2025, Chapter 18: Department of Labor, p. 582-583, [2023](#)]

**Project 2025 Called For A Ban On The EEOC Collecting Race And Ethnicity Employment Statistics, Which Is Said Could “Lead To Racial Quotas To Remedy Alleged Race Discrimination” Under A “Disparate Impact Theory.”** “Eliminate EEO-1 data collection. The Equal Employment Opportunity Commission collects EEO-1 data on employment statistics based on race/ ethnicity, which data can then be used to support a charge of discrimination under a disparate impact theory. This could lead to racial quotas to remedy alleged race discrimination. (The Office of Federal Contract Compliance Programs (OFCCP) also has a right to the data EEOC collects.) Crudely categorizing employees by race or ethnicity fails to recognize the diversity of the American workforce and forces individuals into categories that do not fully reflect their racial and ethnic heritage. Amend Title VII. The next Administration should work with Congress to amend Title VII to prohibit the Equal Employment Opportunity Commission from collecting EEO-1 data and any other racial classifications in employment for both private and public workplaces.” [Project 2025, Chapter 18: Department of Labor, p. 583, [2023](#)]

- **Project 2025 Called For Eliminating “Disparate Impact As A Valid Theory Of Discrimination For Race And Other Bases.”** “Eliminate disparate impact liability. With interracial marriages in America increasing, many Americans do not fit neatly into crude racial categories.1 Under disparate impact theory, moreover, discriminatory motive or intent is irrelevant; the outcome is what matters. But all workplaces have disparities. Congress should: Eliminate disparate impact as a valid theory of discrimination for race and other bases under Title VII and other



laws. Disparities do not (and should not legally) imply discrimination per se. The President should: Sign an executive order explicitly forbidding OFCCP from using disparate impact in its analysis." [Project 2025, Chapter 18: Department of Labor, p. 583, [2023](#)]

### **Project 2025 Called For Rescinding Executive Order 11246, Which Gave The Department Of Labor Authority To Enforce Nondiscrimination Among Federal Contractors And Could Be Used To Enforce “Novel Anti-Discrimination Theories.”**

#### **Project 2025 Called For Eliminating The Office Of Federal Contract Compliance Programs Which Enforces A Requirement That Federal Contractors Commit To Nondiscrimination.**

“Eliminate OFCCP. The Office of Federal Contract Compliance Programs (OFCCP) exists to enforce Executive Order (EO) 11246. That order was originally signed in 1965 to require federal contractors (and subcontractors) to commit to nondiscrimination. It gave enforcement authority to the Department of Labor, up to and including debarment from federal contracting. The Equal Employment Opportunity Commission has since grown, often making OFCCP’s authority redundant and imposing a second regulatory agency under whose rules businesses must operate. In addition, under EO 11246, the President and DOL can force a huge swath of American employers to comply with rules and regulations based on novel anti-discrimination theories (such as sexual orientation and gender identity theories) that Congress had never imposed by statute.” [Project 2025, Chapter 18: Department of Labor, p. 583-584, [2023](#)]

- **Project 2025 Claimed That Executive Order 11246 Could Be Used To Enforce “Novel Anti-Discrimination Theories (Such As Sexual Orientation And Gender Identity Theories) That Congress Had Never Imposed By Statute.”** “In addition, under EO 11246, the President and DOL can force a huge swath of American employers to comply with rules and regulations based on novel anti-discrimination theories (such as sexual orientation and gender identity theories) that Congress had never imposed by statute.” [Project 2025, Chapter 18: Department of Labor, p. 583-584, [2023](#)]

**Project 2025 Called For Rescission Of Executive Order 11246, Which It Said Would Protect Federal Contractors From The “Changing Political Whims Of A President.”** “Rescind EO 11246. The President should eliminate OFCCP by simply rescinding EO 11246. Federal contractors would still be bound by statutory nondiscrimination law but would no longer work under overlapping regimes. (Contractors’ residual obligations under Section 503 of the Rehabilitation Act and Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) could be enforced by EEOC or DOL.) Contractors also would be less subject to the changing political whims of a President that might impose significant new costs or burdens on the contractors.” [Project 2025, Chapter 18: Department of Labor, p. 584, [2023](#)]

For more information, visit [Accountable.US](https://Accountable.US) or email at [info@accountable.us](mailto:info@accountable.us).