

# Trump's attack on diversity through executive orders

E&I Journal Club AIP

Feb 10th 2025

# Executive Order 1

- **Ending Radical And Wasteful Government DEI Programs And Preferencing**
- Gets rid of Executive Order 13985 (Biden), which required federally funded institutions to submit “equity action plans”. This is seen as a waste and is stopped immediately.
- Implementation:
  - through OMB (Office of Management and Budget)
  - stop all DEI(A) programs, including “environmental justice”
  - all contracts, trainings, employment practices will be reviewed

# Executive Order 2

- **ENDING ILLEGAL DISCRIMINATION AND RESTORING MERIT-BASED OPPORTUNITY**
- Gets rid of several executive orders - 12898 (Clinton, Environmental Justice in Low-income and Minority Populations), 13583 (Obama, Government-Wide Initiative to Promote DEI), 13672 (Obama, expanding affirmative action) and therefore 11246 (Johnson (1965!), establishment of affirmative action).
- Implementation: Through the heads of all agencies and the Attorney General. Within 120 days a report shall be submitted containing recommendations for enforcing civil-rights laws and to encourage the private sector to end DEI measures.

# Executive Order 3

- **DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT**
- Under Section 7301 of title 5, United States Code, the president may prescribe regulations for the conduct of employees in the executive branch.
- The order defines "sex" and discards "gender identity" in the executive branch. Within 30 days the Secretary of Health and Human Services shall provide further guidance on definitions.
- Essentially: no third sex, no trans women in women only spaces, no federal funds to promote gender ideology, rescinding of women's rights to Trans Women, etc.

# Is this even legal?

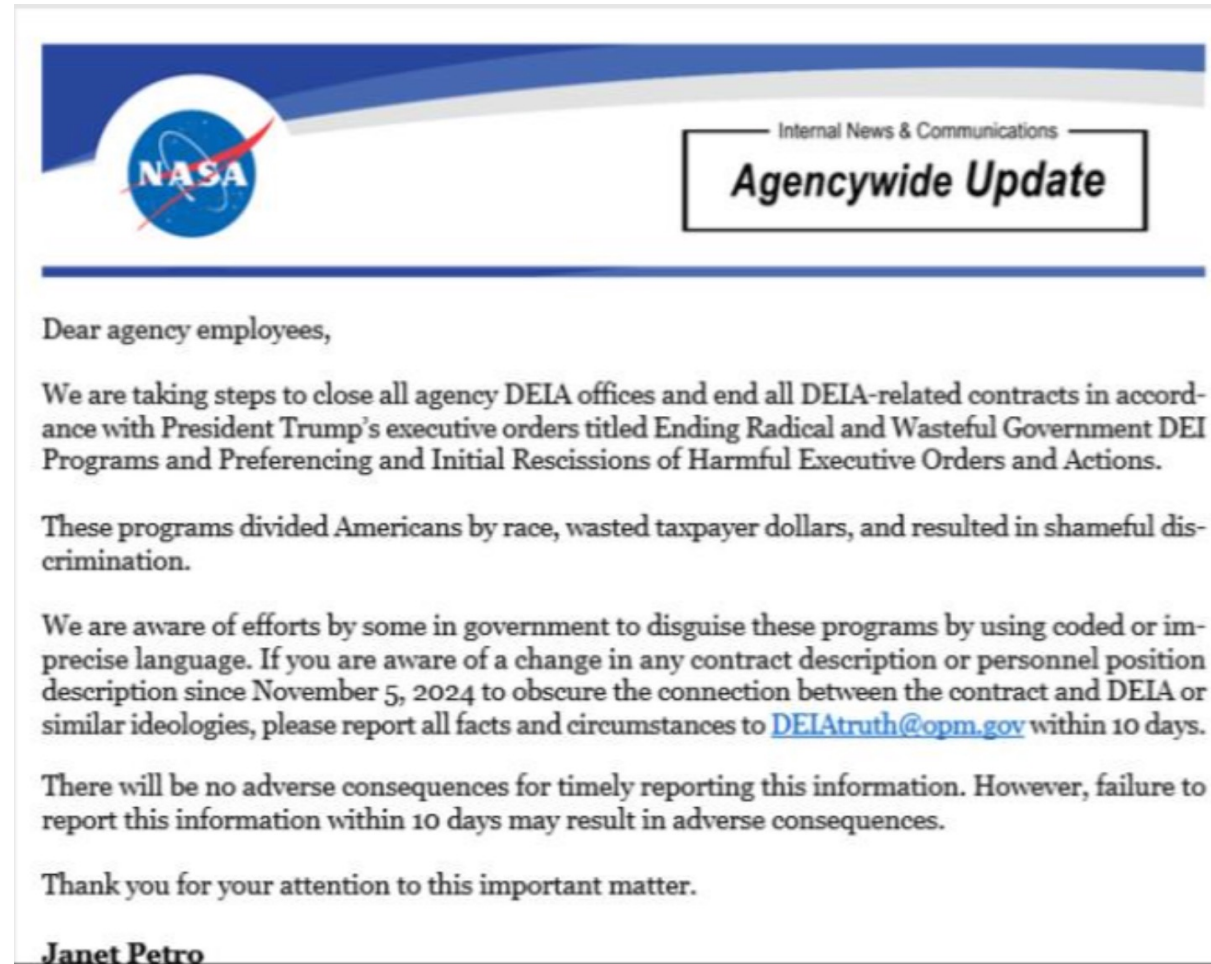
- Mostly yes! Unlike “getting rid of birthright citizenship”, which is unconstitutional, these DEI executive orders mainly target other executive orders, which were never ratified into law.
- Even more, the Supreme Court in 2023 found that many affirmative action policies (here they commented only on Harvard and UNC admissions) violate the Civil Rights Act of 1965.
- What can't be overturned are things like Title IX, which prohibits sex based discrimination in educational settings receiving money from the federal government.

# Impact of EOs on astronomy - NSF

- NSF payments (e.g. grants, fellowships) were halted (because of review for DEI), but since February 2nd, payments are active again (Federal Court restraining order). Some NSF panels were canceled, but are being rescheduled.
- However, if the review finds that your position is in violation of the EOs ("DEI hire"), the grant may be terminated immediately.
- Equity grants will not get further funding, but unclear how that affects already approved programs, such as INCLUDE, Louis Stokes Alliances for Minority Participation, Build and Broaden, etc.

# Impact of EOs on astronomy - NASA

- All NASA DEI(A) positions, websites, communications that inculcate or promote diversity, gender identity are to be removed.
- E.g. Explicit removal from pronouns in all communication from NASA. All Black History Month content at NASA removed.
- Future review and scrubbing by keywords “gender”, “minority”, “diversity”, “bias”...



## Trump orders cause chaos at science agencies

Wild week of canceled meetings, program changes, and data purges creates high anxiety

Science, Feb 5th 2025



# Trump Orders NASA to Purge All Mentions of Women in Leadership On Its Websites

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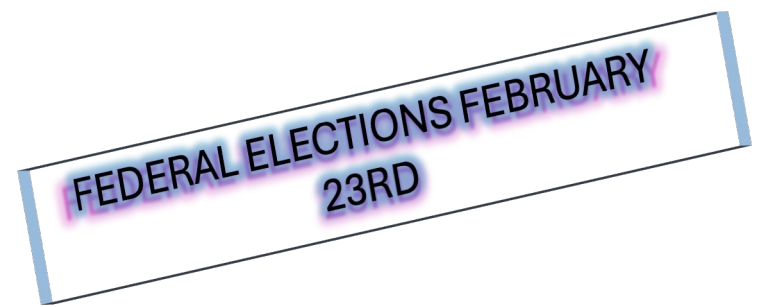
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# On the horizon... all attack on science!

- The department of government efficiency (DOGE) has eyed massive spending cuts to both research and educational institutions.
  - Perhaps even dismantling the department of education.
  - Massive cuts to research infrastructures already underway citing “indirect costs”. This affects NIH programmes the most.
  - For NASA most of cuts will be in environmental and climate change research areas.
- Budget cuts and the dismantling of government institution needs congress approval, but it is not expected that members of congress break rank in the Republican majority

# Can this happen in Germany?



- Germany has no executive actions, so federal laws cannot be simply revoked. Positions like our Equality Officer are entrenched in state law. But...
- in an effort to get their laws passed, some politicians are willing to drop entrenched taboos and get their votes from the far right AfD.
- With the future federal government, some laws may change to affect the science environment in Germany, e.g.:
  - Fast path to German citizenship
  - Right to 2nd citizenship
  - Immigration policies, Blue Card in Germany (Residence Act)

# Some thoughts...

- Physics in Germany under the Nazis:
  - Opportunist (Heisenberg)
  - Elder statesman (Planck)
  - Promoter (Debye)
- Germany may win small, but the world will lose big.

Gespräch mit MPG-Präsident Cramer

## 5+ »Haben Sie vielleicht Interesse, nach Deutschland zu kommen?«

Ist Deutschland am Ende Nutznießer von Trumps Feldzug gegen die Wissenschaft? Die Max-Planck-Gesellschaft meldet viel mehr Bewerbungen aus den USA als früher. Präsident Patrick Cramer will dort gezielt um Spitzenforscher werben.

Feb 8th 2025, Spiegel

