

119TH CONGRESS
1ST SESSION

H. R. 800

To enact into law the executive order relating to ending diversity, equity, and inclusion programs in the Federal Government, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 28, 2025

Mr. MILLS introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To enact into law the executive order relating to ending diversity, equity, and inclusion programs in the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “DEI to DIE Act”.

5 **SEC. 2. ELIMINATION OF DIVERSITY, EQUITY, AND INCLU-**
6 **SION IN FEDERAL GOVERNMENT.**

7 (a) FINDINGS.—Congress finds the following:

8 (1) The Biden Administration forced illegal and
9 immoral discrimination programs, going by the name
10 “diversity, equity, and inclusion” (in this Act re-

1 ferred to as “DEI”), into virtually all aspects of the
2 Federal Government, in areas ranging from airline
3 safety to the military.

4 (2) This was a concerted effort stemming from
5 President Biden’s first day in office, when he issued
6 Executive Order 13985, “Advancing Racial Equity
7 and Support for Underserved Communities Through
8 the Federal Government”.

9 (3) Pursuant to Executive Order 13985 and
10 follow-on orders, nearly every Federal agency and
11 entity submitted “Equity Action Plans” to detail the
12 ways that they have furthered DEIs infiltration of
13 the Federal Government.

14 (4) The public release of these plans dem-
15 onstrated immense public waste and shameful dis-
16 crimination.

17 (5) That ends today. Americans deserve a Gov-
18 ernment committed to serving every person with
19 equal dignity and respect, and to expending precious
20 taxpayer resources only on making America great.

21 (b) ELIMINATION.—

22 (1) IN GENERAL.—The Director of the Office of
23 Management and Budget (in this Act referred to as
24 “OMB”), assisted by the Attorney General and the
25 Director of the Office of Personnel Management (in

1 this Act referred to as “OPM”), shall coordinate the
2 termination of all discriminatory programs, includ-
3 ing illegal diversity, equity, and inclusion (in this
4 Act referred to as “DEI”) and diversity, equity, in-
5 clusion, and accessibility (in this Act referred to as
6 “DEIA”) mandates, policies, programs, preferences,
7 and activities in the Federal Government, under
8 whatever name they appear.

9 (2) APPLICATION.—To carry out paragraph (1),
10 the Director of OPM, with the assistance of the At-
11 torney General as requested, shall review and revise,
12 as appropriate, all existing Federal employment
13 practices, union contracts, and training policies or
14 programs to comply with this Act. Federal employ-
15 ment practices, including Federal employee perform-
16 ance reviews, shall reward individual initiative, skills,
17 performance, and hard work and shall not under any
18 circumstances consider DEI or DEIA factors, goals,
19 policies, mandates, or requirements.

20 (c) REQUIRED ACTIONS.—Each agency, department,
21 or commission head, in consultation with the Attorney
22 General, the Director of OMB, and the Director of OPM,
23 as appropriate, shall take the following actions not later
24 than 60 days after the date of the enactment of this Act:

1 (1) Terminate, to the maximum extent allowed
2 by law, all DEI, DEIA, and “environmental justice”
3 offices and positions (including “Chief Diversity Of-
4 ficer” positions); all “equity action plans”, “equity”
5 actions, initiatives, or programs, “equity-related”
6 grants or contracts; and all DEI or DEIA perform-
7 ance requirements for employees, contractors, or
8 grantees.

9 (2) Provide the Director of the OMB with a list
10 of all—

11 (A) agency or department DEI, DEIA, or
12 “environmental justice” positions, committees,
13 programs, services, activities, budgets, and ex-
14 penditures in existence on November 4, 2024,
15 and an assessment of whether these positions,
16 committees, programs, services, activities, budg-
17 ets, and expenditures have been misleadingly re-
18 labeled in an attempt to preserve their pre-No-
19 vember 4, 2024 function;

20 (B) Federal contractors who have provided
21 DEI training or DEI training materials to
22 agency or department employees; and

23 (C) Federal grantees who received Federal
24 funding to provide or advance DEI, DEIA, or

1 “environmental justice” programs, services, or
2 activities since January 20, 2021.

3 (3) Direct the deputy agency or department
4 head to—

5 (A) assess the operational impact (includ-
6 ing the number of new DEI hires) and cost of
7 the prior administration’s DEI, DEIA, and
8 “environmental justice” programs and policies;
9 and

10 (B) recommend actions, such as congres-
11 sional notifications under section 530D of title
12 28, United States Code, to align agency or de-
13 partment programs, activities, policies, regula-
14 tions, guidance, employment practices, enforce-
15 ment activities, contracts (including set-asides),
16 grants, consent orders, and litigating positions
17 with the policy of equal dignity and respect
18 identified in subsection (a) of this Act. The
19 agency or department head and the Director of
20 OMB shall jointly ensure that the deputy agen-
21 cy or department head has the authority and
22 resources needed to carry out this Act.

23 (d) MEETINGS.—To inform and advise the President,
24 so that he may formulate appropriate and effective civil-
25 rights policies for the Executive Branch, the Assistant to

1 the President for Domestic Policy shall convene a monthly
2 meeting attended by the Director of OMB, the Director
3 of OPM, and each deputy agency or department head to—

4 (1) hear reports on the prevalence and the eco-
5 nomic and social costs of DEI, DEIA, and “environ-
6 mental justice” in agency or department programs,
7 activities, policies, regulations, guidance, employ-
8 ment practices, enforcement activities, contracts (in-
9 cluding set-asides), grants, consent orders, and liti-
10 gating positions;

11 (2) discuss any barriers to measures to comply
12 with this Act; and

13 (3) monitor and track agency and department
14 progress and identify potential areas for additional
15 Presidential or legislative action to advance the pol-
16 icy of equal dignity and respect.

17 (e) SEVERABILITY.—If any provision of this Act, or
18 the application of any provision to any person or cir-
19 cumstance, is held to be invalid, the remainder of this Act
20 and the application of its provisions to any other persons
21 or circumstances shall not be affected.

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