

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.

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## 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

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## 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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