



THE SECRETARY OF THE INTERIOR  
WASHINGTON

**ORDER NO. 3416**

**Subject:** Ending DEI Programs and Gender Ideology Extremism

Sec. 1. **Purpose.** This Order implements President Trump's January 20, 2025, Executive Order (EO) 14151, titled "Ending Radical and Wasteful Government DEI Program and Preferencing" (DEI EO), as well as the related EO 14168, titled "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government" (Gender Ideology EO). This Order applies to all programs described in the DEI EO as "illegal and immoral discrimination" programs, including "diversity, equity, inclusion" (DEI), "diversity, equity, inclusion, and accessibility" (DEIA), and "environment justice" (EJ) (collectively, "equity-related") mandates, policies, preferences, and activities in the Department of the Interior (Department). It is intended to direct broad action related to cessation of activities intended to further such equity-related concepts.

Sec. 2. **Authority.** This Order is issued under the authority of section 2 of Reorganization Plan No. 3 of 1950 (64 Stat. 1262), as amended.

Sec. 3. **Background.** The Biden administration issued a number of EOs related to DEI, DEIA, and EJ policies and programs into Federal agencies, including the Department. These equity-related EOs can be found in the attachment provided with this Order.

The Department implemented these EOs primarily through Secretary's Order (SO) 3406, which established the Department's DEIA Council and ensured prioritization of actions on the advancement of DEIA and the equity-related EOs. Actions related to EJ, however, occurred through existing organizational units under separate Office of the Secretary leadership.

As President Trump has revoked the foregoing equity-related EOs, they no longer apply to the Department, and any implementing programs, including the DEIA Council, and related policies are discontinued.

#### Sec. 4. **Implementation.**

- a. All DEI, DEIA, and EJ offices and positions, including governing bodies or groups, such as the “Equity Action Team”; all “equity action plans”; equity-related policies, actions, initiatives, grants, and contracts; and equity-related performance requirements for employees, contractors, or grantees will be terminated, to the maximum extent allowable by law.
- b. SO 3406 is hereby rescinded.
- c. The Deputy Secretary is directed to carry out the duties assigned in the DEI EO, including assessing the operational impact of equity-related programs and policies and recommending actions to align Department programs, activities, policies, guidance, employment practices, contracts (including set-asides), grants, and related activities with the policy of equal dignity and respect identified in section 1 of the DEI EO.
- d. Bureaus/Offices shall immediately cease any and all equity-related activities, under any name or characterization that they may appear. Additionally, Department funds may not be used to promote the policies set forth in the equity-related EOs, including for EJ purposes.
- e. The Department will carry out the relevant actions, including adopting the terminology, identified in section 3 of the Gender Ideology EO.

#### Sec. 5. **Responsibilities.**

- a. Deputy Secretary: The Deputy Secretary is responsible for carrying out the agency deputy responsibilities identified in the DEI EO.
- b. Assistant Secretary – Policy, Management and Budget (AS-PMB): The AS-PMB is responsible for:
  - 1. Carrying out all relevant implementation responsibilities not assigned in the DEI EO to the Deputy Secretary and relevant agency activities identified in the Gender Ideology EO. In the absence of a Deputy Secretary, the AS-PMB will carry out the responsibilities assigned to that position in the DEI EO.
  - 2. Ensuring the prompt completion of any organizational changes necessitated by this Order.
  - 3. Overseeing the completion of any required personnel actions.
  - 4. Executing the necessary actions related to the Department’s contracting and financial assistance activities.



- c. Heads of Bureaus/Offices: The heads of Bureaus/Offices are responsible for:
1. Ensuring compliance with the DEI EO and the Gender Ideology EO within their respective organizations, including identifying and rescinding inconsistent Bureau/Office policies, guidance, or communications.
  2. Overseeing the completion of any required personnel actions.
  3. Providing a written report within 30 days to the AS-PMB detailing actions taken to carry out the Order.

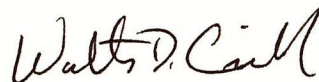
#### Sec 6. **Limitations.**

Nothing in this Order shall be construed to eliminate, rescind, hinder, impair, or otherwise affect activities that implement legal requirements independent of the rescinded equity-related EOs, including but not limited to:

- a. any duties, responsibilities, functions, tasks, and/or obligations required by law, including but not limited to the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, the Age Discrimination in Employment Act (ADEA), 29 U.S.C. § 621, and the Rehabilitation Act of 1973, 29 U.S.C. § 701; Equal Employment Opportunity Commission Management Directive 110;
- b. any duties, responsibilities, functions, tasks, and/or obligations required by regulation, including but not limited to 29 C.F.R. part 1614;
- c. any duties, responsibilities, functions, tasks, and/or obligations required by Executive Order and/or Departmental policy, including but not limited to the Departmental Manual, Personnel Bulletins, or Civil Rights Directives still in effect;
- d. the statutory authorities, treaty, and/or trust obligations of the Department and its Bureaus/Offices to Tribal nations and the Native Hawaiian Community; and
- e. the statutory authorities or programmatic obligations to the U.S. territories and freely associated states.

**Sec. 7. Effect of this Order.** This Order is intended to halt all actions related to “illegal and immoral discrimination” programs, including DEI, DEIA, and EJ (collectively, “equity-related”) mandates, policies, preferences, and activities in the Department. This Order and any resulting report or recommendations are not intended to, and do not, create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its Departments, agencies, instrumentalities or entities, its officers or employees, or any other person. To the extent there is any inconsistency between the provisions of this Order and any Federal laws or regulations, the laws and regulations will control.

Sec. 8. **Effective Date.** This Order is effective immediately and will remain in effect until it is amended, superseded, or revoked, whichever occurs first.

A handwritten signature in black ink, appearing to read "Walter D. Cruickshank".

**Walter Cruickshank**  
Acting Secretary of the Interior

Date: January 30, 2025