

Executive Orders Affecting Charitable Nonprofits



Updated January 22, 2025

After his January 20th inauguration, President Trump signed dozens of Executive Orders (EOs) covering a broad range of issues, including diversity, equity, and inclusion programs; government grants and contracts; civic engagement; immigration; and certain nonprofit subsectors. Some of the EOs won’t take effect immediately, and many are expected to be immediately challenged in court. This chart outlines some of the EOs that may affect nonprofits directly or indirectly.

This document will be updated frequently, so please use this link to see the most up-to-date version: <https://www.councilofnonprofits.org/files/media/documents/2025/chart-executive-orders.pdf>

Background Resources

- [What Is an Executive Order?](#), American Bar Association, Jan. 25, 2021.
- [Presidential Actions](#), White House, as of Jan. 21, 2025.

Issue	Executive Action	Nonprofit Impact
Diversity, Equity, and Inclusion (DEI)	<p>Initial Rescissions of Harmful Executive Orders and Actions</p> <ul style="list-style-type: none">• Rescinds previous Biden Executive Orders to expand DEI in in federal government programs, the federal workforce, and underserved communities. <p>Ending Radical and Wasteful Government DEI Programs and Preferencing</p> <ul style="list-style-type: none">• Directs the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) to coordinate with all federal agencies to terminate all DEI programs in federal agencies, including equity related grants, and equity action plans.	Federal government DEI programs and trainings, often provided by or in partnership with nonprofits, will be eliminated. In addition, Trump administration officials have said that actions affecting DEI initiatives in sectors beyond the federal government are forthcoming.

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Diversity, Equity, and Inclusion (DEI)	<p><u>Ending Illegal Discrimination and Restoring Merit-Based Opportunity</u></p> <ul style="list-style-type: none"> • Requires every federal grant or contract to agree it is compliant with “anti-discrimination” laws and does not operate any programs promoting DEI that violate “anti-discrimination” laws. • Directs the Office of Management and Budget (OMB) to review all processes, directives, and guidance, and remove all references to DEIA “under whatever name they appear” and terminate all mandates, requirements, programs, and activities. • Requires agencies and the Attorney General take appropriate action to advance anti-DEI in the private sector. • Requires the Attorney General and agencies to provide recommendations for enforcing anti-DEI and end DEI in the private sector. • Requires a report by the Attorney General and agencies to identify up to 9 potential investigations of corporations, large nonprofits or associations, or foundations with assets of \$500 million or more or state and local bar and medical associations and higher education institutions with endowments of \$1 billion or more. • Requires guidance for all education agencies and higher education institutions that receive federal funds or federal student loan assistance. 	<p>Federal government DEI programs and trainings, often provided by or in partnership with nonprofits, will be eliminated. In addition, Trump administration officials have said that actions affecting DEI initiatives in sectors beyond the federal government are forthcoming.</p>

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Federal Government	<p><u>Return to In-Person Work</u></p> <ul style="list-style-type: none"> • Directs full-time, in person work. <p><u>Hiring Freeze</u></p> <ul style="list-style-type: none"> • Implements federal hiring freeze. <p><u>Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce</u></p> <ul style="list-style-type: none"> • Changes human resources policies and allows for easier termination. <p><u>Initial Rescissions of Executive Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> • Removes pay transparency and equity requirements for federal workers. • Rescinds previous Biden Executive Order requiring executive employees to commit to an ethics code and not accept gifts from lobbyists. • Rescinds previous Biden Executive Order establishing the White House Office of Faith-Based and Neighborhood Partnerships. <p><u>Regulatory Freeze Pending Review</u></p> <ul style="list-style-type: none"> • Freezes outstanding regulations pending review. <p><u>Establishing and Implementing the President’s “Department of Government Efficiency”</u></p> <ul style="list-style-type: none"> • Establishes the Department of Government Efficiency (DOGE) to implement the DOGE Agenda, modernize federal technology and software and provide access to all unclassified agency records, software systems, and IT systems. 	<p>Nonprofits partnering with federal government agencies or receiving federal funding, especially through government grants and contracts, may experience longer wait times and slower processing, loss of points of contacts or difficulty reaching them, and increased strain on relationships.</p> <p>Nonprofits should advocate for and talk to government partners about government grants and contracting reform and provide specific examples of how processes and reporting requirements could be streamlined.</p> <p>Nonprofits will no longer have direct White House connections through the Office of Faith-Based and Neighborhood Partnerships.</p>

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<p>Immigration</p>	<p><u>Protecting the American People Against Invasion</u></p> <ul style="list-style-type: none"> • Directs relevant federal agencies to take action to remove undocumented immigrants from the country. • Directs the creation of statewide Homeland Security Taskforces and detention centers. • Requires the identification of all “unregistered illegal aliens”. • Directs relevant agencies to take action to block federal funding to sanctuary cities. • Requires all federal agencies to ensure undocumented immigrants do not receive any public benefits. <p><u>Protecting the Meaning and Value of American Citizenship</u></p> <ul style="list-style-type: none"> • Challenges birthright citizenship under the 14th Amendment when the person’s mother was <u>unlawfully in the US</u> and the father was not a US citizen or permanent resident or the mother’s presence was lawful but temporary and the father was not a US citizen or permanent resident. 	<p>Nonprofits working with immigrant populations, providing legal assistance or training, or delivering humanitarian or other direct aid, may see the need for services increase, may lose funding, and could be targeted by law enforcement. Human services and social services could also be targeted.</p>

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Census and Community Engagement	<p><u>Initial Rescissions of Executive Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> • Rescinds previous Biden Executive Order that required all persons, regardless of citizenship or immigration status, to be counted in the Census. • Rescinds previous Biden Executive Order directing federal agencies to provide access to voter information. 	<p>Lays the groundwork for legislation and other actions to exclude noncitizens from future Censuses. The National Council of Nonprofits submitted an <u>amicus brief</u> when this issue was heard by the U.S. Supreme Court for the 2020 Census.</p>
Other	<p><u>Restoring Freedom of Speech and Ending Federal Censorship</u></p> <ul style="list-style-type: none"> • Claims combatting “misinformation,” “disinformation,” and “malinformation” are infringements on First Amendment freedom of speech. <p><u>Reevaluating and Realigning United States Foreign Aid</u></p> <ul style="list-style-type: none"> • Requires foreign assistance to be disbursed in a manner aligned with the foreign policy of the President and places a 90-day pause on foreign development assistance. <p><u>Initial Rescissions of Executive Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> • Rescinds previous Order promoting the arts, humanities, and museum and library services. 	<p>Nonprofits working on specific issues and from various subsectors seen as and providing information contrary to the Administration may be targeted.</p> <p>Nonprofits that provide foreign assistance may be targeted.</p> <p>Arts and culture nonprofits, museums, and libraries will no longer be “integrated into strategies, policies, and programs that advance the economic development, well-being, and resilience of all communities”, among other things, by the Trump Administration.</p>