

Health Care-Related Executive Orders

Executive Order Title	Content	Analysis
<p style="text-align: center;"><u>RESTORING ACCOUNTABILITY TO POLICY-INFLUENCING POSITIONS WITHIN THE FEDERAL WORKFORCE</u></p>	<p>Reinstates EO 13957 from October 2020 (with technical changes) to implement a “Schedule F” for the federal civil service.</p> <p>The legal basis of the EO consists of 5 U.S.C. §3301-3302 and 5 U.S.C. §7511, which allow the President to prescribe rules for the civil and competitive service and exempt employees deemed to serve in positions of a “confidential, policy-determining, policy-making or policy-advocating character” from employee protections, respectively.</p>	<p>Implementing Schedule F would see thousands of federal employees (exact numbers are unclear) reclassified and stripped of civil service protections, making them much more easily fireable by the President or politically-appointed agency leadership. The EO claims too many career employees are resisting presidential policies and directives, a reference to what President Trump and his allies call the “Deep State.”</p> <p>Implementation of Schedule F could produce immense levels of turnover and/or downsizing in every federal department, affecting the speed and scope of federal work, including work on health care matters.</p>
<p style="text-align: center;"><u>REGULATORY FREEZE PENDING REVIEW</u></p>	<p>No rule shall be proposed or issued until reviewed by a Trump Administration appointee or designee, and any unpublished rules already sent to the Office of the Federal Register must be withdrawn.</p> <p>To the extent allowed by law, effective dates for rules that have already been published are to be delayed by 60 days.</p>	<p>A regulatory freeze is a standard first step of any new administration, amounting to a “pencils down” moment for federal rulemaking.</p>
<p style="text-align: center;"><u>WITHDRAWING THE UNITED STATES FROM THE WORLD HEALTH ORGANIZATION</u></p>	<p>Resubmits to the United Nations a formal notice of withdrawal from the WHO due to its perceived mishandling of COVID-19 and failure to stand up to political pressure from China. Withdrawal will be official in 12 months, but in the meantime “appropriate measures, with all practicable speed” are to be taken to pause funding and support to the WHO.</p>	<p>The WHO receives both mandatory and voluntary funding from member nations. The U.S. provides 22% of all mandatory funding,¹ putting WHO operations at serious risk and cutting off U.S. health agencies from international databases.</p> <p>The 1948 law (codified at 22 U.S.C. §290c) that provided for U.S. membership specifically requires funding for the remainder of the fiscal year to be paid out, making it unclear how the Trump Administration can pause funding.</p>

¹ <https://www.reuters.com/world/us/trump-signs-executive-withdrawing-world-health-organization-2025-01-21/>.

**INITIAL RESCISSIONS OF
HARMFUL EXECUTIVE
ORDERS AND ACTIONS**

This EO repeals 78 previous EO's issued by President Biden on a range of topics. The main health care EO's (including anti-discrimination measures) repealed are:

1. [Executive Order 13985](#) of January 20, 2021 (Advancing Racial Equity and Support for Underserved Communities Through the Federal Government).
2. [Executive Order 13987](#) of January 20, 2021 (Organizing and Mobilizing the United States Government To Provide a Unified and Effective Response To Combat COVID-19 and To Provide United States Leadership on Global Health and Security).
3. [Executive Order 13988](#) of January 20, 2021 (Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation).
4. [Executive Order 13995](#) of January 21, 2021 (Ensuring an Equitable Pandemic Response and Recovery).

Executive Order 13985 laid out definitions of equity and underserved communities to be used by federal agencies; directed the Office of Management and Budget (OMB) to develop methods for assessing the equity effects of federal policies; and ordered an equity assessment of federal agencies.

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Executive Order 13987 established the position of COVID-19 Response Coordinator at the White House and outlined the responsibilities of the National Security Advisor regarding biological risks and preparedness.

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Executive Order 13988 tasked federal agencies with reviewing existing orders, regulations, and guidance documents dealing with sex discrimination and, if necessary, updating them to incorporate gender identity and sexual orientation. The justification was the Supreme Court's ruling in [Bostock v. Clayton County](#) (2020), which held that "[a]n employer who discriminates against homosexual or transgender employees necessarily and intentionally applies sex-based rules," thus violating Title VII of the Civil Rights Act of 1964 and its ban on discrimination based on sex.

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Executive Order 13995 established the COVID-19 Health Equity Task Force at HHS and sought to improve equity data and reporting on COVID-19.

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5. [Executive Order 13996](#) of January 21, 2021 (Establishing the COVID-19 Pandemic Testing Board and Ensuring a Sustainable Public Health Workforce for COVID-19 and Other Biological Threats).

6. [Executive Order 13997](#) of January 21, 2021 (Improving and Expanding Access to Care and Treatments for COVID-19).

7. [Executive Order 14009](#) of January 28, 2021 (Strengthening Medicaid and the Affordable Care Act).

8. [Executive Order 14020](#) of March 8, 2021 (Establishment of the White House Gender Policy Council).

9. [Executive Order 14031](#) of May 28, 2021 (Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders).

Executive Order 13996 created a COVID-19 Pandemic Testing Board, ordered the Department of Health and Human Services (HHS) to “facilitate” free COVID-19 testing for people without insurance, and sought to create a Public Health Job Corps.

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Executive Order 13997 sought to expedite and expand the production and distribution of COVID-19 treatments and promote insurance coverage of the same.

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Executive Order 14009 sought to end Centers for Medicare and Medicaid Services (CMS) demonstrations and Sec. 1115 waivers from the first Trump term for policies that could reduce enrollment in Affordable Care Act (ACA) plans or Medicaid, e.g., work requirements. EO 14009 also started the process of fixing the “family glitch” in the Affordable Care Act, where eligibility for ACA tax credits relied in part on whether an employer offered an “affordable” self-only plan, omitting the added premium for covering family and dependents from calculations of affordability. Rescinding this EO, however, does not repeal the actual [rule](#) issued in 2022 to address the glitch.

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Executive Order 14020 established a White House Gender Policy Council to advance gender equity and equality by coordinating federal efforts to combat bias, harassment, and violence against women; empower girls; combat stereotypes in STEM fields; and numerous other similar goals.

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Executive Order 14031 created an interagency White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders to coordinate federal efforts to “eliminate barriers to equity, justice, and opportunity.”

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10. [Executive Order 14035](#) of June 25, 2021 (Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce).

Executive Order 14035 ordered agency heads to “make advancing diversity, equity, inclusion, and accessibility [DEIA] a priority component of the agency's management agenda and agency strategic planning” and to “take steps to implement or increase the availability and use of diversity, equity, inclusion, and accessibility training programs for employees, managers, and leadership. Such training programs should enable Federal employees, managers, and leaders to have knowledge of systemic and institutional racism and bias against underserved communities.” The order contains additional measures dealing with federal internships, recruitment, and data collection.

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11. [Executive Order 14045](#) of September 13, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics).

Executive Order 14045 created a White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics at the Department of Education to “advance educational equity and economic opportunity for Latino and Hispanic students, families, and communities.”

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12. [Executive Order 14049](#) of October 11, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities).

Executive Order 14049 created a White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities at the Department of Education tasked with “advance educational equity, excellence, and economic opportunity for Native Americans.”

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13. [Executive Order 14050](#) of October 19, 2021 (White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans).

Executive Order 14050 created a White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans at the Department of Education to “advance educational equity and economic opportunity for Black students, families, and communities.”

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14. [Executive Order 14070](#) of April 5, 2022 (Continuing To Strengthen Americans' Access to Affordable, Quality Health Coverage).

15. [Executive Order 14075](#) of June 15, 2022 (Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals).

16. [Executive Order 14087](#) of October 14, 2022 (Lowering Prescription Drug Costs for Americans).

17. [Executive Order 14099](#) of May 9, 2023 (Moving Beyond COVID-19 Vaccination Requirements for Federal Workers).

Executive Order 14070 sought to make enrolling for health coverage easier, better tie together the healthcare system and “other stakeholders,” and draw up policies for reducing medical debt.

Executive Order 14075 directed HHS to protect LGBTQI+ medical care from “harmful State and local laws” as much as possible; sought to limit federal health funding flowing to recipients that supported conversion therapy; and aimed to remove any regulatory barriers to receiving federal benefits for LGBTQI+ individuals.

Executive Order 14087 ordered HHS to develop new models for lowering drug costs. The Center for Medicare and Medicaid Innovation (CMMI) in turn worked on a \$2 copay model for generic drugs for Medicare beneficiaries. Presumably, the revocation of EO 14087 ends development of that model. It is unclear what will happen to another model developed in response to EO 14087, the Cell and Gene Therapy Access (CGT) Model. The CGT Model aims to overcome high upfront costs for gene and cell therapies by coordinating voluntary, multistate, outcomes-based purchasing agreements for these therapies. In short, state Medicaid agencies can agree to a common set of contractual terms with manufacturers, as assisted by CMS, and then receive rebates if the therapies do not achieve helps patients as much as expected. The CGT Model is supposed to be accepting state applications through February 28, 2025.

Executive Order 14099 itself revoked [Executive Order 14042](#) and [Executive Order 14043](#), dealing with COVID-19 vaccination mandates.

<p><u>ENDING RADICAL AND WASTEFUL GOVERNMENT DEI PROGRAMS AND PREFERENCING</u></p>	<p>Labels DEI programs as “illegal and immoral.” Directs the Office of Personnel Management (OPM), OMB, and Attorney General to identify and terminate, “to the maximum extent allowed by law, all DEI, DEIA, and ‘environmental justice’ offices and positions (including but not limited to ‘Chief Diversity Officer’ positions); all ‘equity action plans,’ ‘equity’ actions, initiatives, or programs, ‘equity-related’ grants or contracts; and all DEI or DEIA performance requirements for employees, contractors, or grantees.”</p>	<p>OPM is moving quickly to eliminate all DEI jobs in the federal workforce. In guidance issued on January 21, OPM ordered all agency heads to place all workers in DEI offices on paid leave by the end of the day on January 22. It also asked agencies to identify any offices using “coded or imprecise language” to mask their true DEI purpose, e.g., by changing their office’s name after the November election.</p> <p>What constitutes an “equity-related” grant could have wide-reaching effects on federal grant funding and grant recipients.</p>
<p><u>ENDING ILLEGAL DISCRIMINATION AND RESTORING MERIT-BASED OPPORTUNITY</u></p>	<p>Revokes a suite of executive orders dealing with hiring preferences, equal opportunity employment, DEI, and affirmative action. Revocations extend back as far as Executive Order 11246 of September 24, 1965 (Equal Employment Opportunity), issued by President Lyndon B. Johnson.</p>	<p>EO 11246 prohibited discrimination in federal employment based on “race, creed, color, or national origin” and has been amended by subsequent presidents. President Trump’s EO does not, however, revoke President Nixon’s EO 11478, which superseded Section 1 of President Johnson’s EO and expanded it to cover “race, color, religion, sex, national origin, handicap, or age, and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency.” While President Trump’s EO did repeal some subsequent amendments to President Nixon’s EO, like those made by President Obama in 2014, it appears the underlying Nixon-era text could still be in effect, possibly as an oversight.</p>

President Trump's Executive Orders Impacting Higher Education

Note: This is not an exhaustive list but includes executive orders (EOs) relevant to higher education. The list will be updated regularly.

EOs Related to Diversity, Equity, and Inclusion (DEI)

[Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#) (01/21/25)

The EO directs all federal agencies to end DEI preferences, mandates, policies, programs, and activities. It revokes executive order 11246, which has required federal contractors to have affirmative action plans since 1965. The EO directs the Attorney General and Secretary of Education to issue guidance to state and local educational agencies and institutions of higher education that receive federal funds or participate in the Title IV federal student loan assistance program on “the measures and practices required to comply with *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*.” The order also mandates investigations of institutions with endowments of at least \$1 billion.

[Ending Radical and Wasteful Government DEI Programs and Preferencing](#) (01/20/25)

The Director of the Office of Management and Budget, assisted by the Attorney General and the Director of the Office of Personnel Management, must end all discriminatory programs, including DEI and “diversity, equity, inclusion, and accessibility” (DEIA) mandates, policies, programs, preferences, and activities in the federal government, under whatever name they appear, including those related to “environmental justice.”

[Initial Rescissions of Harmful Executive Orders and Actions](#) (01/20/25)

This broad EO rescinds 78 EOs from the Biden administration, including those aimed at increasing equity and economic opportunity for underrepresented students, Tribal Colleges and Universities, and Hispanic-Serving Institutions. The order also pulls back EO 14124 (2024), which established a White House initiative to increase educational access through HSIs. That initiative supported HSIs in building educational capacity, improving student economic mobility, and enhancing federal recruitment efforts on their campuses.

Note, this EO is also referenced below in other categories

EOs Impacting Higher Education and Immigration

[Protecting the United States from Foreign Terrorists and Other National Security and Public Safety Threats](#) (01/20/25)

This order authorizes increased vetting and screening for individuals seeking admission to the United States and already in the country. It also directs agencies to enhance vetting for individuals from countries with identified security risks and to monitor individuals already in the United States to ensure they “do not bear hostile attitudes toward its citizens, culture, government, institutions, or founding principles, and do not advocate for, aid, or support designated foreign terrorists and other threats to our national security.”

[America First Policy Directive to the Secretary of State](#) (01/20/25)

The order directs the Secretary of State to “issue guidance bringing the Department of State’s policies, programs, personnel, and operations in line with an America First foreign policy, which puts America and its interests first.” It could impact programs funded by the State Department, including educational exchanges and international partnerships.

Protecting the American People Against Invasion (01/20/25)

This order directs executive departments and agencies to enforce deportation orders, and directs the Secretary of Homeland Security to expedite the removal of individuals not lawfully admitted or paroled into the country. The order also establishes Federal Homeland Security Task Forces (HSTFs), limits funding to sanctuary jurisdictions, and restricts public benefits for undocumented individuals.

EOs Impacting Title IX

Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government (01/20/25)

This order recognizes two sexes, male and female, and directs agencies to use "sex" instead of "gender" in federal policies and documents. The order also directs the U.S. Education Department to rescind several pieces of guidance, including a 2021 memo that interpreted Title IX protections to cover sexual orientation and gender identity.

EOs Impacting Sustainability

Initial Rescissions of Harmful Executive Orders and Actions (01/20/25)

The order revokes several Biden EOs related to higher education's role in combatting climate change. It disbands the White House Office of Domestic Climate Policy, the Justice40 Initiative, and other HBCU- and MSI-related environmental justice programs.

