



SECRETARY OF THE ARMY  
WASHINGTON

22 JAN 2025

SAMR-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Immediate Actions to Implement Guidance on DEIA Executive Orders

1. Reference: United States Office of Personnel Management (OPM) Memorandum, "Initial Guidance Regarding DEIA Executive Orders," January 21, 2025.
2. In accordance with the reference, ensure widest distribution of the enclosed ALARACT.
3. The reference requires several immediate actions by the Department of the Army. I appreciate that the Army has forces stationed around the globe, in nearly every time zone. We must expeditiously accomplish the following:
  - a. Take down all outward-facing media of Diversity, Equity, Inclusion, and Accessibility (DEIA) offices immediately, but no later than 23 January 2025 at 1700 EST.
  - b. Withdraw any final or pending documents, directives, orders, materials, and equity plans issued by the Department of the Army in response to the now-repealed Executive Order 14035, Diversity, Equity, Inclusion and Accessibility (DEIA) in the Federal Workforce (June 25, 2021) immediately, but no later than 23 January 2025 at 1700 EST.
  - c. Cancel any DEIA related training immediately, but no later than 23 January 2025 at 1700 EST.
4. Report compliance with the requirements of paragraph 3 via the Enterprise Task Management Software System task HQDA-250122-RK38. Include what actions were taken to comply with this memorandum.
5. Army contracting offices are to report any DEIA-related contracts to the Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology).

ENCL

  
MARK F. AVERILL  
Acting

DISTRIBUTION:  
(see next page)

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