

Inclusion for 2026 NDAA - Dismantle DEI in Department of Defense

PROPOSED BY STARRS, MS, CTG

WHEREAS, roughly 60 years after the passage of the Civil Rights Act of 1964, critical and influential institutions of American society, including the federal government, major corporations, institutions, the medical industry, large commercial airlines, law enforcement agencies, and institutions of higher education have adopted and actively used dangerous, demeaning, and immoral race- and sex-based preferences under the guise of so-called “diversity, equity, and inclusion” (DEI) or “diversity, equity, inclusion, and accessibility” (DEIA) that can violate the civil-rights laws of this Nation;

WHEREAS, illegal DEI and DEIA policies not only violate the text and spirit of our longstanding federal civil-rights laws, they also undermine our national unity, as they deny, discredit, and undermine the traditional American values of hard work, excellence, and individual achievement in favor of an unlawful, corrosive, and pernicious identity-based spoils system;

WHEREAS, hardworking Americans who deserve an opportunity to achieve the American Dream should not be stigmatized, demeaned, or shut out of opportunities because of their race or sex;

WHEREAS, these illegal DEI and DEIA policies also threaten the safety of American men, women, and children across the Nation by diminishing the importance of individual merit, aptitude, hard work, and determination when selecting people for jobs and services in key sectors of American society, including all levels of government, and the medical, aviation, and law-enforcement communities;

WHEREAS, in case after tragic case, the American people have witnessed first-hand the disastrous consequences of illegal, pernicious discrimination that has prioritized how people were born instead of what they were capable of doing; and

WHEREAS, it is the policy of the United States Department of Defense to protect the civil rights of all military service members; to promote unity, merit, excellence, and hard work; and to end and prevent all illegal discrimination and restore merit-based opportunity;

THEREFORE, the Department of Defense shall terminate, avoid and prevent all discriminatory and illegal preferences, mandates, policies, programs, activities, guidance, regulations, enforcement actions, consent orders, and requirements; and

THEREFORE, 10 United States Code Section 113, “Secretary of Defense,” is hereby amended as follows:

That all references to “diversity,” “gender,” and “inclusiveness” are hereby stricken from the entirety of the statute.

That the following sections are hereby stricken in their entirety: (c)(2); (g)(1)(B)(vii); (l)(1)(A),(B); (l)(2)(C),(D)(i – iii),(E),(F).

That the term “gender” is hereby stricken from sections (l)(2)(B); (m)(1 – 10) and replaced with the term “sex.”