

# DoD Restoring America's Fighting Force Task Force (RAFF-TF)

## Initial Report to the Secretary of Defense



March 1, 2025

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## Executive Summary

The January 29, 2025, in a memorandum entitled, “Restoring America’s Fighting Force,” the Secretary of Defense directed the Department to employ merit-based, color-blind policies, and remove exclusionary and readiness-reducing policies, programs, practices, curricula, and organizations related to Diversity, Equity and Inclusion (DEI), Critical Race Theory (CRT), and Gender Ideology. The Secretary also established the Restoring America’s Fighting Force Task Force (the “Task Force”).

The purpose of the Task Force is to oversee the Department’s efforts to eliminate any program, element, or initiative that was established to promote diverse concepts as defined in EO 13950, “Combating Race and Sex Stereotyping,” (September 22, 2020), or gender ideology as defined in Executive Order 14168, “Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government,” (January 20, 2025). The Task Force is comprised of OSD personnel in addition to a liaison from each Military Service, the Joint Staff, and National Guard Bureau to ensure effective execution of the Task Force’s duties.

The Task Force established a two-phase approach to implementing the President’s and the Secretary’s direction and provide timely Initial and Final Reports to the Secretary of Defense. The Department has taken swift action to eliminate initiatives that subvert meritocracy, perpetuate unconstitutional discrimination, and promote radical ideologies related to systemic racism and gender fluidity. The Military Departments, Joint Staff, and other DoD Components have certified compliance with the above guidance.

This Initial Report details the progress made to achieve the actions set forth on January 29, 2025 Secretary of Defense (SECDEF) memo, “Restoring America’s Fighting Force.” The final report will be delivered no later than June 1, 2025.

## Approach

The Task Force established a two-phase approach to achieve specified and implied tasks:

- Phase 1: Self-Evaluation and Certification (Complete)

Phase 1 was focused on Military Department and DoD Component Self-Evaluation and Certification. Certification required the removal of any elements related to DEI, CRT or Gender Ideology or a clearly identified plan to remove or eliminate such elements. To facilitate Phase 1, on February 2, 2025, the Task Force tasked the Military Departments, Joint Staff, and DoD Components to report the existence and/or employment of policies, processes, programs, curricula, or organizations related to DEI, CRT or Gender Ideology across five elements:

- Promotion, Selection and Assignment policy and/or processes that require consideration of sex, race, or ethnicity.
- Quotas, Objectives, and Goals.
- Instruction on CRT, Gender Ideology, and DEI.
- Instruction to Promote a Lethal Force.
- Boards, Councils, or working groups that incorporate Gender Ideology, DEI, or CRT.

Additionally, that task requested a description of remedial actions taken, initiated, or planning commenced to comport with EOs and SECDEF guidance. The findings of Phase 1 are presented in this Initial Report.

- Phase 2: Validation (Ongoing)

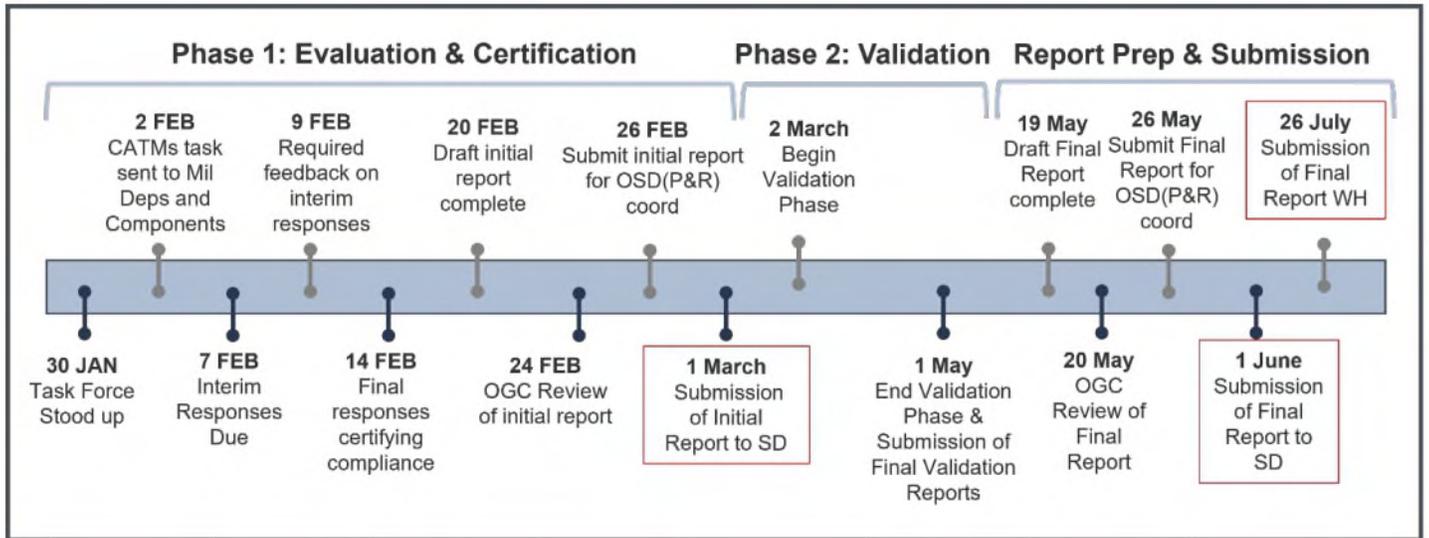
Phase 2 is a robust validation phase comprised of two components. The first requires each of the Military Departments, Joint Staff, and DoD Components to develop a self-validation methodology. This first component of Phase 2 also requires a minimum of five Senior Leader (GO/FO/SES) “eyes on” site visits and culminates in each Military Department and DoD Component submitting a Final Report summarizing their observations and findings.

The second component of Phase 2 is OSD validation, which will be conducted using the On-Site Installation Evaluations (OSIEs) capability along with targeted site visits by OUSD(P&R) leadership.

The Task Force is confident this two-phase approach will deliver the desired outcome of eliminating divisive, wasteful, and readiness-reducing content, contributing to a more ready, lethal force.

## Timeline

The POAM below shows the necessary milestones through the two-phase approach required to timely provide the Initial and Final Reports.



## Phase 1: Evaluation and Certification Findings

Below is a summary of findings from Phase 1, Military Department and DoD component evaluation and certification responses. Any deviation or notable deficiency within any specific organization is noted in the “example of remedial actions” section.

### **Summary of Findings.**

All DoD Components provided timely responses to the request for information from the Task Force and have certified compliance. The Department took swift action to implement Presidential and SECDEF direction. In the following pages, the Task Force provides an overview of the remedial actions that were reported from the Military Departments and DoD Components.

Across the Department, 174 remedial actions were reported to the Task Force. These actions varied in size, scope, and scale. The prohibition on academic instruction regarding CRT, Gender Ideology, and DEI drove the highest number of actions (44% of total actions). Remedial actions of this nature included eliminating entire courses or modifying course materials as required at the Military Service Academies, in DoDEA schools, and in other areas. Many actions related to boards and councils (29% of total actions), including the disbanding of a variety of working groups and affinity groups. The domain with the fewest reported remedial actions was in the Instruction to Promote a Lethal Force, where reviews found courses were already appropriately covering related topics of American history, leadership, and national security strategy, though some updates to course content were made across the Department.

Figure 1. Remedial Actions Across the Department to Address the RAFF and Related EOs, as reported to the Task Force

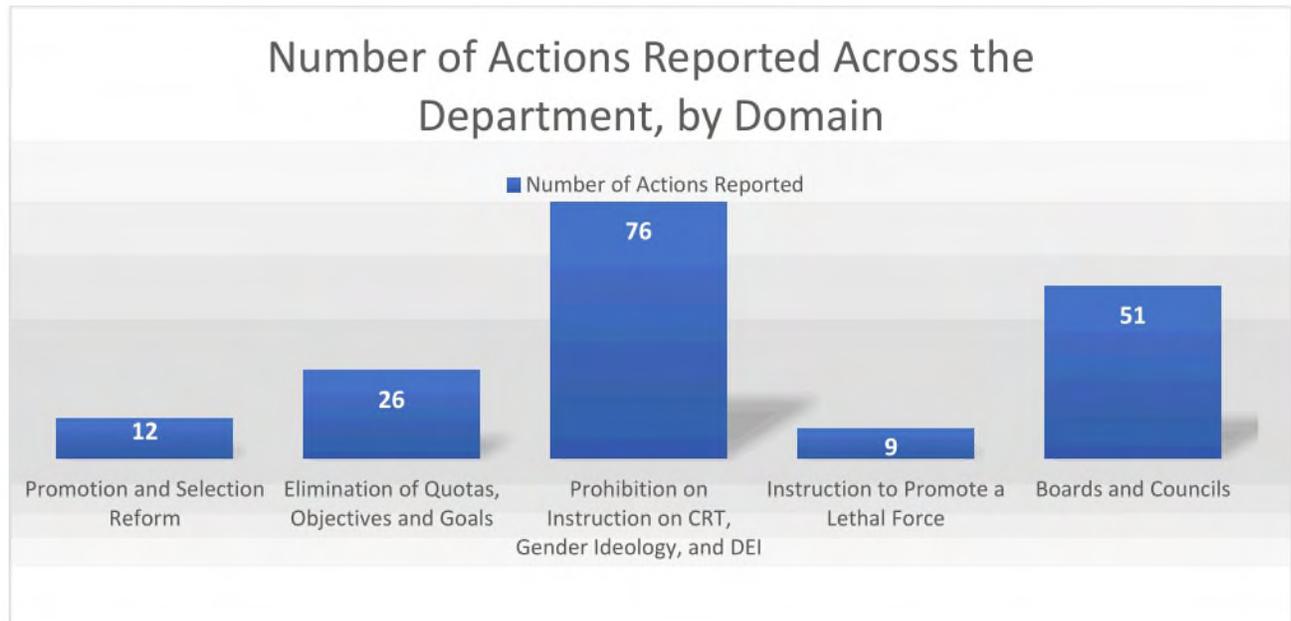


Table 1 below summarizes key actions across each of these domains. This is not an exhaustive list but rather provides examples for illustrative purposes.

**Table 1. Promotion and Selection Reform: Certification and Key Actions**

Military Service or DoD Component	1(a): Promotion, command, or special duty assignments that require consideration of sex, race, or ethnicity.	1(b); Categories of assignment that require consideration of sex, race, or ethnicity due to clear operational need.	Example Remedial Actions taken, initiated, or planning.
Department of the Army	<p>Department of the Army reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance.</p> <p>Of note, the Army is reviewing whether there is a clear operational need for consideration of sex when assigning Drill Sergeants.<sup>1</sup></p>	<p>Department of the Army reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance (with continued review of Drill Sergeants assignments as described in the previous column).</p>	<p>Evaluating operational need for consideration of sex when assigning Drill Sergeants by organizing a working group to assess whether to codify this need through assignment instructions and doctrine. This action will be complete by the final 1 June report.</p>
Department of the Air Force	<p>Department of the Air Force (DAF) reviewed existing policies, programs and practices, made necessary updates, and certifies compliance.</p>	<p>Department of the Air Force (DAF) reviewed existing policies, programs and practices, made necessary updates, and certifies compliance.</p>	<p>Updated memorandum of instruction for members of the Command Selection Board (CSB) to remove DEI.</p> <p>Mandated that Career field managers remove all DEI related verbiage from Developmental Team charters.</p> <p>DAF has discontinued reporting race, ethnicity, and sex data in promotion selection board reports and out-briefs.</p>
Department of the Navy	<p>Department of Navy conducted an evaluation and certifies that there are no promotion, command or duty assignment that require consideration of sex, race, or ethnicity with the exception of those listed in column 1(b)</p>	<p>Training locations must maintain adequate manning of female drill and combat instructors based on sex-based operational requirements and to comply with 10 USC 6932.</p> <p>Ships and submarines must maintain adequate manning of female crew</p>	<p>Continued monitoring of policy, programs, and processes such as promotion planning, promotion and selection board precepts, and the performance evaluation system.</p>

<sup>1</sup> US Army Training and Doctrine Command (TRADOC) installations resource Drill Sergeant (DS) requirements based upon the following: 1) For Basic Training and One-Station Unit Training: A minimum of one female DS per platoon and no less than four per company. 2) For Advanced Individual Training: Female DS authorizations are based on the total number of DS authorizations of the company. Race or ethnicity are not considered for DS assignment.

		to fill female-dedicated berthings.	
Joint Staff & Combatant Commands	Joint Staff reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance.	Joint Staff reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance.	None.
DoD Components	DoD Components reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance.	DoD Components reviewed existing policies, programs, and practices, made necessary updates, and certifies compliance.	<p>Civilian Personnel Performance Rating. DCPAS Message 2025022 – Removal of DEIA Elements from Performance Standards and Performance Systems, dated and disseminated on Monday, February 3, 2025, requires the issuance of new SES Performance Plans within 30 days of January 30, 2025 that exclude DEIA factors, goals, policies, mandates or requirements.</p> <p>P&amp;R rescinded memo Memorandum titled Promotion Selection Boards -- Demographic Analysis dated July 30, 2020 no longer requiring the Secretaries of the Military Departments to include race, ethnicity, and gender statistics, with accompanying demographic analysis, in all O-4 through O-8 Active and Reserve promotion selection board packages, including federal recognition boards and promotion vacancy selection boards, for review by the Secretary of Defense.</p> <p>P&amp;R is updating DoDI 1320.13, "Commissioned Officer Promotion Reports," to eliminate the requirement for providing statistical summaries that break down promotion rates by race, gender, and ethnicity. Additionally, propose the removal of DD Form 2942-2, "Commissioned Officer Selection and Promotion Statistics – Promotions by Race, Gender, and Ethnicity."</p> <p>DoDEA Equal Employment Opportunities Program office canceled its special emphasis program and restored the focus to veterans preferences.</p>

Note. The table includes example remedial actions for illustrative purposes but does describe all actions taken.

Table 2. Elimination of Quotas, Objectives, and Goals: Certification and Key Actions

Military Service or DoD Component	Organizational composition, academic admission, or career fields that required sex-based, race-based, or ethnicity-based goals.	Example remedial Actions taken, initiated, or planning commenced to comport with SecDef guidance.
Department of the Army	Department of the Army conducted an evaluation and certifies that there is no use sex, race, or ethnicity-based goals for organizational composition, academic admissions, or career fields.	<p>There are no organizational composition, academic admission, or career fields that require sex or ethnicity-based goals.</p> <p>Continued monitoring of policy, programs, and processes.</p>
Department of the Air Force	Department of the Air Force conducted an evaluation and certifies that there is no use sex, race, or ethnicity-based goals for organizational composition, academic admissions, or career fields.	<p>Continue to monitor policy, programs, and processes in DAF recruitment offices and organizations.</p> <p>Gold Bar recruiting, which targets under-represented groups, has removed goals and the National Recruiting goals have been adjusted accordingly.</p> <p>The US Air Force Academy (USAFA) undertook the following actions:</p> <ul style="list-style-type: none"> <li>- Terminated any utilization or reference to the prior signed Applicant Pool goals memo.</li> <li>- Masked gender, race, and ethnicity during the selection process</li> <li>- Reviewed recruitment efforts in low producing congressional districts to align with Executive Order requirement</li> </ul>
Department of the Navy	Department of the Navy conducted an evaluation and certifies that there is no use of sex, race, or ethnicity-based goals for organizational composition, academic admissions, or career fields with the limited exceptions related to ships and submarines maintaining adequate manning of female crew to fill female-dedicated berthings.	Continued monitoring of policy, programs, and processes such as promotion planning, promotion and selection board precepts, and the performance evaluation system.
Joint Staff & Combatant Commands	The Joint Staff and CCMDs conducted an evaluation and certify that there is no use of sex, race, or ethnicity-based goals for organizational composition, academic admissions, or career fields.	Continued monitoring of policy, programs, and processes.
DoD Components	DoD Components conducted an evaluation and certified that there is no use of sex, race, or ethnicity-based goals for organizational composition, academic admissions, or career fields.	<p>DoDI 1020.05 “DoD Diversity and Inclusion Management Program” has been canceled.</p> <p>DoDI 1350.03 “Affirmative Action Planning and Assessment Process” has been canceled.</p> <p>Termination of the Defense Advisory Committee on Diversity and Inclusion (DACODAI) initiated by providing a 60-day notice to House Armed Services and Senate Armed Services Committees.</p>

Note. The table above includes example remedial actions for illustrative purposes but does describe all actions taken.

**Table 3. Prohibition on Instruction on Critical Race Theory, Gender Ideology, and DEI: Certification and Key Actions**

<b>Military Service or DoD Component</b>	<b>Curricula which included Critical Race Theory (CRT), DEI, or Gender Ideology.</b>	<b>Example Remedial Actions taken, initiated, or planning commenced to comport with SecDef guidance.</b>
Department of the Army	Department of the Army conducted an evaluation and certifies that there is no instruction on CRT, Gender Ideology or DEI.	<p>The War College canceled 4 of 120 elective courses to comply with the Executive Order.</p> <p>The US Military Academy (USMA) took the following actions:</p> <ul style="list-style-type: none"> <li>- removed two lessons of an upper-level elective course, SS392, "Politics of Race, Gender and Sexuality."</li> <li>- Eliminated the Diversity and Inclusion Studies minor.</li> <li>- Disbanded twelve (12) Cadet affinity clubs.</li> <li>- Ceased 3x Summer Academic Individual Advanced Development focused on promoting racial minorities.</li> <li>- Updated course documents, to include syllabi, to reference sex rather than gender.</li> <li>- All references to Critical Race Theory removed from curricula.</li> <li>- Reviewed all courses within curriculum, research efforts, and Advanced Individual Academic Development activities (ie, summer "internships") to validate if there are any references to DEI or gender ideology, and will remove to ensure compliance.</li> </ul> <p>Furthermore, the Army continues to review its curriculum for all schools and training requirements to ensure there are no lessons that conflict with the SecDef's guidance.</p>
Department of the Air Force	Department of the Air Force conducted an evaluation and certifies that there is no instruction on CRT, Gender Ideology or DEI.	<p>Air Education and Training Command (AETC) eliminated DEI training modules in approximately 75 courses.</p> <p>AETC issued stop orders for contracts for DEI related requirements including Flatter (Georgetown University Organizational Culture and Leadership course), Dignitas (LIVE); Booze Allen Hamilton; Arizona State University IGSA; Qualtrics.</p> <p>The US Air Force Academy (USAFA) undertook the following actions:</p>

		<ul style="list-style-type: none"> <li>- Termination of Diversity and Inclusion Minor</li> <li>- Termination of the Cadet D&amp;I program (Purple Ropes)</li> <li>- Termination of Squadron Commander Cohort Course on D&amp;I in Leadership</li> </ul>
Department of the Navy	Department of the Navy conducted an evaluation and certifies that there is no instruction on CRT, Gender Ideology or DEI.	<p>All Navy Education and Training Command (NETC) learning centers have scrubbed courseware to ensure there is no mention of DEI topics or the use of the word gender.</p> <p>United States Naval Academy (USNA) conducted a comprehensive review of the Academy's complete academic curriculum (870 courses in total). Two courses were canceled, and another five courses were restructured to remove material. One section of a capstone course was also restructured to align with guidance.</p>
Joint Staff & Combatant Commands	Joint Staff and CCMDs conducted an evaluation and certify that there are no curricula, lessons, or content related to DEI, CRT, or Gender Ideology.	<p>The Joint Staff reports that they are placing all DEI products in the Joint Lessons Learned Information System (JLLIS) into a deleted status; in progress, 600K+ records to review.</p> <p>NDU certifies no curriculum contains DEI, CRT or Gender Ideology content NDU continues to conduct a full curriculum review to validate assessment. Eisenhower School (ES) DEI Working Group charter was revoked and the WG was disbanded in January 2025.</p>
DoD Components	DoD Components conducted an evaluation and certified their instruction promotes a lethal force as outlined in the EO.	<p>Most DOD components reviewed standard use training platforms like iCOMPASS and SkillSoft for DEI, CRT, and Gender Ideology content. All certify any reference to the above has been removed.</p> <p>Defense Human Resources Agency (DHRA) conducted an internal review and self-reported that the following activities and contracted learning platforms hosted courses that contained DEI, CRT or GI Content has been removed:</p> <p>Transition Assistance Program (TAP): LGBTQ+ Military Life Cycle Course, LGBTQ+ resources Website Guide, LGBTQ+ Online Reference Guide, and Women's Health Military Life Cycle Course (contains a section on LGBTQ+ care/resources);</p> <p>SkillBridge: Removed the DEI Banner</p>

		<p>In addition, the Advanced Distributed Learning (ADL) conducted a search of all courses and material to identify any instances of Critical Race Theory (CRT), DEI, or gender ideology. Key words that were searched for include: "gender", "sex", "DEI", "CRT", "critical race theory", "diversity", and "equity" and "inclusion" (as they relate to DEI). None were located.</p> <p>P&amp;R is preparing guidance to installation libraries to meet compliance with the EOs. To be completed NLT March 2025</p> <p>Finally, DoDEA identified selected instructional resources that should not be used by DoDEA educators during its operational compliance review of current policies, DoDEA-adopted instructional resources, and Information Center (library) books. On February 5, DoDEA sent memos agency-wide (161 schools) on the operational compliance review of DoDEA-adopted instructional resources and Information Center materials.</p>
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Note. The table includes example remedial actions for illustrative purposes but does describe all actions taken. Of note, the Department previously reviewed and eliminated CRT and DEI related content in accordance with the FY24 and FY25 NDAA; Therefore, some relevant actions were completed prior to the EOs discussed herein and are not addressed in this report.

Table 4: Instruction to Promote a Lethal Force: Certification and Key Actions

Military Service or DoD Component	Courses at U.S. Service Academies and DoD academic institutions will teach that America and its founding documents remain the most powerful force for good in human history.	Remedial Actions taken, initiated, or planning commenced to comport with SecDef guidance.
Department of the Army	Department of the Army conducted an evaluation and certifies their instruction promotes a lethal force as outlined in the EO.	<p>Cadets at USMA are taught about the Constitution through four core courses: HI101, HI103, LW403, and MX400 (Officership). Additionally, all Cadets take an oath to the Constitution on three occasions throughout their time at USMA: Reception Day, Affirmation Day, and Graduation/Commissioning.</p> <p>USMA will maintain a continuous review process to ensure that USMA remains in compliance. This process will include screening all new programs, initiatives, and events using specific criteria outlined in current executive orders and departmental guidance. Approval to proceed will remain contingent upon completion and validation of this process at the departmental level.</p>
Department of the Air Force	Department of the Air Force conducted an evaluation and certifies their instruction promotes a lethal force as outlined in the EO.	No change necessary; review found that USAFA, AETC, and other educational institutions operated and controlled by the DAF include the required content in History and Leadership courses.
Department of the Navy	Department of the Navy conducted an evaluation and certifies their instruction promotes a lethal force as outlined in the EO.	<p>The concepts of the Declaration of Independence and the Constitution are central to the DON's educational system. Foundational required government and history courses at the U.S. Naval Academy provide a careful study of the text of the founding documents, the history of the development of American democracy, and of our Navy and Marine Corps. Through this, DON inculcates Midshipmen with a deep understanding of the exceptional nature of the American government and its unique, distinctive, and exemplary structure and character; its role in the world; and their role and obligations as commissioned officers.</p> <p>The DON will continue to monitor course curricula to ensure continued adherence with EO, SECDEF, and USD(P&amp;R) direction, subject to further implementing guidance from OUSD(P&amp;R).</p>
Joint Staff & Combatant Commands	JS and CCMDs conducted an evaluation and certify their instruction promotes a lethal force as outlined in the EO. Specifically, the National Defense University instruction includes content	Examples include, but are not limited to, JAWS TH 6711: Studies in Modern Warfare JAWS EC 6741: American Revolution - Operational Art and Strategic Leadership JAWS ST 6720: Strategic Foundations

	relating to founding documents, founding leaders, and the principles of American civics.	ES-6125 National Security Strategy and Policy (NSSP). NWC-6400: The U.S. Domestic Context NDU 6047: American Studies: Identity NDU 6048: American Studies: Institutions & Systems NDU 6049: American Studies Foundations
DoD Components	DoD Components conducted an evaluation and certified their instruction promotes a lethal force as outlined in the EO.	None.

Note. The table includes example remedial actions for illustrative purposes but does describe all actions taken.

Table 5: Boards and Councils: Certification and Key Actions

Military Service or DoD Component	Boards, councils, and working groups that incorporated Gender Ideology, DEI, and CRT	Remedial Actions taken, initiated, or planning commenced to comport with SecDef guidance
Department of the Army	All Army Boards, Councils, and working groups that incorporated gender ideology, DEI or CRT have been disbanded or suspended until further guidance is issued.	<p>A comprehensive review of all regulations and policies was conducted to ensure removal of any language that incorporated gender, DEI, and CRT. Revisions were executed through a rapid revision process; and any actions in staffing have been canceled.</p> <p>USMA disbanded twelve (12) Cadet affinity clubs sponsored by now-defunct Office of Diversity, Inclusion and Equal Opportunity, effective 3 February 2025, and removed applicable references from outward facing media (i.e., website, social media).</p>
Department of the Air Force	Department of the Air Force conducted an evaluation and certifies the removal of boards and councils as directed by the EO.	<p>DAF Issued SAF/MR Guidance Memoranda directing boards, councils, and working groups to cease operations related to gender ideology, DEI, and CRT.</p> <p>The Acting Secretary of the Air Force disestablished the DAF Barrier Analysis Working Group and subordinate DAF barrier analysis groups.</p> <p>USAFA stood down the faculty committee on D&amp;I, the women's barrier analysis group, and has paused affinity groups pending review for EO compliance.</p>
Department of the Navy	The DON previously reviewed and eliminated CRT and DEI related content in accordance with the NDAA's for FY24 and FY25. DON board and council processes and content align with EO, SECDEF, and USD(P&R) direction regarding DEI. Board and council membership is determined based on expertise, experience, qualifications, and the ability to contribute to the board or council's mission.	<p>A pending ALNAV will direct specific action related to gender ideology in accordance with EO, SECDEF, and USD(P&amp;R) direction.</p> <p>Naval Post Graduate School (NPS) disbanded all Committees related to DEI, including the Women, Peace, and Security and the Inclusion and Diversity Council. The Faculty Council has disbanded its DEI Committee and disestablished its Women's Initiative Team (WIT) program.</p>
Joint Staff & Combatant Commands	Joint Staff and CCMDs conducted an evaluation and certify that there are no boards, councils or working groups that incorporate DEI, CRT or Gender Ideology	<p>USAFRICOM Diversity and Inclusion Charter canceled.</p> <p>Eisenhower School DEI Working Group charter was revoked and the WG disbanded in January 2025.</p>
DoD Components	DoD Components conducted evaluations and certified their boards, councils and working groups do not promote DEI, CRT or GI and promote a lethal force as outlined in the EO.	Few identified activities in need of remedial action. Uniformed Service University has taken the "precautionary measure of suspending all employee (civilian and

		<p>military) groups until a thorough review can be completed by the Task Force.”  Examples, include DHA, which plans to address the elimination of the DoD-Veterans Affairs Health Executive Committee’s Transgender Working Group.</p> <p>OSD Public Affairs stated that it will “not in the future participate in any boards, councils or working groups that incorporate gender ideology, DEI, and CRT.”</p> <p>Finally, M&amp;RA plans to eliminate DEI, CRT and Gender Ideology references from its charter.</p>
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Note. The table includes example remedial actions for illustrative purposes but does describe all actions taken. Of note, the Department previously reviewed and eliminated CRT and DEI related content in accordance with the FY24 and FY25 NDAA. Therefore, some relevant actions were completed prior to the EOs discussed herein and are not addressed in this report.

## **Phase 2: Validation**

The Task Force will work with the Military Departments, Joint Staff, and DoD Components to construct validation plans while initiating OSD(P&R)-led validation through the ongoing On-Site Installation Evaluations (OSIEs) and OUSD(P&R) Senior leader site visits.

Military Departments, Joint Staff, and DoD Components will develop and submit validation plans NLT March 12, 2025, followed by a final report NLT May 1, 2025.

The validation plans will:

1. Provide effective methodologies for validating compliance across all Military Services, Combatant Commands, and subordinate organizations.
2. Place special emphasis on Military Service Academies (MSAs), Professional Military Education (PME) institutions, and other higher learning environments within the purview of DoD, to include Field Activities.
3. Include a minimum of five Senior Leader (GO/FO or SES) site visits per Military Department, Joint Staff and OSD Components. Military Departments, Joint Staff and OSD Components will validate organizations for which they have overall supervision and provide policy direction and administrative support to include Direct Reporting Units (DRUs), Field Agencies, and Activities.
4. Assess all five elements outlined: (1) Promotion and Selection Reform (2) Elimination of Quotas, Objectives, and Goals (3) Prohibition on Instruction on Critical Race Theory, Gender Ideology, and DEI (4) Instruction to Promote a Lethal Force (5) Boards and Councils.
5. Use a combination of varied assessment methods including data calls, responses to inquiry, reports, briefings, and in-person site visits. Examples of recommended validation methods include:
  - a. Promotion and Selection Reform.
    - i. In person review of promotion or selection processes, artifacts, and systems to validate the absence of consideration of sex, race, or ethnicity.
    - ii. A review of all guidance, memorandums, or other such direction to promotion and selection boards to validate the absence of consideration of sex, race, or ethnicity.
  - b. Elimination of Quotas, Objectives, and Goals.
    - i. A full review of admission processes to MSAs, Institutions of Higher Learning, specialized career fields, tracks, or programs to include applications and application review processes.
    - ii. A review of recruiting goals.
    - iii. A review of career field management processes, metrics, and products.
    - iv. A review of promotion and command selection processes, metrics, and outcomes for any guidance or practice that is not merit-based.

- c. Prohibition on Instruction on Critical Race Theory, Gender Ideology, and DEI.
  - i. Review of curricula, lesson objectives, lesson plans and material across a spectrum of basic training, advanced training, required annual training, and other training courses and venues.
  - ii. Class audits.
  - iii. Focus groups and/or interviews.
  
- d. Instruction to Promote a Lethal Force.
  - i. Review of curricula, lesson objectives, lesson plans and material at Service Academies and other defense academic institutions.
  - ii. Class audits.
  - iii. Focus groups and/or interviews.
  
- e. Boards and Councils.
  - i. Review of charters and other governing documents for language promoting or supporting gender ideology, DEI, or CRT.
  - ii. Military Installation/Ship site visits.
  - iii. Webpage/social media reviews.

The Final Validation Reports from the Military Departments, Joint Staff, and DoD Components will, at a minimum, include:

1. Executive summary of actions taken and findings.
2. A description of methods used, observations, and findings organized and aligned with the five elements referenced above and listed in the January 29, 2025, Secretary of Defense memorandum, "Restoring America's Fighting Force."
3. A listing of areas found as non-compliant along with a plan to bring the areas into compliance with specific actions and timelines.
4. A section with special emphasis on MSAs, PME institutions, and other higher learning environments within the purview of the DoD.

The reports from Phase 2 will be analyzed and presented in a final report due no later than June 1, 2025.

## **Conclusion**

Based on the data submitted by the Military Departments, Joint Staff, and DoD Components, the Task Force has determined that the Department is in compliance with the applicable Executive Orders and Secretary of Defense direction. Phase 2 will validate that assessment. The Final Report will incorporate the findings of Phase 1 and 2 and will be submitted no later than June 1, 2025. The Military Departments, Joint Staff, and other DoD Components will be prepared to present a summary of their assessments in a briefing to the SECDEF and other Department senior leaders as needed.