

**UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20250**

SECRETARY'S MEMORANDUM 1078-001

February 13, 2025

**PRIORITIZING UNITY, EQUALITY, MERITOCRACY, AND COLOR-BLIND
POLICIES, IN THE UNITED STATES DEPARTMENT OF AGRICULTURE**

1. PURPOSE

The purpose of this Memorandum is to establish a return to American principles and realign the Department's focus towards its original objectives of maximizing and promoting American agriculture, ensuring a safe, nutritious and secure food supply, enhancing rural prosperity, and protecting our National Forests. To achieve this purpose, this memorandum orders the rescission of all Diversity, Equity, Inclusion, and Accessibility (DEIA) programs, including the Special Emphasis Programs (SEP), and the Department to reprioritize unity, equality, meritocracy, and color-blind policies.

On the Great Seal of the United States of America lies a motto that describes the uniqueness of our nation, *E Pluribus Unum*, out of many one. It is a phrase that transcends politics, identities, and individualistic desires. A phrase that promotes a concept of oneness in the nation.

Similarly, at the heart of the United States Department of Agriculture (USDA) lies the mission of seeing Americans fed. It is a mission that likewise transcends all identities and can unite every American. After all, if Americans are not fed, then no other issue matters. Our differences are a strength, but only to the extent that we can harness those differences into a united objective. At times, the goal of seeing Americans fed, has been replaced by prioritizing social issues that promote division, not unity. As a taxpayer-funded Department, it is our duty to ensure the highest quality of service, and this cannot be done when prioritizing politics over our mission. It is in this spirit, that recent Executive Orders including: *Ending Radical and Wasteful Government DEI Programs and Preferencing*; *Reforming The Federal Hiring Process and Restoring Merit to Government Service*; *Ending Radical and Wasteful Government DEI Programs and Preferencing*; *Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government*; and *Eradicating Anti-Christian Bias* were created.

In that spirit, the spirit of unity, the spirit of *E Pluribus Unum*, and in compliance with the aforementioned executive orders, this Department will focus on what unites us, not on what divides us. Therefore, this Department and all supporting agencies and mission areas will not use official resources in the promotion of identity-based events. Instead, USDA's resources

and time will be focused on our objectives at USDA and celebrating our shared unity as Americans.

2. POLICY

To establish this priority, USDA will:

1. **End all Critical Race Theory, DEIA, and Gender Ideology Programs and Groups:** There shall be no USDA resources expended, including employee time, in the creation, teaching, promotion, or facilitation of Critical Race Theory, DEIA, or Gender Ideology. Specifically, USDA will cease all Special Emphasis Programs as defined by the U.S. Office of Personnel Management. In addition, any committee, board, council, task force, or working group, not established by statute, whose work touches on the above stated ideologies are hereby disbanded. Further guidance shall be forthcoming regarding the scope of the actions ordered.
2. **Realigning Department Values Towards Unity, Equality, Meritocracy, and Color-Blind Policies:** Because ‘equity’ is a concept at war with this nation’s founding principles, the Department shall prioritize meritocracy in all its actions and policies.
3. **Ceasing of Identity Month Celebrations:** Effective March 1, 2025, USDA will cease using Departmental resources for all identity month celebrations including in the form of internet postings, Departmental sponsored event celebrations, and promotional materials.
4. **Prioritization of Meritocracy in all USDA Programs:** Unless statutorily required by law, no USDA form shall require information about or base a decision, to any extent, on an individuals’ belonging to a particular identity group.
5. **Promoting Biological Truth of Only Two Sexes:** All USDA agencies and organizations shall review and ensure that all forms, applications, programs, and materials distributed both internally and externally by USDA reflect this foundational truth, by only allowing for the choice of male or female.

The Office of Budget and Programs Analysis (OBPA) and Office of General Counsel (OGC) shall assist USDA agencies and organizations properly to comply with the provisions of this.

3. EXISTING DIRECTIVES

This Secretary Memorandum overrides Departmental Regulation 4230-002 dated June 4, 2009, in its entirety due to updates to policies and Executive Orders.

4. INCIDENTAL TRANSFERS

The Assistant Secretary for Administration, the Chief Financial Officer, and the Director, Office of Budget and Program Analysis, are authorized to approve such transfers of funds, personnel, employment authority, space, records, property, and incidentals as may be necessary to implement the provisions of this Memorandum.

5. EFFECTIVE DATE AND TERMINATION

This delegation is effective immediately and will remain in effect for 1 year from the effective date, or until such earlier time as the Department's published delegations of authority have been revised to incorporate the provisions of this Memorandum.

/s/ Brooke L. Rollins
Secretary of Agriculture