



**U.S. Department of Justice**

Environment and Natural Resources  
Division

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January 23, 2025

**MEMORANDUM**

To: ENRD Section Chiefs and Deputy Section Chiefs

From: Lisa Russell   
Supervisory Official  
Deputy Assistant Attorney General

Re: Withdrawal of Plan and Policy Documents

On January 20, 2025, President Trump issued Executive Orders (EOs) titled *Ending Radical and Wasteful Government DEI Programs and Preferencing*, and *Recissions of Harmful Executive Orders and Actions*. On January 21, the President issued an EO titled *Ending Illegal Discrimination and Restoring Merit-Based Opportunity*.

The *Ending Radical and Wasteful Government DEI Programs and Preferencing* EO requires each agency or department, within 60 days, to:

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.

The *Recissions of Harmful Executive Orders and Actions* EO repeals, among other Executive Documents, EO 14035 (Diversity, Equity, Inclusion and Accessibility in the Federal Workforce). The EO titled *Ending Illegal Discrimination and Restoring Merit-Based Opportunity* revoked EO 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*.

Accordingly, pursuant to these Executive Orders the following Environment and Natural Resources Division documents are hereby withdrawn, effective immediately:

1. All final or pending Division or Section environmental justice plans, guidance, and policies;
2. The ENRD DEIA Implementation Plan;
3. All final or pending documents, directives, orders, materials, and equity plans issued by the Division or a Section in response to now-repealed Executive Order 14035;
4. The Division's 2024 Language Access Plan; and
5. Any other final or pending Division or Section policy or guidance, not specified above, that implements DEI, DEIA, or environmental justice policies.

Further, I am directing the termination of any actions, programs, or activities conducted in furtherance of the now-withdrawn Division and Section policies.

Please ensure all employees in your Section are notified of this guidance.