

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

EXECUTIVE ORDER 25-14

**FOR: ENSURING ALL HOOSIERS HAVE EQUALITY OF OPPORTUNITY
BY ELIMINATING DEI IN STATE GOVERNMENT**

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

WHEREAS, the Equal Protection Clause contained within the Fourteenth Amendment to the United State Constitution provides: “No state shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of laws”;

WHEREAS, the United States Supreme Court examined the Equal Protection Clause and its meaning regarding the college admissions process in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 143 S.Ct. 2141 (June 29, 2023); and

WHEREAS, the Supreme Court explained that “[e]liminating racial discrimination means eliminating all of it. And the Equal Protection Clause, we have accordingly held, applies ‘without regard to any differences of race, of color, or of nationality’ – it is ‘universal in [its] application’”;

NOW, THEREFORE, I, MICHAEL K. BRAUN, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:

1. All executive branch state agencies shall adhere to the decision in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 143 S.Ct. 2141 (June 29, 2023) etc. and shall not utilize state funds, property, or resources to:
 - a. Support diversity, equity, and inclusion positions, departments, activities, procedures or programs if they grant preferential treatment based upon one person’s particular race, color, ethnicity, or national origin, over that of another person;
 - b. Require any person to participate in or receive any training, instruction, procedures, or programming if they endorse preferential treatment of one person’s particular race, color, ethnicity or national origin, over that of another person;
 - c. Require any applicant for employment to provide a statement relating to diversity, equity, and inclusion or provide any applicant for employment preferential treatment for providing such a statement, over another person; or
 - d. Mandate any person to disclose their pronouns.
2. Executive state agencies shall initiate a review of diversity, equity, and inclusion positions, departments, activities, procedures or programs for compliance with the decision in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 143 S.Ct. 2141 (June 29, 2023) etc. The review should identify with specificity any programs that were in existence at the date of the issuance of this Executive Order and which positions, departments, activities, procedures or programs were eliminated or revised. The review shall be completed by April 30, 2025, with a written report provided to the Governor and the Legislative Council by July 1, 2025.
3. The intention of this Executive Order is to assure the executive branch of Indiana is in compliance with the decision of the United States Supreme Court in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 143 S.Ct. 2141

(June 29, 2023).

4. The Chief Equity, Inclusion, and Opportunity Office with the Governor's Office is hereby closed.



IN TESTIMONY WHEREOF, I,
Michael K. Braun, have hereunto set
my hand and caused to be affixed the
Great Seal of the State of Indiana on
this 14th day of January, 2025.

Michael K. Braun
Michael K. Braun Governor of Indiana

DIEGO MORALES

ATTEST: Diego Morales
Secretary of State