

Executive Actions and Their Impact on Charitable Nonprofits

February 7, 2025

Housekeeping

- This call is being recorded.
- All lines are in listen-only mode.
- Live captioning is available and we have ASL interpretation.
- Many questions were submitted during the registration process. We are going to cover as many as possible in the Q&A section.
- **A recording of this webinar will be posted on our YouTube channel and all registrants will receive an email from us tomorrow with a link.**

What We'll Cover

Overview of Executive Orders



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State Perspective



Nonoko Sato

President & CEO
Minnesota Council of Nonprofits

Overview of Lawsuit



Jessica Morton

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Opening Remarks



Diane Yentel

President & CEO
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Overview of Executive Orders



Tiffany Gourley Carter

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National Council of Nonprofits

Executive Orders

Executive Orders Affecting Charitable Nonprofits



Updated February 4, 2025

New updates are highlighted in beige.

After his January 20th inauguration, President Trump signed dozens of Executive Orders (EOs) covering a broad range of issues, including diversity, equity, and inclusion programs; government grants and contracts; civic engagement; immigration; and certain nonprofit subsectors. **Some of the EOs won't take effect immediately, and many are expected to be immediately challenged in court.** This chart outlines some of the EOs that may affect nonprofits directly or indirectly.

This document will be updated frequently, so please use this link to see the most up-to-date version: <https://www.councilofnonprofits.org/files/media/documents/2025/chart-executive-orders.pdf>

Help us track the impacts of the recent Executive Orders on the nonprofit sector by sharing your stories of observed impacts on your work and the people you serve: <https://www.councilofnonprofits.org/form/effects-executive-actions-nonprofits>

Background Resources

- [The Impacts of the Recent Executive Orders on Nonprofits](#), National Council of Nonprofits.
- [Presidential Actions](#), White House.
- [What Is an Executive Order?](#), American Bar Association, Jan. 25, 2021.

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70+ (and counting)

- Diversity, Equity, and Inclusion
- Federal Government
- Immigration
- LGBTQ+
- Environment
- Census and Community Engagement
- Other

Diversity, Equity, and Inclusion

Ending Illegal Discrimination and Restoring Merit-Based Opportunity

- Requires federal grants and contracts to certify compliance with “anti-discrimination laws”.
- Directs OMB to review all processes, directives, and guidance.
- Requires AG to take appropriate action to advance “anti-DEI” in the private sector.

Diversity, Equity, and Inclusion

Ending Illegal Discrimination and Restoring Merit-Based Opportunity

- Rescinds EO 1124 (1964) requiring nondiscrimination provisions and affirmative action requirements in government contracts.
- Requires each agency to identify up to 9 potential investigations of “publicly traded corporations, **large non-profit corporations or associations, foundations with assets of 500 million dollars or more**, State and local bar and medical associations, and **institutions of higher education with endowments over 1 billion dollars**”.

Diversity, Equity, and Inclusion

Ending Illegal Discrimination and Restoring Merit-Based Opportunity

- OPM memo to eliminate staff, remove references, and terminate contractors.
- OPM memo to require DOJ to investigate, eliminate, and penalize illegal DEI and DEIA preferences, mandates, policies, programs, and activities in the private sector and in educational institutions that receive federal funds.

Diversity, Equity, and Inclusion

Ending Radical and Wasteful Government DEI Programs and Preferences

- Directs OMB and OPM to terminate all DEI programs in federal agencies, including equity related grants and equity action plans.
- Included in 1/27 OMB Memo.
- OPM memo instructing agencies to eliminate DEIA offices, policies, programs, and practices.

Federal Government

Multiple EOs, OPM and OMB Memos

- Requires full-time, in-person work.
- Freezes hiring, “buy-out” offer.
- Freezes outstanding regulations pending review.
- Rescinds Office of Faith-Based and Neighborhood Partnerships.
- Establishes Department of Government Efficiency (DOGE).

Immigration

Protecting the American People Against Invasion

- Directs action to remove undocumented immigrants.
- Requires AG and DHS to review all federal contracts, grants, and other agreements providing funding to nongovernmental organizations supporting or providing services to “illegal aliens”.
- DOJ memo to “identify contracts, grants, and agreements with organizations that support or provide services to removable or illegal aliens”.

Immigration

Protecting the Meaning and Value of American Citizenship

- Challenges birthright citizenship under the U.S. Constitution for person's born when their (1) father is not a U.S. citizen or permanent resident AND (2) (a) mother is unlawfully in the US OR (b) mother's presence was lawful but temporary.
- 2 federal judges have blocked (Maryland and Washington State).

Multiple EOs

- Revokes previous order preventing and combating discrimination on the basis of gender identity and orientation.
- Requires the US to recognize only 2 sexes: male and female.
- Directs government-issued identification documents to only recognize 2 sexes.

Environment

Multiple EOs

- Reviews FEMA.
- Revokes implementation of the Infrastructure Investment and Jobs Act.
- Expands energy exploration on federal lands and waters.
- Eliminates electric vehicle mandate.
- Terminates Green New Deal.

Civic Engagement

Census and Voting

- Rescinds previous EO that required all persons, regardless of citizenship or immigration status, to be counted in the Census.
- Rescinds previous EO directing federal agencies to provide access to voter information.

Nongovernmental Organizations

Memorandum for the Heads of Executive Departments and Agencies

- Directs all agencies to review funding to “**nongovernmental organizations**”.
- Requires agencies to “align agencies future funding decisions with the interest of the United States and with the goals and priorities of the Administration.”

State Perspective



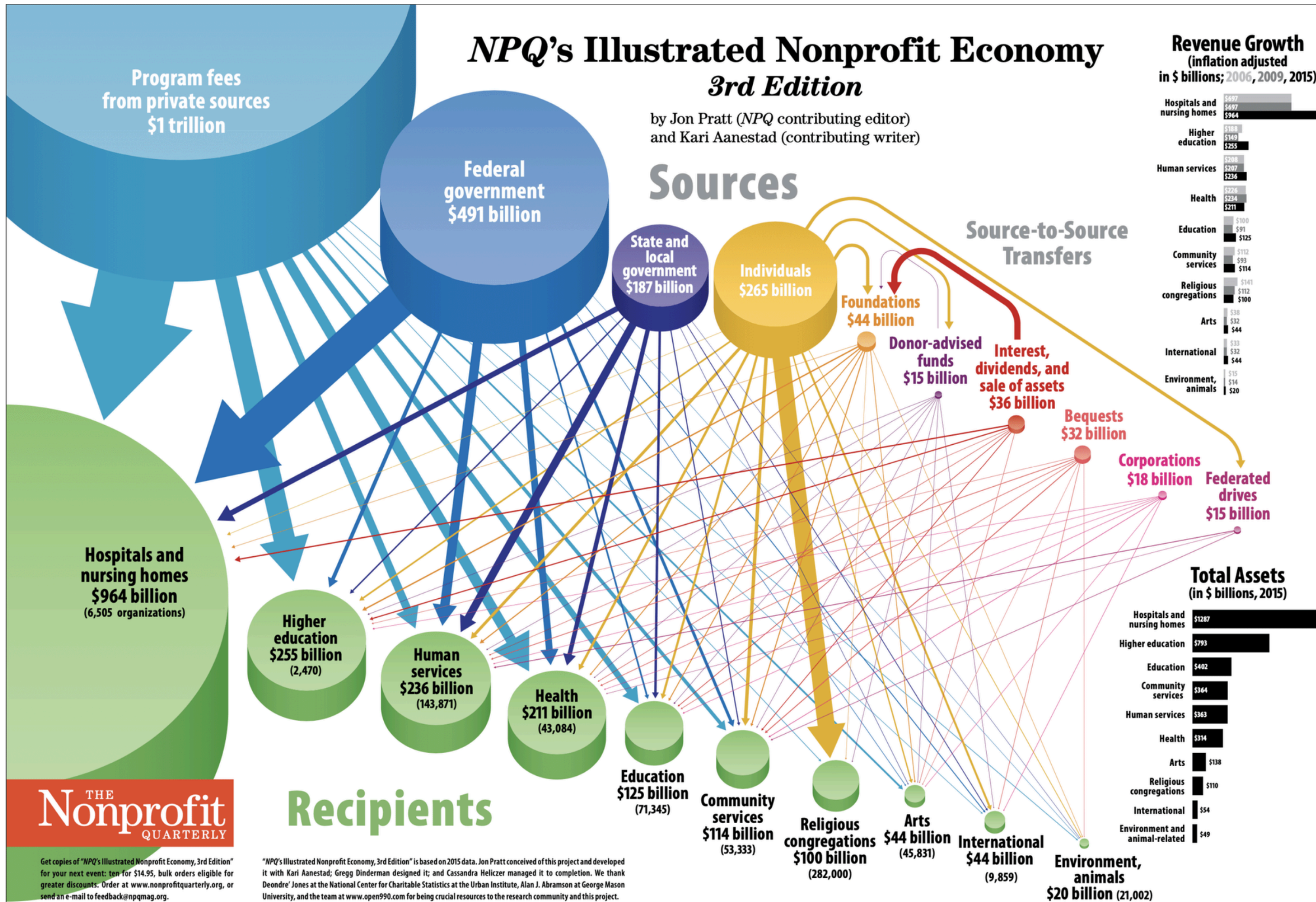
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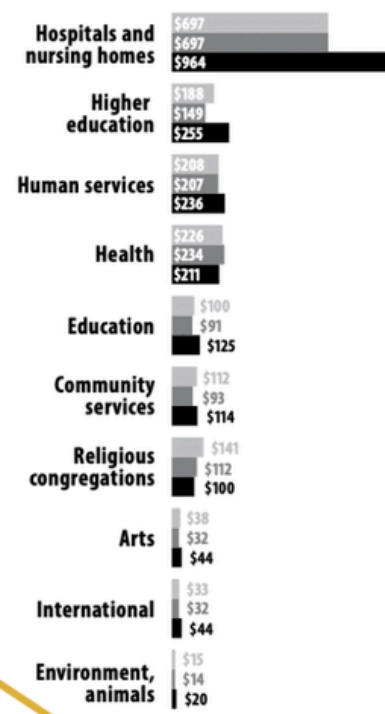
NPQ's Illustrated Nonprofit Economy 3rd Edition

by Jon Pratt (NPQ contributing editor)
and Kari Aanestad (contributing writer)

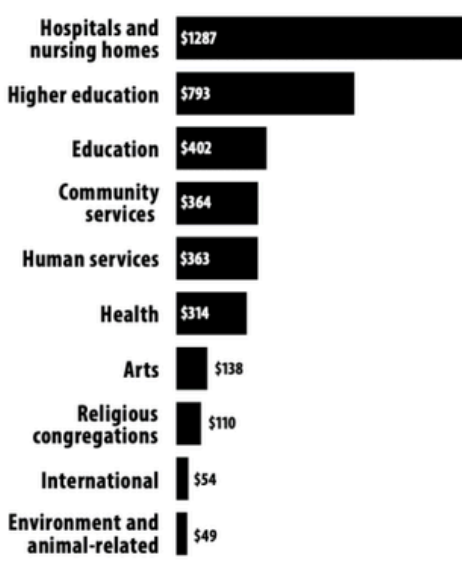
Sources



Revenue Growth (inflation adjusted in \$ billions; 2006, 2009, 2015)



Total Assets (in \$ billions, 2015)



THE
Nonprofit
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Get copies of "NPQ's Illustrated Nonprofit Economy, 3rd Edition" for your next event: ten for \$14.95, bulk orders eligible for greater discounts. Order at www.nonprofitquarterly.org, or send an e-mail to feedback@npqmag.org.

"NPQ's Illustrated Nonprofit Economy, 3rd Edition" is based on 2015 data. Jon Pratt conceived of this project and developed it with Kari Aanestad; Gregg Dinderman designed it; and Cassandra Heliczer managed it to completion. We thank Deondre' Jones at the National Center for Charitable Statistics at the Urban Institute, Alan J. Abramson at George Mason University, and the team at www.open990.com for being crucial resources to the research community and this project.

Resources to Navigate Uncertainty



Overview of Lawsuit

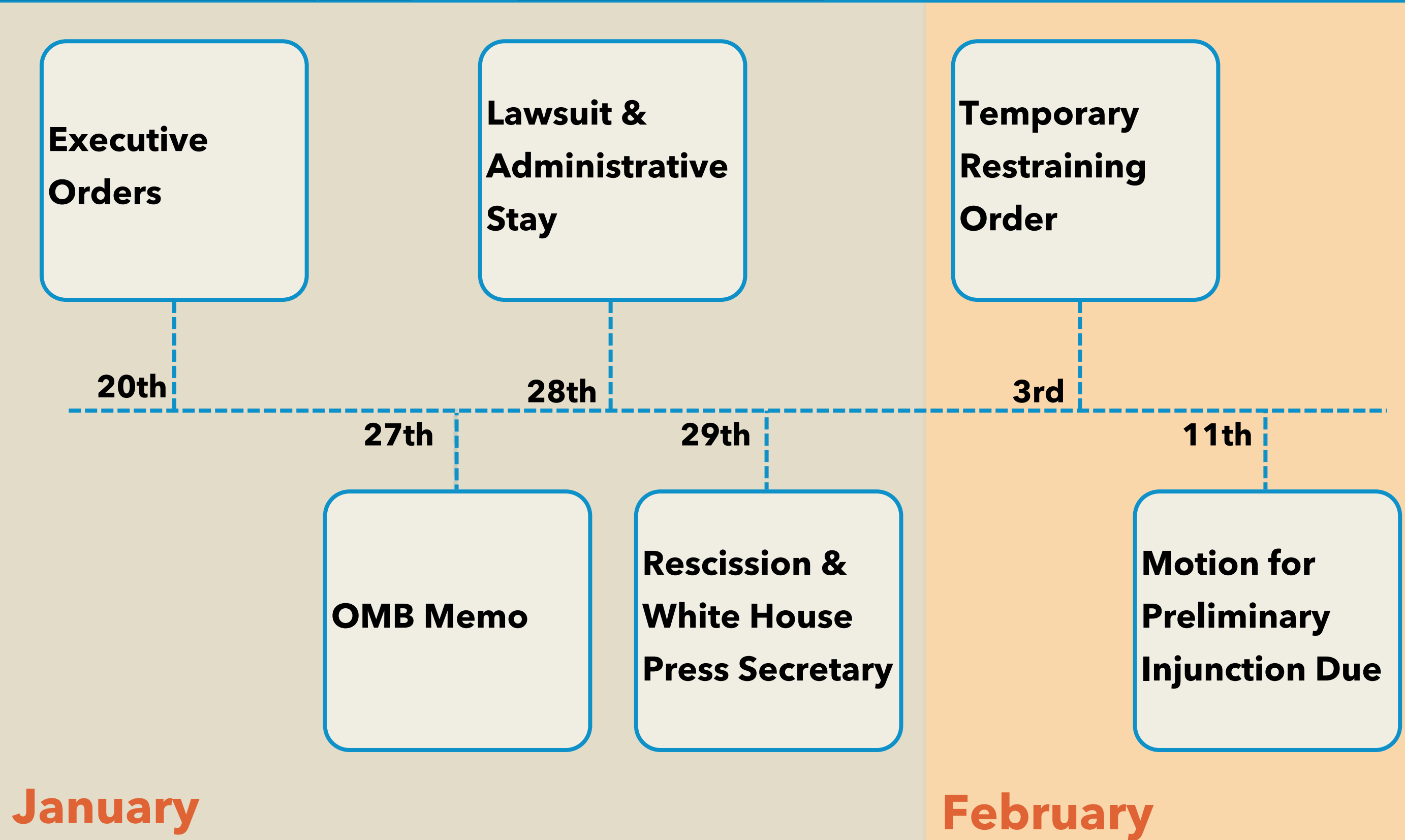


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Lawsuit Timeline

NCN et al. v OMB



January

February

Q & A

Closing Remarks



Diane Yentel

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1

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experiencing**

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Thank you!