



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

February 11, 2025

MEMORANDUM FOR SAF/HAF/HQSF
ALMAJCOM-FOA-DRU-FLDCOM-COCOM/CC
Distribution C

FROM: SAF/MR
1800 Air Force Pentagon
Washington, DC 20330-1665

SUBJECT: DEI and Gender Ideology Awards Guidance

References: (a) Executive Order 14151, *Ending Radical and Wasteful Government DEI Programs and Preferencing*, 20 January 2025
(b) Executive Order 14148, *Initial Rescissions of Harmful Executive Orders and Actions*, 20 January 2025
(c) Executive Order 14168, *Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government*, 20 January 2025

In compliance with references (a)-(c), I am directing Offices of Primary Responsibility to discontinue all Department of the Air Force (DAF) diversity, equity, and inclusion awards for individuals, teams, and units, including but not limited to Diversity and Inclusion Innovation Awards and any awards directly recognizing accomplishments advancing diversity, equity, inclusion, or gender ideology. Additionally, accomplishments advancing diversity, equity, inclusion, or gender ideology should not be included as justification supporting any Department of the Air Force (DAF) award, including when reflecting off-duty personal participation in non-federal entity (NFE) efforts.

In addition, the DAF will only nominate, select, or otherwise formally participate in awards by NFEs that relate to accomplishment in a DAF career field or relate to a DAF mission. The DAF will not formally participate in any awards that have eligibility criteria limited to, or favoring, only one race, ethnicity, or sex (including sexual orientation). Services must ensure that event content/materials are not contrary to the Department's policy on DEI. This does not restrict Airmen, Guardians, or civilian personnel from participating in NFE award programs related to diversity, equity, inclusion, or gender ideology in their personal capacities.

In conjunction with this DAF-level effort, all subordinate units must review MAJCOM, FLDCOM, DRU, FOA, NAF, Centers, Wing, Delta, Installation, and Career Field awards to ensure consistency with federal guidance on diversity, equity, and inclusion and gender ideology policy.

MAJCOMs, FLDCOMs, DRUs, and FOAs must submit a list of discontinued awards and other specific actions taken no later than 1600 EST 28 February 2025 to my point of contact in SAF/MR, Mr. Thomas Haas, SAF.mreoDEL.TigerTeam@us.af.mil.

GWENDOLYN R. DeFILIPPI, SES, DAF
Acting Assistant Secretary of the Air Force for
Manpower and Reserve Affairs

cc:

AF/A1

USSF/S1

NGB/A1

AF/RE

MAJCOM/A1

FLDCOM/S1