



## Department of Energy

Washington, DC 20585

January 28, 2025

### MEMORANDUM FOR ALL DEPARTMENT OF ENERGY ASSISTANCE AWARDS

FROM: KEITH BOYEA  
HEAD OF CONTRACTING ACTIVITY  
OFFICE OF CLEAN ENERGY DEMONSTRATIONS

Keith Boyea

Digitally signed by Keith Boyea  
Date: 2025.01.28  
11:17:30 -0500

SUBJECT: Activities associated with DEI Programs and CBP

The President has issued 43 Executive Orders, Presidential Memoranda, and Proclamations, including an Executive Order entitled *Ending Radical and Wasteful Government DEI Programs and Preferencing*. DOE is moving aggressively to implement this Executive Order by directing the suspension of the following activities in any loans, loan guarantees, grants, cost sharing agreements, such as cooperative agreements, contracts, contract awards, or any other source of DOE funding:

- Diversity, Equity, and Inclusion (DEI) programs and activities involving or relating to DEI objectives and principles;
- Community Benefits Plans (CBP); and
- Justice40 requirements, conditions, or principles.

Recipients and subrecipients must cease any activities, including contracted activities, and stop incurring costs associated with DEI and CBP activities effective as of the date of this letter for all DOE grants, cooperative agreements, loans, loan guarantees, cost sharing agreements, or other DOE funding of any kind. Recipients are responsible for communicating and enforcing this direction with all subrecipients and contractors. Costs incurred after the date of this letter will not be reimbursed. This letter will be incorporated into your award with the next modification.

Additional guidance will be forthcoming. Recipients who have DEI and CBP activities in their awards will be contacted by their Grants and Agreements Officer to initiate award modifications consistent with this Order.