



## Department of Energy

Office of Science  
Consolidated Service Center

9800 South Cass Avenue  
Lemont, Illinois 60439

P.O. Box 2001  
Oak Ridge, Tennessee 37831

January 31, 2025

On January 20, 2025, the President of the United States signed an Executive Order (E.O.) titled, "Ending Radical and Wasteful Government DEI Programs and Preferencing." The order includes, in part, a requirement to terminate all Diversity, Equity and Inclusion (DEI) performance requirements for employees, contractors, or grantees.

To implement the E.O., the Department of Energy (DOE) directs the immediate suspension of the following activities in your financial assistance awards:

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

\* *In lieu of the CBP, the Department of Energy's Office of Science required financial assistance applicants to include a Promoting Inclusive and Equitable Research (PIER) Plan in their applications for financial assistance in response to funding opportunity announcements beginning in fiscal year (FY) 2023. These PIER Plans were subsequently incorporated into resultant financial assistance awards by reference.*

Therefore, effective immediately, you shall suspend all DEI, CBP/PIER Plans and Justice40 activities associated with all financial assistance awards issued by the U.S. Department of Energy's Office of Science (SC), Consolidated Service Center – Office of Grants and Cooperative Agreements. DOE will not enforce any award requirements related to the above activities during this suspension pending the outcome of a review of the Department's ongoing activities.

If you believe any activity listed above is required by law, or if you have any questions, please contact the undersigned Contracting Officer by e-mail at [warren.riley@science.doe.gov](mailto:warren.riley@science.doe.gov).

Warren Riley  
DOE Contracting Officer