

Understanding Grants and Executive Orders



Overview

Updated February 14, 2025

Federal agencies are currently reviewing material to revise, edit, or eliminate certain verbiage that could conflict with President Trump’s [Executive Order on DEI](#). Each department is interpreting this order differently. Some grants have been temporarily paused while others remain open.

[The Department of Justice's Office of Justice Programs](#) has posted on their website that “they are currently reviewing the websites and materials in accordance with recent Executive Orders and related guidance. During this review, some pages and publications will be unavailable.” Other departments have issued public statements through their websites in compliance with the executive orders.

Professor Darby Saxbe, Ph.D. - USC Dornsife - from the University of Southern California publicly shared a list of words that was shared with her by an officer at the [National Science Foundation \(NSF\)](#). The listed words found within any documentation, online or offline, will initiate a review to see if they are allowed. These words will be flagged and will need a manual review to ensure their context. The following is the list of words that will be flagged:

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|----------------------|-------------------------|-----------------------|------------------------|
| activism | cultural heritage | diversity equity | Hispanic minority |
| activists | culturally responsive | enhance the diversity | historically |
| advocacy | disabilities | enhancing diversity | implicit bias |
| advocate | disability | equal opportunity | implicit biases |
| advocates | discriminated | equality | inclusion |
| barrier | discrimination | equitable | inclusive |
| barriers | discriminatory | equity | inclusiveness |
| biased | diverse backgrounds | ethnicity | inclusivity |
| biased toward | diverse communities | excluded | increase diversity |
| biases | diverse community | female | increase the diversity |
| biases towards | diverse group | females | Indigenous |
| BIPOC | diverse groups | fostering inclusivity | community |
| black and Latinx | diversified | gender | inequalities |
| community diversity | diversify | gender diversity | inequality |
| community equity | diversifying | genders | inequitable |
| cultural differences | diversity and inclusion | hate speech | inequities |

institutional	privileges	sexual preferences	
LGBT	promoting diversity	social justice	underrepresentation
marginalize	race and ethnicity	sociocultural	under served
marginalized	racial	socioeconomic	underrepresented
minorities	racial diversity	status	underserved
minority	racial inequality	stereotypes	undervalued
multicultural	racial justice	systemic	victim
polarization	racially	trauma	women
political	racism	under appreciated	women and
prejudice	sense of belonging	under-represented	underrepresente

Impact

All government departments are updating the language in their documents and on their websites to reflect that of recent executive orders. Details are slowly being released by each department regarding current and future grants. Some have temporarily paused grants or have warned grantees of possible funding cuts.

What's Next?

The Think and Ink Grant Consulting® team has been contacting government departments about specific grant initiatives and signed up for funding alerts and updates through [grants.gov](https://www.grants.gov).

If you have any questions or concerns, please contact us!