

National Aeronautics and Space Administration

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Washington, DC 20546-0001



January 23, 2025

MEMORANDUM FOR NASA CONTRACTOR AND GRANTEE COMMUNITY

SUBJECT: Initial Guidance Regarding Diversity, Equity, Inclusion, Accessibility (DEIA) Executive Orders

On January 20, 2025, the President of the United States of America signed an Executive Order (E.O.) titled, “[Initial Rescissions of Harmful Executive Orders and Actions](#)”, which repeals Executive Order 14035, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce”. The U.S. Office of Personnel Management (OPM) issued a memorandum, dated January 21, 2025, titled, “[Initial Guidance Regarding DEIA Executive Orders](#)” to federal agencies.

To implement the E.O. requirements, OPM directed federal agencies to take immediate action to identify and terminate DEIA initiatives and programs and remove final or pending documents, directives, orders, materials, and equity plans issued in response to the now-repealed Executive Order 14035, Diversity, Equity, Inclusion and Accessibility (DEIA) in the Federal Workforce (June 25, 2021). To date, the following directions are provided:

Contracts and Grants. NASA Contractors and Grantees immediately shall cease and desist all DEIA activities required of their contracts or grants. In accordance with FAR 52.242-15, Stop Work clause, a stop work order may have been issued to stop all or any part of the DEIA related activity. Additionally, FAR 52.249, Terminations clause modifications may also be issued to implement this change. This work may include but is not limited to: DEIA plan requirement, training, reporting, considerations for staffing, or any other direct or indirect contract or grant activity. All Contractors and Grantees shall notify their Contracting Officer or Grant Officer if they identify requirements within their contracts or grants that are in violation this guidance.

Guidance. Consistent with the DEIA E.O. and the [Regulatory Freeze Pending Review E.O.](#), additional guidance will be issued to further implement the executive order requirements, such as updating and removing DEIA related policy guidance in the NASA FAR Supplement, Grant and Cooperative Agreement Manual, Grant and Cooperative Agreement Procedures, and the Grant and Cooperative Agreement Terms and Conditions.

Websites, social media, accounts, etc. NASA Office of Procurement has removed external and internal facing contract and grant websites that include DEIA related policies and documents, and these website were taken offline as of 5pm January 22, [per OPM guidance](#).

We endeavor to keep our NASA contractor and grantee community informed. As additional guidance becomes available, NASA Contracting Officers or Grant Officers will be contacting your organization to discuss necessary contract or grant modifications required to comply with the Executive Orders. To ensure efficient lines of communication are available we ask companies to actively engage with their cognizant Contracting officer or Grant Officer regarding the removal of DEIA activities as it pertains to their contract or grant award.¹ Please contact your cognizant Contracting Officer or Grant Officer if you have any questions regarding this memorandum.

I appreciate your cooperation and continued commitment to supporting NASA's mission.

Karla Smith Jackson
Assistant Administrator for Procurement

¹ Grant includes cooperative agreement as defined in 2 CFR 200.