



2025 Summaries of Presidential Executive Orders and Directives with Impacts for Tribal Human Services

PART TWO

Updated September 30, 2025

Introduction

President Trump and his Administration have signed over 206 executive orders (EO) and directives covering a broad range of issues, including diversity, equity, and inclusion (DEI) programs; workforce and hiring; LGBTQIA+ and gender; federal funding availability; and others that may impact Tribal and urban Native human service programs. Some of the EOs won't take effect immediately, and many are expected to be immediately challenged in court. This document outlines some of the EOs and directives that may affect Tribal Nations and urban Native human service organizations and provides additional resources to track EOs and inform your strategies.

You can find an updated list of EOs published in the Federal Register at <https://www.federalregister.gov/presidential-documents/executive-orders/donald-trump/2025>

Title: [Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative](#) (Executive Order 14210 Issued February 11, 2025)

Summary: EO 14210 outlines steps for reforming the federal workforce to enhance efficiency. Key initiatives include reducing the size of the federal workforce through attrition, enforcing a hiring ratio of one hire for every four departures, and prioritizing roles in public safety, immigration enforcement, and law enforcement. EO 14210 mandates reducing non-essential offices and initiating large-scale workforce reductions. Additionally, the order focuses on revising hiring practices, enhancing accountability, and assessing the necessity of agency components. Exemptions are provided for national security and certain public safety roles. The director of the Office of Management and Budget (OMB), in

coordination with the heads of relevant agencies, will submit a final report on the initiative's progress within 240 days of the EO's issuance.

Potential Impacts for Tribal Human Services: On March 27, 2025, the Department of Health and Human Services (HHS) released a [fact sheet](#) outlining its plans to restructure HHS in accordance with EO 14210. HHS plans to reduce its workforce by 20,000, bringing the total from 82,000 to 62,000. The fact sheet indicates that the 28 operating divisions will be consolidated to 15 and the 10 regional offices will be reduced to 5. While the Administration for Children and Families (ACF), an operating division of HHS, is mentioned, the fact sheet does not specify what ACF's reorganization may look like but does note that some other agencies will be moved to ACF, such as the Administration for Community Living (programs for seniors).

On April 1, 2025, HHS implemented mass layoffs and the closure of five regional offices in Boston, New York, Chicago, San Francisco, and Seattle. While the closed regional offices may be consolidated into the remaining five offices, it remains unclear how the reorganization will unfold and how Tribes in the closed regional office areas will receive assistance and whether that assistance will be assigned to staff with experience and training in working with staff from these regions. It is estimated that ACF's staffing footprint has seen a 35–40 percent reduction since January. Of the 10,000 terminations that occurred across HHS on April 1, HHS Secretary RFK Jr. publicly shared that 20 percent of terminations were likely made in error and may be reinstated. At this time, no additional information has been shared publicly about whether ACF positions fall within the 20 percent that could face reversal.

These workforce reductions and office consolidations have led to fewer staff and technical assistance within HHS divisions like ACF that directly support state and Tribal human services programs that serve Native children and families. This includes federal programs like Tribal Temporary Assistance for Needy Families that provides financial assistance to low-income Native families; Head Start that offers early childhood education and support; Title IV-B Promoting Safe and Stable Families Grants and Child Welfare Services Grants that support child welfare prevention services; Low Income Energy Assistance Program grants; Tribal-State Collaboration on Implementation of the Indian Child Welfare Act Grants; and other ACF programs that Tribal Nations access each year. Regional offices play a critical role in providing support to improve access to federal programs, meet reporting requirements, facilitate partnerships between Tribes and states, and access training and technical assistance, which is critical to supporting effective program management, improving Tribal and state capacity, and service outcomes for Native children and families.

Next Steps: Considering efforts to enhance coordinated support and efficient delivery of services, Tribal leaders, Tribal child welfare advocates, and other allies should continue to elevate the need to protect federal funding that builds Tribal capacity to provide essential services to their children, families, and communities. One way to stay informed and engaged is to access information from coalitions and workgroups that work toward common goals in supporting the health and well-being of Native children and families and Tribal sovereignty. The [Coalition for Tribal Sovereignty](#) consists of national and intertribal organizations working to elevate concerns across Indian Country and create a unified message to engage federal policymakers on critical issues affecting Tribal sovereignty, including access to federal funding that supports effective design and delivery of Tribal human services programs. National organizations are hosting webinar sessions, supporting information sharing between different organizations, collaborating with advocates to track changes in federal assistance or funding, to elevate the voices of experts with lived experience, and identify opportunities to advocate for policy change. If you notice changes in either funding access or technical assistance from federal agencies, you can email the Senate Committee on Indian Affairs who is tracking this information by sending an email with a description of the issues to oversight@indian.senate.gov or contact Evan Roberts at NICWA at evan@nicwa.org. Both the Senate Committee on Indian Affairs and NICWA are monitoring these types of situations and will keep all information shared confidential. Tracking this information helps identify if there are trends or patterns in the implementation of these EOs, what and where the problems are occurring, and how they can be addressed.

Additional Resources

- [Executive Order Tracker](#)—There are various platforms available to review the over 206 [executive orders](#) and directives issued by the new Administration. Akin's tracker offers a platform to review executive orders by category, breaks down their impact, and provides a deeper analysis of specific orders.
- Find your Members of Congress [here](#).
- For more policy updates, check out NICWA's [Native Child and Family Policy Update](#).
- In preparation for the HHS listening sessions on reorganization that were held on July 16 and 17, 2025, NICWA submitted [written comments](#) focusing on impacts for Tribal Nations at ACF and the Substance Abuse and Mental Health Administration.
- [Litigation Tracker](#)—This resource tracks legal challenges to administration actions by topic. The tracker is continually updated and provides insights into the status and progress of legal cases to help you stay informed and respond accordingly.

- [Political Appointee Tracker](#)—This tracker provides data and analysis on the political appointment process and provides up-to-date information about nomination and confirmation status of nominees for critical roles in the federal government, such as those within HHS.
- See Senate Finance Committee and Senate Health, Education, Labor, and Pensions Committee [Letter](#) to Secretary RFK Jr. regarding HHS reorganization.
- [The Coalition for Tribal Sovereignty](#) is tracking White House actions, federal agency memos and orders, and Congressional communications. Find talking points, letter templates, and other resources [here](#).

Title: [Commencing the Reduction of the Federal Bureaucracy](#) (Executive Order 14217 Issued February 19, 2025)

Summary: EO 14217 focuses on beginning the process of reducing the size and scope of the federal government. The order directs the evaluation of federal agencies with the goal of eliminating inefficiencies and reducing the overall size of the federal government. It revokes previous memorandums and executive orders related to the organization of federal agencies and revises earlier directives to facilitate this reduction. This is part of the broader policy to streamline government operations and improve effectiveness.

Potential Impacts for Tribal Human Services: EO 14217 could impact Tribal human service programs by potentially reducing the resources and support available to federally funded services that benefit Native children, families, and Tribal Nations. As federal agencies are streamlined and reorganized under the order, certain programs, including those under HHS, might face cuts or reorganization. This could lead to diminished administrative capacity, slower processing of grants, or even the elimination of some offices and programs if they are deemed redundant or inefficient. Tribal human services programs may have to navigate a more complex federal system to secure funding and services, which could further strain their capacity to deliver critical services and programs to their children and families. As HHS undergoes reorganization and downsizing under this order and other directives, Tribal Nations may face delays in accessing funding, technical assistance for grantees, and assistance identifying federal resources and data. Technical assistance helps Tribal Nations know they are following program requirements, able to integrate cultural services effectively, and build effective and innovative solutions tailored to community needs. Furthermore, downsizing the HHS workforce could result in fewer regional experts who have spent years building relationships with Tribal Nations and

possess specialized knowledge of local issues and needs, limiting the availability of crucial insights for effective program implementation.

Next Steps: In response to the EO, Tribal leaders and national and regional organizations will continue to engage with federal agency leadership and their members of Congress to ensure that federal agencies are meeting their responsibilities to Tribal Nations, including timely and meaningful consultation. Ensuring that federal officials know that legal obligations to Tribal Nations are not discretionary, guaranteed by Treaties between Tribal Nations and the federal government and federal law, are not discretionary and need to be followed. Given the federal government's obligation to consult with Tribal Nations on matters that impact them, Tribal leaders can formally request consultations with relevant federal agencies to discuss how this EOs implementation has or could affect Tribal human service programs, ensuring their needs, concerns, and recommendations are heard and addressed in the agencies' decision-making.

Additional Resources

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Title: [Implementing the President’s “Department of Government Efficiency” Cost Efficiency Initiative](#) (Executive Order 14222 Issued February 26, 2025)

Summary: EO 14222 calls for the heads of federal agencies to, along with the Department of Government Efficiency (DOGE), review all existing contracts and grants and terminate or modify them to comply with applicable law, and to reduce federal spending overall. It also calls for the agency heads and DOGE to launch comprehensive reviews of the policies, procedures, and personnel for contracting in each agency.

This EO calls for all agency credit cards to be treated as frozen for thirty days, effective February 26th, with exemptions for natural disaster response and other “critical services”. In this order, the applicable “covered contracts and grants” are defined as “discretionary spending through federal contracts, grants, loans, and related instruments, but excludes direct assistant to individuals.” Funds that go directly to individuals, such as Social Security checks, are not affected by this, but funding that goes first to states or Tribes and then is distributed to individuals or families from there, is affected.

Potential Impacts for Tribal Human Services: This EO could affect many aspects of Tribal human services, specifically those that are funded by grants and programs from the Bureau of Indian Affairs and the Administration for Children and Families. The criteria for terminating or modifying contracts and grants is to “promote efficiency and advance the policies of my [the Trump] administration.” In other executive actions in this administration, Tribal human service programs have seen delays in federal funds for Tribes being allocated, programs terminated, and technical assistance resources canceled, often based in part on the need to reduce spending, even when Congress has authorized the funds to be provided. When you experience delays in federal funding, programs being canceled, or cancellations of technical assistance programs or resources, you can document these events and send information to the Senate Committee on Indian Affairs at oversight@indian.senate.gov or contact Evan Roberts at NICWA at evan@nicwa.org. Both the Senate Committee on Indian Affairs and NICWA are monitoring these types of situations and will keep all information shared confidential. Tracking this information helps identify if there are trends or patterns in the implementation of these EOs, what and where the problems are occurring, and how they can be addressed.

Additional Resources

- Track executive orders published in the Federal Register at www.federalregister.gov/presidential-documents/executive-orders/donald-trump/2025.

- Track litigation challenges to administration actions at <https://www.justsecurity.org/107087/tracker-litigation-legal-challenges-trump-administration/>.

Title: [Additional Rescissions of Harmful Executive Orders and Actions](#) (Executive Order 14236 Issued March 14, 2025)

Summary: EO 14236 enacts the rescission of several EOs signed by former President Joe Biden. One of the rescinded orders is [EO 14112: “Reforming Federal Funding and Support for Tribal Nations to Better Embrace Our Trust Responsibilities and Promote the Next Era of Tribal Self-Determination.”](#)

EO 14112 calls for agencies to identify potential federal policy reform that would “promote accessible, equitable, and flexible administration of federal funding and support programs” for Tribal Nations. This process would include the Director of OMB, the Assistant to the President and Domestic Policy Advisor, and the White House Council of Native American Affairs to identify shortfalls in federal support to Tribal Nations and recommend funding and programming to the president to address them. It emphasizes trust responsibilities of the federal government to “help address the needs of all Tribal Nations.” EO 14112 supports the enactment of many methods of forming funding partnerships between the federal government and Tribal Nations, including promoting contracting and co-stewardship, identifying funding programs that could allow for Tribal set-asides, and implementing application and reporting criteria in a way that lessens administrative burden for Tribes. This addresses the unique needs of Tribal Nations for receiving federal funding. The EO calls for increasing flexibility of Federal funding for Tribes, respecting Tribal data sovereignty, and supporting technical assistance programs. It outlines a framework for how federal funding programs can best serve Native communities and encourages agencies to take steps to address funding gaps in Tribal communities.

Potential Impacts for Tribal Human Services: The language in the rescinded EO 14112 emphasizes the importance of upholding trust and treaty obligations to Native peoples and centers Tribal self-determination when it comes to applying for and managing federal funding. It also outlines how the federal government can support Tribal governments with technical assistance and reducing administrative barriers to receiving federal funding. Tribal Nations and urban Indian communities (UIOs) receive federal funding for a number of services that benefit Native children and families, and the rescission of this EO could impact the ways in which Tribal Nations and UIOs are able to apply for and receive federal funding in the future. Analysis from Native News Online emphasizes that the original order

had “tangible benefits” and “its repeal now creates uncertainty for Tribal Nations, potentially reinstating restrictive barriers to funding and destabilizing federally supported Tribal programs.”¹ Former Assistant Secretary for Indian Affairs Bryan Newland (Bay Mills Indian Community) outlines that “This Executive Order was intended to reduce government interference with how Tribes spend their money, and to ensure that federal agencies are actually meeting their legal obligations for Tribes. It made the government more efficient for Indian people. Rolling back this Executive Order increases federal interference with local actions.”²

Next Steps for Tribal Nations and Urban Indian Organizations: NICWA recommends Tribal Nations and UIOs keep track of changes in federal program funding access and procedures for complying with program requirements and ask questions about why changes have occurred, including the policy basis for those changes. When you experience these changes you can document these changes and send information to the Senate Committee on Indian Affairs at oversight@indian.senate.gov or contact Evan Roberts at NICWA at evan@nicwa.org. Both the Senate Committee on Indian Affairs and NICWA are monitoring these types of situations and will keep all information shared confidential. Tracking this information helps identify if there are trends or patterns in the implementation of these EOs, what and where the problems are occurring, and how they can be addressed.

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Title: [Restoring Equality of Opportunity and Meritocracy](#) (Executive Order 14281 Issued April 23, 2025)

Summary: EO 14281 calls for several changes to the way the federal government responds to claims regarding disparate impact liability. Disparate impact is a form of discrimination that can occur in a workplace when a policy or treatment is not directly discriminatory in

¹ Rickert, Levi. “Trump Administration Rolls Back Executive Order on Tribal Sovereignty and Self-Governance.” *Native News Online*, 15 Mar. 2025. <https://nativenewsonline.net/sovereignty/trump-administration-rolls-back-executive-order-on-tribal-sovereignty-and-self-governance>

² “”

nature but causes a broader impact that allows for discrimination to occur. The National Partnership for Women & Families describes disparate treatment as a more obvious form of workplace discrimination, which occurs when an employer intentionally treats a worker differently because of their inclusion as part of a protected class. Disparate impact discrimination occurs in work settings when workplace policy doesn't explicitly discriminate against a specific group, but a policy has an impact that causes discrimination. The partnership outlines the following examples: that in a case of disparate treatment discrimination, an employer may refuse to promote a woman because she is a woman, and in a case of disparate impact discrimination, an employer may require certain physical aspects of a job, for instance, being able to lift a significant amount of weight, that are not necessary for the day-to-day-function of the job, but prohibit many women from being able to apply for the position³. The disparate impact standard was first recognized in 1971 and was codified in the Civil Rights Act of 1991.

This EO does not eliminate the ability for people to bring cases of disparate impact liability forward, but it calls for changes to the process of how the federal Equal Employment Opportunity Commission (EEOC) responds to these cases. The order calls for federal agencies to “deprioritize enforcement” of the aspects of federal statutes and regulations that include information about disparate-impact liability and directs the Attorney General to start the processes of repealing and amending regulations in Title VI of the Civil Rights Act of 1964 that “impose disparate-impact liability.” It also calls for the Attorney General to work with the EEOC chair to assess pending investigations that include cases of disparate impact, and to then “take appropriate action...consistent with the policy of this order.” This EO does not alter existing statutes themselves, instead, it's directed towards federal agencies' processes for implementing applicable statutes and regulations that concern the disparate impact standard.

Reviews of processes that are intended to limit the amount of disparate impact liability cases brought forward will impact all employees who are a member of a marginalized identity group and may face discrimination in their jobs. Claims against disparate impact have been used historically to eliminate job requirements that would present as barriers to women, people with disabilities, people of color, and others with marginalized identities. The EEOC has long used the claims surrounding the disparate impact standard in their investigations and litigation on behalf of workers, but this EO affects the process by which agencies can process these claims, which means the EEOC may choose not to pursue claims related to the disparate impact standard or to dismiss pending cases concerning

³ National Partnership for Women & Families. (2025). Explainer on Trump's Executive Order on Disparate Impact. <https://nationalpartnership.org/report/explainer-trumps-executive-order-on-disparate-impact/>

the disparate impact standard. When a pending case is dismissed, the workers in the case only have 90 days to file their case in court, and this kind of litigation process is often expensive, time-consuming, and overwhelming for workers who need to continue the process on their own behalf.

Potential Impacts for Tribal Human Services: Reduction in the ability to identify and file cases related to discrimination at work has the potential to impact anyone of a marginalized group who, without the ability to work with the EEOC on a case of disparate impact liability, may face discrimination at work or in the hiring and firing processes in their job without a clear or accessible process to challenge this discrimination. This change in the way disparate impact cases are processed at the federal level could impact Native employees who work for the federal government if they face discrimination at their jobs, and therefore the economic security of themselves and those around them.

Changes to how individuals can accessibly and effectively file workplace discrimination claims impact both hiring practices within federal agencies and their ability to retain those positions. This also comes on the heels of broader federal workforce reductions, compounding the impact of regional office closures, mass layoffs, and return-to-work orders that have caused many federal employees working with Tribal Nations to lose their jobs or leave their positions. This is a critical time for federal agencies to prioritize recruiting and retaining employees with the expertise needed to effectively serve Tribe communities. However, increasing barriers to addressing workplace discrimination makes federal employment less accessible and appealing—particularly for individuals from marginalized backgrounds whose lived experience and knowledge make them strong candidates for roles supporting Tribal Nations and their human service programs.

Next Steps: To learn more about how specific positions and agencies are affected by this EO, Tribal Nations can contact the specific federal agencies that work with their citizens and those who work for their federal partners.

Learn more about your rights for addressing discrimination with the [Equal Employment Opportunity Commission](#), including the specific tasks and priorities of their partnerships with [Tribal Employment Rights Offices](#).

Additional Resources:

- The Civil Rights Act of 1991: <https://www.eeoc.gov/civil-rights-act-1991-original-text>.
- The National Partnership for Women and Families' information on the Disparate Impact Standard and the changes to the review processes in this executive order:

<https://nationalpartnership.org/report/explainer-trumps-executive-order-on-disparate-impact/>.

- Track executive orders in the Federal Register at <https://www.federalregister.gov/presidential-documents/executive-orders/donald-trump/2025>.
- Track litigation challenges to administration actions at <https://www.justsecurity.org/107087/tracker-litigation-legal-challenges-trump-administration/>.

Title: [Improving Oversight of Federal Grantmaking](#) (Executive Order 14332 Issued August 7, 2025)

Summary: EO 14332 changes elements of the process for reviewing federal grants. It directs each federal agency to designate a “senior appointee” who would be responsible for reviewing agency grants to “ensure that they are consistent with agency priorities and the national interest.” These senior appointees would review new funding opportunities for the agency and make sure that grant awards go to projects that are in line with the administration’s priorities. Specifically, the order outlines that “Discretionary awards shall not be used to fund, promote, encourage, subsidize, or facilitate:

- racial preferences or other forms of racial discrimination by the grant recipient, including activities where race or intentional proxies for race will be used as a selection criterion for employment or program participation;
- denial by the grant recipient of the sex binary in humans or the notion that sex is a chosen or mutable characteristic;
- illegal immigration; or
- any other initiatives that compromise public safety or promote anti-American values.”

The new process outlined in this EO applies to discretionary awards, not for formula or mandatory funding grants. It outlines that going forward, the Director of OMB shall revise agencies’ process of reviewing grant applications and require all discretionary grants to allow for termination by convenience, a process in which the granting agency is able to unilaterally end a contract, even when the contractor is not at fault. In this case, this termination may happen for a number of reasons, including if it is found that the award no longer advances agency priorities or the national interest.

This order also outlines new guidelines for federal grant applications to become more accessible. The order states that “writing effective grant applications is notoriously

complex,” and a second goal of this order emphasizes the need to streamline the processes of grant application and review.

Potential Impacts for Tribal Human Services: One component of this EO seeks to address accessibility of federal grant application and reporting processes, which could enhance the ability of Tribal human service departments to apply for and maintain federal funding. While improving the accessibility of federal grant applications and reporting is important for Tribal Nations that rely on these funds, Tribal Nations have also expressed concerns about their continued ability to receive grants due to other provisions in this EO. If grants that are meant for Tribal human service programs are misconstrued to be promoting DEI, they could be considered inconsistent with the administration’s priorities, and the funding could be terminated. This is a misconstruction of Tribal service, which is funded because of trust and treaty responsibilities between Tribal Nations and the federal government. Federal funding of Tribal human service programs, including through grant awards, are meant to honor Tribal sovereignty, allowing Tribes to design and operate their own human service programs, Tribal courts, and other programs that align with the needs of their communities.

There is also concern that these changes to the federal grant review process, including the emphasis on oversight going through a single senior appointee for each agency, could significantly slow down the process of reviewing grant applications. Slowing this process would delay the distribution of federal funding to Tribal Nations, ultimately hindering the timely delivery of essential resources to programs that support Native children and families.

Next Steps: Grant writers and managers for Tribal programs should stay informed about the application and review processes for their awards and closely monitor updates from the overseeing agencies, including any new guidance on reviewing active or upcoming grants.

Tribal Nations should continue to maintain strong relationships with federal agency contacts who oversee application and reporting processes to stay informed about changes to grant procedures and to effectively communicate about ongoing Tribal engagement with the grant awards.

Additional Resources:

- Coalition for Tribal Sovereignty letter to OMB Director Russell Vought on [*OMB Treatment of Tribal Nations in Implementation of Executive Order 14332*](#)

- Track executive orders in the Federal Register at <https://www.federalregister.gov/presidential-documents/executive-orders/donald-trump/2025>.
- Track litigation challenges to administration actions at <https://www.justsecurity.org/107087/tracker-litigation-legal-challenges-trump-administration/>.