



# Erasing Black Culture: Resources Provided by the Inclusion Allies Coalition

Inclusion Allies Coalition

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# **THE LEGISLATIVE FRAMEWORK: IMPACT OF EXECUTIVE ORDERS**

# Executive Orders Impacting the Black Community

The executive orders issued during President Trump's administration have had multifaceted impacts on the Black community, affecting employment, education, legal protections, and cultural representation. These changes have disrupted progress made over decades and present challenges that vary across generations.

## **14253 Restoring Truth and Sanity to American History**

- ◆ Alters representation of Black history in federal institutions, possibly diminishing acknowledgment of past injustices.14151 Ending Radical and Wasteful Government DEI Programs and Preferencing.
- ◆ Eliminates federal DEI initiatives, reducing support for racial equity programs.

## **14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity**

- ◆ Revokes affirmative action in federal contracting, potentially decreasing diversity.

## **14185 Restoring America's Fighting Force**

- ◆ Abolishes DEI programs in the military, affecting support for minority service members.

## **14190 Ending Radical Indoctrination in K–12 Schooling**

- ◆ Limits teaching of systemic racism and Black history in schools

## **14281 Restoring Equality of Opportunity and Meritocracy**

- ◆ Restricts race-conscious policies, potentially hindering efforts to address systemic inequalities.

## **14170 Reforming the Federal Hiring Process and Restoring Merit Government**

- ◆ Emphasizes merit-based hiring, potentially reducing diversity in federal employment.





# EO 14253: Restoring Truth and Sanity to American History

On March 27, 2025, the President issued [Executive Order \(E.O.\) 14253, "Restoring Truth and Sanity to American History."](#) Among other actions affecting Independence Hall in Philadelphia, and monuments and memorials under the jurisdiction of the Department of the Interior, the order raised concerns about historic portrayals in exhibits in some of the museums of the Smithsonian Institution, including the Smithsonian American Art Museum and the National Museum of African American History and Culture (NMAAHC).

The order required the Vice President, in his role as a member of the Smithsonian's Board of Regents, and in consultation with various White House staff, to seek "to remove improper ideology from" Smithsonian museums, education and research centers, and the National Zoo, and to "recommend to the President any additional actions necessary to fully effectuate such policies."

In addition, E.O. 14253 requires the Vice President and the Director of the Office of Management and Budget (OMB) to work with Congress to ensure that future appropriations "prohibit expenditure on exhibits or programs that degrade shared American values, divide Americans based on race, or promote ideologies inconsistent with Federal law and policy; and ... celebrate women's achievements in the [Smithsonian] American Women's History Museum and do not recognize men as women in any respect in the Museum."

Finally, regarding the Smithsonian, the order requires the Vice President, in consultation with various White House staff, to work with the Speaker of the House and the Senate majority leader, "to seek the appointment of citizen members to the Smithsonian Board of Regents committed to advancing the policy of this order." <https://www.congress.gov>



# "Corrosive Ideology" Examples

The President believes that in the last decade, Americans have witnessed a concerted effort to rewrite American history and force our nation to adopt a factually baseless ideology aimed at diminishing American achievement. He is fighting back by re-establishing truth in the historical narrative and restoring Federal sites dedicated to American heritage. Here is what this administration believes:

- The prior administration pushed a divisive ideology that reconstrued America's promotion of liberty as fundamentally flawed, infecting revered institutions like the Smithsonian and national parks with false narratives.
- At Independence National Historical Park in Philadelphia, the previous administration sponsored training by an organization that advocates for dismantling "Western foundations" and that taught Park Rangers that their racial identity should dictate how they present history to visitors.
- The Smithsonian Institution has recently promoted divisive ideology that American and Western values are harmful.
- The American Art Museum currently features an exhibit that purports to address how "sculpture has been a powerful tool in promoting scientific racism" and claims that the United States has "used race to establish and maintain systems of power, privilege, and disenfranchisement."
- The National Museum of African American History and Culture has proclaimed that "hard work," "individualism," and "the nuclear family" are part of "White culture."
- The American Women's History Museum plans to celebrate male athletes participating in women's sports.

# Celebrating American Greatness



The Executive Order is aimed at honoring America's extraordinary heritage and building a sense of national pride.

- The President signed an Executive Order on his first day in office to establish a task force to prepare for America's 250th birthday.
- This Order also protects America's monuments from vandalism and calls for construction of the National Garden of American Heroes.
- The President signed a memorandum ensuring Federal buildings reflect the timeless grandeur of traditional, classical architecture.



**IMPACT ON THE BLACK COMMUNITY**

# Impact on the Black Culture

Executive Order (EO) 14253, signed on March 27, 2025, primarily impacts Black culture by directing federal institutions to remove or restrict content that the administration deems "divisive" or "race-centered," which critics argue attempts to erase or minimize narratives of historical and institutional racism.

Separately, the EO also mentions the White House Initiative on Historically Black Colleges and Universities (HBCUs), aiming to increase the private sector's role in their infrastructure and improve opportunities for students, though critics contextualize this within the broader framework of policies that weaken overall systems of support for marginalized communities.

## Censorship of Historical Narratives



The order specifically names institutions like the National Museum of African American History and Culture (NMAAHC) and demands the removal of exhibits and materials on race, gender, and social inequality. This has led to the removal or review of artifacts and information related to slavery and systemic racism from National Parks and other federal sites, such as a historic photograph of an enslaved man's scarred back.

## Whitewashing History



Critics and historians argue the order mandates a focus solely on positive aspects of American history and "shared American values," thereby ignoring critical traumatic events like scientific racism and massacres of Indigenous populations. This approach distorts the complete American historical record, which includes the integral, yet often painful, experiences of Black Americans.

## Undermining Educational Efforts



By restricting or discouraging content related to Black history, the order risks erasing vital narratives essential to understanding the nation's past and present, potentially limiting opportunities for explaining current disparities in health, wealth, and other socioeconomic markers.

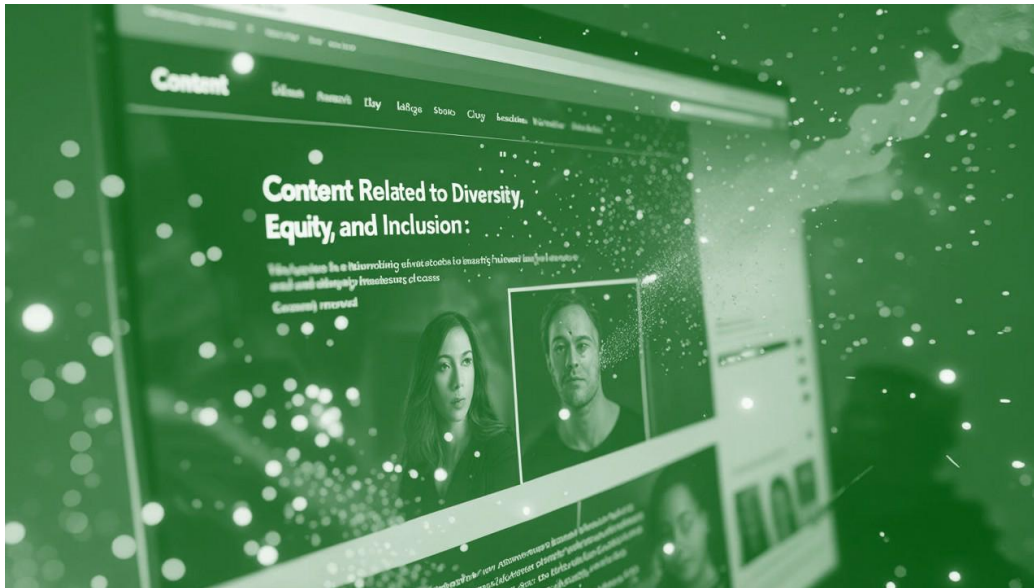
Note: The executive order is seen by lawmakers and advocacy groups as a move to politicize the Smithsonian Institution and other cultural bodies, infringing on their independence to provide a truthful and factual accounting of history.

Sources: <https://www.whitehouse.gov>: Restoring Truth and Sanity to American History; Health Equity Policy Hub, June 29, 2025. <https://www.congress.gov>: Smithsonian Institution: Potential Effects of Executive Order 14253, April 22, 2025

# Impact on the Black Community

These measures represent a significant shift in federal policy, with potential long-term implications for the preservation and celebration of Black culture and history in the United States.

## Removal of DEI-related Content from Federal Websites



Following the anti-DEI executive orders, federal agencies have been directed to scrub websites of photos and references to transgender people, women, and people of color.

## Legal Challenge and Public Response



Civil rights organizations, including the NAACP Legal Defense Fund and Lambda Legal, have filed lawsuits against the Trump administration, arguing that these executive orders discriminate against people of color, women, and LGBTQ individuals.

Critics contend that these actions aim to suppress recognition of Black history and could have a chilling effect on institutions studying Black history. NAACP Legal Defense Fund.+1Lambda Legal+1AP News

# Emotional Impact on the Black Community

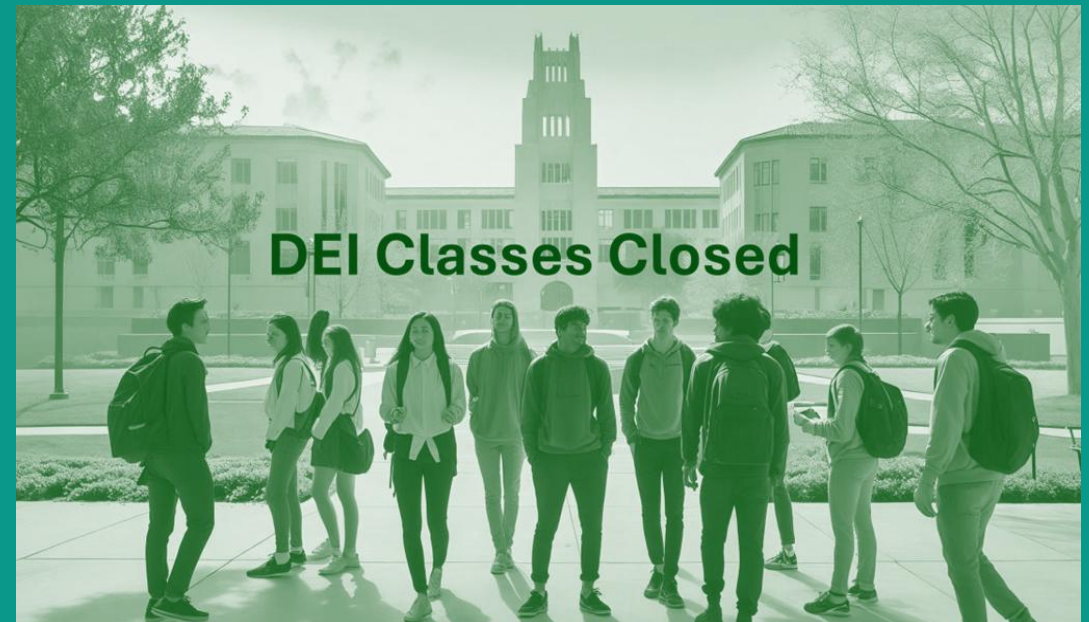
The recent executive orders aimed at dismantling diversity, equity, and inclusion (DEI) initiatives and altering the presentation of Black history have profoundly impacted the Black community, eliciting a range of emotional responses including grief, anger, fear, and a renewed commitment to resistance.

## Erasing Black History

The termination of federal grants to institutions like the Whitney Plantation Museum, which focuses on the realities of slavery has been perceived as an attempt to erase painful yet essential parts of American history. This action has left many in the Black community feeling that their ancestors are being dismissed.

## Dismantling DEI Programs in Education

The dismantling of DEI programs in educational institutions has also raised concerns about the future of inclusive education. Educators and students fear these changes may lead to a curriculum that overlooks the contributions and struggles of Black Americans, fostering a sense of invisibility. [American Civil Liberties Union](#)



# Voices from the Black Community

## DEI Was a Remedy for Racial Bigotry

Reverend Al Sharpton addressed the rollback of DEI policies stating: “DEI was a remedy to the racial bigotry practiced in academia and corporations. If you want to put us back in the back of the bus, we’re going to do the Dr. King-Rosa Parks on you.” [AFRO American Newspapers](#)

## Weaponizing the Words of Dr. King

Nika White, a DEI consultant, criticized the use of Rev. Martin Luther King Jr.'s words to justify these executive orders:

“It is disheartening that they would use the words of Dr. King and weaponize it as part of the conversation to dismantle what Dr. King very much stood for.” [HBCU News](#)

## Leads to Uninformed Public Policy

Keisha Blain, a historian, emphasized the broader implications: “Avoiding the difficult aspects of history may bring comfort to some, but it leads to ill-informed public policy, and we’re seeing this unfold in real time.” [Truthout](#)

# Community Response: Resistance and Solidarity

These executive orders have not only impacted policies and institutions but have also deeply affected the emotional well-being of the Black community, reinforcing the importance of continued advocacy and education to preserve and honor Black culture and history.

## Black Churches Rally in Support

In response to these executive actions, Black churches across the U.S. have rallied in support of institutions like the Smithsonian National Museum of African American History and Culture. Clergy members are encouraging financial support and public advocacy to preserve the integrity of Black history. [AP News](#)



## National Urban League Mobilizes Against Policies

Organizations such as the National Urban League have condemned the reversal of racial equity orders, viewing them as a direct affront to the legacy of civil rights leaders. They have pledged to strategize and mobilize against policies that threaten to reverse progress on racial equity. [National Urban League](#)





**SERVICES AND RESOURCES TO  
SUPPORT BLACK EMPLOYEES**

# Services and Resources to Support Black Employees

There are many services and resources available to help companies support their Black employees and create a more equitable workplace. Here's a breakdown by category:

## Training and Education



- ◆ **Anti-racism and Implicit Bias Training:** Offered by many members of the Inclusion Allies Coalition.
- ◆ **Cultural Competency Workshops:** Help teams understand and value different cultural experiences and histories.
- ◆ **Leadership Development Programs:** For example, **Management Leadership for Tomorrow (MLT)** offers career acceleration for Black professionals.

## ERGs and Affinity Networks



- ◆ Support Black employees through community, mentoring, and advocacy.
- ◆ Many companies partner with platforms like **Kanarys**, **PowerToFly**, or **Blue Ocean Brain** to build effective ERGs.

## Partnerships with External Organizations



- ◆ **National Urban League**, **NAACP**, and **Black Professionals Network** offer professional development, mentorship, and recruitment pipelines.
- ◆ **Blavity.org** and **ColorComm** focus on media, tech, and communications careers for Black professionals.

# Services and Resources to Support Black Employees

## Mental Health & Wellness Services



- ◆ **Therapy for Black Girls: BEAM (Black Emotional and Mental Health Collective)**, and **The Boris Lawrence Henson Foundation** provide culturally competent mental health support.
- ◆ Employers can offer access to therapists of color through Employee Assistance Programs (EAPs).

## Inclusive Workplace Tools



- ◆ Support **Textio** for bias-free job postings.
- ◆ **Diversio** and **Parity** to audit and improve DEI metrics.
- ◆ **Benevity** for volunteer matching and social impact programs that resonate with underrepresented communities.

## Recruitment & Retention



- ◆ Use platforms like **Jopwell**, **InHerSight**, and **HBCU Connect** to reach Black talent.
- ◆ Focus on retention through mentorship, sponsorship, and fair promotion processes.



Advocate/  
Accomplice

Activist

Change  
Agent

Anti-racist

Ally

The Ally  
Continuum

**BEING A BETTER ALLY**



# Being a Better Ally

Showing up as an ally to the Black community—especially in times when political leadership and executive orders may promote policies perceived as erasing or undermining Black culture—requires intentional, informed, and sustained action, courage and consistency. Whether under Trump-era policies or others that attempt to suppress Black history, DEI (Diversity, Equity, and Inclusion) initiatives, or voting rights, allyship must be active and informed. Here are concrete ways people can show up:

## 1. Educate Yourself (and Others)

Learn Black history beyond what's taught in school—read books, watch documentaries, and follow Black historians, artists, and leaders.

Understand the impact of executive orders or policies that target CRT (Critical Race Theory), DEI programs, or historically Black institutions.

Share accurate information in your circles to counteract misinformation.

## 2. Defend Black Culture Publicly

Push back when Black culture is misrepresented, appropriated, or dismissed. Speak up in workplaces, schools, and community spaces where decisions are being made to "depoliticize" or "sanitize" content that centers Black experiences.

## 3. Support Black-Led Organizations and Businesses

Invest in Black-owned businesses, nonprofits, and media platforms that preserve and promote Black voices and culture.

Donate to or volunteer with organizations fighting for racial justice, education equity, and cultural preservation.



# Being a Better Ally

## 4. Advocate Politically

Call or write to local and federal representatives to oppose policies that erase Black history or restrict DEI initiatives.

Vote for candidates who support inclusive education, civil rights, and anti-racist policies—and help others register and vote.

## 5. Be Present Without Taking Over

Listen more than you speak in Black-led spaces.

Offer support, resources, or platforms without demanding leadership roles or centering yourself.

## 6. Challenge Institutions

If you're in a position of power (in education, corporate, religious, or nonprofit spaces), resist and counter policies aligned with erasure.

Push for culturally relevant curricula, hiring equity, and authentic inclusion practices.

## 7. Protect the Right to Learn

Stand against book bans, curriculum restrictions, and legislation that erases Black contributions and struggles from public education.

## 8. Amplify Black Voices

Promote the work of Black artists, writers, business owners, and activists.

Support Black-led organizations and initiatives in your community.

Step back in conversations where Black voices need to be heard front and center.

## 9. Challenge Racist Narratives and Policies

Speak out against policies or rhetoric that diminish Black culture, history, or contributions