



# **Gender Equity in the Crosshairs: Resources From the Inclusion Allies Coalition**

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# **THE LEGISLATIVE FRAMEWORK: EXECUTIVE ORDERS**



# Executive Orders Impacting Gender Equity

The executive orders issued during President Trump's administration have had multifaceted impacts on women, affecting identity, funding of programs, employment and career advancement, legal protections, healthcare, and education. These changes have disrupted progress made over decades and present challenges that vary across generations.

## **1. Executive Order 14168 – “Defending Women from Gender Ideology Extremism...” (Jan 20, 2025)**

Defines sex strictly as biological and immutable, based on conception.

Federal agencies instructed to remove acknowledgment of gender identity, ban gender-affirming care, and disregard transgender individuals in single-sex facilities (e.g., sports teams, prisons) ([theguardian.com](https://www.theguardian.com); [en.wikipedia.org](https://en.wikipedia.org); [nwlc.org](https://www.nwlc.org))

The order undermines protections from *Bostock v. Clayton County* and eliminates gender identity recognition on passports and federal forms ([aclund.org](https://www.aclund.org); [en.wikipedia.org](https://en.wikipedia.org); [mofo.com](https://www.mofo.com))

## **2. Executive Order 14201 – “Keeping Men Out of Women’s Sports” (Feb 5, 2025)**

Enforces Title IX based on birth-assigned sex, threatening to pull funding from schools allowing transgender girls to compete in female sports ([en.wikipedia.org](https://en.wikipedia.org); [apnews.com](https://www.apnews.com))

Directs DOJ, Dept of Education, and State Department to enforce regulations; includes visa restrictions for trans athletes ([nationalpartnership.org](https://www.nationalpartnership.org); [whitehouse.gov](https://www.whitehouse.gov); [aclund.org](https://www.aclund.org))



# Executive Orders Impacting Gender Equity

## **3. Executive Order 14173 & 14151 – Ending DEI Programs (Jan 20–21, 2025)**

EO 14151 mandates the dismantling of federal Diversity, Equity, Inclusion, and Accessibility initiatives ([en.wikipedia.org](https://en.wikipedia.org); [mofo.com](https://mofo.com))

Eliminating affirmative action and anti-discrimination mandates tied to sex, sexual orientation, and gender identity for federal contractors([en.wikipedia.org](https://en.wikipedia.org))

Critics argue this weakens broader gender equality efforts and disproportionately affects women and LGBTQ+ communities .

## **4. Executive Order 14182 – Enforcing the Hyde Amendment (Jan 24, 2025)**

Reinstates strict no–federal-funding rule for elective abortions, rescinding Biden-era protections aimed at ensuring access post-Roe ([en.wikipedia.org](https://en.wikipedia.org); [nwlc.org](https://nwlc.org))

Critics argue it limits access not only to abortion but also to related reproductive health services.

## **5. *Repeal of Biden-era Reproductive Access Measures (Feb 2025)***

Trump revoked two Biden executive orders protecting abortion/contraceptive access.

Disbanded interagency task forces, education efforts, data collection, and DOJ/HHS actions related to reproductive health ([nwlc.org](https://nwlc.org); [en.wikipedia.org](https://en.wikipedia.org))



# Executive Orders Impacting Gender Equity

## 6. Medicaid Defunding Tax Legislation (July 8, 2025)

A separate tax law defunds Medicaid reimbursements for providers performing abortions (e.g., Planned Parenthood), forcing them to choose between essential healthcare services and abortion access ([washingtonpost.com](https://www.washingtonpost.com))

## 7. Teen Abstinence-Only Education Policy

A new HHS rule redirects teen sex education grants toward abstinence-only programs, emphasizes parental control, and restricts medically accurate information on sexual health and gender diversity ([thedailybeast.com](https://www.thedailybeast.com))

## Impact on Women:

Cost-cutting effects across these executive actions have raised these concerns:

**Health:** Loss of access to comprehensive reproductive and sexual health services.

**Economic:** Women bear financial burdens from clinic closures, lost job opportunities, and healthcare costs.

**Legal:** Decreased protection under civil rights laws.

**Social:** Marginalization of women with diverse gender identities, bodies, and experiences.



# EXECUTIVE ORDERS: IMPACT ON WOMEN

# Specific Executive Orders Impact on Women

The recent executive actions have raised concerns about the potential impact on women in the United States

Below is a summary of the impact of four of these orders: Defining Sex by Biology; Keeping Men Out of Women's Sports; Eliminating DEI Programs and Reinstating the Hyde Amendments:

## Defining Sex by Biology    Keeping Men Out of Women's Sports    Eliminating DEI Programs    Reinstating Hyde Amendment



- Transgender women excluded from women's spaces and services, but cisgender women are also affected, especially in healthcare and identity recognition.
- Creates confusion in legal protections under Title IX, the Equal Pay Act, and civil rights statutes.
- Female survivors of gender-based violence may lose access to shelters or services previously inclusive of all women.



- Presented as a protection for women's sports, but:
  - Cisgender girls and women are subjected to invasive "sex verification" tests.
  - Trans women and girls are excluded entirely, reducing inclusivity and violating civil liberties.
  - Opens the door for state-level laws that target gender-nonconforming women and girls, regardless of identity.



- Workplace gender equity initiatives cut: mentorship programs, pay equity audits, and maternity/family leave policies are deprioritized.
- Women of color, in particular, are impacted when intersectional DEI programs are dismantled.
- Federal contractors (a major employer base) are no longer required to enforce equal opportunity provisions regarding sex or gender identity.



- Women, especially low-income, rural, and women of color, lose access to federally funded abortion services via Medicaid.
- Restrictions extend to military members, federal employees, Native American women, and women in immigration detention.
- Increases the cost, delay, and difficulty of obtaining legal abortion, especially in states already hostile to reproductive care.

# Specific Executive Orders Impact on Women

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.

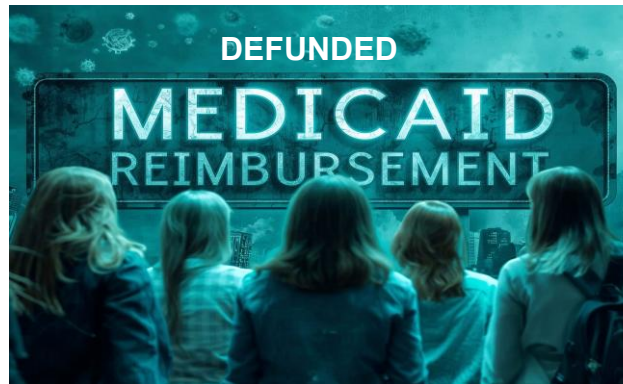
## Repeal of Biden-era Reproductive Access



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## Medicaid Defunding Tax Legislation



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<https://www.washingtonpost.com/>

## Teen Abstinence Only Education Policy



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**EMOTIONAL IMPACT ON WOMEN**

# Voices of Diverse and Marginalized Women

*“As a disabled woman, my abortion wasn’t questioned—but my pregnancy was. ... I felt like I didn’t matter—that my choice wasn’t just as difficult as the other women around me.” (Nicole Lee, reflecting on being a woman with a disability navigating abortion care.)*

*“To whoever has had an abortion, you are not alone... you deserve the right to get that care without limitations or barriers.” (Paz, speaking to the Latinx community)*


*“A lot of young women... feel like the only time people are talking to them is when they’re talking to them about abortion, and they’re not talking to them about the other long-term policy issues that have to do with their lives.” (Olivia Julianna Gen Z activist)*

*“Roe has never been accessible for Native women.” (Lauren van Schilfgaarde, Cochiti Pueblo, tribal law specialist)*

*If Black women were free, it would mean that every-one else would have to be free since our freedom would necessitate the destruction of all the systems of oppression.”  
(Combahee River Collective interview with Barbara Smith)*



# Voices of Women Denied Reproductive Rights




"Outrageous that I am forced to deny ... care to the community I have taken an oath to serve"

*"I wanted to be here, close to home... It's the hardest thing I've been through. I wanted to come home, cry on my own pillow, hold my babies, be near my doctors."  
Kate Cox (Texas mother forced to leave her state for care)*

*"What I needed was an abortion, a standard medical procedure. An abortion would have prevented the unnecessary harm and suffering that I endured... The barbaric restrictions that are being passed across the country are having real life implications on real people."  
Amanda Zurawski (lead plaintiff, denied emergency abortion care in Texas)*

*"It is outrageous that as a physician, I am forced to deny timely and high-quality care to the very community I have taken an oath to serve, simply because pregnant people in Texas do not have equal protection under the law."  
Dr. Ghazaleh Moayedi (OB-GYN, congressional testimony)*

*"Get off our backs and let us live!" Miss Major Griffin-Gracy (legendary Black trans activist)*



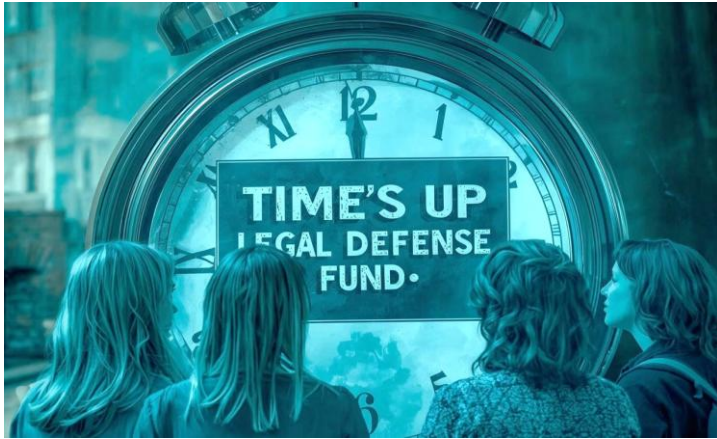
*Services  
and Resources  
for Women*

**SERVICES AND RESOURCES  
TO SUPPORT WOMEN**

# Services and Resources to Support Women

Below are the the **services and supports** available to individuals—particularly women, transgender people, and marginalized communities—impacted by the 2025 executive orders rolling back DEI, reproductive rights, and legal protections:

## Legal & Advocacy Support



### National Women's Law Center (NWLC)

Conducts litigation and policy campaign to challenge harmful executive orders. Notably, They secured a **temporary injunction** Protecting Chicago Women in Trades (CWIT) from losing federal equity grants tied to DEI programs.

They also support individuals through the **Time's Up Legal Defense Fund**, aiding victims of workplace sexual harassment, assault, and discrimination. <https://nwlc.org/>

## ERGs and Affinity Networks Partnerships with External Organizations



### Legal Momentum

A longstanding legal advocacy organization supporting gender equality in workplaces and courts. The **Gender Equality Helpline** provides free assistance, resources, and referrals for those facing gender discrimination.

<https://www.legalmomentum.org/>



### Tahirih Justice Center

Offers free legal aid and social services to immigrant women and girls fleeing gender-based violence, such as trafficking and domestic abuse.

<https://www.tahirih.org/about-us/>

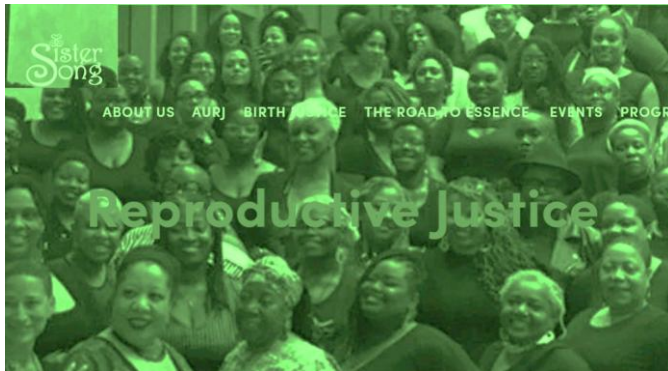
### Advocates for Trans Equality

Engages in impact litigation public advocacy for transgender rights, including healthcare and workplace protections.

<https://transequality.org/>

# Services and Resources to Support Women

## Reproductive Justice & Health Services



◆ **SisterSong, The Afiya Center, SisterLove, Shades of Blue Project, and Black Mamas Matter Alliance**  
These reproductive justice organizations are vital for communities of color and women of color. They provide care, advocacy, doula services, maternal mental health support, STI testing, and policy work for bodily autonomy and health access. [Popsugar](#)

## Emergency Community Aid



◆ **Community Mutual Aid Networks**  
Inspired by grassroots organizing on Reddit, these networks have mobilized:  
o Funds to purchase contraception  
o Safe lodging for those seeking reproductive care across state lines.  
o Anonymous mutual support systems for childcare, transportation, legal help. . [Reddit+1](#)

## Civic Engagement & Resistance



◆ **The Resistance Toolkit**  
A crowdsourced resource connecting individuals to organizations combating *Project 2025* and Trump-era policies. It includes suggested actions, volunteering opportunities, and media resources. [Reddit](#)  
**Defeat Project 2025**  
An informational site highlighting affected communities and mobilizing resistance strategies. [Reddit](#)

A graphic with a teal-to-blue gradient background. At the top, the words "RESISTANCE TOOLKIT" are written in a bold, white, sans-serif font. Below the text, several raised fists are visible, suggesting a protest or rally. The overall aesthetic is modern and activist.

# RESISTANCE TOOLKIT

# Summary of Services

## ONLINE ACTIVISM AND RECOMMENDATIONS

Users on platforms like r/Defeat\_Project\_2025 have shared lists of actionable organizations—such as ACLU, Democracy Forward, Planned Parenthood Action Fund, and National Women’s Law Center Action Fund—that accept volunteers, donations, and advocacy outreach. [Reddit](#)

## LEGAL/ADVOCACY

NWLC, Legal Momentum, Tahirih Justice Center, Advocates for Trans Equality

## REPRODUCTIVE JUSTICE AND HEALTH

SisterSong, Afiya Center, SisterLove, Shades of Blue Project, BMMA

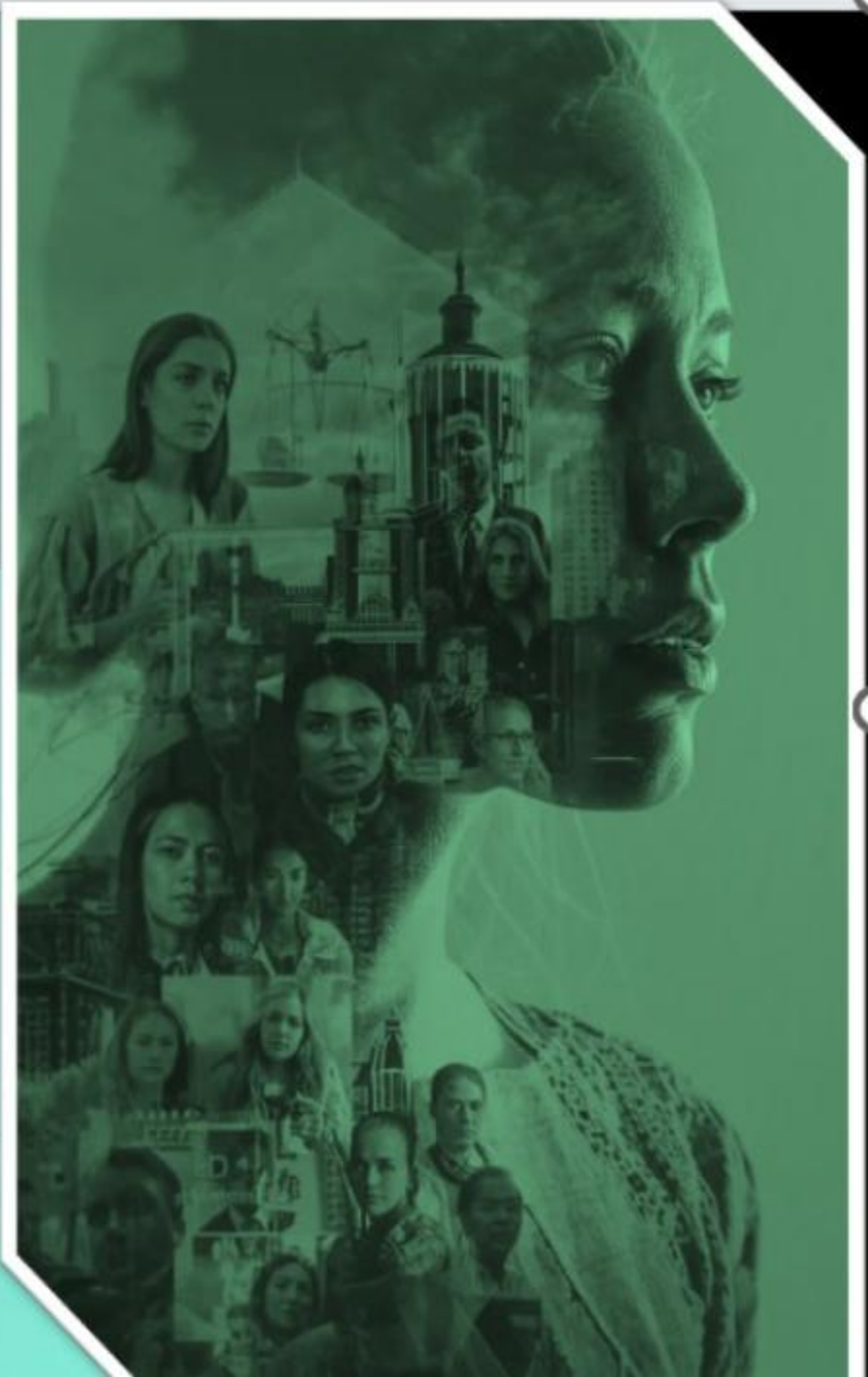
## COMMUNITY MUTUAL AID

Grassroots networks for practical support (contraceptives, safe lodging, childcare)

## CIVIC MOBILIZATION TOOLS

The Resistance Toolkit, Defeat Project 2025 site, and online volunteer networks

# Gender Equity Workplace Resources For Employees



**WORKPLACE RESOURCES TO  
SUPPORT EMPLOYEES**

# Workplace Resources to Support Employees

Here's a breakdown of **workplace resources employers can implement** to support employees impacted by the 2025 Executive Orders rolling back DEI, reproductive rights, and workplace protections.

## Legal Rights Navigation Support



◆ **Employee Legal Assistance Program (ELAP)** – Company-funded or partnered service providing confidential legal consultations on discrimination, harassment, or reproductive rights concerns.

◆ **Know Your Rights Workshops** – Hosted in partnership with advocacy groups like the **National Women's Law Center** or **ACLU** to explain how new laws affect workplace protections and recourse options.

◆ **Anonymous Reporting Systems** – Digital platforms allowing employees to report discrimination or harassment without fear of retaliation.

## Mental Health/Emotional Support



◆ **Expanded Employee Assistance Programs (EAPs)** – Include access to trauma-informed therapists specializing in workplace discrimination, reproductive health grief, or gender-based harassment.

◆ **Affinity/Support Groups** – Safe-space employee resource groups (ERGs) for women, LGBTQ+ staff, and employees of color to share concerns and strategies.

◆ **Paid Mental Health Days** – Designated days off to address stress and burnout tied to legal and workplace policy changes.

## Health & Reproductive Care



◆ **Health Plan Coverage Review** – Ensure insurance plans still cover contraception, abortion travel benefits, fertility care, and gender-affirming care (where legally permissible).

◆ **Confidential Healthcare Navigation** – Partner with third-party benefits coordinators to guide employees to safe, legal medical care—especially if certain procedures are restricted in-state.

◆ **Travel Reimbursement Policies** – Cover travel costs for medical procedures unavailable locally (ensuring privacy protections).

# Workplace Resources to Support Employees

## Workplace Policy Protections



- ◆ **Inclusive Non-Discrimination Policies** – Clearly extend protections for gender identity, sexual orientation, pregnancy, and caregiver status even if federal rules roll them back.
- ◆ **Pay Transparency Practices** – Voluntarily publish pay ranges to ensure women and marginalized employees aren't disproportionately impacted by bias.
- ◆ **Flexible Work Arrangements** – Remote work or adjusted schedules for those managing legal hearings, healthcare travel, or advocacy work.

## Education and Allyship



- ◆ **Bias & Inclusion Training (Independent from Federal Mandates)** – Voluntary workshops on cultural competency, microaggressions, and allyship, hosted by third-party DEI consultants.
- ◆ **Manager Toolkits** – Guides to help supervisors respond sensitively and lawfully to employees' concerns about rights changes.
- ◆ **Solidarity Statements & Action Plans** – Publicly reaffirm company values and outline commitments to inclusion despite political shifts.

## Community & Advocacy Partnerships



- ◆ **Partnership with Advocacy Groups** – Collaborate with organizations like **Legal Momentum**, **SisterSong**, or **Black Mamas Matter Alliance** to offer on-site informational sessions.
- ◆ **Volunteer & Civic Leave** – Offer paid time off to participate in advocacy events, legal hearings, or community organizing.
- ◆ **Donation Matching** – Match employee donations to rights-protection organizations.



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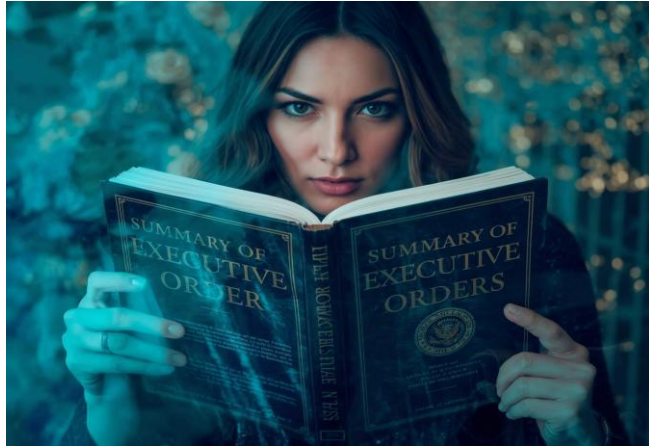
Effective Ally

**PRACTICAL TIPS FOR BEING  
AN EFFECTIVE ALLY**

# Practical Guide for Being an Effective Ally

Even if a federal executive order eliminates certain DEI or reproductive rights requirements, **private employers can still voluntarily exceed minimum legal protections**—and doing so often boosts retention, brand reputation, and employee trust. Here's a practical guide for **being an effective ally** to women and marginalized employees most impacted by the 2025 Executive Orders:

## Educate Yourself First



- ◆ **Understand the Policies** – Read summaries from neutral and advocacy sources so you know exactly how these EO's affect rights, benefits, and protections.
- ◆ **Learn the Historical Context** – Recognize that these rollbacks fit into a longer pattern of gender-based and racial inequities in law and policy.
- ◆ **Avoid Burdening the Impacted** – Don't expect women or marginalized colleagues to “teach” you; do your own research first.

## Speak Up in the Room



- ◆ **Challenge Sexist or Biased Remarks** – Address microaggressions or discriminatory comments in real time.
- ◆ **Use Your Influence** – If you're in leadership or have workplace influence, advocate for policies and resources that counteract the impact of these EO's.
- ◆ **Amplify Voices** – Support and echo the ideas of impacted colleagues in meetings so they're heard and credited.

## Support Workplace Safety Nets



- ◆ **Push for Voluntary Protections** – Encourage your workplace to maintain or expand DEI programs, reproductive health benefits, and caregiver accommodations, even if not legally required.
- ◆ **Fund the Gap** – If benefits are cut, pool resources (through ERGs, mutual aid, or advocacy groups) to help bridge the gap.
- ◆ **Mentorship & Sponsorship** – Provide career guidance, make introductions, and advocate for impacted employees in promotion discussions.

# Practical Guide for Being an Effective Ally

## Key Mindset Shift:

Being an ally is less about **performing support** and more about **redistributing power**—so the people most affected by these orders have the safety, resources, and opportunities to thrive despite them.

## Show Up Outside the Workplace



- ◆ **Join Advocacy Efforts** – Attend rallies, sign petitions, and contact lawmakers in support of gender equity and workplace fairness.
- ◆ **Support Relevant Organizations** – Donate to groups like **National Women’s Law Center**, **Time’s Up Legal Defense Fund**, or local reproductive health funds.
- ◆ **Be Consistent** – Allyship isn’t just during a crisis; maintain your support after media attention fades.

## Center the Needs of the Impacted



- ◆ **Ask What’s Helpful** – Everyone’s needs are different; some may want public advocacy, others quiet logistical help.
- ◆ **Protect Privacy** – Never share someone’s personal struggles or legal situation without explicit consent.
- ◆ **Practice Intersectionality** – Recognize how these EO’s may hit women of color, low-income women, LGBTQ+ women, and disabled women harder, and tailor your support accordingly.

## Use Your Privilege Strategically



- ◆ **Be the Buffer** – Take on emotional labor when possible so those directly affected aren’t always in the line of fire.
- ◆ **Advocate for Policy Change** – Leverage your networks, resources, or political influence to reverse harmful changes or create stronger protections at state/local levels.
- ◆ **Share Opportunities** – Ensure those impacted aren’t excluded from high-visibility projects or professional growth due to increased life stress.