



National Career  
Development  
Association

## FOR IMMEDIATE RELEASE

January 23, 2025

The National Career Development Association (NCDA) is aware of the recent presidential orders that revoke diversity, equity, and inclusion (DEI) initiatives for Federal workplaces and contractors, including the rescission of [Executive Order 11246 of September 24, 1965](#), which established equal employment opportunity in Federal employment and contracting. These presidential actions include:

- [Reforming the Federal Hiring Process and Restoring Merit to Government Service, January 20, 2025](#)
- [Ending Radical and Wasteful Government DEO Programs and Preferences, January 20, 2025](#)
- [Ending Illegal Discrimination and Restoring Merit-Based Opportunity, January 21, 2025](#)

In addition to the immediate impact on Federal contractors, workers, and jobs, these orders state that the current administration considers private sector DEI initiatives and policies to be illegal and directs federal enforcement agencies to investigate employers' diversity efforts. They further direct the Attorney General to create an enforcement plan to end DEI initiatives. The [impact of these orders](#) could be far reaching in all U.S. workplaces.

As a non-partisan 501(c)(3) organization, NCDA remains committed to supporting equitable employment practices and protections against workforce discrimination that remain requirements under [Federal law](#) and align with our mission to inspire and empower individuals to achieve their career and life goals.

NCDA recognizes the profound impact these Executive Orders may have on our members, including career development professionals and the populations they serve. Ensuring equitable access to employment opportunities is a cornerstone of the work our members do every day, and any changes that may impede such access are of great concern.

While NCDA does not engage in partisan advocacy, we stand firmly in support of the values of equity, inclusion, and opportunity. These principles are reflected in the work of our members, who strive to empower diverse populations through education, counseling, and career development initiatives.

We encourage our members to continue their vital work in advocating for equitable career development and supporting clients from diverse backgrounds. We welcome ongoing feedback and recommendations from our committees, work groups, and individual members on how NCDA can best support you in this changing landscape.

Thank you for your dedication to advancing career development and ensuring that opportunities remain accessible to all.

**Inspiring Careers \* Empowering Lives**

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