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SEPTEMBER 2024 | REPORT

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Project 2025: What It Means for Women, Families, and Gender Justice

[Project 2025](#) is a 900-plus-page handbook assembled by the Heritage Foundation, a leading conservative think tank, with at least 140 former Trump administration officials involved in its drafting.¹ It offers a step-by-step guide for how to quickly implement an extreme agenda across the federal government from day one of a conservative presidential administration. If realized, Project 2025's proposals would have devastating consequences for our democracy, and for the lives of women, girls, LGBTQI+ people, and entire communities.

As president, Donald Trump and his administration previously relied heavily on the Heritage Foundation's "[Mandate for Leadership](#)" for policy guidance and incorporated many of these proposals into rulemaking, executive orders, and policy guidance.² According to the Heritage Foundation, there were "334 unique policy recommendations and 64 percent were included in Trump's budget, implemented through regulatory guidance, or under consideration for action."³

The Project 2025 policy handbook is part of a broader project that focuses on four pillars:

- The 900+-page conservative policy agenda
- A roster of potential political personnel⁴
- Trainings for potential political appointees in a conservative administration⁵
- A 180-day playbook for immediate actions to be undertaken by each federal agency (not made public)

The Project 2025 agenda offers sweeping policy proposals that would dramatically overhaul how our federal government, including departments, agencies, sub-agencies, and personnel, would function, all geared toward implementing and institutionalizing extremist policy priorities and power. Most of Project 2025's proposals can be achieved through executive authority alone, without Congress, and this resource focuses primarily on those proposals. In addition, Project 2025 includes legislative proposals for the next administration to work with Congress to enact.

The Sexist and Racist Underpinnings of Project 2025

Project 2025 seeks to impose a hierarchal, gendered, patriarchal vision of society. It is particularly focused on enforcing a vision of the family that relies on fixed and narrowly defined gender roles and in undermining protections that enable women and LGBTQI+ people to thrive outside of a male-dominated, heterosexual family. It also seeks to reinforce racial hierarchies through a variety of mechanisms. Attempts to roll back civil rights protections and end the federal government's efforts to achieve gender justice are embedded throughout the entire plan in five overlapping ways: (1) efforts to limit reproductive rights and penalize unmarried women; (2) attacks on protections against sex discrimination and other efforts to expand gender equity; (3) attacks on LGBTQI+ people; (4) gutting of diversity, equity, and inclusion efforts and other racial justice measures; and (5) efforts to reduce access to and investments in anti-poverty programs by prioritizing the interests of the wealthy over the needs of low-income families, who are disproportionately led by women.

For example, Project 2025 proposes banning terminology related to sexual orientation; diversity, equity and inclusion (DEI); and reproductive health care from every federal rule, agency regulation, guidance, contract, and grant.⁶

Attacks on Protections Against Sex Discrimination and Other Forms of Discrimination

Project 2025 aims to drastically weaken and undermine hard-fought victories on sex discrimination and other civil rights protections spanning decades. For example, it seeks to eliminate the civil rights offices of almost every federal agency⁷; these divisions are charged with enforcing protections against discrimination on the basis of sex, race, disability, and more.

Project 2025 seeks to strip away the U.S. Department of Justice's (DOJ) independent authority and to enforce an anti-democracy, anti-freedom agenda.⁸ The DOJ's Civil Rights Division is responsible for enforcing federal laws that protect against discrimination on the basis of sex, race, disability, and other protected characteristics in schools and workplaces, and federal laws that protect the right to vote, like the Voting Rights Act and the National Voter Registration Act.⁹ Specifically, Project 2025 calls for DOJ to "initiate legal action against local officials—including District Attorneys (DAs)—who deny American citizens the 'equal protection

of the laws' by refusing to prosecute criminal offenses in their jurisdictions." DAs are elected to enforce safety and administer justice within their communities. Project 2025 would use DOJ to threaten action against DAs who don't enforce far-right policies.¹⁰

Project 2025 also seeks to dismantle all policies that are described as promoting diversity, equity, and inclusion and to reverse gains on gender justice and racial justice. It will do away with any administration positions, policies, and programs focused on diversity, equity, or inclusion. In addition, it calls for the elimination of federal funding for entities that promote diversity, equity, or inclusion. Project 2025 also seeks to harm LGBTQI+ people by narrowly defining sex to mean "biological sex as determined at birth," seeking to deny transgender and nonbinary people's existence.

In addition:

- Project 2025 proposes that the federal government stop the long-standing use of "disparate impact" in discrimination cases and instead challenge the standard's constitutionality. The disparate impact standard has long been used by the federal government to challenge discrimination in employment, housing, schools, and federally funded programs, including federally funded health care programs. It protects against actions that have an unnecessary and unjustified discriminatory impact—for example, protections against disparate impact sex discrimination have allowed the DOJ to challenge height and weight requirements that exclude women from competing for jobs like police officer, when meeting those requirements is not actually necessary to perform the job. Disparate impact lawsuits have allowed women to challenge landlords' efforts to evict victims of domestic violence and sexual assault. Discontinuing use of disparate impact claims will make it harder for the federal government to enforce civil rights protections in everything from housing to education to employment and challenges the constitutionality of disparate impact claims could result in no one being able to enforce these core civil rights protections.¹¹
- Project 2025 would undermine protections against sex discrimination in health care, including by undoing regulations and guidance protecting against discrimination on the basis of sexual orientation and gender identity included in Section 1557 of the Affordable Care Act. Section 1557 provides broad federal protections

against discrimination in health care and health insurance. It is the first federal law to broadly prohibit sex discrimination in health care and is properly understood to include discrimination based on gender identity, sexual orientation, sex characteristics (including intersex traits), sex stereotypes, and pregnancy-related care, including termination of pregnancy and adverse pregnancy outcomes.¹² Project 2025 would also attempt to exclude termination of pregnancy from the law's protections.

- Project 2025 would allow anti-discrimination protections to be blocked by the assertion of personal beliefs, under the guise of religious freedom. For example, it would permit people to harass or otherwise discriminate against women and LGBTQI+ people in the name of religion.¹³
- Project 2025 would abandon protections against sexual orientation and gender identity discrimination in education and otherwise weaken Title IX protections, including protections against sex harassment and pregnancy discrimination in schools.
- Project 2025 would ban the federal government from using taxpayer dollars to fund critical race theory training. Critical race theory provides a better understanding on how systemic racism can perpetuate discrimination and inequities.¹⁴ It allows us to better understand how racial inequality is reinforced within our laws, systems, and structures.
- Project 2025 would seek to undo the collection of more accurate federal data on race and ethnicity across the federal government. This will impact accurate population counts, making it harder for under-resourced communities, including many women, children, and families of color, to receive the funding and resources needed.¹⁵
- Project 2025 would use the DOJ to police federal hiring government-wide to ensure that race, religion, and sex are not considered for the purposes of creating more diverse and inclusive workforces.¹⁶ This will make it easier to discriminate against people of color, women, and LGBTQI+ people in hiring.
- Project 2025 would revive the Trump administration's failed attempt to include a citizenship question in the census,¹⁷ which will impact the drawing of Congressional and legislative districts and would further intimidate immigrant participation in the census. This would result in

a drastic undercounting of the population in underserved communities, resulting in fewer federal resources.

Attacks on Reproductive Rights and Access to Health Care

A key theme throughout Project 2025 is hostility to abortion and reproductive rights. This includes the elimination of references to "abortion," "reproductive health," and "sexual and reproductive rights" from all federal rules, regulations, contracts, and grants in order to institute what Project 2025 calls a "Life Agenda." This also includes eliminating the U.S. Department of Health and Human Services' (HHS) Task Force on Reproductive Healthcare Access and installing a "pro-life" task force to ensure the department is promoting an anti-abortion agenda.

In addition:

- Project 2025 disavows abortion as part of health care. It seeks to recast HHS as the "Department of Life" and would establish the mission of HHS as "furthering the health and well-being of all Americans from conception to natural death."¹⁸
- Project 2025 would seek to increase federal surveillance of pregnant people nationwide by mandating state reporting on state abortion data, which currently is provided on a voluntary basis, and enforcing this requirement by cutting federal funding for states that do not comply. The data states would be required to report includes how many abortions take place within a state's borders, gestation at the time of each abortion, the reason for each abortion, the pregnant person's state of residence, and the method used for each abortion. As states continue to expand efforts to surveil and criminalize people for their pregnancy outcomes, such data could be extremely dangerous in the hands of an administration that is hostile to abortion rights.¹⁹
- Project 2025 seeks to drastically expand federal laws that allow hospitals, doctors, and nurses to deny patients the care they need based on providers' personal beliefs, not based on what is best for the patient.²⁰ Under Project 2025's plans, a receptionist opposed to gender-affirming care could refuse to schedule an appointment for someone seeking that care, or an ambulance driver opposed to abortion could refuse to drive a pregnant person in need of emergency abortion care to the hospital.

- Project 2025 would deny federal funding to states that seek to expand abortion access. In 2020, the Trump administration threatened to withhold hundreds of millions of dollars in Medicaid funding from California, claiming that the state's requirement of insurance coverage for abortion care "discriminates" against entities that don't want to provide that coverage, even though no entities had complained.²¹ Project 2025 would double down on this approach, punishing states that want to ensure access to abortion care for their residents.²²
- Project 2025 seeks to ban medication abortion nationwide and criminalize doctors who provide medication abortion care. It urges the Food and Drug Administration (FDA) to reverse its approval of mifepristone, a medication used in nearly two-thirds of all abortions in the United States²³ and that is critical to get people care in the wake of the Supreme Court's unjust decision to overturn *Roe v. Wade*.²⁴
- Project 2025 urges DOJ to misuse the provisions of the Comstock Act, a 19th century law, to prohibit the mailing of mifepristone.²⁵ For nearly a century, the Comstock Act has been considered obsolete by both the courts and Congress, but should it be misapplied in this way, it could also be exploited to ban the mailing of anything used in an abortion, amounting to a de facto nationwide abortion ban.
- Project 2025 wants to remove experts from the panel that makes recommendations about which women's preventive services should be covered without cost-sharing by insurance plans.²⁶ Right now, recommendations are made by an expert panel convened by the American College of Obstetricians and Gynecologists (ACOG), which has recommended no-cost coverage of birth control, well woman visits, screening for diabetes in and after pregnancy, and lactation supplies and services, among other services. Project 2025 calls for the removal of ACOG and other experts, threatening coverage of the range of women's preventive services.
- Project 2025 seeks to overhaul and undermine Medicaid. It urges significant curtailing of federal oversight and encourages dramatic cuts and denial of health care disguised in language such as "block grants," "aggregate caps," "per capita caps," and "work requirements."²⁷ For the over 18 million women who rely on Medicaid,²⁸ these proposals would amount to nothing more than mass denials of coverage and care and drastic cuts to this vital program.
- Project 2025 would gut Medicaid home- and community-based services (HCBS) for older adults and disabled people of all ages, decreasing the quality of care and making it even more difficult for disabled people and older adults to access the care they need, direct care workers to earn a living wage, and family caregivers to receive support. HCBS is critical for older adults and disabled people's dignity and independence and alleviates some of the extreme costs of care that family caregivers bear but is already underfunded and difficult to access. Currently, nearly 700,000 people remain on Medicaid HCBS waiting lists to receive these essential services.²⁹ Project 2025 would leave thousands of more people without care.³⁰
- Project 2025 wants to eliminate no-cost insurance coverage of emergency contraception (EC). EC prevents pregnancy, but Project 2025 falsely conflates it with medication abortion, in order to carve it out of the Affordable Care Act's guarantee of birth control coverage without co-pays or other additional out-of-pocket costs.³¹ Project 2025 would also eliminate no-cost coverage of male condoms.
- Project 2025 seeks to deny emergency abortion care to people experiencing dangerous pregnancy complications, and to investigate and criminalize doctors who want to provide life- and health-saving care to their patients. It calls on the Centers for Medicare and Medicaid Services (CMS) to reverse four decades of the Emergency Medical Treatment and Labor Act (EMTALA) protecting pregnant people who need emergency abortion care, and instead to use EMTALA to investigate doctors who provide emergency abortion care.³²
- Project 2025 seeks to deny veterans, members of the military, and their families the health care that they need and deserve. It calls on the U.S. Department of Veteran Affairs and the U.S. Department of Defense to reverse policies that expand access to abortion and gender-affirming care.³³
- Project 2025 seeks to politicize the National Institutes of Health (NIH) and Centers for Disease Control and Prevention (CDC).³⁴ It inserts religious beliefs into medical and scientific determinations and undermines their authority to act in the interest of public health. The NIH and CDC are the backbones of the nation's federal public health system. Efforts to control and politicize them are dangerous threats to the public health of this nation.

- Project 2025 attempts to turn non-discrimination protections in health care on their head. Discrimination in health care takes many forms, such as when a health care provider refuses to treat someone because they are transgender or denies a person counseling on the full range of birth control options because of sexist and racist stereotypes. Instead of enforcing protections against people in these circumstances, Project 2025 encourages HHS’s Office for Civil Rights (OCR) to enable and protect the health care providers who engage in discrimination, citing many harmful and discriminatory provisions from the Trump administration as guidance. Discrimination has no place in health care. OCR must enforce protections against discrimination, not enable it.³⁵

Attacks on Education

In 1979, Congress passed the Department of Education Organization act establishing the U.S. Department of Education (ED) to “ensure equal access to educational opportunities for every individual.” Project 2025 seeks to eliminate the ED entirely. All students, including women, girls, and LGBTQI+ people, deserve safe and welcoming schools, where they can access education without discrimination and focus on learning and growing. Yet Project 2025 also seeks to eliminate civil rights protections to ensure the safety of student survivors, pregnant and parenting students, and LGBTQI+ students, including transgender, nonbinary, and intersex student athletes. It would also jeopardize access to an adequate education for millions of low-income students and students with disabilities through the significant funding cuts and overhauls it proposes.

Project 2025 reduces the federal government’s role in education policy and seeks to disinvest in public education. It also calls for the next administration to rewrite Title IX rules and reverse efforts to cancel student debt. These proposals will hurt all students and will have a disproportionate impact in rural areas or in high-poverty areas—both urban and rural—where schools rely on federal funds to pay for critical services.

- Under Project 2025’s plan, ED would immediately commence a new rulemaking process to rescind the Biden-Harris administration’s Title IX regulations, thus undermining protections for student survivors, pregnant and parenting students, and LGBTQI+ students.³⁶ In changing the Title IX regulations, Project 2025 seeks to redefine “sex” narrowly under Title IX to mean only “biological sex recognized at birth,” eliminating

protections for transgender students as well as protections against discrimination based on gender stereotypes. It would also weaken protections against sexual harassment, including sexual assault, in schools

- Project 2025 seeks to eliminate the use of “disparate impact” discrimination in civil rights enforcement in schools³⁷ and more broadly, removing an important tool for addressing the discriminatory effects of school discipline policies—which are well documented—on Black and brown students, and disabled students, including Black, brown, and disabled girls, who experience much higher rates of discipline than white, non-disabled girls.³⁸
- Project 2025 calls on Congress and state lawmakers to pass legislation requiring schools to refer to students by the names on their birth certificates and the pronouns associated with their biological sex, unless they have written permission from parents to refer to them otherwise.³⁹ This only seeks to instill fear for transgender students and confusion amongst teachers on how to comply, while providing a welcoming environment for everyone in their classrooms.
- Project 2025 equates the acknowledgement of transgender people with child abuse and pornography and proposes harsh penalties against when school libraries include books that discuss transgender people.⁴⁰
- Project 2025 seeks to do away with the ED’s Office for Civil Rights (OCR) requirement to collect data on nonbinary students.⁴¹ The collection of data on nonbinary students is a critical step toward providing federal officials greater information on the educational opportunities and experiences of nonbinary students and identifying sources of discrimination. Schools should be welcoming, affirming, and safe environments for all students.
- Project 2025 seeks increased support for faith-based institutions to discriminate on the basis of sex based on religious beliefs.⁴² This will result in hostile environments for students from diverse religious backgrounds, LGBTQI+ students, students who seek an abortion, unmarried women who engage in sexual conduct, or students who hold beliefs that conflict with the doctrines of the institution.
- Project 2025 calls for prosecuting “all state and local governments, institutions of higher education, corporations, and any other private employers” that

maintain affirmative action or diversity, equity, and inclusion policies. Currently, schools can create policies aimed at increasing the participation of women and girls of color, including those who are transgender, in fields where they are underrepresented. While such programs have been under attack by far-right extremists who oppose diversity, equity, and inclusion efforts, Project 2025 proposes to put an end to all programs that promote gender and racial diversity on campus.⁴³

- Project 2025 includes proposals to phase out the \$16 billion Title I program over the next 10 years, making states responsible for full funding.⁴⁴ This would have a major impact on our most vulnerable students, since Title I provides most of the nation's more than 13,000 public school districts⁴⁵ with money to spend on their highest-poverty individual schools.
- Project 2025 would strip ED's power to cancel, discharge, or forgive balances, or modify the terms or repayment amounts, of student loan debt. It would rescind regulations that made it easy for those who were defrauded by their college—or who attended an institution that closed—to discharge their loans. Putting an end to these critical programs would have a disproportionate impact on women and in particular women of color because women tend to borrow more for their education—and struggle more to pay it off—in part because of the gender pay gap. Additionally, women hold almost two-thirds, \$929 billion, of the nation's \$1.54 trillion student debt.⁴⁶
- Project 2025 also seeks to end the Public Service Loan Forgiveness (PSLF) program, which allows teachers, nurses, and others who work in public service jobs to have their loan balances wiped out after 10 years of making payments.⁴⁷ Getting rid of the PSLF program would have a disproportionate impact on women, who make up 77% of public school teachers⁴⁷ and over 86% of nurses.⁴⁸

Attacks on Workplace Justice

One of the goals of Project 2025 is to take much of the power from working people and place it in the hands of big corporations and ideological extremists. It proposes rolling back decades of labor laws and rights and replacing them with policies based on racist and sexist beliefs and maximizing corporate profit over worker well-being. Many of these proposals are focused on creating culture wars within the workplace instead of improving working conditions for millions of workers. And because women make up nearly

two-thirds of workers in the lowest-paid jobs,⁴⁹ they have the most to lose from rollbacks of baseline workplace protections, which threaten to further undermine the quality of those jobs.

- Project 2025 seeks to eliminate the Equal Employment Opportunity Commission (EEOC) requirement for larger employers to report data about employees' ethnicity, race, and gender by job category.⁵⁰ EEO-1 is an important tool to help ensure that certain employers are not discriminating against women and people of color in hiring and promotions.
- Project 2025 seeks to eliminate the Office of Federal Contract Compliance Programs (OFCCP), which ensures that federal contractors and subcontractors comply with equal employment opportunity laws.⁵¹ This includes the requirement not to discriminate based on race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. Race and gender wage gaps—for women, people of color, and mothers—are pernicious and persistent,⁵² and OFCCP has spearheaded important efforts to challenge pay discrimination. If an organization is receiving government funding through a government contract, it should be held to the highest standards in fair treatment of employees.
- Project 2025 seeks to enable employers to refuse to make reasonable accommodations for employees who need them because of abortion under the Pregnant Workers Fairness Act.⁵³ The Pregnant Workers Fairness Act is a federal law that requires employers to make reasonable accommodations for employees who have a known limitation due to pregnancy, childbirth, or related medical conditions, including abortion, unless the accommodation poses an undue hardship to the employer.
- Project 2025 would allow for discrimination against transgender workers by rescinding regulations and guidance that prohibit discrimination based on sexual orientation, gender identity, transgender status, and sex characteristics, including in hiring and firing.⁵⁴
- Project 2025 calls for legislation allowing waivers for states and local government to be exempt from enforcement of crucial federal labor laws, the National Labor Relations Act and the Fair Labor Standards Act,⁵⁵ which provides critical protections to workers, such as the right to a minimum wage, and overtime pay.

- Project 2025 seeks to weaken overtime pay protections. During the Trump presidency, U.S. Department of Labor set the overtime pay threshold for salaried workers at \$35,568 per year, which means workers making above that were not guaranteed overtime pay when they worked more than 40 hours in a week. The Biden administration issued a new rule requiring employers to pay overtime pay to workers who make a salary of less than \$1,128 per week, or about \$58,600 per year, when they work more than 40 hours in a week.⁵⁶ This is highly beneficial for working women—particularly women of color—and their families. Of the workers impacted by the higher salary threshold, just over 2 million are women, including 700,000 women of color; overall, women are about 57% of the workers benefiting from the Biden administration’s overtime rule.⁵⁷
- Project 2025 would also allow employers to avoid paying overtime for an employee who worked over 40 hours a week as long the employee’s hours were cut later in the month to make up for it.⁵⁸
- Project 2025 seeks to undermine the ability of workers to form and maintain unions—a recognition of unions’ capacity to increase worker power and a bid to please corporate power.⁵⁹ Women, who make up almost half of union members, experience significant economic security from being union members, including greater and more equal pay and greater access to paid sick time, affordable health insurance, and retirement benefits.⁶⁰ Project 2025 would undermine these benefits by making it easier to retaliate against workers who are organizing and by facilitating the ability of employers to decertify unions.
- Project 2025 directs the DOJ and EEOC to prohibit diversity, equity, and inclusion trainings⁶¹ that promote critical race theory. In addition, Project 2025 would require the EEOC to reorient its enforcement priorities toward claims of failure to accommodate disability, religion, and pregnancy (but not abortion), and thus away from other current enforcement priorities including pay discrimination, sex harassment, and race discrimination.
- Project 2025 encourages limiting regulation of religious employers, especially those with traditional beliefs about marriage, gender, and sexuality, which will empower employers to claim religious justifications to avoid complying with laws protecting employee rights.⁶²
- Project 2025 would restore Trump era regulations⁶³ that make it easier for employers to classify workers

as independent contractors, depriving them of basic employment protections like minimum wage and overtime pay. While this will harm a broad range of workers, it will inflict the most damage on women and people of color who predominate in the low-paying jobs where independent contractor misclassification is common—including the people cleaning homes and buildings, caring for children and elderly individuals, delivering groceries, and providing other essential services that are protecting the public health and keeping our economy afloat.⁶⁴

Doubling Down on Tax Cuts for the Rich at the Expense of Working Families

Decades of tax cuts at the top have undermined our economy and harmed women and families. Project 2025 would cut taxes even more for the wealthy and big corporations while raising taxes on low- and middle-income families. This will exacerbate inequality, explode federal deficits, and the loss of additional revenues could pave the way toward major cuts to federal programs that will disproportionately impact women, children, and families.

Women, and especially women of color, have always been disadvantaged in this country’s economy. Systemic discrimination, including pay discrimination, low wages in women-dominated jobs, inequitable tax policies, discrimination in housing and education, and disinvestment in needed caregiving supports, continues to hold women back. Our current tax code falls far short for women and families. Tax policies that benefit wealthy families and corporations deprive us of billions of dollars of revenues, even as lawmakers hesitate to enact policies that would help all of us.⁶⁵

- Project 2025’s shift to two new income tax brackets would raise taxes on lower- and middle-income families while handing out even more tax cuts to the rich. Under Project 2025, a family of four that makes \$100,000 a year would pay \$2,600 more in taxes. The same size family making \$5,000,000 a year would receive a \$325,000 tax cut.
- Project 2025 also proposes permanently reducing the corporate tax rate from 21% to 18%, losing billions of additional dollars in tax revenue.⁶⁶
- Project 2025 seeks to reverse \$80 billion in additional funding to the IRS, included in the Inflation Reduction Act,⁶⁷ which is dedicated to closing the tax gap by specifically enforcing tax compliance by the wealthiest tax

evaders—foregoing hundreds of millions of dollars in tax revenue. It also seeks to prohibit the use of critical race theory and diversity, equity and inclusion initiatives, which would, among other things, curtail important analysis of the impact of tax policies on households of color that was undertaken during the Biden administration.

Attacks on LGBTQI+ Rights

Project 2025 aims to eliminate protections for the LGBTQI+ community through harmful actions that deny this community rights and protections. It would prioritize families “comprised of a married mother, father, and their children,” and would eliminate any federal policies that promote LGBTQI+ equality. Indeed, a central premise of Project 2025 is the belief that “the American family is in crisis because 40% of all children are born to unmarried mothers.” The authors assert, “Fatherlessness is one of the principal sources of American poverty, crime, mental illness, teen suicide, substance abuse, rejection of the church, and high school dropouts.”⁶⁸ Project 2025 is oriented around a belief that these issues can only be resolved, and this belief is emphasized throughout many policy proposals.

- Project 2025 seeks to abolish the NIH Office of Equity, Diversity, and Inclusion because they believe this office has been at the forefront in pushing what they call “junk gender science.”⁶⁹ This is intended to further the Project 2025 ideology that denies the existence of transgender people. It would instead require the NIH to fund studies into the negative effects of cross-sex interventions, including affirmation, puberty blockers, cross-sex hormones and surgeries. This could create politically motivated restrictions on gender-affirming care for transgender people.
- Project 2025 seeks to eliminate transgender health care in Medicare and Medicaid⁷⁰ and end anti-discrimination rules based on gender identity and sexual orientation for federally funded and federally operated health care programs and activities.⁷¹
- Project 2025 equates the fact of being transgender, or “transgender ideology,” to pornography and declares that such pornography should be outlawed.⁷²
- Project 2025 seeks to reverse policies that allow transgender individuals to serve in the military and prohibit the use of federal funds for gender-affirming surgery.⁷³
- Project 2025 would direct agencies to rescind regulations prohibiting discrimination on the basis of sexual orientation, gender identity, transgender status, and sex characteristics in education, housing, the workplace, and beyond.⁷⁴
- Project 2025 would end the CDC’s collection of data on gender identity.⁷⁵

Attacks on Income Security, Housing and Nutrition Assistance Programs

Many people in the United States will experience poverty or hardship, face a spell of unemployment, or turn to an anti-poverty program at some point during their working years.⁷⁶ Women experience higher poverty rates than men throughout their lifetimes.⁷⁷

Project 2025 will raise costs, increase poverty, and exacerbate hardship for people struggling to make ends meet. Across federal agencies, Project 2025 proposals would enact draconian cuts to nutrition assistance programs, housing, and other supports—under the guise of language around marriage promotion and encouraging work.

- Project 2025 would make drastic cuts to Supplemental Nutrition Assistance Program (SNAP), our nation’s bedrock nutrition and anti-hunger program, which helps millions of women, LGBTQI+ people, and their families around the country to put food on the table and afford a nutritious diet. Project 2025 proposes stricter work reporting requirements to qualify for SNAP benefits, a policy that has been proven to increase food insecurity but not employment.⁷⁸
- Project 2025 would seek to eliminate the Community Eligibility Provision (CEP), a federal reimbursement for schools participating in the National School Lunch Program and School Breakfast Program that enables them to provide no-cost meals to all students. CEP eliminates the need to gather household income information or claim meal reimbursements according to student eligibility status.⁷⁹ Instead, participating schools receive per-meal funding based on a formula that uses data from other public benefit programs. Eliminating the CEP would decrease the number of students eligible for no-cost meals and increase childhood hunger.
- Project 2025 would get rid of access to summer meals for students except for students who are taking summer-

school classes. This would result in more K-12 students going hungry. In July, 2022, almost 3 million children received lunch and just over 1.8 million children received breakfast through the Summer Nutrition Program on an average day.⁸⁰

- Project 2025 would require new data collection on how states are using the Temporary Assistance for Needy Families (TANF) funding to meet each of the TANF program's four statutory purposes: promote job preparation, work, and marriage, encourage formation of two-parent families, assist families in need so children can stay in their own home or with relatives, and prevent pregnancy among unmarried persons.⁸¹ TANF provides income support in the form of cash assistance to families with children in poverty. The collection of data could be used to identify and penalize states that are not using TANF funds to promote their conservative right-wing belief that marriage should only be between a man and a woman.
- Project 2025 seeks to eliminate the Head Start program, which would result in 833,000 children⁸² from low-income households losing access to the emotional, social, health, nutritional, and educational supports necessary to succeed once they enter kindergarten. Additionally, this would result in restricting the number of available child care slots, increase child care costs for families living in poverty, undermine economic growth, and exacerbate inequality.
- Project 2025 recommends that the U.S. Department of Housing and Urban Development (HUD) implement policies that would make it harder for single mothers to get housing assistance, under the moniker of "addressing an implicit anti-marriage bias" in housing programs. Additionally, it cuts access to housing by proposing more work reporting and work-readiness requirements and implementing maximum term limits for residents in Project-Based Rental Assistance and Tenant-Based Rental Assistance programs. The nation has long experienced a crisis in affordable housing and in 2022, a record 12.1 million households spent more than half of their income on rent.⁸³ These changes would only make it more difficult for women and families to afford housing.

Attacks on Immigrant Families

Project 2025 seeks to circumvent Congress and the courts and dismantle the foundations of our immigration system. These actions would weaken our nation's prosperity and

security and undermine the vitality of our workforce, with far-reaching consequences for future generations of Americans. Immigrant women and families comprise a significant portion of the U.S. population, and are integral members of our society, working across industries that serve all communities and spur economic growth. An estimated 12.3 million immigrant women, including 2.5 million undocumented women, are members of the workforce.⁸⁴ Immigrant women are more likely to face sexual harassment and discrimination;⁸⁵ and their families are often among the most in need of economic supports and access to affordable health care.⁸⁶

- In an attempt to strong-arm states into denying in-state tuition to many immigrants, Project 2025 would block federal financial aid for college students if their state permits certain immigrant groups, including Deferred Action for Childhood Arrivals (DACA) recipients with legal status, to access in-state tuition. Up to two-thirds of all U.S. college students would be affected.⁸⁷ Twenty-three states and the D.C. permit undocumented immigrants to access in-state tuition, and 26 states and D.C. permit DACA recipients to access in-state tuition.⁸⁸
- Project 2025 would terminate the legal status of over 500,000 DACA recipients,⁸⁹ including many women and girls, by prohibiting use of staff time for reviewing and processing renewal applications.⁹⁰ Without staff to process applications and renewals, these individuals will be unable to obtain or renew their legal protection or work authorization.
- Project 2025 would bar U.S. citizens from qualifying for federal housing subsidies if they live with anyone who is not a U.S. citizen or legal permanent resident.⁹¹
- Project 2025 aims to create fear in immigrant communities by requiring states to share driver's license and taxpayer identification information with federal authorities or risk critical funding.⁹²
- Project 2025 would seek to eliminate the T and U visas, which provide protections for victims of human trafficking, domestic violence, sexual assault and certain other crimes.⁹³
- Project 2025 would repeal all Temporary Protected Status designations,⁹⁴ which offer legal protections and work authorization to nationals of countries designated as unfit for return due to ongoing armed conflicts, environmental

disasters, or other extraordinary conditions. This would result in more than 860,000 individuals⁹⁵ losing legal protections and work authorization, which would have devastating impacts for our economy, and for women, children, and their families who have lived in the United States for decades.

Elimination of the Gender Policy Council

In March 2021, President Biden signed Executive Order 14020, establishing the first-ever White House Gender Policy Council (GPC). The Council was created to ensure that the federal government works to advance equal rights and opportunities, regardless of gender or gender identity, in both domestic and foreign policy—including by promoting workplace diversity, fairness, and inclusion across the federal workforce and military.⁹⁶ The creation of the GPC was a huge win for the gender justice advocacy community; it has elevated policies impacting women and families to the White House level, on par with the Domestic Policy Council, the National Economic Council, and the National Security Council, and has also provided gender justice advocacy groups an effective way to communicate with and influence the Biden administration.

Not only would Project 2025 immediately eliminate the GPC, but it would also refocus cross-administration resources toward “promoting a pro-life agenda,” stripping women’s bodily autonomy and advancing a narrow definition of “family.”⁹⁷

Impact on the Federal Workforce

Project 2025 proposes to overhaul the federal structure and workforce by replacing civil servants with political appointees who are ideologically aligned with a far-right conservative agenda.⁹⁸

Near the end of his administration, President Trump issued Executive Order 13957, ordering the Office of Personnel Management to identify key policy-making positions that could be excepted from civil service protections, allowing them to be more easily fired and replaced with political appointees. The new employment category that this EO created is referred to as Schedule F,⁹⁹ which seeks to reclassify any career federal employee whose job is in any way connected to federal policy. The Biden administration reversed E.O. 13957, but Project 2025 recommends that Schedule F be reinstated. This new classification would politicize the civil service, allowing the administration to hire and fire an enormous number of civil servants for

purely political reasons, replacing them with ideologues throughout the federal government.¹⁰⁰

The combination of Schedule F with loyal political appointees and a radically conservative policy agenda would result in whole of government attack on gender, gender equity, women and girls, and the LGBTQI+ communities. The attacks would happen in every department and agency, including in rulemaking and sub-regulatory guidance, the gutting or weaponization of civil rights offices, and in decisions about how grants are disbursed for economic and social programs, to name only a few.

Project 2025 is an extreme right-wing attempt to control our government and is a threat to our democracy.

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