



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

February 6, 2025

MEMORANDUM FOR HQ AETC/CC
HQ USAFA/CC
ALMAJCOM-FOA-DRU-FLDCOM-COCOM/C

FROM: SAF/MR
1660 Air Force Pentagon
Washington, DC 20330-1660

SUBJECT: Curriculum and Training Guidance Implementation Subsequent to Executive Order, "Restoring America's Fighting Force," 27 January 2025, and Secretary of Defense Guidance, "Restoring America's Fighting Force," 29 January 2025

In compliance with the subject Executive Order 14185, "Restoring America's Fighting Force," 27 January 2025, and subsequent to the 24 January 2025 SAF/MR Memorandum, Training Guidance Implementation Subsequent to Executive Orders "Ending Radical and Wasteful Government DEI Programs and Preferencing," 20 January 2025; and "Initial Rescissions of Harmful Executive Orders and Actions," 20 January 2025, USAFA, AETC, and educational institutions operated and controlled by the Department of the Air Force (DAF) are directed to execute the following actions:

- a. Carefully review the curriculum of these institutions and remove content that promotes, advances, or otherwise inculcates the theories described in section 6(a) of the subject Executive Order, including:
 - (1) "Divisive concepts" that includes any form of race or sex stereotyping or any other form of race or sex scapegoating, in addition to the meaning given to that term in section 2(a) of Executive Order 13950 of September 22, 2020 (Combating Race and Sex Stereotyping), and
 - (2) "Gender ideology" which replaces the biological category of sex with an ever-shifting concept of self-assessed gender identity, permitting the false claim that males can identify as and thus become women and vice versa, and requiring institutions of society to regard this false claim as true, and as further defined in section 2(f) of the Executive Order 14168 (Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government).

- b. Immediately stop hiring employees, contractors, or consultants to teach the theories described in section 6(a) of the subject Executive Order.
- c. Eliminate quotas, objectives, and goals based on sex, race, or ethnicity for organizational composition, academic admission, career fields, or class composition.
- d. Cease instruction on critical race theory (CRT), gender ideology, and diversity, equity, and inclusion (DEI) as part of a curriculum or for purposes of workforce training.
- e. Cease all advisory boards, councils, and working group operations related to gender ideology, DEI, and CRT.
- f. The U.S. Air Force Academy and other academic institutions operated and controlled by the DAF shall teach that America and its founding documents remain the most powerful force for good in human history.

Submit a list of actions taken to comply with the requirements above (e.g., curriculum and course content modified, job announcement cancelled, etc.) no later than 1700 EST 13 February 2025 to my point of contact in SAF/MR, Dr. Raquel Rimpola, raquel.rimpola@us.af.mil. Responses should include:

- a. List of new and/or modified curriculum and course content.
- b. Estimated cost savings through modification of course content.
- c. Planned implementation of new and/or modified course content, where applicable.

GWENDOLYN R. DeFILIPPI, SES, DAF
Acting Assistant Secretary of the Air Force for
Manpower and Reserve Affairs

Attachments:

1. Secretary of Defense Guidance, “Restoring America’s Fighting Force,” January 29, 2025
2. Training Guidance Implementation Subsequent to Executive Orders “Ending Radical and Wasteful Government DEI Programs and Preferencing,” January 20, 2025; and “Initial Rescissions of Harmful Executive Orders and Actions,” January 20, 2025

cc:

AF/A1

USSF/S1

NGB/A1

AF/RE

MAJCOM/A1

FLDCOM/S