

January 24, 2025

President Trump's Week One Executive Actions Impacting Health Care

Health-related Executive Actions

On Monday (January 20), President Trump signed 26 executive orders and actions on a range of issues impacting the federal workforce; diversity, equity, inclusion, and accessibility (DEIA) initiatives; global health and more. Trump signed additional executive actions impacting health care throughout the week. See Table 1 for a list of executive actions related to health care posted by the time of publication.

Table 1: Week One Executive Actions

Topic	Actions
Health-related	• Require federal agencies to “deliver emergency price relief” to Americans to address the cost-of-living crisis, including “eliminate unnecessary administrative expenses and rent-seeking practices that increase healthcare costs.” • Directed federal agencies to begin the process to withdraw the US from the World Health Organization • Withdrawing US from the Paris Agreement • Declared a national emergency at the Southern US border in part over illicit drug trafficking • Restricted entry into the US for immigrants, including restricting those who fail to provide “sufficient medical information” • Establishes a new President’s Council of Advisors on Science and Technology to advise the president on science, technology, education, and innovation policy
Artificial intelligence	• Establishes as the administration’s policy “to sustain and enhance America’s global AI dominance in order to promote human flourishing, economic competitiveness, and national security” and tasks certain federal offices to develop an action plan to execute on that policy goal within 180 days. The EO maintains the same broad definition of AI that was included in former President Biden’s EO, which has now been rescinded.
Federal Workforce	• Require federal agencies to end remote work arrangements • Immediately freeze hiring of new civilian federal employees until the Office of Management and Budget (OMB), the Office of Personnel Management, and the newly established Department of Government Efficiency, called United States DOGE Service (USDS) issue a plan to reduce the federal workforce. The workforce reduction plan is due within 90 days. The IRS would remain under a freeze until directed by Treasury, OMB, and USDS • Designate career federal employees in policymaking positions as “Schedule F” positions exempt from civil service merit-based protections • Direct federal agencies to hold Senior Executive Service officials accountable for actions inconsistent with the needs, policies, and goals of the US

DEI/equity / gender	• Direct federal agencies to investigate DEI programs at publicly traded companies, nonprofits, colleges and foundations “that constitute illegal discrimination or preferences.” • Direct federal agencies to end all DEI programs or requirements and bar federal employee performance reviews from considering DEI factors • Establish a “merit-based” federal hiring plan that prevents the hiring of individuals based on their race, sex or religion • Require federal agencies to recognize two sexes – male and female – in terminology and when enforcing laws governing sex-based rights, protections and opportunities
Rulemaking freeze	• Ordered federal agencies to delay by 60 days the effective date of any rules published in the <i>Federal Register</i> or issued, but that have not yet taken effect.

In the following days, President Trump and his team took several other actions to establish his administration’s policy priorities and implement actions detailed in the day one executive actions.

Federal DEI workforce freeze. On Wednesday (January 22), the Office of Personnel Management issued [guidance](#) placing all federal diversity, equity, inclusion, and accessibility (DEIA) workers on paid administrative leave effective immediately and beginning steps to close those offices in pursuant of Trump’s *Ending Radical and Wasteful Government DEI Programs and Preferencing* EO and the repeal of EO 14035 (detailed below).

Health agency communications freeze. Several media outlets also have reported that federal health agencies on Tuesday (January 21) were directed to immediately pause all external communications through at least February 1. In a response to an inquiry from [STAT News](#), an NIH spokesperson said, “HHS has issued a pause on mass communications and public appearances that are not directly related to emergencies or critical to preserving health.” The spokesperson added, “This is a short pause to allow the new team to set up a process for review and prioritization. There are exceptions for announcements that HHS divisions believe are mission critical, but they will be made on a case-by-case basis.”

President Trump rescinds Biden-era EOs

On Monday (January 20), President Trump [rescinded](#) EOs signed by former President Joe Biden, as well as older EOs, including a 1965 order [banning](#) discrimination in federal hiring and directed the Domestic Policy Council Director and the National Economic Council Director to review all federal actions taken pursuant to the rescinded EOs and take necessary steps to rescind, replace or amend those actions. The EO also gives the directors up to 45 days to submit a new list of Biden-era EOs, memos, and proclamations that should be rolled back.

Table 1: Health-related rescinded EOs

Topic	Details of EOs rescinded
Health care	• Stated the Administration’s commitment to protecting and strengthening Medicaid and the Affordable Care Act and directed the Departments of Labor, Treasury, HHS and other federal health agencies to identify all agency actions that may undermine protections for

	people with pre-existing conditions and access to coverage under Medicaid, the Affordable Care Act exchanges, or individual, small group, or large group markets (EO 14009) - Directed federal health agencies to identify ways to continue to expand the availability of affordable health coverage, to improve the quality of coverage, to strengthen benefits, and to help more Americans enroll in quality health coverage, such as policies that reduce the burden of medical debt and facilitate enrollment in health coverage (EO 14070) - Directed the HHS Secretary to protect LGBTQI+ individuals' access to medically necessary care, establish an initiative reduce youth exposure to so-called conversion therapy, and expand access to family counseling and support programs in federal programs (EO 14075) - Directed the Center for Medicare and Medicaid Innovation to consider whether to test new payment and delivery models to lower drug costs for Medicare beneficiaries (EO 14087)
Public health and climate change	- Rescinded several EOs from President Trump's first administration related to energy and directed federal agencies to capture the full cost of greenhouse gas emissions, including changes to human health, and established the Interagency Working Group on the Social Cost of Greenhouse Gases (EO 13990) - Established the President's Council of Advisors on Science and Technology (PCAST) tasked with advising the president on policy affecting science, technology and innovation needed to inform public health and other policies (EO 14007) and limited PCAST to no more than 32 members (EO 14044) - Established the a National Climate Task Force, which included the HHS Secretary (EO 14008)
COVID-19 Pandemic	- Created the COVID-19 Response Coordinator position and tasked the Assistant to the President for National Security Affairs with coordinating the Nation's biodefense preparedness efforts (EO 13987) - Established within the Department of Health and Human Services a COVID-19 Health Equity Task Force to address inequities caused or exacerbated by the COVID-19 pandemic (EO 13995) - Established a COVID-19 Pandemic Testing Board to promote and expand access to COVID-19 diagnostic, screening, and surveillance testing, directed federal agencies to provide COVID-19 testing at no cost to the uninsured people and take actions to expand the US public health workforce (EO 13996) - Directed HHS and NIH to develop plans to support a range of new research related to public health threats and directed federal health agencies to provide targeted surge assistance to critical care and long-term care facilities to respond to COVID-19; establish targets for the production, allocation, and distribution of COVID-19 treatments; and take steps to promote access to treatments and clinical care for those with and without coverage (EO 13997) - Directed federal agencies to revise workplace safety guidance for employers in response to COVID-19, launch a national program to focus OSHA enforcement efforts related to COVID-19 violations, and directed federal agencies to explore ways to ensure workers are protected from COVID-19 (EO 13999) - Directed federal agencies to consider and take actions to address the economic crisis that resulted from the COVID-19 pandemic (EO 14002) - Revoked mandatory COVID-19 vaccination requirements for federal employees and federal contractors (EO 14099)

DEI/equity/ gender	• Directed federal agencies to embed equity principles and policies to advance equity and supports underserved communities (EO 13985) • Directed federal agencies to ensure policies, programs, and other agency activity did not discriminate on the basis of gender identity or sexual orientation (EO 13988) • Established the White House Gender Policy Council tasked with advancing gender equity and equality, combatting systemic biases and discrimination, and increasing access to comprehensive health care, including reproductive health, and more (EO 14020) • Directed the Education Secretary to consider enforcement actions of violations of Title IX (EO 14021) • Reestablished a coordinated Government-wide initiative to promote diversity and inclusion in the Federal workforce (EO 14035)
AI	• Called for a coordinated, all-of-government approach to overseeing the development and use of safe and responsible AI, governed by guiding principles: Safety and security, innovation and competition, workforce, equity and civil rights, consumer protection, Privacy, Government use of AI, and Global leadership (EO 14110)

If you have questions, please contact [Heather Meade](#) or [Heather Bell](#).

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