



# How Project 2025 Would Impact AAUW California Public Policy Pl...



*Standing together for equity.*

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# Welcome! Meet Your Presenters:



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# Agenda

- Project 2025 - The Background
- Project 2025 and AAUW Public Policy Priorities
  - Equal Access to Quality Education for All Students
  - Economic Security for All Women
  - Social and Racial Justice for All Members of Society
  - Increased Representation of Women in Leadership
- Can This Really Happen? What Can We Do?
- Q&A



# The Goal of This Webinar

**The goal of tonight's webinar is to share some of the different ways Project 2025 would directly impact AAUW's values and Public Policy Priorities.**

**We will only scratching the surface - there is SO MUCH in Project 2025 - but hope to give you some idea of what's at stake.**



# Project 2025 Background

- What is Project 2025?
- What is it attempting to do?
- Who is the Heritage Foundation?



# What is Project 2025?

Project 2025, also known as the 2025 Presidential Transition Project, is a policy blueprint spearheaded by the conservative **Heritage Foundation**, written by dozens of authors with hundreds of contributors. It offers a step-by-step guide to quickly implement an extreme agenda from Day 1 of a conservative presidential administration.

It proposes to:

- Consolidate executive power, with the entire executive branch under **complete control of the president**
- Reclassify tens of thousands of civil service workers as political appointees in order to install people **loyal to the president**
- **Dismantle** government bureaucracy
- Infuse the government with **conservative Christian values**



# Project 2025 Structure

Project 2025 is composed of four pillars - essentially four phases:

- Pillar I: Mandate for Leadership 2025: “The Conservative Promise”
  - 922 page policy book laying out an overhaul of the federal government.
- Pillar II: Personnel Database
  - Roster of potential political personnel to streamline the appointment process, i.e. a LinkedIn of like-minded candidates
- Pillar III: Presidential Administration Academy
  - Online training for potential political appointees, to indoctrinate future bureaucrats.
- Pillar IV: The Playbook
  - 180-day Transition Plan. Has not been made public.



# Who is the Heritage Foundation?

The Heritage Foundation, founded in 1973, is a conservative think tank based in Washington D.C.

- Historically ranked among the world's most influential think tanks
- The Heritage Foundation has been publishing Mandates for Leadership since 1980.
- Mandate for Leadership 2025 is the 9th edition in the series.





# Mandate for Leadership 2025 - The Conservative Promise

Tonight we will focus on Pillar I of Project 2025, the 922 page policy book "Mandate for Leadership 2025, The Conservative Promise".

This is a manual for overhauling the federal government, agency by agency, to serve a conservative agenda.

We will highlight AAUW's values and Public Policy Priorities that would be directly affected by the policy proposals in Mandate for Leadership 2025. Our discussion will be nonpartisan, i.e. we will not be discussing Project 2025 in the context of political parties or political figures.



# Project 2025 and AAUW Public Policy Priorities

# AAUW California Public Policy Priorities

2023-2025

**AAUW**  
OF CALIFORNIA  
**PUBLIC POLICY PRIORITIES**

The AAUW California Public Policy Program establishes policy directives that will guide our members, inform our legislative priorities, serve our mission to advance equity for women and girls through advocacy, and are consistent with our values of achieving fair and equitable opportunities for our diverse society. Toward that end, AAUW California advocates policies that promote, enhance and ensure:

**Economic Security for All Women, including:**  
Equity in the workplace  
Enforcement of workplace anti-discrimination statutes  
Security in retirement  
Access to job training for career development  
Work-life balance, including access to quality affordable childcare and paid sick and caregiving leave

**Equal Access to Quality Public Education for All Students, including:**  
Vigorous enforcement of Title IX  
Adequate and equitable funding at all educational levels, including pre-school and post-secondary  
Removal of barriers for girls to access instruction in STEM fields  
Civics instruction in all CA high schools  
Access to diverse staff and curriculum that represents historically accurate information  
Funding adequate to support a strong infrastructure, and equitable access to resources, including technology  
Opposition to the use of public funds for nonpublic and charter schools that do not meet public school civil rights and accountability standards

**Social and Racial Justice for All Members of Society, including:**  
Self-determination in reproductive health  
Equal access to quality affordable health care, housing and a healthy environment  
Freedom from violence in all its forms and wherever it occurs, including violence against historically marginalized groups, and support for policies that reduce or prevent gun violence.  
Guarantee of civil and constitutional rights for all, including all forms of gender identity and expression, and all family structures  
Protection and expansion of voting rights  
Support for United Nations sustainable development goals which address human rights and women's and girls' concerns

**Increased Representation of Women in Leadership Roles, including:**  
Proportional appointment to publicly held corporate boards  
Access to leadership skills training  
Access to programs that promote participation in public service careers

AAUW California's Public Policy Priorities (PPP) consist of four pillars:

- Equal Access to Quality Public Education for All Students
- Economic Security for All Women
- Social and Racial Justice for All Members of Society
- Increased Representation of Women in Leadership Roles

**Project 2025 would directly impact all four PPP pillars.**

Find details of AAUW California PPP's [HERE](#)



# AAUW PPP: Equal Access to Quality Education for All Students

- Title IX
- Adequate and Equitable Funding
- Diverse Staff and Curriculum
- Civil Rights and Accountability
- Student Loans



# Education - Title IX

## AAUW PPP: Equal Access to Quality Public Education for All Students including Vigorous enforcement of Title IX

- Title IX is a federal law that was passed in 1972 to ensure that all students are treated fairly and that gender is not a factor in educational access and success.
- New Title IX regulations issued in April 2024: 1) provide expanded protections for campus sexual assault survivors, 2) expand Title IX protections against sex/gender-based harassment and discrimination to protect members of the LGBTQ+ community, as well as pregnant and parenting students.
  - AAUW applauded the updated rules. Gloria Blackwell, AAUW CEO, stated "The updated rules are life changing for college women, in particular."
  - 26 states are under court injunction to not enforce the new rules.



# Education - Title IX (cont'd)

**Project 2025 would** dismantle the Department of Education (p. 319), the only federal agency mandated to enforce Title IX and ensure equal opportunity in education, and rescind the new Title IX regulations (p. 333)

Reverse the change in the Title IX definition of "sex" to mean "sexual orientation and gender identity" (p. 334)

Call for legislation requiring schools to refer to students by their names on their birth certificates and pronouns associated with their sex assigned at birth (p. 346)

Restore "due process" rights to individuals accused of sexual assault and harassment (p. 333) including the requirement for live cross-examination

End all ongoing investigations into reported Title IX violations (p. 334)



# Education - Adequate and Equitable Funding

## AAUW PPP: Equal Access to Quality Public Education for All Students including Adequate and Equitable Funding at All Levels

### Project 2025 would:

Phase out Title I, which provides funds to schools serving low-income students and ensures high-quality education beyond that which can be supported by local property tax revenue (p. 350).

Eliminate the Head Start program which provides early childhood education, health, nutrition, and parent involvement services to low-income children and families (p. 482).





# Education - Opposing Funding for Nonpublic Schools

**AAUW PPP: Equal Access to Quality Public Education for All Students including Opposition to the Use of Public Funds for Nonpublic and Charter Schools that Do Not Meet Public School Civil Rights and Accountability Standards**

**Project 2025 would:**

Move the Department of Education's Office of Civil Rights to the DOJ, and strip its power to investigate complaints of civil rights abuses (p. 330)

Model Arizona's Education Savings Account (ESA) voucher program (p. 349), one of the nation's largest and most unaccountable voucher programs.

Weaken regulations against charter schools (p. 331)

Promote private school choice (p. 346)





# Education - Diverse Staff and Curriculum

**AAUW PPP: Equal Access to Quality Public Education for All Students including Access to Diverse Staff and Curriculum that Represents Historically Accurate Information**

**Project 2025 would** create censorship of historically accurate information about marginalization based on race, gender, and systemic oppression

Pass a federal Parents' Bill of Rights, enabling parents to sue public schools for curricula content that offends them, i.e. gender, systemic racism (p. 344)

Censor academic discussions about race, gender, and systemic oppression ("critical race theory" and "gender ideology"), cutting federal funds for schools that touch these subjects (p. 5)

Equate LGBTQ+ content in books and curricula with pornography (p. 5)

Prohibit university accreditors from requiring DEI policies (p. 352)

Overhaul university accreditation system, moving from federally authorized independent accreditors to the states (p. 352).





# Education - Student Loans

**AAUW supports legislation that would make college more affordable for all students:**

- Increase funding for public colleges and universities
- Tuition- and debt-free options for students
- Income-driven repayment options
- Protection against abusive and fraudulent practices by schools and lenders
- **This is especially important for women, who hold  $\frac{2}{3}$  of the nation's student debt**

**Project 2025 would:**

Privatize all lending programs  
(p. 353)

End loan forgiveness programs  
(p. 354)

End income-driven  
repayment program "SAVE"  
(p. 338)

Eliminate the Office of Federal  
Student Aid which oversees  
student loan programs, and  
replace it with a "government  
corporation" (p. 327)



# AAUW PPP: Economic Security for All Women

- Equity in the Workplace
- Enforcement of Anti-discrimination Statutes
- Security in Retirement
- Childcare



# Economic Security - Equity in the Workplace

## AAUW PPP: Economic Security for All Women, including Equity in the Workplace

**Project 2025 would** reorient Equal Employment Opportunity Commission (EEOC) enforcement priorities toward religious liberty (p. 587). This not only decreases focus on current priorities including pay discrimination, sex-based harassment, and racial discrimination; **it is in fact is AT ODDS with these priorities.**

Eliminate the Office of Federal Contract Compliance Programs (OFCCP) which has spearheaded important challenges to pay discrimination (p. 583)

Reverse Diversity, Equity, and Inclusion (DEI) in Labor Policy (p. 582)

Gut DEI programs in the workplace (p. 583)

Make it easier for employers to classify workers as independent contractors, depriving them of protections like minimum wage and overtime pay (p. 591)



# Economic Security - Anti-Discrimination Statutes

## AAUW PPP: Economic Security for All Women, including Enforcement of Workplace Anti-Discrimination Statutes

**Project 2025 would** weaken Title VII of the Civil Rights Act of 1964 which prohibits sex discrimination in the workplace.

The U.S. Supreme Court's *Bostock* decision expanded the scope of Title VII to include gender identity and sexual orientation. Project 2025 would narrow the meaning of "sex" in Title VII to "biological binary meaning of sex" (p. 585)

Eliminate EEO-1 mandatory data collection of Title VII violations (p. 583)

Refocus Equal Employment Opportunity Commission (EEOC) enforcement away from sex and race discrimination to instead focus on claims of religious discrimination (p. 587)



# Economic Security - Security in Retirement

## AAUW PPP: Economic Security for All Women, including Security in Retirement

### Project 2025 would:

Change Medicare to make Medicare Advantage the default enrollment option (p. 465). Original Medicare is broader and less restrictive than Medicare Advantage. This is a move toward privatization of Medicare.

Repeal the Medicare drug price negotiation program in the Inflation Reduction Act in order to restore private-sector negotiations (p. 465). Millions of Medicare Part D enrollees will pay more out of pocket for medications.

Small bit of good news: Project 2025 does NOT call for cutting Social Security



# Economic Security - Childcare

## AAUW PPP: Economic Security for All Women, including Access to Quality, Affordable Childcare and Paid Sick and Caregiving Leave

### Project 2025 would:

Eliminate Head Start, which provides access to child care and essential services for over 800,000 low-income children from birth to age 5 in rural and underserved communities. (p. 482).

Prioritize funding for home-based child care rather than universal child care (p. 486), offsetting the cost of staying home with a child. This prioritizes the choice to stay home rather than pursuing a career.



# AAUW PPP: Social and Racial Justice for All Members of Society

- Reproductive Health
- Healthcare, Housing, and a Healthy Environment
- Civil Rights
- Voting Rights





# Social and Racial Justice - Reproductive Health

## AAUW PPP: Social and Racial Justice for All Members of Society, including Self-determination in Reproductive Health

**Project 2025 would** disavow abortion as part of health care (p. 450) and recast the U.S. Department of Health and Human Services (HHS) as the “Department of Life” with the mission of “furthering the health and well-being of all Americans from conception to natural death” (p. 489)

Withdraw Medicaid funds for states that expand abortion access (p. 472)

Prohibit Medicaid funds for Planned Parenthood (p. 471)

Reverse the FDA’s approval of mifepristone (p. 458)

Apply the Comstock Act (19th century law rarely used) to prohibit the mailing of mifepristone (p. 459)

Eliminate no-cost insurance coverage of emergency contraception (p. 485)

Eliminate no-cost coverage of male condoms (p. 485)

Reverse the Emergency Medical Treatment and Labor Act (EMTALA) in order to deny emergency abortion care to people experiencing pregnancy complications, criminalizing doctors who provide such care (p. 473)



# Social and Racial Justice - Health care, Housing, Healthy Environment

## AAUW PPP: Social and Racial Justice for All Members of Society, including Equal Access to Quality Affordable Health care, Housing, and a Healthy Environment

### Project 2025 would:

Reduce funding for Medicaid, which provides health care to low-income individuals and families (p. 466)

Impose Medicaid work requirements (p. 468). These have been shown to result in loss of coverage and worse health outcomes

Repeal the Affirmatively Furthering Fair Housing (AFFH) regulation (p. 509) which promotes fair housing and combats patterns of segregation and racial bias

End "Housing First" programs that work to reduce homelessness (p. 516)

Restrict Housing and Urban Development (HUD) programs to make it harder for single mothers to get housing assistance, impose more work reporting requirements (p. 509)

End the focus on climate change and green subsidies (p. 378)

Withdraw the U.S. from the Paris Agreement and the U.N. Framework Convention on Climate Change (UNFCCC) (p. 709)



# Social and Racial Justice - Civil and Constitutional Rights

## **AAUW PPP: Social and Racial Justice for All Members of Society, including Guarantee of Civil and Constitutional Rights for All, including All Forms of Gender Identity and Expression, and All Family Structures**

**Project 2025 would:** Eliminate federal civil rights offices charged with enforcing protections against discrimination on basis of sex, race, disability and more (p. 164, 330, 442).

Dismantle policies promoting DEI, gender justice, racial justice (p. 258, 370, 561, 582, 708)

Prioritize “families comprised of a married mother, father, and their children” (p. 451)

“Rescind regulations prohibiting discrimination on the basis of sexual orientation, gender identity, transgender status, and sex characteristics” (p. 584)

Allow employers to violate anti-discrimination laws based on assertion of personal beliefs, under the guise of religious freedom (p. 585)

Call on DOJ to pursue legal action against District Attorneys who do not enforce far-right policies (p. 553)



# Social and Racial Justice - Voting Rights

## AAUW PPP: Social and Racial Justice for All Members of Society, including Protection and Expansion of Voting Rights

### Project 2025 would:

Strip the Department of Justice's Civil Rights Division (p. 562) which is responsible for enforcing the Voting Rights Act and the National Voter Registration Act.

Reassign responsibility for investigation of allegations of voter registration fraud from the Civil Rights Division to the Criminal Division of the DOJ (p. 562). Allegations of voter fraud are disproportionately targeted at Black voters.



# AAUW PPP: Increased Representation of Women in Leadership Roles



# Women in Leadership

## AAUW PPP: Increased Representation of Women in Leadership Roles

**Project 2025 would** result in even fewer women rising to leadership roles, because they would be economically marginalized and unable to sustain educational access.

This is doubly true for non-white, non-heteronormative women.



# Can this really happen?

Underpinning Project 2025's proposals is the **unitary executive theory**, "an expansive interpretation of presidential power that aims to centralize greater control over the government in the White House."

It implies that Congress's power to check the executive branch is limited.

- The current U.S. Supreme Court is very sympathetic to the unitary executive theory.
- In July 2024, the U.S. Supreme Court granted broad presidential immunity for any "official" act taken while in office. This sets the stage for expanding presidential power.
- Implementation of Project 2025 is expected to draw dozens of lawsuits, which will be decided in the courts that conservatives have been stacking for years.



# What can we do?

# VOTE!

**The 2024 election is arguably going to be the most consequential election in modern history.**

**Please encourage everyone you know to vote and make their voices heard.**





# Q&A

# Resources

Project 2025 - The book and organizations involved with it:

[2025\\_MandateForLeadership\\_FULLL.pdf \(project2025.org\)](#)

[Project 2025: Full List of Organizations Behind Proposals - Newsweek](#)

[Project 2025 Tapped Known Hate, Extremist Groups For Advisory Board - Accountable US](#)

Resources:

[Project 2025: What It Means for Women, Families, and Gender Justice - National Women's Law Center \(nwlc.org\)](#)

[Project 2025 and education: A lot of bad ideas, some more actionable than others \(brookings.edu\)](#)

[What is Project 2025? What to know about the conservative blueprint for a second Trump administration - CBS News](#)

[Misogynist Manifesto: Project 2025's Plans to Gut Women's Rights in the Workplace and Classroom - Ms. Magazine \(msmagazine.com\)](#)

[How Project 2025 will harm students, pre-school children, working families and the economy | American Federation of State, County and Municipal Employees \(AFSCME\)](#)

[How Project 2025 could radically reshape higher ed \(insidehighered.com\)](#)

[Project 2025's Elimination of Title I Funding Would Hurt Students and Decimate Teaching Positions in Local Schools - Center for American Progress](#)

[Project 2025 - PEN America](#)

[How Project 2025 Would Devastate Public Education | NEA](#)

# Resources (cont'd)

Resources:

[Taking Medicaid Coverage Away From People Not Meeting Work Requirements Will Reduce Low-Income Families' Access to Care and Worsen Health Outcomes | Center on Budget and Policy Priorities \(cbpp.org\)](#)

[Authoritarian Project 2025 Agenda Endangers the Future of Medicaid and The Affordable Care Act - National Health Law Program](#)

[Project 2025 Prescription Drug Plan Would Increase Costs for as Many as 18.5 Million Seniors and Others With Medicare - Center for American Progress](#)

[Project-2025-Fair-Housing-Lending \(civilrights.org\)](#)

[Project 2025 Would Jeopardize Global Climate Action - Center for American Progress](#)

[Project 2025: The Far-Right Playbook for American Authoritarianism - Global Project Against Hate and Extremism \(globalextrremism.org\)](#)

[Project 2025's Plan To Gut Checks and Balances Harms American Workers - Center for American Progress](#)

[Project 2025's Plan To Gut Checks and Balances Harms Parents - Center for American Progress](#)

[Project 2025: The Voting Rights Act - The Fulcrum](#)

[Project 2025 Aims to Strip Away Our Freedom to Vote - Common Cause](#)

[video Project 2025.mp4 - Google Drive \(Freedom Writers Collaborative\)](#)

[Project 2025: The Radical Conservative Plan to Reshape America Under Trump | WSJ \(youtube.com\)](#)