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These Words Are Disappearing in the New Trump Administration

By Karen Yourish, Annie Daniel, Saurabh Datar, Isaac White and Lazaro Gamio March 7, 2025

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As President Trump seeks to purge the federal government of "woke" initiatives, agencies have flagged hundreds of words to limit or avoid, according to a compilation of government documents.

accessible
activism
activists
advocacy
advocate
advocates
affirming care
all-inclusive
allyship
anti-racism
antiracist
assigned at birth
assigned female at birth
assigned male at birth
at risk
barrier
barriers
belong
bias
biased
biased toward
biases
biases towards
biologically female
biologically male
BIPOC
Black
breastfeed + people
breastfeed + person
chestfeed + people
chestfeed + person
clean energy
climate crisis
climate science
commercial sex worker
community diversity
community equity
confirmation bias
cultural competence
cultural differences
cultural heritage
cultural sensitivity
culturally appropriate
culturally responsive
DEI
DEIA
DEIAB
DEIJ
disabilities
disability
discriminated
discrimination
discriminatory
disparity
diverse
diverse backgrounds
diverse communities
diverse community
diverse group
diverse groups
diversified
diversify
diversifying
diversity
enhance the diversity
enhancing diversity
environmental quality
equal opportunity
equality
equitable
equitableness
equity
excluded
exclusion
expression
female
females
feminism
fostering inclusivity
GBV
gender
gender based
gender based violence
gender diversity
gender identity
gender ideology
gender-affirming care
genders
Gulf of Mexico
hate speech
health disparity
health equity
hispanic minority
historically
identity
immigrants
implicit bias
implicit biases
inclusion
inclusive
inclusive leadership
inclusiveness
inclusivity
increase diversity
increase the diversity
indigenous community
inequalities
inequality
inequitable
inequities
injustice
institutional
intersectional
intersectionality
key groups
key people
key populations
Latina
Latino
LGBT
LGBTQ
marginalize
marginalized
men who have sex with men
mental health
minorities
minority
most risk
MSM
multicultural
Ms.
Native American
non-binary
nonbinary
oppression
oppressive
orientation
people + uterus
people-centered care
person-centered
person-centered care
polarization
political
pollution
pregnant people
pregnant person
pregnant persons
prejudice
privilege
privileges
promote diversity
promoting diversity
pronoun
pronouns
prostitute
race
race and ethnicity
racial
racial diversity
racial identity
racial inequality
racial justice
racially
racism
segregation
sense of belonging
sex
sexual preferences
sexuality
social justice
sociocultural
sociodemographic
status
stereotype
stereotypes
systemic
systemically
they/them
trans
transgender
transsexual
trauma
traumatic
tribal
unconscious bias
underappreciated
underprivileged
underrepresentation
underrepresented
underserved
undervalued
victim
victims
vulnerable populations
women
women and
women and underrepresented

Notes: Some terms listed with a plus sign represent combinations of words that, when used together, acknowledge transgender people, which is not in keeping with the current federal government's position that there are only two, immutable sexes. Any term collected above was included on at least one agency's list, which does not necessarily imply that other agencies are also discouraged from using it.

The above terms appeared in government memos, in official and unofficial agency guidance and in other documents viewed by The New York Times. Some ordered the removal of these words from public-facing websites, or ordered the elimination of other materials (including school curricula) in which they might be included.

In other cases, federal agency managers advised caution in the terms' usage without instituting an outright ban. Additionally, the presence of some terms was used to automatically flag for review some grant proposals and contracts that could conflict with Mr. Trump's executive orders.

The list is most likely incomplete. More agency memos may exist than those seen by New York Times reporters, and some directives are vague or suggest what language might be impermissible without flatly stating it.

All presidential administrations change the language used in official communications to reflect their own policies. It is within their prerogative, as are amendments to or the removal of web pages, which The Times has found has already happened thousands of times in this administration.

Still, the words and phrases listed here represent a marked — and remarkable — shift in the corpus of language being used both in the federal government's corridors of power and among its rank and file. They are an unmistakable reflection of this administration's priorities.

For example, the Trump administration has frequently framed diversity, equity and inclusion efforts as being inherently at odds with what it has identified as "merit," and it has argued that these initiatives have resulted in the elevation of unqualified or undeserving people. That rhetorical strategy — with its baked-in assumption of a lack of capacity in people of color, women, the disabled and other marginalized groups — has been criticized as discriminatory.

Indeed, in some cases, guidance against a term's usage has arrived alongside directives intended to eliminate the concept itself. Federal diversity, equity and inclusion initiatives are one example; the Gulf of Mexico is a very different one.

That shift is already apparent on hundreds of federal government websites. A New York Times analysis of pages on federal agency websites, before and after Mr. Trump took office, found that more than 250 contained evidence of deletions or amendments to words included in the above list.

Here are some notable examples. Words that have been removed are shown in red with strikethrough, and words that have been added are in green with underlines.

Federal Aviation Administration's job page

Working at FAA offers a unique opportunity to experience a career where your impact not only reaches throughout the aviation industry but around the world as well. You'll be a part of a ~~diverse~~ workforce utilizing the latest technology and systems dedicated to maintaining the safety and integrity of our civil airspace.

National Park Service's Stonewall National Monument web page

Before the 1960s, almost everything about living openly as a lesbian, gay, bisexual (LGB) transgender or queer (LGBTQ+) person was illegal. The Stonewall Uprising on June 28, 1969 is a milestone in the quest for LGBTQ+ civil rights and provided momentum for a movement.

2021 Head Start memo

The last year has brought significant challenges to the Head Start workforce. ~~The COVID-19 pandemic has had a disparate impact on under-resourced communities including many of those served by Head Start programs.~~ There has also been heightened attention to racial injustice in our country, which has led to calls for major reforms to address long-standing societal inequities. These are particularly important concerns for OHS and the Head Start workforce. All staff have been impacted by COVID-19. ~~Further, 60% of Head Start teaching staff are Black, Indigenous and people of color, and 30% have a primary language other than English.~~ As such, OHS is committed to a culture of wellness that includes holistic support for the entire Head Start workforce.

Key topics page of State Department's Office of Global Change

~~The climate crisis known no boundaries, and both the challenge and its solutions range from local to global in scale. Because of this, international cooperation and collaboration through negotiation and implementation of international agreements are essential.~~ The Negotiations Team represents the United States in negotiations under ~~the Paris Agreement and~~ The United Nations Framework Convention on Climate Change (UNFCCC) and in many other international fora that address climate change, including the International Civil Aviation Organization (ICAO), International Maritime Organization (IMO), G7, G20, and others.

The total number of web pages identified by The Times as having changed is an undercount. The analysis involved searching for changes on more than 5,000 total pages, but it did not capture the entire universe of the federal government's web presence. In addition, the pages were captured for comparison in early February, and more changes may have been made between then and now.

The president and some of his closest advisers, including Elon Musk, have frequently portrayed themselves as champions of free speech. One of the executive orders Mr. Trump signed on his first day back in office decried what it described as a pressure campaign by the Biden administration to stifle First Amendment rights "in a manner that advanced the Government's preferred narrative about significant matters of public debate," by way of putting pressure on tech platforms. "Government censorship of speech is intolerable in a free society," it continued.

Indeed, the office of the presidency carries with it a tremendous power to drive the discourse. But the pattern of vanishing words established here suggests Mr. Trump and his administration may be more interested in chilling the national conversation — at least when it comes to their own disfavored topics — than in expanding it.

Are you a federal worker? We want to hear from you.

The Times would like to hear about your experience as a federal worker under the second Trump administration. We may reach out about your submission, but we will not publish any part of your response without contacting you first.

Which federal agency or department do you work in? *

Tell us a little bit about your role.

0 words

What changes, if any, have you seen within your workplace during the Trump administration?

0 words

What is your name?

What is your email address?

How would you like us to contact you?
If you prefer to be contacted some other way (such as by phone or Signal), please let us know here.

Anything else we need to know?

0 words

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Methodology: To find federal web pages with changes that reflected the list of discouraged words, Times journalists extracted the text from over 5,000 snapshots of federal web pages — landing pages of major agency and department websites, as well as pages to which they linked — from before and after Mr. Trump's inauguration. We employed a large-language model to search the extracted text for changes, specifically looking for words highlighted by agencies as no longer in use. The large-language model helped us identify changes that were thematically similar to the list of discouraged words. It also surfaced changes made to pages in languages other than English. The Times used machine-assisted review to determine the meaning and relevance of each change.

Reporting was contributed by Julian Barnes, Christopher Flavelle, Dylan Freedman, Aporva Mandavilli, Katrina Miller and Nicholas Nehamas.

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