



Cordova for President

Moving Forward Together

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The United States Constitution

Article II, Section 1 of the U.S. Constitution imposes only three eligibility requirements on persons serving as president, based on the officeholder's age, time of residency in the U.S., and citizenship status:

U.S. Constitution – Presidential Candidate Eligibility

"No person except a natural born Citizen, or a Citizen of the United States, at the time of the Adoption of this Constitution, shall be eligible to the Office of President; neither shall any person be eligible to that Office who shall not have attained to the Age of thirty-five Years, and been fourteen Years a Resident within the United States."

Executive Order on Diversity, Equity, Inclusion, and Merit-Based Employment

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Preamble

The United States of America is built on the principles of equality, justice, and opportunity for all. Our nation thrives when individuals from diverse backgrounds come together to contribute their talents, skills, and perspectives toward a common goal. However, for too long, systemic barriers have prevented some from fully accessing the opportunities available to others. While diversity, equity, and inclusion (DEI) efforts have sought to address these disparities, we must ensure that these initiatives do not come at the expense of merit, excellence, and fairness.

This Executive Order establishes a framework that upholds both the integrity of a merit-based system and the values of diversity and inclusion. It reaffirms that every individual should have an equal opportunity to succeed based on their qualifications, hard work, and dedication—without artificial advantages or disadvantages. This approach will ensure that the federal government continues to attract the most talented workforce while fostering a culture of inclusivity and equal opportunity.

Section 1: Purpose

The federal government must foster a workforce that values diversity, equity, and inclusion (DEI) while ensuring that all employment decisions are made based on merit. This Executive Order reaffirms the principles of fairness and equal opportunity, ensuring that every individual, regardless of background, has access to career opportunities based on qualifications, skills, and performance.



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Section 2: Policy

- (a) Federal agencies shall implement recruitment, hiring, and advancement practices that are fair, transparent, and rooted in objective, merit-based criteria.
- (b) All federal employees shall have equal access to professional development, mentorship, and career progression programs to ensure that talent is recognized and cultivated based on performance and ability.
- (c) This order prohibits the use of quotas, preferential hiring, or any form of discrimination based on race, gender, ethnicity, or other protected characteristics. Instead, the focus shall be on eliminating barriers to opportunity and ensuring fair competition for all positions.

Section 3: Recruitment and Hiring Practices

- (a) Federal agencies shall engage in outreach efforts to attract highly qualified candidates from all communities, particularly underrepresented groups, to ensure broad access to employment opportunities.
- (b) Agencies shall use standardized, unbiased recruitment and hiring processes, such as blind resume reviews and structured interviews, to minimize potential biases in candidate selection.
- (c) Agencies shall establish clear and measurable hiring standards that align with the qualifications required for each role, ensuring that the most capable candidates are selected.

Section 4: Training and Workforce Development

- (a) Agencies shall provide ongoing education and training for employees on inclusive leadership, cultural competency, and strategies for eliminating implicit bias.
- (b) Leadership development and mentorship programs shall be made available to all employees, ensuring equitable access to career advancement opportunities.
- (c) Agencies shall support skill-building initiatives that help employees grow professionally based on merit and performance.



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Section 5: Performance Evaluation and Advancement

- (a) Federal agencies shall use standardized performance evaluations that are based solely on job-related criteria, measurable achievements, and individual contributions.
- (b) Career advancement opportunities shall be determined by objective performance metrics, with clear pathways for promotions based on skills, experience, and results.
- (c) Agencies shall implement mentorship and sponsorship programs to ensure employees receive guidance and opportunities based on their capabilities and aspirations.

Section 6: Accountability and Oversight

- (a) Each federal agency shall establish an oversight committee responsible for ensuring compliance with the merit-based DEI framework outlined in this order.
- (b) Agencies shall conduct regular audits and report findings to the Office of Personnel Management (OPM) to assess the effectiveness of DEI initiatives without compromising merit-based principles.
- (c) The OPM shall develop guidelines to ensure fair implementation, measure outcomes, and provide recommendations for continuous improvement.

Section 7: Prohibition of Quotas and Preferential Treatment

- (a) No federal agency shall implement hiring or promotion policies that involve quotas, racial or gender-based preferences, or any form of preferential treatment that contradicts merit-based principles.
- (b) All employment decisions must be rooted in qualifications, competency, and performance, ensuring that the most skilled and capable individuals are hired and promoted.

Section 8: Public and Private Sector Collaboration

- (a) Agencies shall collaborate with educational institutions, professional organizations, and community groups to expand access to training and job opportunities, ensuring that talent pipelines are strengthened across all communities.



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(b) Partnerships with Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Tribal Colleges, and other educational institutions shall be encouraged to enhance workforce diversity without compromising meritocratic principles.

Section 9: Implementation and Reporting

(a) Each agency shall submit an annual report to the President detailing progress made in implementing this order, identifying best practices, and recommending improvements.

(b) The Office of Management and Budget (OMB) shall work with OPM to ensure proper implementation and compliance with this order across all federal agencies.

Section 10: General Provisions

(a) Nothing in this order shall be construed to impair or otherwise affect the authority granted by law to an executive department, agency, or the head thereof.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) If any provision of this order is held to be invalid, the remainder of the order shall not be affected and shall continue to be in effect.

Section 11: Effective Date

This order shall take effect immediately upon signature.

Signed,

Vincent Cordova
President of the United States

January 20, 2028