

Meta kills diversity programs, claiming DEI has become “too charged”

Meta has reportedly ended diversity, equity, and inclusion (DEI) programs that influenced staff hiring and training, as well as vendor decisions, effective immediately.

According to an internal memo viewed by Axios and verified by Ars, Meta’s vice president of human resources, Janelle Gale, told Meta employees that the shift was due to “legal and policy landscape surrounding diversity, equity, and inclusion efforts in the United States is changing.”

It’s another move by Meta that some view as part of the company’s larger effort to align with the incoming Trump administration’s politics. In December, Donald Trump promised to crack down on DEI initiatives at companies and on college campuses, The Guardian reported.

Earlier this week, Meta cut its fact-checking program, which was introduced in 2016 after Trump’s first election to prevent misinformation from spreading. In a statement announcing Meta’s pivot to X’s Community Notes-like approach to fact-checking, Meta CEO Mark Zuckerberg claimed that fact-checkers were “too politically biased” and “destroyed trust” on Meta platforms like Facebook, Instagram, and Threads.

Trump has also long promised to renew his war on alleged social media censorship while in office. Meta faced backlash this week over leaked rule changes relaxing Meta’s hate speech policies, The Intercept reported, which Zuckerberg said were “out of touch with mainstream discourse.” Those changes

included allowing anti-trans slurs previously banned, as well as permitting women to be called “property” and gay people to be called “mentally ill,” Mashable reported. In a statement, GLAAD said that rolling back safety guardrails risked turning Meta platforms into “unsafe landscapes filled with dangerous hate speech, violence, harassment, and misinformation” and alleged that Meta appeared to be willing to “normalize anti-LGBTQ hatred for profit.”

<https://arstechnica.com/tech-policy/2025/01/meta-kills-diversity-programs-claiming-dei-has-become-too-charged/>