

119TH CONGRESS
1ST SESSION

H. R. 5025

To ensure equal opportunity, racial neutrality, and the exclusive use of merit
in military personnel decision, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 22, 2025

Ms. MACE (for herself and Mr. CARTER of Georgia) introduced the following
bill; which was referred to the Committee on Armed Services

A BILL

To ensure equal opportunity, racial neutrality, and the exclu-
sive use of merit in military personnel decision, and
for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Restoring Merit in the
5 Military Act”.

6 **SEC. 2. REQUIREMENT OF EQUAL OPPORTUNITY, RACIAL**
7 **NEUTRALITY, AND EXCLUSIVE USE OF MERIT**
8 **IN MILITARY PERSONNEL ACTIONS.**

9 (a) MERIT REQUIREMENT.—All Department of De-
10 fense military personnel actions, including accessions, pro-

1 motions, assignments, command selection, and military
2 and civil schooling selection and training, shall be based
3 exclusively on individual merit, fitness, capability, and per-
4 formance.

5 (b) CONSIDERATION OF RACE PROHIBITED.—Con-
6 sideration of an individual’s race, ethnicity, or national or-
7 igin in any military personnel action is prohibited through-
8 out the Department of Defense.

9 (c) LIMITED EXCEPTION FOR TASKING OF SPECIFIC
10 MISSIONS.—

11 (1) IN GENERAL.—This section shall not be
12 construed to prohibit tasking for specific, unconven-
13 tional missions in foreign countries, where the an-
14 ticipated ground operating environment of indige-
15 nous populations may justify consideration of race,
16 ethnicity, or national origin when tasking for the
17 mission to optimize mission success.

18 (2) COMBATANT COMMANDER APPROVAL RE-
19 QUIRED.—Any tasking pursuant to the exception de-
20 scribed in paragraph (1) shall require the approval
21 of the combatant commander concerned.

22 (3) REPORTING REQUIREMENT.—Not later than
23 60 days after a tasking pursuant to the exception
24 described in paragraph (1), the Secretary of Defense
25 shall report the tasking to the Committees on Armed

1 Services of the Senate and the House of Representa-
2 tives. The report shall describe—

3 (A) the mission, including location and du-
4 ration;

5 (B) the staffing of the mission;

6 (C) the demographic factors warranting
7 the tasking;

8 (D) the number of personnel involved, in-
9 cluding their rank, position, and race, ethnicity,
10 and national origin; and

11 (E) the rationale for the tasking.

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