

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.

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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

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## A BILL

To ensure equal opportunity, racial neutrality, and the exclusive 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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