

From: Karen Wurzburger
Sent: Friday, March 21, 2025 3:13 AM
To: Charles Djou, Secretary
Subject:

RE: Foreign DEI

Sir,
No problem at all. We will adjust as needed.

Hope all is well in Arlington!
Karen

Karen C. Wurzburger
Chief, Visitor Services & Interpretation
Federal Preservation Officer (FPO)

American Battle Monuments Commission
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"Time will not dim the glory of their deeds."

From: Charles Djou, Secretary <djouc@abmc.gov>
Sent: Thursday, March 20, 2025 11:23 PM
To: Karen Wurzburger <wurzburgerk@abmc.gov>
Subject: Fw: Foreign DEI

Karen I'm emailing just you on this. I really am grateful you had the forethought to do these NEAC panels as magnets. Let's just keep the 962nd QM panel in storage for the Trump administration. Then you can take it out again if Amb Razdan comes back to the Netherlands in a new admin in 2029. All the best.

Charles K. Djou
Secretary & Chief Executive Officer

American Battle Monuments Commission
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From: Mike Conley <conleym@abmc.gov>
Sent: Thursday, March 20, 2025 12:56:28 PM
To: Charles Djou, Secretary <djouc@abmc.gov>; Robert Dalessandro SES <dalessandror@abmc.gov>;

Ashleigh Byrnes <byrnesa@abmc.gov>

Cc: Karen Wurzburger <wurzburgerk@abmc.gov>; Michael Knapp <knappm@abmc.gov>

Subject: RE: Foreign DEI

Will do, sir.

R / Mike

Michael G. Conley

Executive Director for Education & Public Engagement

American Battle Monuments Commission

2300 Clarendon Boulevard | Suite 500 | Arlington, VA 22201

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“Time will not dim the glory of their deeds.”

From: Charles Djou, Secretary <djouc@abmc.gov>

Sent: Thursday, March 20, 2025 3:16 PM

To: Robert Dalessandro SES <dalessandror@abmc.gov>; Mike Conley <conleym@abmc.gov>; Ashleigh Byrnes <byrnesa@abmc.gov>

Cc: Karen Wurzburger <wurzburgerk@abmc.gov>; Michael Knapp <knappm@abmc.gov>

Subject: Re: Foreign DEI

Mike got it.

Since the NEAC panels are removable and intended to be rotated let's just rotate the NEAC panel for now to avoid raising any ire of the administration. Thank you for looking into this.

Charles K. Djou

Secretary & Chief Executive Officer

American Battle Monuments Commission

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From: Robert Dalessandro SES <dalessandror@abmc.gov>

Sent: Thursday, March 20, 2025 9:30:03 AM

To: Mike Conley <conleym@abmc.gov>; Charles Djou, Secretary <djouc@abmc.gov>; Ashleigh Byrnes <byrnesa@abmc.gov>

Cc: Karen Wurzbarger <wurzburgerk@abmc.gov>; Michael Knapp <knappm@abmc.gov>

Subject: Re: Foreign DEI

Mike -

I agree on the Netherlands. That panel should go. Frankly, it never should have been there in the first place.

Rob

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From: Mike Conley <conleym@abmc.gov>

Sent: Thursday, March 20, 2025 10:55:55 AM

To: Charles Djou, Secretary <djouc@abmc.gov>; Ashleigh Byrnes <byrnesa@abmc.gov>

Cc: Robert Dalessandro SES <dalessandror@abmc.gov>; Karen Wurzbarger <wurzburgerk@abmc.gov>; Michael Knapp <knappm@abmc.gov>

Subject: RE: Foreign DEI

Sir,

- The African American and Native American databases are used internally only; they are not available to the public.
- We have scrubbed our website and removed content that we believe would be flagged as counter to the Executive Orders.
- I believe the panel that was added to the Netherlands visitor center at the former ambassador's insistence is a problem. It is attached. I recommend that we remove this panel.
 - The individual African American soldier story panels that were created for NEAC are okay – honoring the individual achievements without racial environment context.

R / Mike

Michael G. Conley

Executive Director for Education & Public Engagement

American Battle Monuments Commission

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“Time will not dim the glory of their deeds.”

From: Charles Djou, Secretary <djouc@abmc.gov>
Sent: Wednesday, March 19, 2025 1:14 PM
To: Ashleigh Byrnes <byrnesa@abmc.gov>; Mike Conley <conleym@abmc.gov>
Cc: Robert Dalessandro SES <dalessandror@abmc.gov>; Karen Wurzburger <wurzburgerk@abmc.gov>
Subject: Foreign DEI

Mike, could you get with Ashleigh and make sure our agency complies with this Executive Order below. Although it does not specifically target ABMC, it clearly is directed at the Federal agencies with a major workforce located abroad.

I do our African-American, Native American, etc. databases run afoul of this order? Do we have any specific racial celebratory months that we recognize? Finally, please touch bases with Karen if there might be any panel displays that would get us in trouble at any visitor center. I know the former Netherlands Ambassador pushed us hard to put up a Black-American display at NEAC that I know we just re-directed as a 962nd QM panel - I think should be ok, but let's just double check.

<https://www.whitehouse.gov/presidential-actions/2025/03/removing-discrimination-and-discriminatory-equity-ideology-from-the-foreign-service/>



[Removing Discrimination
and Discriminatory Equity
Ideology From the Foreign
Service - The White House](https://www.whitehouse.gov/presidential-actions/2025/03/removing-discrimination-and-discriminatory-equity-ideology-from-the-foreign-service/)

memorandum for the secretary of state the
secretary of agriculture the secretary of
commerce the administrator of the united
states agency for international
development

www.whitehouse.gov

Charles K. Djou

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