

**Congress of the United States**  
Washington, DC 20515

July 9, 2025

The Honorable Andrea R. Lucas  
Acting Chair  
U.S. Equal Employment Opportunity Commission  
131 M Street, NE  
Washington, DC 20507

Dear Acting Chair Lucas:

We write to request information regarding the U.S. Equal Employment Opportunity Commission's (EEOC) involvement in the White House's unlawful effort to coerce major U.S. law firms into providing nearly \$1 billion in pro bono legal services to causes approved by President Trump. Public reporting suggests—and information we have received as part of our ongoing investigation corroborates—that you used your position as Acting Chair of the EEOC to facilitate a shakedown of prominent law firms that represented causes or employed individuals whom the President dislikes. We request your prompt response to our requests for documents and information about your role in launching sham EEOC investigations, which the White House used to threaten and extort law firms into providing free legal services to the President's allies. If you believe these allegations are incorrect, we welcome the opportunity to hear from you directly and promptly at a transcribed interview.

On March 6, 2025, President Trump unlawfully issued an executive order targeting the law firm Perkins Coie LLP (Perkins Coie) because the firm held “positions with which [President Trump] disagrees.”<sup>1</sup> As part of the executive order, President Trump directed the EEOC to “review the practices of representative large, influential, or industry leading law firms for consistency with Title VII of the Civil Rights Act of 1964.”<sup>2</sup> As a federal court has found, this sham investigation was mere pretext for the Trump Administration to use “the powers of the federal government to target lawyers for their representation of clients and avowed progressive employment policies in an overt attempt to suppress and punish certain viewpoints.”<sup>3</sup>

Less than two weeks after the Administration issued the executive order, on March 17, 2025, the EEOC issued a press release publicly announcing that you were requesting information from 20 law firms, including Perkins Coie, as part of an investigation of their diversity, equity, and inclusion-related employment practices.<sup>4</sup> Shortly after the EEOC press release, on April 3,

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<sup>1</sup> Exec. Order No. 14230, 90 Fed. Reg. 11781 (Mar. 11, 2025).

<sup>2</sup> *Id.*

<sup>3</sup> Memorandum Opinion, *Perkins Coie LLP v. Dep't of Justice*, No. 1:25-cv-00716-BAH, ECF No. 185, at 4 (D.D.C. May 2, 2025), <https://www.courthousenews.com/wp-content/uploads/2025/05/beryl-howell-perkins-coie-summary-judgment-opinion.pdf>.

<sup>4</sup> See Press Release, U.S. Equal Emp. Opportunity Comm'n, *EEOC Acting Chair Andrea Lucas Sends Letters to 20 Law Firms Requesting Information About DEI-Related Employment Practices* (Mar. 17, 2025),

2025, 12 Republican state attorneys general sent similar requests to the same 20 law firms related to their diversity, equity, and inclusion programs.<sup>5</sup>

By sending these “letters of inquiry” to the law firms and then publicizing them widely, you appear to have violated EEOC rules and federal law. Under Title VII, the EEOC initiates an investigation when a complainant—an employee or an EEOC commissioner like yourself—files a “charge”: a signed statement “asserting that an employer ... engaged in employment discrimination.”<sup>6</sup> Title VII expressly states that charges must be kept confidential and provides criminal penalties for violating the confidentiality requirement.<sup>7</sup> These requirements ensure that the EEOC does not begin or publicize an investigation, which may be highly damaging to the reputation of an employer, until there is actual evidence of wrongdoing. Yet that appears to be exactly what you did at the request of the President. Instead of adhering to Title VII, which seeks to conduct investigations confidentially, you sent letters of inquiry expressing your “concern” and immediately released them to the public with great fanfare.

Following your public announcement, between March 21, 2025, and April 11, 2025, nine law firms entered into agreements with the Trump Administration to resolve your sham investigations, collectively agreeing to provide nearly \$1 billion worth of pro bono legal services to support the Administration’s initiatives.<sup>8</sup>

President Trump has admitted that the EEOC investigation was part of his shakedown of these law firms. On April 11, 2025, he announced agreements with four of these nine firms—Kirkland & Ellis LLP (Kirkland), Simpson Thacher & Bartlett LLP (Simpson Thacher), Allen Overy Shearman Sterling US LLP (A&O Shearman), and Latham & Watkins LLP (Latham)—who together committed to providing at least \$500 million in pro bono legal services to Trump-

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<https://www.eeoc.gov/newsroom/eeoc-acting-chair-andrea-lucas-sends-letters-20-law-firms-requesting-information-about-dei>.

<sup>5</sup> Letter from Ken Paxton, Tex. Att’y Gen., et al., to Perkins Coie, et al. (Apr. 3, 2025), <https://www.texasattorneygeneral.gov/sites/default/files/images/press/Letter%20to%20Law%20Firms%20EEOC%20Info%20Request.pdf>.

<sup>6</sup> U.S. Equal Emp. Opportunity Comm’n, *Filing a Charge of Discrimination with the EEOC*, <https://www.eeoc.gov/filing-charge-discrimination> (last visited June 30, 2025).

<sup>7</sup> Title VII of the Civil Rights Act of 1964, codified at 42 U.S.C. § 2000e-5(b), provides that “[c]harges shall not be made public by the Commission ... [and] Any person who makes public information in violation of this subsection shall be fined not more than \$1,000 or imprisoned for not more than one year, or both.”

<sup>8</sup> See Donald Trump (@realDonaldTrump), TRUTHSOCIAL (Apr. 11, 2025, 12:21 PM), <https://truthsocial.com/@realDonaldTrump/posts/114320245355397433> (announcing an agreement between the Trump Administration and Kirkland & Ellis LLP, Allen Overy Shearman Sterling US LLP, Simpson Thacher & Bartlett LLP, and Latham & Watkins LLP); see also Donald Trump (@realDonaldTrump), TRUTHSOCIAL (Apr. 11, 2025, 12:19 PM), <https://truthsocial.com/@realDonaldTrump/posts/114320236639062571> (announcing an agreement between the Trump Administration and Cadwalader, Wickersham & Taft LLP); Donald Trump (@realDonaldTrump), TRUTHSOCIAL (Mar. 28, 2025, 1:57 PM), <https://truthsocial.com/@realDonaldTrump/posts/114241348699704594> (announcing an agreement between the Trump Administration and Skadden); Donald Trump (@realDonaldTrump), TRUTHSOCIAL (Apr. 1, 2025, 4:47 PM), <https://truthsocial.com/@realDonaldTrump/posts/114264667777137553> (announcing an agreement between the Trump Administration and Willkie Farr & Gallagher LLP).

friendly causes.<sup>9</sup> That same day, in a post on Truth Social, President Trump explained that “[c]oncurrent with these agreements, the EEOC has withdrawn the March 17, 2025 letters to the Law Firms, and will not pursue any claims related to those issues.”<sup>10</sup> The EEOC posted this information on its website on the same day as the President—less than a month after you launched EEOC investigations targeting these same firms.<sup>11</sup>

As part of this sham investigation, you sent invasive and unusual demands for highly sensitive records and data, alarming the firms and ultimately forcing them to conclude that an agreement with the Administration was the best course of action. As one law firm explained:

The EEOC’s demands included detailed personal information regarding the firms’ employees and applicants for attorney roles at the Firm as well as extensive information related to the Firm’s clients. Ultimately, the Firm as a fiduciary for the interests and information of thousands of employees and clients determined that resolving the EEOC inquiry, including by entering into the Agreement, was the most prudent course.<sup>12</sup>

Similarly, another firm also explained that its “guiding principle in resolving the EEOC matter was to safeguard the interests of our people, our clients, and our firm.”<sup>13</sup>

The President’s executive orders aimed at individual law firms have repeatedly been found unlawful and unconstitutional by federal judges. Four law firms—Perkins Coie, Jenner & Block LLP (Jenner & Block), Wilmer Cutler Pickering Hale and Dorr LLP (WilmerHale), and Susman Godfrey LLP—fought back against these lawless actions. Each one of them has won in court. One federal judge found that the purpose of the executive order directed at Perkins Coie “amounts to no more than unconstitutional retaliation for plaintiff’s First Amendment protected activity.”<sup>14</sup> Another judge found the executive order against WilmerHale “must be struck down in its entirety as unconstitutional” and commented: “Indeed, to rule otherwise would be unfaithful to the judgment and vision of the Founding Fathers!”<sup>15</sup> A third judge found that the

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<sup>9</sup> See Donald Trump (@realDonaldTrump), TRUTHSOCIAL (Apr. 11, 2025, 12:21 PM), <https://truthsocial.com/@realDonaldTrump/posts/114320245355397433> (announcing an agreement between the Trump Administration and Kirkland & Ellis LLP, Allen Overy Shearman Sterling US LLP, Simpson Thacher & Bartlett LLP, and Latham & Watkins LLP).

<sup>10</sup> *Id.*

<sup>11</sup> Press Release, U.S. Equal Emp. Opportunity Comm’n, *In EEOC Settlement, Four ‘BigLaw’ Firms Disavow DEI and Affirm Their Commitment to Merit-Based Employment Practices* (Apr. 11, 2025), <https://www.eeoc.gov/newsroom/eeoc-settlement-four-biglaw-firms-disavow-dei-and-affirm-their-commitment-merit-based>.

<sup>12</sup> Information on file with the Committee.

<sup>13</sup> Information on file with the Committee.

<sup>14</sup> Memorandum Opinion, *Perkins Coie LLP v. Dep’t of Justice*, No. 1:25-cv-00716-BAH, ECF No. 185, at 74 (D.D.C. May 2, 2025), <https://www.courthousenews.com/wp-content/uploads/2025/05/beryl-howell-perkins-coie-summary-judgment-opinion.pdf>.

<sup>15</sup> Memorandum Opinion, *Wilmer Cutler Pickering Hale and Dorr LLP v. Exec. Off. of the Pres.*, No. 1:25-cv-00917-RJL, ECF No. 110, at 1 (D.D.C. May 27, 2025),

executive order against Jenner & Block was intended “to chill legal representation the administration doesn’t like, thereby insulating the Executive Branch from the judicial check fundamental to the separation of powers.”<sup>16</sup>

Under your leadership, it appears the EEOC became a key part of how President Trump “wield[ed] the investigative and prosecutorial powers of the State to punish and suppress” certain law firms’ advocacy, in violation of EEOC rules, federal law, and the Constitution.<sup>17</sup> If true, this is a perversion of the EEOC’s mission and makes a mockery of due process guaranteed under the Constitution, to which you swore an oath. The American people deserve to know the truth.

Accordingly, we request that you provide the following information as soon as possible, but no later than 5:00 p.m. on July 25, 2025:

1. From January 20, 2025, to the present, all records, including calendar entries, meeting transcripts, memoranda, messages, and other correspondence between the Acting Chair, the Acting General Counsel, or other EEOC employees, and representatives of the White House or the Executive Office of the President.
2. From January 20, 2025, to the present, all records, including calendar entries, meeting transcripts, memoranda, messages, and other correspondence between the Acting Chair, the Acting General Counsel, or other EEOC employees, and representatives of attorneys’ general offices that signed the April 3, 2025, letter regarding the EEOC’s March 17, 2025, letter.
3. From January 20, 2025, to the present, all records referring or relating to the issuance of the March 17, 2025, letters to the law firms, including the law firms Kirkland, Latham, Simpson Thacher, and A&O Shearman.
4. All drafted and executed settlement agreements related to the Acting Chair’s issuance of the March 17, 2025, letters entered into or on behalf of the EEOC, the Acting Chair, or the Acting General Counsel with Kirkland, Latham, Simpson Thacher, or A&O Shearman.
5. From January 20, 2025, to the present, all records, including calendar entries, meeting transcripts, memoranda, messages, and other correspondence between the Acting Chair, the Acting General Counsel, or other EEOC employees, and representatives of Kirkland, Latham, Simpson Thacher, or A&O Shearman.

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[https://storage.courtlistener.com/recap/gov.uscourts.dcd.278933/gov.uscourts.dcd.278933.110.0\\_2.pdf](https://storage.courtlistener.com/recap/gov.uscourts.dcd.278933/gov.uscourts.dcd.278933.110.0_2.pdf).

<sup>16</sup> Memorandum Opinion, *Jenner & Block LLP v. Dep’t of Justice*, No. 1:25-cv-00916-JDB, ECF No. 138, at 2 (D.D.C. May 23, 2025), <https://www.washingtonpost.com/documents/a54c61a8-5975-4043-bcf6-df9a3c428341.pdf>.

<sup>17</sup> Memorandum Opinion, *Wilmer Cutler Pickering Hale and Dorr LLP v. Exec. Off. of the Pres.*, No. 1:25-cv-00917-RJL, ECF No. 110, at 36 (D.D.C. May 27, 2025), [https://storage.courtlistener.com/recap/gov.uscourts.dcd.278933/gov.uscourts.dcd.278933.110.0\\_2.pdf](https://storage.courtlistener.com/recap/gov.uscourts.dcd.278933/gov.uscourts.dcd.278933.110.0_2.pdf).

The Honorable Andrea R. Lucas

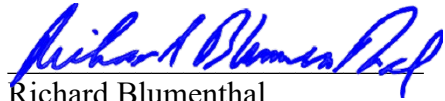
Page 5

Please contact the Democratic Staff of the House Judiciary Committee, the Permanent Subcommittee on Investigations, and House Education & Workforce Committee should you have any questions about responding to these requests. Thank you for your attention to this matter.

Sincerely,



Jamie Raskin  
Ranking Member  
House Committee on the Judiciary



Richard Blumenthal  
Ranking Member  
Senate Permanent Subcommittee on  
Investigations



Robert C. "Bobby" Scott  
Ranking Member  
House Committee on Education and  
Workforce

cc: The Honorable Jim Jordan, Chairman  
House Committee on the Judiciary

The Honorable Ron Johnson, Chairman  
Senate Permanent Subcommittee on Investigations

The Honorable Tim Walberg, Chairman  
House Committee on Education and Workforce