



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

November 19, 2025

Memorandum For Chief Human Capital Officers

From: Curt Levey
Associate Director
Merit System Accountability and Compliance

Subject: Governmentwide Studies on the President's Directives to End Diversity, Equity, Inclusion, and Accessibility Programs, and Return to In-Person Work

In accordance with our statutory authority and responsibility under section 1104 of title 5, United States Code, and Administration priorities, Merit System Accountability and Compliance (MSAC) is conducting two Governmentwide studies of agency efforts to 1) implement the requirements to end diversity, equity, inclusion, and accessibility (DEI and DEIA) programs, and 2) have employees return to in-person work.

The studies will be led by MSAC's Agency Compliance and Evaluation Eastern Group (ACE-Eastern). We will request information regarding your Agency's actions to end DEI/DEIA programs and have employees report to an office. Please send the name and email address of one point-of-contact for DEI/DEIA and one point-of-contact for RTO to ACESpecialStudy@opm.gov by Wednesday, November 26, 2025.

Our team will work with your designee(s) to coordinate information requests and other requirements to support these studies as needed. If you have any questions about the studies, please email ACESpecialStudy@opm.gov or contact Dr. Kimberly A. Steide, Principal Deputy Associate Director, at Kimberly.Steide@opm.gov or (202) 936-1843. We appreciate your cooperation and support and look forward to working with your staff.

cc: Deputy Chief Human Capital Officers and Accountability Program Managers