



**The Administrator**

**MEMORANDUM FOR ALL HEADS OF SERVICE AND STAFF OFFICES (HSSOs)**

**FROM: STEPHEN EHIKIAN  
ACTING ADMINISTRATOR  
AND DEPUTY ADMINISTRATOR**

A handwritten signature in blue ink that reads "Stephen EhiKian".

**DATE: January 23, 2025**

**SUBJECT: Termination of DEI Policies and Directives at U.S. General Services Administration (GSA) in accordance with Executive Orders**

The President issued the following Executive Orders on January 20, 2025:

- Ending Radical and Wasteful Government DEI Programs and Preferencing
- Initial Rescissions of Harmful Executive Orders and Actions

Based upon these Executive Orders, the following GSA DEI policy directives, guidance and plans are rescinded:

- EO 14035 - GSA's DEI Strategic Plan, which outlined an approach to cultivate agency-wide success in diversity, equity, inclusion and accessibility (DEIA)
- GSA Order HRM 9552.1A, Highest Previous Rate in Basic Pay Setting - September 2024, which updated Diversity, Equity, and Inclusion requirements into the final rule of the Advancing Pay Equity in Governmentwide Pay Systems.
- GSA's Order HRM 9531.1A, Superior Qualifications, July 16, 2024, which includes, "Diversity, Equity, and Inclusion" language based on the final rule of Office of Personnel Management (OPM), January 30, 2024.
- All references to DEI Programs to be removed from all internal and external GSA websites\*

All HSSOs are hereby instructed to (1) review all operations to ensure implementation of this Memorandum to the fullest extent possible; and (2) no later than 1/23/25 provide Mehul Parekh with a list of any additional policy directives, guidance, or plans that should be considered for rescission.

\*For gsa.gov and InSite: For the next 30 days do not remove any content directly. Please send your request to the Office of Strategic Communication's

**U.S. General Services Administration**  
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