

Congress of the United States
Washington, DC 20515

February 9, 2026

Donald J. Trump
The White House
1600 Pennsylvania Avenue NW
Washington, D.C. 20500

Dear Donald Trump:

One year ago, your administration launched an unprecedented assault on Diversity, Equity, Inclusion, and Accessibility (DEIA) through Executive Orders 14151, 14168, 14170, and 14173. Altogether, these executive actions amount to a coordinated rollback of civil rights protections and a deliberate effort to intimidate the private sector into abandoning long-standing equity commitments. As the communities we represent continue to bear the subsequent harm, we request detailed information regarding the implementation of these orders.

Equity-centered programs and the dedicated employees who administer them are deeply necessary to ensure government works for everyone in America. These concepts are neither abstract nor partisan – they are practical commitments rooted in civil rights law and basic fairness. Taken plainly, diversity means recognizing all people: from Black, Indigenous, and other communities of color to veterans, rural communities, and low-income families to women, LGBTQIA+ individuals, and people with disabilities. Equity means ensuring fair access to opportunities, and inclusion means creating real pathways to the American dream. Finally, accessibility means providing reasonable accommodation so people of all abilities can fully participate in our government, economy, and civic life.

In practice, DEIA principles have guided decades of progress that strengthened civil rights protections, expanded access to opportunity, and improved federal services. For example, NASA expanded accessibility across its facilities and educational programming, ensuring students with disabilities can better participate in STEM opportunities. The Small Business Administration launched targeted initiatives to strengthen veteran business outreach, advance Native American economic development, and combat anti-Semitism. These DEIA efforts improved government effectiveness and delivered tangible benefits to the public.

Instead of building on this progress, your administration has spent the past year gutting essential services and wreaking havoc on those who have dedicated their careers to administering them. The scale of disruption has been shameful. In 2025 alone, nearly 317,000 federal workers lost their jobs, including many whose responsibilities involved civil rights enforcement, accessibility compliance, and equity-focused services.ⁱ These job losses extend beyond the federal workforce, with corporate America retreating from DEIA commitments. Mentions of “DEI” and its core principles have all but vanished from Fortune 500 reports.ⁱⁱ Furthermore, your administration has slashed billions of dollars in DEIA-related funding, as well as jeopardized nearly \$1 billion in life-saving National Institutes of Health research on heart disease, HIV/AIDS, Alzheimer’s disease, and substance use – grants threatened not because they are unworthy of research, but

because they promoted equity.ⁱⁱⁱ These actions are reckless and jeopardize our public health, civil rights, and federal services.

This dismissal of equity has inflicted real harm on communities across the country and raised serious concerns about compliance with federal civil rights, accessibility, and equal employment opportunity laws. To assess the full extent of these actions, we request the following information no later than February 23, 2025:

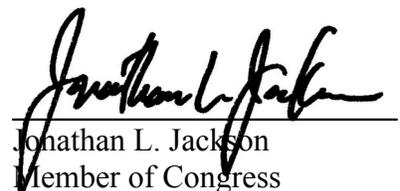
1. The total number of federal employees whose positions were eliminated, defunded, reassigned, placed on administrative leave, or otherwise altered as a result of Executive Orders 14151, 14168, 14170, and 14173. For each affected employee, please specify:
 - a. Job title;
 - b. Employing agency;
 - c. A description of the employee's duties, including any responsibilities related to DEIA, civil right enforcement, accessibility compliance, workforce equity, or equal employment opportunity; and
 - d. The date and stated rationale for the personnel action.
2. A comprehensive list of all DEIA-related programs, offices, initiatives, and advisory bodies that have been discontinued, downsized, renamed, defunded, or otherwise modified pursuant to these Executive Orders. For each, please identify:
 - a. The agency or agencies in which the program or office was housed;
 - b. The program's mission and statutory or appropriations authority; and
 - c. The nature of the change made and the date it took effect.
3. All guidance, memoranda, directives, training materials, internal analyses, or communications issued to federal agencies regarding the interpretation or implementation of these Executive Orders. This includes, but is not limited to, materials concerning:
 - a. Hiring, promotion, or workforce training practices;
 - b. Civil rights enforcement and complaint processing;
 - c. Accessibility and reasonable accommodation obligations;
 - d. Compliance with federal equal employment opportunity and non-discrimination laws.
4. All convenings, meetings, e-mails, correspondence, statements, and additional communications between the administration and private-sector entities, contractors, or external organizations concerning the adoption of DEIA restrictions.

The dismantling of DEIA has been a defining objective of your administration, and the public is entitled to a full accounting. There is no justification for secrecy, and we expect full transparency with this request.

Sincerely,



Ayanna Pressley
Member of Congress



Jonathan L. Jackson
Member of Congress


Joyce Beatty
Member of Congress


Shontel M. Brown
Member of Congress


André Carson
Member of Congress


Gilbert Ray Cisneros, Jr.
Member of Congress


Yvette D. Clarke
Member of Congress


Jasmine Crockett
Member of Congress

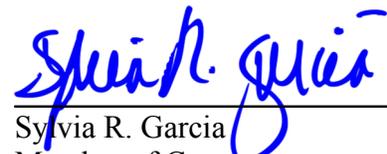

Madeleine Dean
Member of Congress


Diana DeGette
Member of Congress


Dwight Evans
Member of Congress


Cleo Fields
Member of Congress


Maxwell Alejandro Frost
Member of Congress


Sylvia R. Garcia
Member of Congress


Pramila Jayapal
Member of Congress


Sydney Kamlager-Dove
Member of Congress



Robin L. Kelly
Member of Congress



Timothy M. Kennedy
Member of Congress



Raja Krishnamoorthi
Member of Congress



Summer L. Lee
Member of Congress



Betty McCollum
Member of Congress



Eleanor Holmes Norton
Member of Congress



Delia C. Ramirez
Member of Congress



Jamie Raskin
Member of Congress



Lateefah Simon
Member of Congress



Eric Swalwell
Member of Congress



Shri Thanedar
Member of Congress



Dina Titus
Member of Congress



Rashida Tlaib
Member of Congress



Paul D. Tonko
Member of Congress

Bonnie Watson Coleman

Bonnie Watson Coleman
Member of Congress

ⁱ *Everyone Has a Plan – Until You Step Into the Ring*, U.S. Office of Personnel Management (Nov 21, 2025) (online at www.opm.gov/news/secrets-of-opm/everyone-has-a-plan-until-you-step-into-the-ring).

ⁱⁱ *Corporate Mentions of ‘Diversity’ and ‘DEI’ Dropped 72% in 2025, Analysis Finds*, Forbes (May 29, 2025) (online at www.forbes.com/sites/conormurray/2025/05/29/corporate-mentions-of-diversity-and-dei-dropped-72-in-2025-analysis-finds).

ⁱⁱⁱ *Supreme Court says Trump can end DEI research at NIH*, Politico (Aug 22, 2025) (online at www.politico.com/newsletters/politico-pulse/2025/08/22/supreme-court-says-trump-can-end-dei-research-at-nih-00518578).