

From USAID Administrator Power

Colleagues,

Last November, following consultations with leaders and staff from across the Agency, we [announced](#) changes to USAID's organizational structure as part of our ongoing reforms aimed at helping us address the world's most pressing global development and humanitarian challenges. Now, thanks to the hard work and immense effort of so many of you, that vision is rapidly coming to life with **the launch of six new or restructured units—four Bureaus, and two Independent Offices—at USAID.**

- **Bureau for Democracy, Human Rights, and Governance (DRG):** At a critical inflection point for democracy around the world, USAID will now have a Bureau dedicated to leading our efforts to invigorate democracy, support human rights and justice, and bolster governance. DRG will also include an Anti-Corruption Center to institutionalize the work initiated by the Anti-Corruption Task Force.
 - DRG is led by Assistant to the Administrator (AtA) Shannon Green, and Deputy Assistant Administrator (DAA) Laura Pavlovic.
- **Bureau for Resilience, Environment, and Food Security (REFS):** Climate change and food insecurity are two of the most urgent and interconnected crises of our time. Taking an integrated approach aimed at protecting the planet and our future, REFS combines an array of technical excellence, country support, global leadership, and innovation to help communities have sustained access to safe water, nutritious food, a healthy environment, energy and infrastructure, and improved livelihoods.
 - REFS is led by AtA Dina Esposito, SDAA Nancy Eslick, and DAAs Gillian Caldwell, who also serves as the Agency's Chief Climate Officer, Mia Beers, and Jennifer Tikka (Acting).
- **Bureau for Inclusive Growth, Partnerships, and Innovation (IPI):** Driving broad-based economic growth, inclusive and local development, and ambitious partnerships are central to our vision for an Agency that extends our impact beyond our foreign assistance programs. IPI leads in carrying out key Agency priorities including pursuing gender equality and inclusive development; mainstreaming and diversifying our work with locally led, faith-based, and private sector partners; advancing education, cybersecurity and digital access; and working with partners to deliver inclusive economic growth.
 - IPI is led by SDAA Sheryl Stumbras, and DAAs Bama Athreya, Harry Bader, LeAnna Marr, and Mark Meassick.
- **Bureau for Planning, Learning, and Resource Management (PLR):** USAID's role as a central player in advancing U.S. foreign policy and addressing core global challenges has never been greater, and PLR will be critical to strengthening the Agency's ability to implement policy priorities and deliver results. PLR brings together the Bureau for Policy, Planning and Learning (PPL) and the Independent

Office of Budget and Resource Management (BRM), harmonizing decision-making and leadership on country-level strategies, our budget and program cycle, a range of investments and programming choices, and coordinating relationships with key bilateral donors, multilateral organizations, and philanthropic partners. PLR will maintain centralized program budget and planning functions and support the Agency's work to be a learning organization through monitoring, research, and evaluation.

- PLR is led by AtA Michele Sumilas, SDAA Christophe Tocco, and DAAs Roman Napoli, Shereen Faraj, and Anka Lee.
- **Office of Policy (POL):** Responding to so many of the challenges we face today, from economic headwinds to protracted crises to rising geostrategic competition, requires USAID's unique expertise and clear-eyed development diplomacy. POL will help the Agency address complex, cross-cutting problem sets by convening experts to devise proactive policy solutions. Complementary to PLR—which is responsible for the formulation and implementation of individual USAID Policies and Strategies—POL focuses on developing affirmative positions on select U.S foreign policy priorities, such as safe and legal migration and multilateral development bank reform, and advancing them in interagency and international fora. Together, POL and PLR will jointly manage the new Policy Advisory Council (PAC), which will set the Agency's overall policy direction.
 - POL is led by Director Cindy Huang.
- **Office of the Chief Economist (OCE):** OCE will focus on improving the effectiveness of USAID programming and broaden our impact by bringing strong economic theory, analysis, and evidence to bear on our work across sectors. Representing a significant elevation of the role of economics and evidence at USAID, OCE will support Bureaus and Missions to leverage global cost-effectiveness evidence and behavioral science insights to facilitate more informed decision-making, and expand our engagement on urgent macroeconomic policy challenges. OCE will also serve as the institutional home of USAID's Foreign Service Economists (Backstop 11).
 - OCE is led by Chief Economist Dean Karlan and Acting Office Director Anne Healy (Acting).

There's much more to say and learn about all of these new Bureaus and Independent Offices, and LPA's internal communications team will support Open House events for them in the coming weeks. Overall, this new structure will streamline our processes and leave USAID better fit for purpose, equipped to deliver better results, and equipped to tackle the toughest global development challenges of our time.

- Administrator Power