

Inclusion Statement

Ohio State values diversity in people as well as ideas. As such, we are committed to creating a community that is inclusive of all individual, group and social identities, including but not limited to race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations (<https://www.aacu.org/making-excellence-inclusive>).

Our goal is that all members of our community will grow in their understanding of their own identities, engage in experiences that broaden their awareness and appreciation of identities different from their own, and recognize biases they, and other members of the community hold, while developing strategies for combatting incidents of bias that may otherwise divide us. Each individual matters, and our priority is for each member of our community to experience a sense of belonging and feel valued at Ohio State.

Definitions for our work

Based on the Inclusive Excellence framework, and to establish common ground, we are using the following definitions to describe our work:

Diversity

Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations)

Inclusion

The active, intentional, and ongoing engagement within communities with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions

Equity

The creation of opportunities for historically underrepresented populations to have unbiased access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion

Why we do it

Education for citizenship

Ohio State is committed to educating and producing leaders who are eager, passionate and prepared to bring about change that improves the lives of the members of the communities they are a part of and, through this work, to make the world a better place for all. Additionally, as citizens of a global community, we have a responsibility to our collective and ourselves to ensure everyone is and feels included and valued.

Our students, faculty, staff and partners come from different places, hold different statuses and represent a variety of visible and invisible identities. With such a diversified group of individuals coming together at Ohio State, it is expected, needed and desired that all members of the university go through a transition period where they can comfortably challenge preconceived notions, share their own identities and welcome and celebrate the existing diversity as a way to create an inclusive environment for all. Transitions can be difficult, yet we are confident that all members of our community have an incredible potential to challenge preconceived notions and build an inclusive environment despite the difficulties they might face. That said, we acknowledge that this work is better done in community and, given that our goal is to ensure all of our students and community members thrive, we have created a myriad of opportunities and resources to drive this work forward.

How we do it

At Ohio State, the Housing Administration and Residence Life offices are committed to creating an environment where people from all walks of life feel welcomed and valued. To assist with this process, the following strategies have been created and implemented:

- Training staff at all levels (Professional Staff, Paraprofessional Staff (Resident Advisors, Community Advisors, Resident Managers, Student Staff Assistants and Office Assistants) – offering leadership courses, summer training, ongoing training, Inclusive Excellence Development Plan and DICE certification, as well as other necessary trainings
- Involved living organizations (MUNDO, CARE, Allies, OTL, BSA, RHAC, and NRHH)
- Learning Communities (International House, Morrill Scholars Program, etc.)
- Cooperative Housing (Alumnae Scholarship Housing and Stadium Scholarship Program)
- Partnerships with a variety of units across campus (ODI, OIA, MCC, Anthropology, etc.)
- Educational programs and dialogues within our halls through faculty programming, etc.
- Care for individual students, including referral to a variety of resources aligned with the specific needs of that student
- Continuously analyzing our current practices to identify barriers for students that result in exclusion of specific individuals or groups
- Soliciting and listening to feedback from constituents at all levels – students, families, staff, university leaders, community members, etc.
- Following up promptly on reports of bias in our communities and connecting with those affected
- Consulting and collaborating with other offices who serve students to identify best practices
- RA/CA Chats with all first year students
- Student employment and coaching conversations around inclusion-related competencies

Resources

<https://ccs.osu.edu/>

<https://odi.osu.edu/>

<https://oia.osu.edu/>

<http://mcc.osu.edu/>

https://activities.osu.edu/involvement/student_organizations/

<https://slds.osu.edu/>

<https://studentlife.osu.edu/bias/>

We're an inclusive, supportive community where you can comfortably join in or confidently stand out.
