



Graham Piro <graham.piro@thefire.org>

**FW: FOIA Request: The Foundation for Individual Rights and Expression [23-0174]
[23-0334]**

1 message

Booker, Christopher <booker.9@osu.edu>

Thu, Apr 13, 2023 at 12:03 PM

To: "graham.piro@thefire.org" <graham.piro@thefire.org>

Cc: "Johnson, Benjamin" <johnson.7149@osu.edu>, "Hainer, Scott" <hainer.8@osu.edu>, "Knox, Thomas" <knox.105@osu.edu>, "Maher, Joshua" <maher.93@osu.edu>, "Foreman, Amber" <foreman.232@osu.edu>, "Kohlanc, Lindsay" <kohlanc.2@osu.edu>

Hi Graham,

Here are the records responsive to your request for:

1. Any policies or guidance concerning any requirement that candidates for faculty positions submit a diversity statement that describes their "demonstrated commitments and leadership in contribution to diversity, equity, and inclusion through research, teaching, mentoring, and/or outreach and engagement" ("diversity statement") maintained by OSU's colleges
2. All policies, guidance, rubrics, or other documents that set forth the criteria the colleges use to evaluate diversity statements.
3. All policies, guidance, or other documents concerning the role of diversity statements in the colleges' processes of reviewing and evaluating candidates for faculty positions.

Please use the following statement in any of your writing on this issue. In particular, note the highlighted sections:

Ohio State offers diversity, equity and inclusion (DEI) programs that benefit a wide array of students, faculty and staff from all backgrounds. Programs provide students with tutoring, scholarships, advising, internships, career development and job search services. Students, regardless of race, religions or ethnicity, have access to DEI programs. Ohio State's DEI programs have a particular focus on students who are underrepresented at universities such as first-generation students, rural and urban students, military veterans and military involved families, parenting students, non-traditional adult learners, people with disabilities, and neurodiverse learners.

The Office of Academic Affairs is leading a comprehensive effort to review Ohio State's DEI efforts. By better aligning and coordinating our activities, we aim to create an environment where all individuals can fully participate in the life of our campuses.

With regard to hiring, Ohio State follows all state and federal employment labor practices and does not make hiring decisions based on race, gender or other protected classifications. While Ohio State has never had a university-wide requirement to use diversity statements in hiring, individual colleges and units have used diversity statements as part of their hiring. The university is in the process of developing and implementing a more consistent set of university-wide practices for the hiring of both faculty and staff. These practices will not include the use of diversity statements.

This university-wide approach will reflect our continued commitment to attracting top talent, creating an environment that welcomes all viewpoints, and aligning programs of study to prepare our students in support of Ohio's workforce development needs. Employers routinely express a strong desire for graduates who can work successfully with individuals of all backgrounds, communities, identities and viewpoints.

We have an unwavering commitment to free speech and freedom of expression and believe it is crucial that students learn to engage in difficult conversations while maintaining civility and respect. A central part of Ohio State's DEI programming creates opportunities for students to engage in productive dialogue and conversation with peers holding different viewpoints from across the political spectrum and from different backgrounds.

Ohio State is a community of more than 100,000 students, faculty and staff coming from myriad backgrounds and with diverse needs. DEI professionals at Ohio State are essential for delivering guidance and education in response to reports of discrimination and harassment, building supportive climates and cultures for students, faculty, and staff; and providing evidence-based practices to assure Ohio State is cultivating a robust socially and intellectually diverse community across all of our campuses.

All the best.



THE OHIO STATE UNIVERSITY

Chris Booker

Director, Media and PR

Office of Marketing and Communications

370E Bricker Hall

190 N. Oval Mall, Columbus, OH 43201

614.292.7276 Office / [REDACTED]

booker.9@osu.edu / news.osu.edu
