



OTTERBEIN DIVERSITY AND INCLUSION STATEMENT

In its mission to be an inclusive community dedicated to educating the whole person in the context of humane values, Otterbein University is committed to the values and practices of diversity and inclusion. The Otterbein Community considers diversity a source of innovation, creativity, and human flourishing. Diversity refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include but are not limited to race, ethnicity, nationality, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region.

To ensure that all members of the Otterbein Community have the opportunity to participate and contribute to the community, the University is committed to inclusive practices. In an inclusive organization, each person's resources and contributions are recognized, respected, and used in service to the organization's goals; it is a place where people feel valued, respected, and heard, and where people are fully able to contribute.

Otterbein considers diversity as an integral part of the University's achievement of excellence. Diversity and inclusion have the ability to broaden and deepen both the educational experience and academic environment. In a diverse campus community that promotes inclusiveness, mutual respect, and open discussion, students, faculty, and staff have the ability to learn from their similarities, differences, and personal experiences. Such conditions foster the development of understanding and recognition, in that all members benefit from the opportunity to hear alternative points of view from diverse social groups, preparing them to participate in an increasingly complex, interdependent, and pluralistic world.

The practices of diversity and inclusion provide the conditions for life-long learning, as well as the conditions for exploration and human flourishing. Educational practices that incorporate civil communication and inclusive participation can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and excellence.

Otterbein is committed to recognizing and nurturing merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.