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**Date:** May 22, 2025 at [REDACTED]

**To:** [REDACTED]

**Subject:** Important Update Regarding Diversity and Inclusion Roles

**Reply-To:** [amanda.thatcher@osumc.edu](mailto:amanda.thatcher@osumc.edu)



Dear Colleagues,

Over the past several months, those of us in higher education have found ourselves at the center of several vigorous debates at both the state and national levels. The current state and federal landscape made it a near certainty that we would need to make changes to the ways we have historically gone about our diversity, equity and inclusion (DEI) efforts. Our goal has been to put ourselves in the best position possible to continue to make Ohio State a campus where all are welcomed and included.

To this end, the university has continued its ongoing evaluation of our work in diversity, equity and inclusion (DEI), reviewing Ohio State jobs and duties related to DEI and examining our DEI programming, initiatives and projects. As a result of this evaluation and to be compliant with state law, we are taking the following steps in the College of Medicine.

- We will sunset the College of Medicine Office of Diversity and Inclusion (ODI) effective May 31. We will follow our usual practice of working with the impacted individuals to find other opportunities at Ohio State where possible. We remain committed to providing the resources our faculty, staff and learners need to be successful in alignment with our values and adhering to legal requirements.
- The College of Medicine (COM) met with the impacted faculty and staff this morning to discuss these opportunities and recommend the next steps.

- We will sunset the Vice Chair for Diversity, Equity, and Inclusion (DEI) roles within the COM, effective June 27. Departments will have the discretion to review these roles and recommend any future work.

Both ODI and the Vice Chairs for DEI have made meaningful contributions to the college, and we know these decisions will be disappointing for many in our community. Support services are available to assist with the transition as follows:

- [Employee Assistance Program](#)
- [Stress, Trauma and Resilience Program](#)
- [Office of Student Life Counseling and Consultation Services](#)
- [Office of Student Life Student Advocacy Center](#)
- [Medical Student Mental Health Resources Accessible via Vitals](#)

We remain committed to ensuring that every member of our community is valued, heard and can thrive. Our priority is to provide the resources our faculty, staff and learners need to be successful. How we go about that will need to change, but our commitment will not. We will continue to celebrate diverse backgrounds and ideas, and uphold academic freedom, which defines the excellence of American universities.

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