

OFT Human Rights Committee

2026 Resolution

RESOLUTION IN SUPPORT OF DIVERSITY, EQUITY, AND INCLUSION

WHEREAS, the United States of America derives its strength from the diversity of its citizens, including, but not limited to the “Big 8” of ability, age, ethnicity, gender, race, religion, sexual orientation, and socioeconomic status; and

WHEREAS, equity is about “leveling the playing field” so everyone can access the resources available to the citizens of our municipalities, states, and nation, regardless of their ability, age, ethnicity, gender, race, religion, sexual orientation, and socioeconomic status, in order to thrive; and

WHEREAS, inclusion values the dignity, life experiences, expertise, points-of-view, and talents of individuals while ensuring those voices are heard in decision making processes; and

WHEREAS, Executive Orders signed by President Donald J. Trump aim to deter American institutions and businesses from making diversity, equity, and inclusion (DEI) a priority; and

WHEREAS, the Ohio Senate voted to approve Senate Bill 1 (SB 1), also known as *The Advance Ohio Higher Education Act*, during the 136th General Assembly, despite 14 proponents and 219 opponents testifying in the Senate Higher Education Committee; and

WHEREAS, SB1 effectively bans DEI initiatives at the higher education level; and

WHEREAS, Senate Bill 113 (SB 113) was introduced in the Ohio Senate Education Committee on March 4, 2025, attempting to ban training on DEI-related programs, ban the creation of new DEI offices, force the closure of existing DEI offices, and specifically prohibit programs currently operating under DEI offices from moving under other offices and operating under different titles; and

WHEREAS, SB 113 effectively bans DEI initiatives in K-12 public schools; and

WHEREAS, House Bill 155 (HB 155) is a companion bill to SB 113 and was introduced in the Ohio House Education Committee on March 6, 2025; and

WHEREAS, HB 155 specifically bans DEI-related programs in public schools; therefore,

BE IT RESOLVED, Ohio Federation of Teachers (OFT) members celebrate the diversity of our membership, recognizing the individual lived experiences, strengths, skills, and talents each person brings to our union, our workplaces, and our communities; and

BE IT FURTHER RESOLVED, OFT members continue to fight for equitable systems that allow all people to access the resources they need to thrive; and

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44 BE IT FURTHER RESOLVED, OFT members strive for the inclusion of all members of our
45 society, knowing that when inclusion is not a focus, the dignity and rights of all humans are not
46 honored; and

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48 BE IT FURTHER RESOLVED, OFT members will challenge legislators and other opponents of
49 DEI to explain what they take issue with specifically in respect to diversity; and

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51 BE IT FURTHER RESOLVED, OFT members will challenge legislators and other opponents of
52 DEI to explain what they take issue with specifically in respect to equity; and

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54 BE IT FURTHER RESOLVED, OFT members will challenge legislators and other opponents of
55 DEI to explain what they take issue with specifically in respect to inclusion, through submissions
56 of testimonies, phone calls, emails, and personal conversations; and

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58 BE IT FINALLY RESOLVED, OFT members unequivocally oppose any legislation that would
59 limit or ban DEI policies at any governmental level and at public institutions of any kind, knowing
60 that anti-DEI efforts dehumanize others for the gain of a few.

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62 Source: [ORC Section 3345.0217 | Policy on diversity, equity, and inclusion and other concepts.](#)