Unity with Diversity Resources

Downloads from oa.org:

- *Unity with Diversity Checklist*
- OA's "Unity with Diversity" Policy

Available from the OA bookstore at bookstore.oa.org:

- *Diverse Voices: A Common Solution* (#954)
- *Black OA Members Share Their Experience, Strength, and Hope* (#285)
- *To the Man Who Wants to Stop Compulsive Overeating, Welcome* (#290)
- *A New Plan of Eating* (#144)
- *Focus on Anorexia and Bulimia* packet (#725)
- *Many Symptoms, One Solution* (#106)
- *OA Members Come in All Sizes* (#110)
- *To the Young Person* (#280)

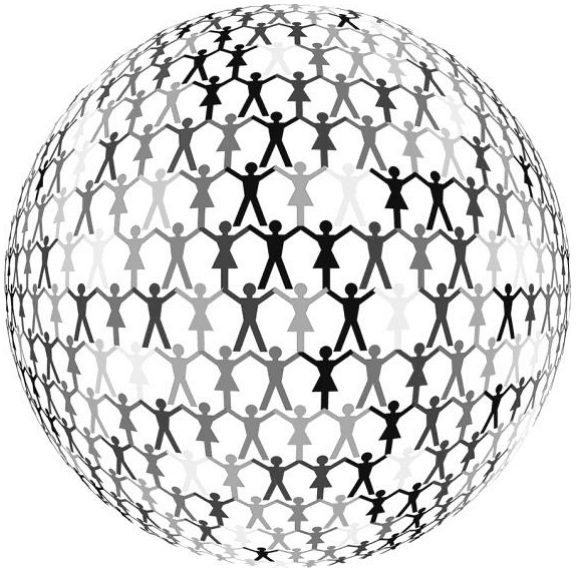
How to find OA

Visit the OA website at oa.org,
or contact the World Service Office
at 1-505-891-2664.

Overeaters Anonymous
World Service Office
6075 Zenith Court NE
Rio Rancho, NM 87144-6424 USA
Mail Address: PO Box 44727
Rio Rancho, NM 87174-4727 USA
1-505-891-2664
info@oa.org
oa.org

OA Board-approved.
© Overeaters Anonymous, Inc.
All rights reserved. Revised 5/2026.

Unity with Diversity



The only requirement for OA membership is a desire to stop eating compulsively.

Tradition Three

Individual differences within our Fellowship do not divide us; they unite us.

We recognize the importance of the individual and of each person's diverse approach in working our common program of recovery.

Thus, we:

- avoid suggesting that all OA members are the same;
- recognize that each person's concept of a Higher Power is unique;
- accept that our ways of practicing the OA Twelve Steps and Twelve Traditions may vary; and
- honor and respect one another.

How to support unity with diversity at your meeting

We welcome and give a voice to any person who has the desire to stop eating compulsively.

Thus, we:

- do not deny any member the opportunity to share;
- share items that highlight our common solution through diversity;
- read OA's Diversity Statement included in OA's *Suggested Meeting Format*; and
- look for opportunities to practice the OA Responsibility Pledge.

Take a moment and think about your first OA meeting.

- Were you nervous?
- Did you share?
- Did you receive a *Where Do I Start?* pamphlet?
- Did OA members talk to you after the meeting?
- Did anyone follow up with you after the meeting?
- What could have been done to make you feel more welcome?

Providing a welcoming environment for everyone is easy!

At OA meetings, be sure to:

- acknowledge and speak to everyone who shares our compulsion;
- ask yourself what measures you can take to provide meeting accessibility for everyone; and
- offer the same authentic welcome to everyone.

OA Responsibility Pledge

Always to extend the hand and heart of OA to all who share my compulsion;
for this I am responsible.

"Unity with Diversity" Policy

THE FELLOWSHIP of Overeaters Anonymous encourages and promotes acceptance and inclusivity. All are welcome to join OA and are not excluded because of race, creed, nationality, religion, gender identity, sexual orientation, or any other attribute. We welcome all who share our compulsion. Everyone with the desire to stop eating compulsively is welcome in Overeaters Anonymous.

THE FELLOWSHIP recognizes the existence of individual approaches and different structured concepts to working our Twelve Step program of recovery; that the Fellowship is united by our disease and our common purpose; and that individual differences in approaches to recovery within our Fellowship need not divide us.

THE FELLOWSHIP respects the rights of members, groups, and service bodies to follow a particular concept of recovery within Overeaters Anonymous and encourages each member, group, and service body to respect those rights as they extend the hand of fellowship to those who still suffer. For example, this means we do not try to convince any member or visitor to adopt a belief in God.

THE FELLOWSHIP encourages each duly registered group and service body to affirm and maintain the Twelve Traditions of Overeaters Anonymous by allowing members to share their experience, strength, and hope in meetings regardless of the individual approach or specific concept a member may follow. Duly registered is defined as being in full compliance with Bylaws, Subpart B, Article V. (Business Conference Policy 1992a, amended 2013, 2021, 2023, 2025)