



<b>Name of Representative:</b> Florentine Timmenga	
<b>Title of Meeting:</b> FVE/ZOETIS Diversity, Equity and Inclusiveness webinar	
<b>Location:</b> Zoom Webinar	<b>Date &amp; Time:</b> 8 December 2021 3:00-4:30 PM CET
<b>Attached information:</b>	
<b>Participants:</b> 25-35 participants during the webinar	
<b>Chair:</b> Patric Maurer	
<b>Minutes</b>	



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## WORDCLOUD & QUIZ MENTIMETER® 2436 7856

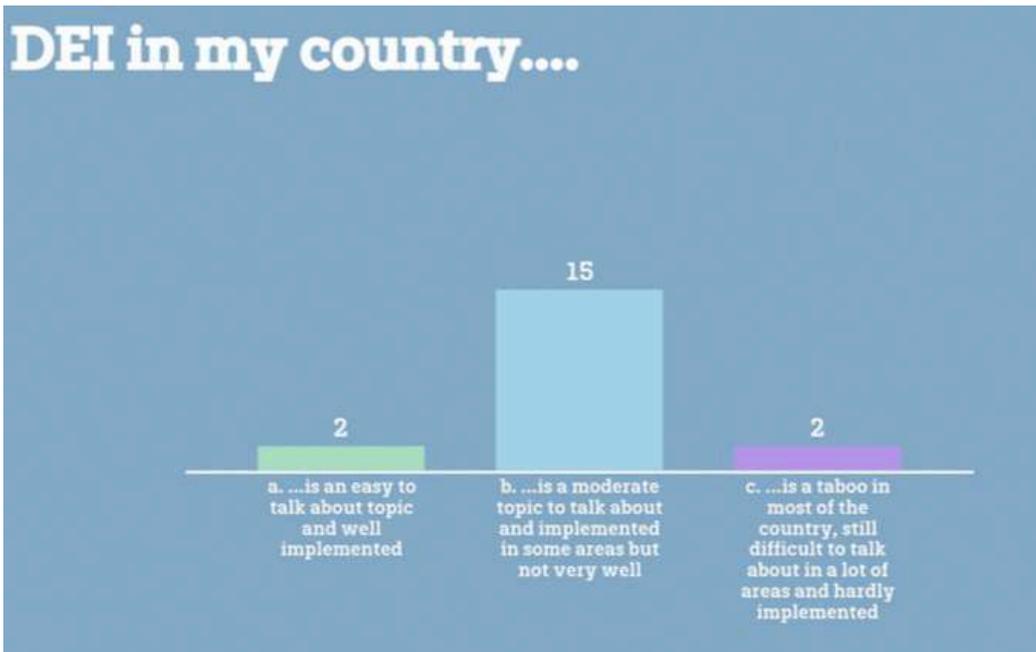


- *Make a word cloud on DEI: what do you associate with DEI?*

### What do you associate with diversity, equity and inclusiveness?



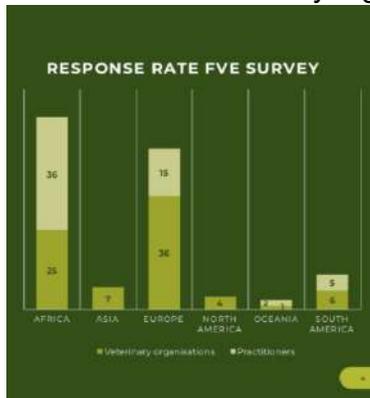
- *DEI in my country:*
  - *Is an easy to talk about topic and well implemented*
  - *Is a moderate topic to talk about and implemented in some areas but not very well*
  - *Is a taboo in most of the country, still difficult to talk about in a lot of areas and hardly implemented*



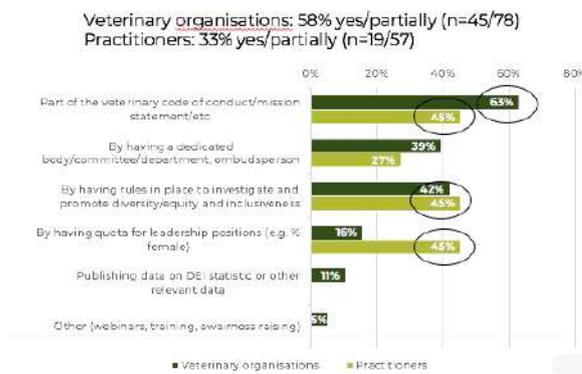
### **Florentine Timmenga (FVE): *preliminary results*** ***FVE/WVA/ZOETIS mental health & DEI Survey***

- First step FVE/ZOETIS MH & DEI Research
  - Goal survey: identification, availability and impact veterinary MH & DEI support programmes on a global scale
  - Recruitment strategy: e-mails send to all the members of the FVE & WVA
  - Survey: 10 online questions in English mainly focussing on availability and effect of MH & DEI support programmes available, open from July 20<sup>th</sup>-september 25<sup>th</sup>
- Results survey
  - The survey was globally spread and we received 146 responses of which 137 met the inclusion criteria
  - Responses from vet associations/organisations and vet practitioners/clinics

- No responses from the Middle-East
- We received a lot of responses from Africa and more specific from practitioners working in South Africa.
- Also in Europe we got a lot of responses, but more divided between all the different European countries and mostly from veterinary organisations

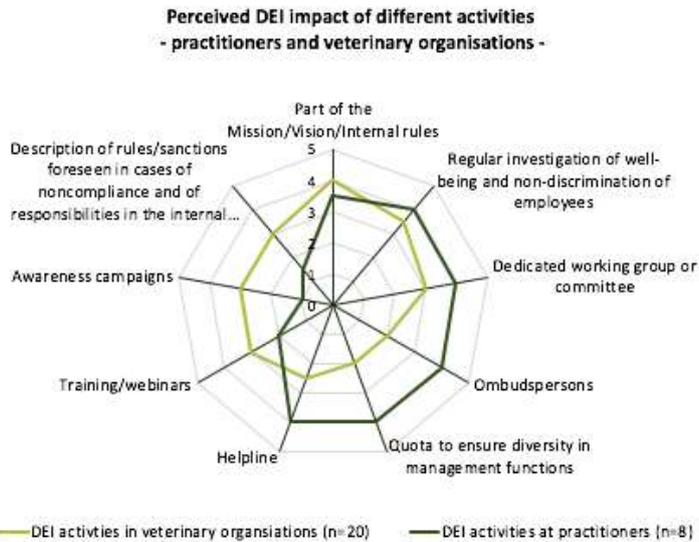


- One of the most important questions of the survey was *if diversity, equity and inclusiveness is assigned as a key priority area with a dedicated budget in your organisation/company?*
  - This happens to be significantly more the case ( $p=0.009$ ) in veterinary organisations (VO; 58%,  $n=45/78$ ) compared to practitioners (VP; 33%,  $n=19/57$ ).



- One of the following questions was in what way DEI was implemented as a key priority?
  - In VO, the implementation strategy most frequently used was DEI as part of the veterinary code of conduct/mission statement
  - In VP, this was even frequently implemented as part the veterinary code of conduct/mission statement as by having rules in place to investigate and promote DEI and by having quota for leadership positions
- Another important question was *If you have projects or activities, what do you think was the impact of the activities taken by your organisation/company regarding DEI?*
  - In VO, the impact on DEI as part of the mission statement/vision/internal rules and regular investigation of well-being and non-discrimination of employees was perceived as implementation strategies with the highest impact
  - In VP the impact of regular investigation of well-being and non-discrimination of employees as well as dedicated working groups, ombudspersons, quota to ensure DEI in management functions

and helplines were all rated as implementation strategies with most impact compared to the other implementation strategies.



- Second step: interviews
  - 12 virtual interviews with representatives of veterinary associations/organisations on a global scale, between 1<sup>st</sup> of October and 20<sup>th</sup> of November 2021
  - Questions: more specifically on the design of the support programmes and the effects and impact on MH and/or DEI on national level
  - Preliminary results:
    - Main goal DEI support programmes: **creating awareness & an inclusive climate**
    - DEI support programmes mostly effective in creating awareness & educate veterinarians/students
    - Rating of impact of DEI support programmes difficult: often no impact studies done and/or support programmes still in its infancy
- Next steps
  - December 2021: 2 webinars, finalise report with recommendations
  - 2022:
    - Editing the final report in an attractive format
    - Launch event in cooperation with Zoetis to present the results & report in Spring 2022

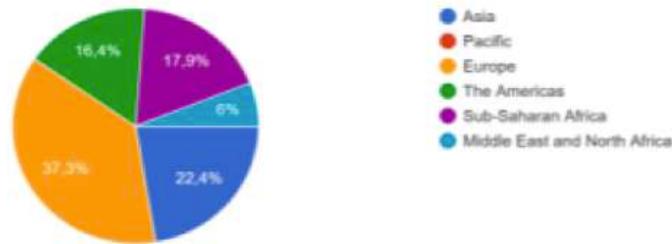
### **Mia Cary (PrideVMC): *PrideVMC – who we are & why we exist***

- Mission: to create a better world for the LGBTQ+ veterinary community
- Vision: to have an empowered LGBTQ+ veterinary community that embraces well-being by being their authentic selves
- Strategic priorities
  - Education and advocacy for LGBTQ+ DEI through the lens of antiracism and intersectionality
  - Student empowerment
  - Member recruitment, engagement and outreach
- Foundational priority: strategic partnerships

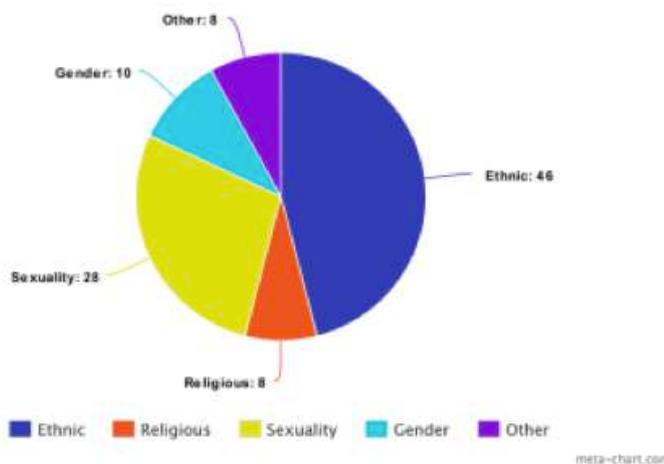
- Everyone is welcome to attend PrideVMC events and activities: <https://pridevmc.org/calendar/>
- VMAE Journey Guide: <https://vmae.org/journey/>
- Pride VMC working groups
  - DEI WG
  - Education & events WG
  - Mentoring WG
  - Merch WG
  - Social media WG
- Pawsibilities:
  - Purpose: recruitment and retention of underrepresented groups into vet med
  - Vision: to increase diversity in the veterinary profession
  - Strategy: a value-driven approach to mentorship
  - Target group: pre-vet students, vet students, vet tech students, vets, and vet techs

## Naveesha Shergill (IVSA): *IVSA report on DEI & discrimination survey in the veterinary community*

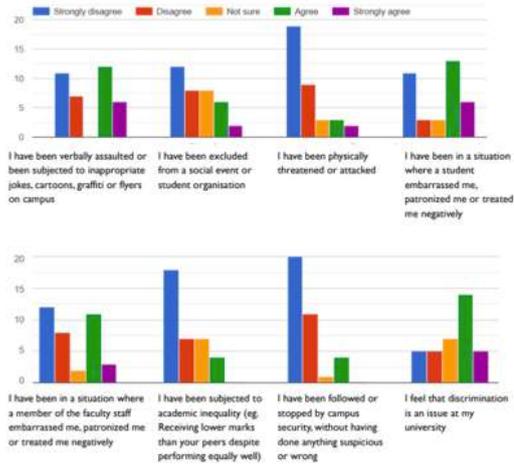
Which region is your IVSA MO in?  
134 answers



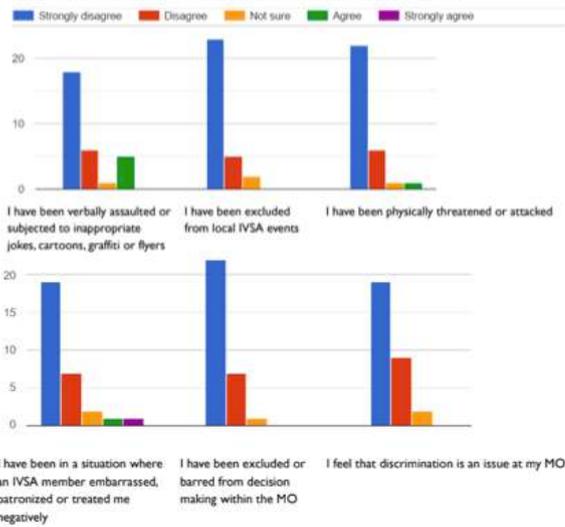
The grounds on which I am discriminated against are...  
IVSA Survey on Discrimination in the Veterinary Community 2020-2021



**Table 6 - The experiences of minorities within their universities - Globally**



**Table 7 - The experiences of minorities within their local MOs - Globally**



**Table 8 - The experiences of minorities within IVSA Global - Globally**

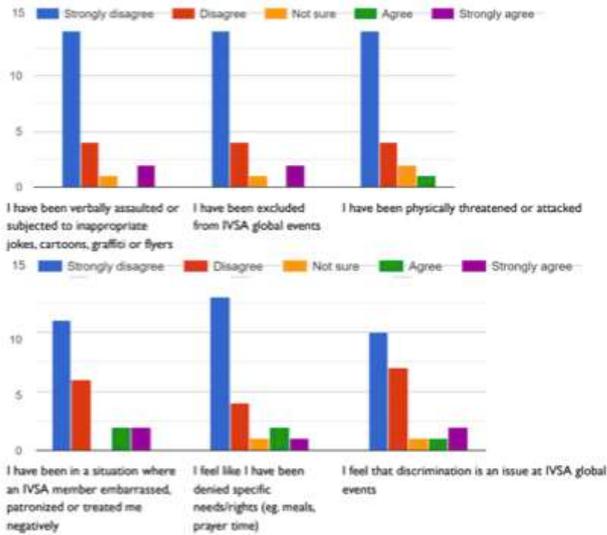
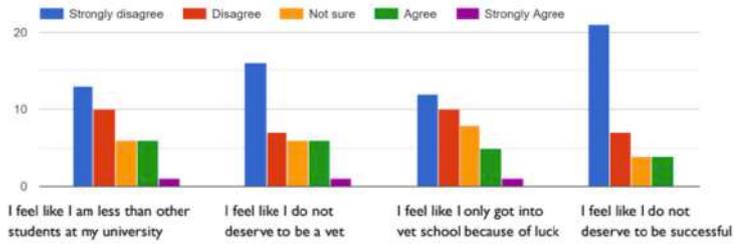


Table 9 - The experienced wellness of minorities - Globally



## Tom Doyle (BVLGBT+): *British Veterinary LGBT+: its history, raison d'être and future.*

- Reason for foundation: no presence for veterinary professions in pride events, LGBT+ people face more mental health problems, high numbers of discrimination in the [DELETE VET] UK workplace
- Aims: build a community for LGBT+ vets and vet nurses, provide support to individuals, campaign and educate on LGBT+ rights
  - Working with professional bodies: RVCS, BVA, SPVS
  - Educate members: trans history, wider D and I
- activities: attendance at pride events, support for student groups at vetschools, online activities, LGBT+ veterinary role model campaign, financial support for students to attend events, involvement in professional bodies, educational events for members, welfare weekend, friendship networks.
- Membership & finance: open to LGBT+ members of the profession and allies, corporate sponsorship, membership free
- Promotion: socials on veterinary congresses, online events
- Factors success as an LGBT+ group: focus on the most marginalised within our community, work with allies (BVEDS and BCVIS, support from leaders of the profession)
- Challenges for BVLGBT+: voluntary organisations struggle to maintain momentum, over ambition, reaching out to students, reaching out to vet nurses, Online abuse (how to respond), Push back from within the profession
- Outcomes so far for me personally:
  - Friendship and new support networks
  - Role models for our professional and personal lives
  - A sense of belonging to the profession

**PANELDISCUSSION**  
**DANIEL EDGE (ZOETIS)**  
**WARD DE SPIEGELAERE (GHENT**  
**UNIVERSITY)**



- *Discussion of the quiz-question 'Is DEI an easy to talk about topic?*
  - Cultural issue, and it is more challenging to get to the root causes
  - We don't know what we don't investigate
- *Which support programs are most effective in improving DEI in the veterinary profession? E.g. part of the veterinary code of conduct, having a dedicated body/committee, awareness campaigns, webinars/seminars, having rules in place, regular investigation of DEI, having quota for certain position?*
  - Dedicated lectures
  - Programmes that create opportunities for conversations
  - Brave Space certificate program:  
<https://www.avma.org/news/press-releases/avma-brave-space-certificate-program-will-support-inclusive-workplaces>
- *Do DEI support programs need to focus mainly on the leading generation or the future generation?*
  - Students are the future profession, but they need examples from leaders in the profession
  - Both – ideally the leading generation, to create role models and the future generation too.
  - In BVLGBT+ often the students on the committee drive the change.