

Importance of Diversity to FDA/CVM

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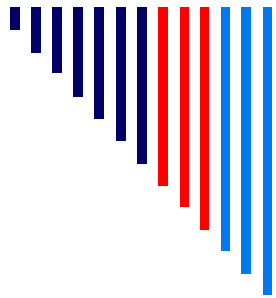
Food and Drug Administration

For the Iverson Bell Symposium

Association of American Veterinary Medical Colleges

Washington, DC

March 11, 2005

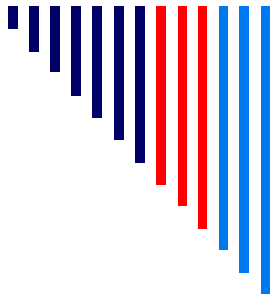


Public Sector Diversity

- CVM tasks – review veterinary drugs, assure safe use, make sure feed is safe
- Need best possible workforce
- Exclusion of any group means missed opportunities, underutilized resources



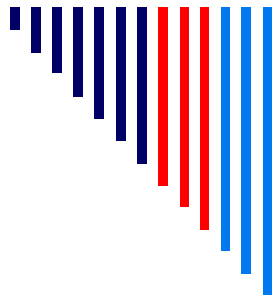
CVM in Rockville, Maryland



CVM Diversity Policy

- *“Work environment free of employment discrimination”*
- *And assuring the “attainment of diversity at all levels of responsibility, in all occupations and through all career opportunities” at CVM*

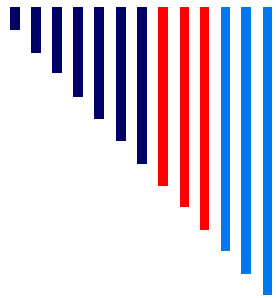




Diversity Advantages

- Professional image
- Higher-quality product
- Improved productivity
- Reduced absenteeism
- Reduced turnover





Turnover Costs

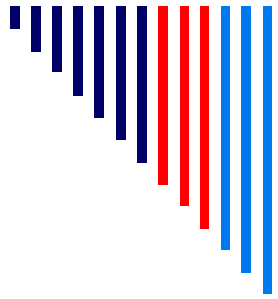
■ Recruitment	\$7,678.40
■ Current team support	3,898.56
■ Training	9,981.92
■ Creating new team	4,380.64
■ <u>Getting up to speed</u>	<u>15,721.50</u>
■ Total	\$41,661.02



Human Element

- We must protect valuable workforce from discrimination, harassment





CVM Diversity Efforts

- 1999 formed Recruitment & Retention Team
 - Vision statement:
 - *“CVM will be a preferred workplace”*
 - *“CVM will be a place where all kinds of people have the opportunities and support they need to reach their maximum professional potential”*
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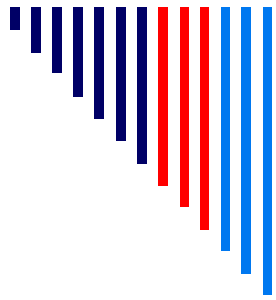


R&R Team Activities

- Attended conferences
- Contacted colleges, universities
- Developed recruitment package

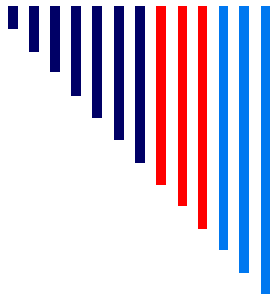


Part of CVM Recruitment Booth



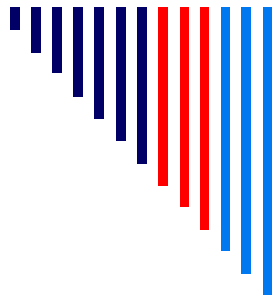
Progress

CVM	FDA	Labor Force
Non-minority females		
39.2%	34.6%	33.7%
Non-minority males		
34.5%	32.2%	39.0%
Native American		
0.3%	0.4%	0.6%
Asian		
6.8%	10.6%	2.8% (1990 Census)



Progress

CVM	FDA	Labor Force
African American		
15.5%	16.5%	10.5%
Hispanic		
3.7%	5.5%	10.7%
People with disabilities		
3.7%	4.8%	11.0% (general population)
Targeted disabilities		
1.4%	0.9%	2.3% (Federal government)



Great Place to Work

- FDA is desirable place to work
- Diversity fundamental principle of CVM

