



# DVM: DiVersity Matters

**Lisa M. Greenhill, MPA**  
**AAVMC Associate Executive Director for Diversity**  
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- Exciting new era for academic veterinary medicine
- What we do and how we do it will shape the future of the veterinary profession.

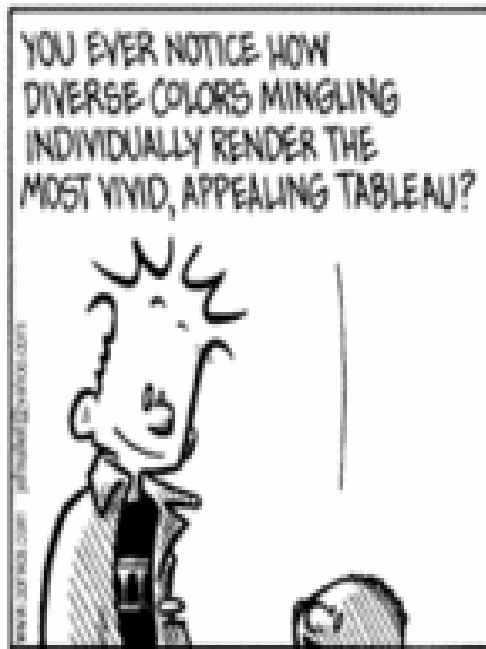


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**Why are we doing  
this?**



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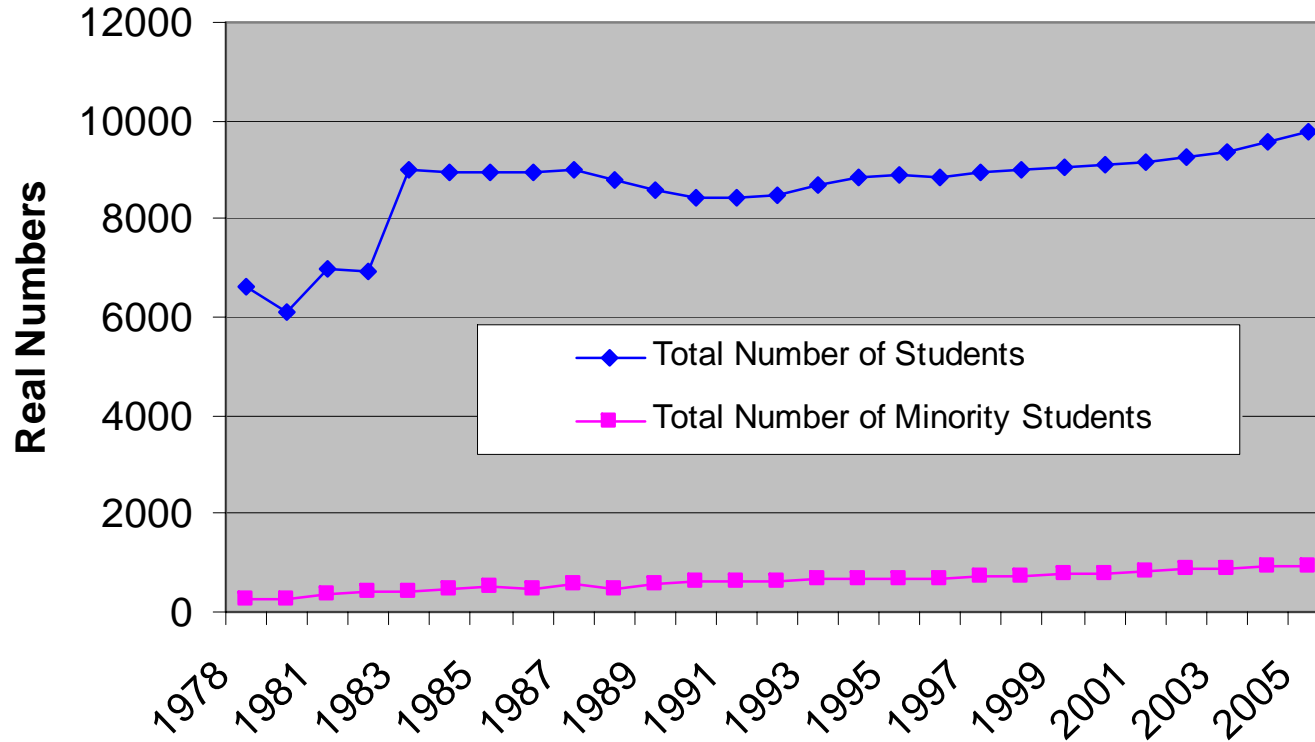
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*Frazz, January 19, 2005*



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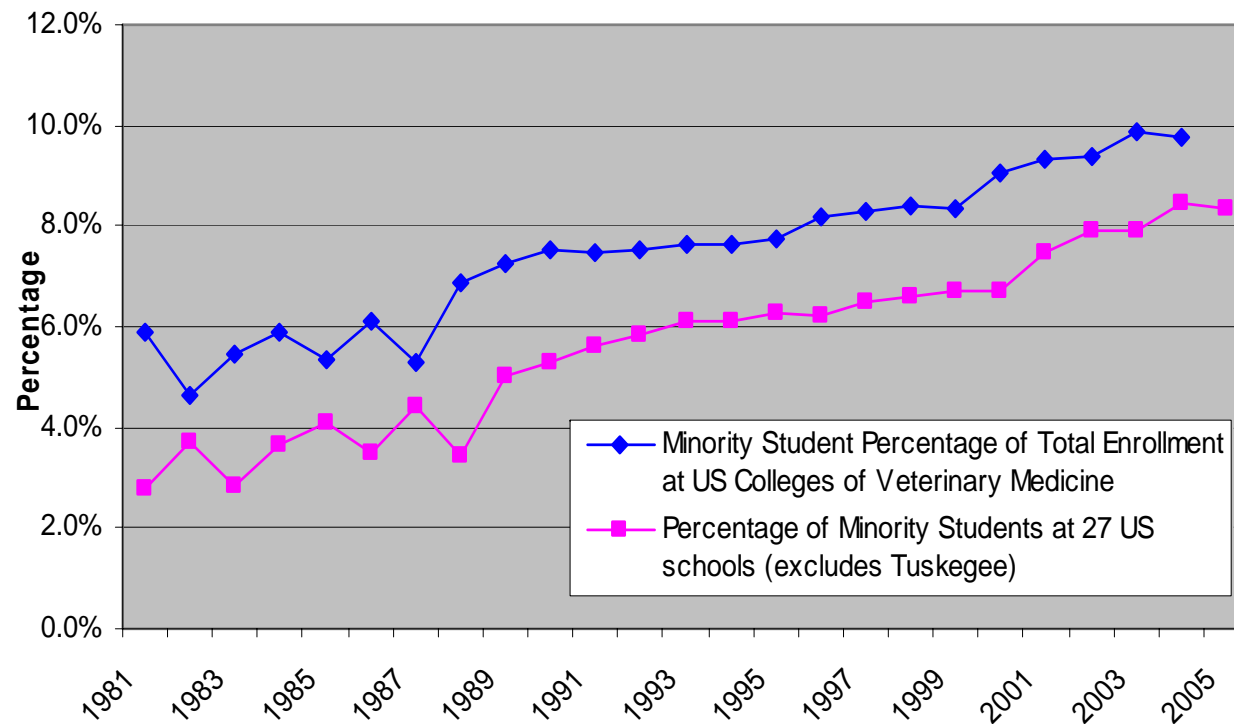
**Total Student Enrollment vs. Minority Student Enrollment  
1978-2005**





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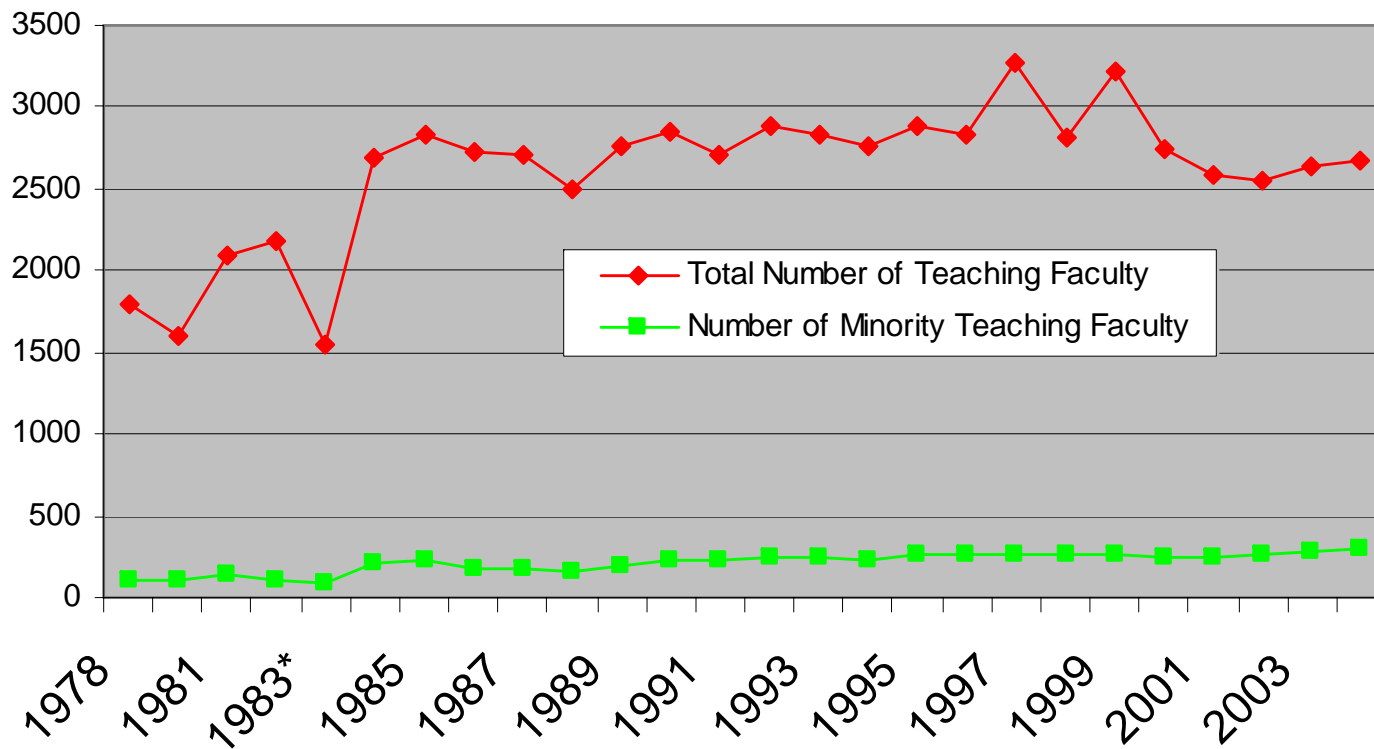
## Historical Analysis of Minority Enrollment at US Colleges of Veterinary Medicine 1981-2005





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## Minority Teaching Faculty In US Veterinary Medical Colleges 1978-2004





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- **We are creating a national program that will:**
  - Allow us to successfully recruit and retain underrepresented minority students.
  - Allow us to provide professional leadership.
  - Create an environment that supports diversity by infusing it in everything we do.



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## Goals

- To grow a veterinary medical school applicant pool that mirrors the US population demographic.
- To create a veterinary medical student enrollment that mirrors the US population demographic.



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- To foster a welcoming environment for students and faculty of all racial and ethnic backgrounds.
- To eliminate unnecessary, cumbersome barriers to success in academic veterinary medicine.



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- To promote veterinary medicine as a profession with many different types of professional opportunities available to the diverse population it serves.



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**What are we going to do?**



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## 11 Key Objectives

- Develop a dynamic internal, organizational infrastructure.
- Institute admissions policies and practices that promote the spirit of creating a diverse learning environment.



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- Create expanded opportunities for high school and college level students to participate in summer enrichment and exposure programs.
- Develop collaborative relationships with other associations and industry with an interest in educational and professional diversity.



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- Develop meaningful relationships between colleges of veterinary medicine and minority serving institutions (secondary and post-secondary levels)
- Develop meaningful, mentoring relationships among prospective veterinary students, veterinary students, and veterinarians.



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- Provide resource support for minority students and AAVMC institutions through information dissemination and sharing.
- Collect consistent data on underrepresented minority applicants, students, faculty and staff regarding application, admittance, success rates, tenure-track positions and the overall creation of a welcoming environment.



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- Validate that veterinary medicine is a career option for minority students.
- Create a endowment to provide financial support to underrepresented minority students attending veterinary school.



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- Create campus climates that promote the success of their students, particularly minority students.

A few words about  
*campus climates and*  
*cultural competence*



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## *Building Healthy, Helpful Environments*



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## *Practicing What We Preach*



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## ***Cultural Competence:***

*[T]he integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of health care [education]; thereby producing better health [educational] outcomes (Davis, 1997).*



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- **WHO?**

**We all are!**

- **WHEN?**

**Long term with short term  
measurable wins.**

- **HOW?**

**Diverse funding *and* activity  
commitments will need to be made  
at the national and local levels.**



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***The test of courage comes when we are in the minority. The test of tolerance comes when we are in the majority.***

**Ralph W. Sockman**