

Public/Private Sector Diversity Needs

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Hill's Pet Nutrition, Inc.

Today's Objective

- To share our perspective about future needs for racial and ethnic diversity among veterinarians in non-traditional careers.

Hill's Diversity Strategy

- Provide leadership in global diversity through our people, customers, shareholders, industry peers and global communities we serve
- Mirror at all levels of the company, the diversity of our customers and business partners around the world
- Demonstrate our commitment to global diversity by respecting and valuing the unique differences and contributions of all people

What role does diversity play at Hill's ?

- Promotes inclusive leadership
- Attracts the best veterinary talent
- Fosters an inclusive work and community environment
- It is essential for our business!

What role does diversity play at Hill's?

It helps us respond to changing...

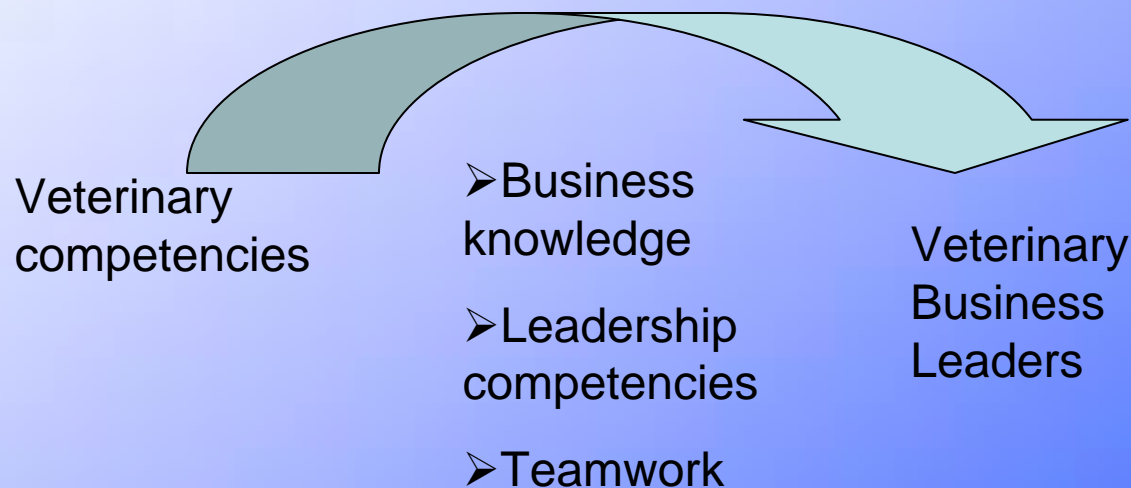
- Demographics
- Individual expectations
- Technology
- Competition
- Professional organizations

What are our needs?

- Hill's goal is to attract and recruit veterinarians from diverse backgrounds
- Hill's has a great need for veterinarians who work in non-traditional roles

Career opportunities for veterinarians at Hill's

- Recruitment: Targeted strategies for qualified veterinarians with appropriate skill set
- Retention: Targeted veterinary career development



Veterinary Competencies- Examples

- Leadership potential
 - Interpersonal skills necessary for effective teamwork
 - Business awareness
- Relevant technical expertise

Where and how do we find these candidates?

- Need a pool of candidates
 - Motivated
 - Qualified/Trained
 - Representative of our diverse population
 - Awareness of opportunities in industry
 - Interest in non-traditional careers

How can our academic partners help Hill's prepare for current and future needs?

- More inter-curricular disciplines
- More specialists with general species knowledge
- Focus on leadership and team building
- Redefine future of the profession based on the changing demographics

How can our academic partners help Hill's prepare for current and future needs?

- United effort of all the veterinary schools to develop effective veterinary diversity strategies
- Define how industry can help you

How can our academic partners help Hill's prepare for current and future needs?

- Enhanced synergy between high school, undergraduate programs and veterinary medical schools
- Focus on veterinary “centers of excellence,” with relevance to industry
- Provide more student exposure and education to prepare for non-traditional veterinary professions

Thank You

Diversity “Wish List” for AAVMC

- Focus on placement in anticipated growth jobs for veterinarians
- Expand specialty training/development for minorities
- Offer effective educational, mentoring, leadership development opportunities and for minorities
- Focus on minority veterinary student retention
- More actively engage minority veterinary alumni in veterinary school outreach, mentoring and development efforts

Diversity “Wish List” for AAVMC

- Increase ethnic representation among veterinary school graduates
- Improve recruitment to attract more minorities to non-traditional veterinary roles
- Validate or find alternative veterinary school selection standards
- Aggressively secure funding for minority student recruitment/retention programs