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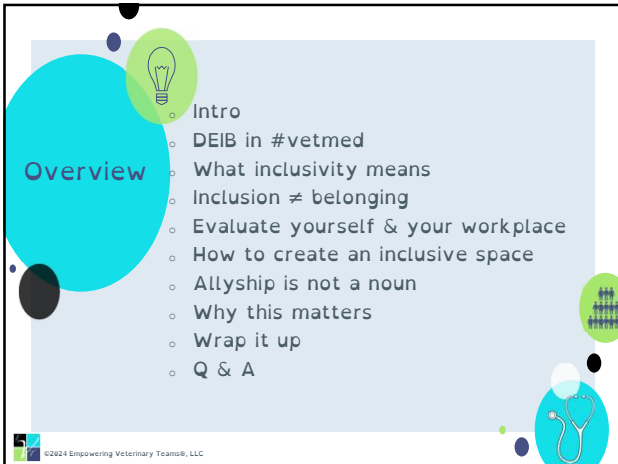
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**DEIB in #vetmed**

### Diversity

- The respect and appreciation of the physical, cultural & psychological differences - and similarities - that make each person unique
- In a **veterinary** environment, this means embracing & celebrating fellow veterinary professionals that look, talk or think differently
- While also recognizing that embracing these attributes only strengthens us as a group or organization

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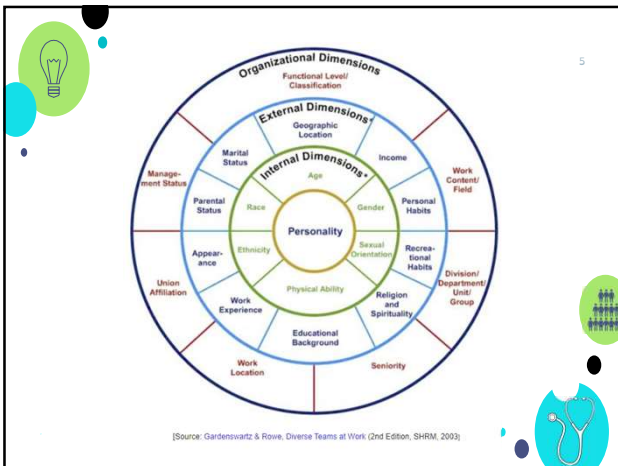
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**DEIB in #vetmed**

### Equity

- Removing barriers, presenting attainable opportunities for all & treating everyone fairly
- This does **NOT** mean treating everyone the same
- Encouraging leaders to recognize differing backgrounds & perspectives, while meeting individuals where they are for their optimal success

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**Equality**  
The assumption is that everyone benefits from the same supports. This is equal treatment.

**Equity**  
Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

**Justice**  
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

Posted in r/coolguides reddit

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**DEIB in #vetmed**

**Inclusion**

- o Creating a psychologically safe & welcoming environment in which to learn, work & grow
- o Companies with an inclusive culture are **8x** more likely to achieve better business outcomes - *McKinsey & Company, Deloitte*

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**LEVELS OF INCLUSION**

**COMMUNITY**  
Social inclusion is physical, emotional, intellectual, spiritual, and quality of life

**CONNECTION**  
Emotional inclusion is beyond physical presence to relationship

**CONTRIBUTION**  
Intellectual inclusion is the dignity of contributing to the community

**CONTEMPLATION**  
Spiritual Inclusion is the pursuit of meaning and purpose

**COMPREHENSIVE**  
Comprehensive Inclusion happens with good health, quality of life, and where necessary a cure

digitalscribbler

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**DEIB in #vetmed**

**Belonging**

- o A sense of belonging means all people can be their authentic selves and thrive!
- o Employees are 3.5x more likely to live up to their full potential when they feel like they belong at work - 2018 Belonging Barometer study

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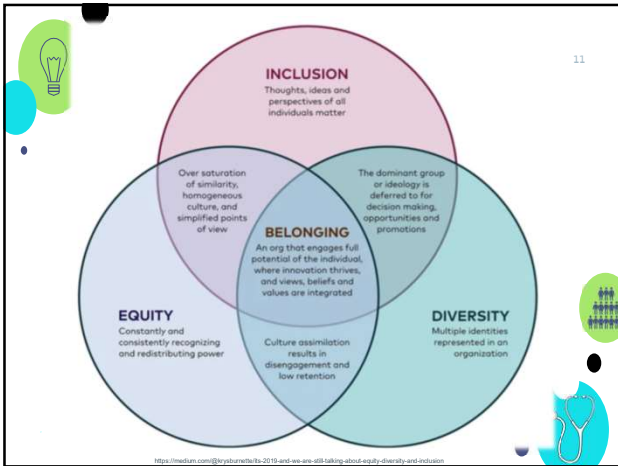
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CHAPTER VIII

BLACKD™ NETWORK

NAVA  
NATIVE AMERICAN  
VETERINARY ASSOCIATION

SVMA  
Latinx  
Veterinary  
Medical  
Association

PRIDE VMC

Women's Veterinary  
Leadership Development Initiative

MCVMA  
Multicultural Veterinary  
Medical Association

Possibilities

AAVMP  
Association of American Veterinary Medical Professionals

DVMC  
Diversify  
Veterinary  
Medicine  
Coalition

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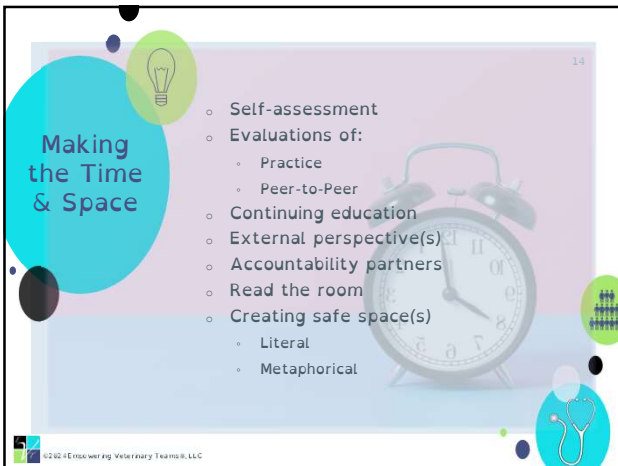
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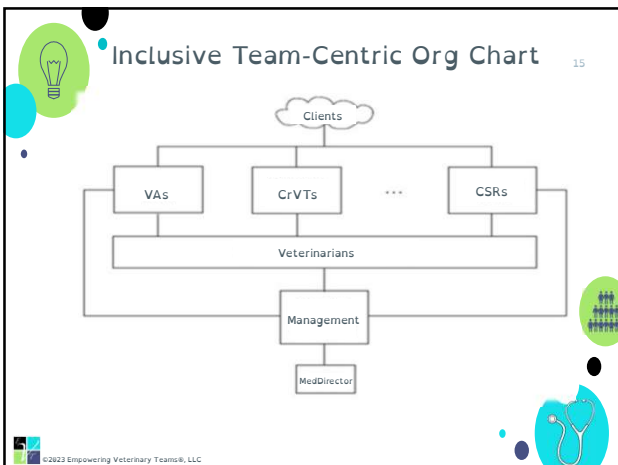
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### 4 Pillars of Inclusivity

- Present
  - Time, energy, and attention
- Proactive
  - Saying ≠ doing
- Persistent
  - Drive awareness & visibility
- Passionate
  - The push to achieve

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### Inclusion

- Present
- Proactive
- Persistent
- Passionate

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### Aaaaand, ACTION!

Allyship IS	Allyship is NOT
o Earned	o Claimed
o Active	o Passive
o Growth mindset	o Fixed mindset
o Aware <ul style="list-style-type: none"> <li>Self</li> <li>Socially</li> </ul>	o Optical
o Cultural <ul style="list-style-type: none"> <li>Competency</li> <li>Humility</li> </ul>	o Trendy
o Radically candid	o Biased
	o About YOU

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## ALLYSHIP

How to be an Ally for others



- 1 BECOME A SPONSOR**  
Be a champion and advocate for someone from an underrepresented community to support their career growth.
- 2 CALL OUT BAD BEHAVIOUR**  
Call out unacceptable behaviour. People in underrepresented groups may not feel comfortable raising issues.
- 3 USE INCLUSIVE LANGUAGE**  
Be aware of gendered terms and use language that embraces all people.
- 4 FOLLOW AN ARRAY OF VOICES & LISTEN**  
Seek out a variety of diverse voices and LISTEN to understand. Learning and growth will not happen without being challenged.
- 5 AMPLIFY VOICES OF OTHERS**  
Never speak FOR a person or on behalf of that person. You are not the keeper of their stories and experiences. Recognize your privilege and amplify the voices of others.
- 6 SEEK TRAINING & BEYOND**  
Training will help you understand others beyond stereotypes and biases. Examine your own biases and privilege. Learn how intersectionality affects our experiences in life.

**BE CAUTIOUS OF THE "PEDESTAL EFFECT"**  
This is when, for example, men are given special treatment & shout outs for even small acts of gender equality when women have for years done the emotional labour and carried the load for advancing equality. Do not over-focus on men or your dominant identity group as it may ultimately strengthen rather than dismantle the gender hierarchy status quo.

[WWW.CANADIANEQUALITY.CA](http://WWW.CANADIANEQUALITY.CA)

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## This MATTERS

- 1.7X** Inclusive companies are 1.7 times more likely to be innovation leaders
- 2X** Inclusive teams make better business decisions twice as fast
- 1.8X** More likely to be change-ready
- 83%** Of Millennials are actively engaged in their work when their companies foster a more inclusive work environment

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## This Matters – for ALL of Us



- o Receptionists
- o Kennel workers
- o Veterinary Assistants
- o Veterinary Technicians
- o Students
  - o Veterinary Technology
  - o Veterinarians
- o Veterinarians
  - o New Grads
  - o Associates
  - o Medical Directors
- o Management/Admin
- o Industry
- o Academia
- o On and on and on...

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## Wrap-Up

- o Remember what inclusion **is**
- o The stats don't lie
- o Vet med **IS** a team sport
- o Verb your allyship
- o We include so others belong
- o Not a one-and-done item - process

"Make it **PERSONAL** to keep it **PROFESSIONAL**"

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## Thank You!

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## Let's Stay Connected

- <https://empvet.team>
- [hello@empvet.team](mailto:hello@empvet.team)
- [empvetteam](#)
- [empvetteam.1](#)
- [Empowering Veterinary Teams®](#)

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