

# ACVIM Diversity, Equity and Inclusion Blueprint

The Diversity, Equity and Inclusion (DEI) Blueprint is the initial strategy created by the DEI Blueprint Task Force based on the assessment conducted by the ACVIM's DEI consultant, The Equity Project. The goals and tactics outlined here are meant as a starting point for the work of the DEI Committee, and as such, additional goals and tactics may be created by the Committee to address challenges faced by the College's Candidates and Diplomates in relation to diversity, equity and inclusion.

## Diversity:

Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist. (The National Multicultural Institute)

## Equity:

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

## Inclusion:

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

The following goals are divided into short-term, mid-term and long-term categories to reflect when the ACVIM aims to accomplish each. Short-term goals will be accomplished within one year, mid-term within two years, and long-term within three years. To accomplish them within the timeframes, most of the goals include tactics that will start immediately or have already started.



## SHORT-TERM GOALS

## MID-TERM GOALS

## LONG-TERM GOALS

1. The ACVIM will establish a DEI Committee.
2. The ACVIM will create requirements and/or guidelines for Residency Training Programs (RTPs) for DEI compliance.
3. The ACVIM will offer education to all Diplomates and Candidates on DEI.



## SHORT-TERM GOALS

## MID-TERM GOALS

## LONG-TERM GOALS

1. The ACVIM will reduce financial barriers for ACVIM Candidates from disadvantaged socioeconomic backgrounds.
2. The ACVIM will decrease barriers and increase opportunities to improve inclusivity among speakers at ACVIM-led events and within volunteer leadership positions and the Board of Regents.
3. The ACVIM will develop and/or share resources on how to create an inclusive workplace environment for all Diplomates and Candidates to increase the overall number of inclusive workplaces in the veterinary profession.



## SHORT-TERM GOALS

## MID-TERM GOALS

## LONG-TERM GOALS

1. The ACVIM will provide opportunities for Diplomates and Candidates to connect with, support, and share resources with individuals with similar backgrounds and experiences.
2. The ACVIM will create systems for collecting DEI data to measure progress and success.
3. The ACVIM will address other major barriers impacting ACVIM Candidates' ability to achieve Board-certification.

# SHORT-TERM GOALS

## **The ACVIM will establish a DEI Committee.**

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- Finalize a DEI Committee charge and volunteer role descriptions.
- Recruit and onboard DEI Committee members.
- The ACVIM DEI Blueprinting Task Force will develop interim actions that can be implemented for immediate relief while the DEI Committee is being recruited.

## **The ACVIM will create requirements and/or guidelines for Residency Training Programs (RTPs) for DEI compliance.**

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- Provide and strongly encourage DEI training for anyone who trains Candidates.
- Require that Human Resources (HR) policies be in place at RTPs in compliance with the program's local, state, and federal laws and certify that Candidates are aware of the policies. This includes Equal Employment Opportunity, Non-Harassment, Workplace Violence Prevention, Family and Medical Leave, Health and Safety, and Workplace Conduct policies.
- Provide training and resources to ACVIM Ombudspersons to better support Candidates who are experiencing problems in their programs.
  - i. Review Ombudsperson selection criteria to ensure placement of supportive and critically approachable individuals into the roles.
- Create procedures for addressing and as needed, declining, renewal of RTPs following investigation of multiple complaints regarding Candidate safety, harassment and human rights violations.
  - i. Create mechanisms for Candidates to anonymously submit complaints about their programs to the ACVIM.
  - ii. Create guidelines for analyzing complaints to identify if an RTP is having consistent issues that need to be addressed.
  - iii. Create procedure for an RTP to show improvement and how they are addressing the issue(s).

## **The ACVIM will offer education to all Diplomates and Candidates on DEI.**

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- Provide on-demand educational offerings (either hosted on the website or through the learning management platform).
- Provide in-person educational offerings at the annual ACVIM Forum.
- Provide educational offerings that count for CE credits towards Diplomates' Maintenance of Credentials (MOC) requirements.
- Evaluate all educational offerings and programs (e.g., Forum, ACE courses, etc.) for accessibility.

# MID-TERM GOALS

## **The ACVIM will reduce financial barriers for ACVIM Candidates from disadvantaged socioeconomic backgrounds.**

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- Research and identify financial support programs (e.g., corporate support, grants, scholarships, subsidies, etc.).
- Implement opportunities for financial assistance (e.g., scholarships, reduced fees, etc.) to support Candidates from disadvantaged socioeconomic backgrounds.
- ACVIM will establish specific eligibility criteria, application questions, and a review and selection process for available financial assistance.
- Work with partner organizations for collecting ongoing feedback on what communities are in need of financial assistance.
- Evaluate the credentialing fee structure and identify ways that the fees could be reduced or offset by other revenue.
- Create a system for collecting data for ongoing program outcomes evaluation and to measure impact.

## **The ACVIM will decrease barriers and increase opportunities to improve inclusivity among speakers at ACVIM-led events and within volunteer leadership positions and the Board of Regents.**

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- Audit systems to identify underlying bias, barriers to access, etc.
- Utilize audit findings to implement adjustments or create new systems that address inequitable access.
- Ensure that there is equity in the selection of Diplomates who are featured in member spotlights, communications campaigns, etc.
- Ensure that the volunteer selection process is explained and transparent to all members.

## **The ACVIM will develop and/or share resources on how to create an inclusive workplace environment for all Diplomates and Candidates to increase the overall number of inclusive workplaces in the veterinary profession.**

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- Creation/sharing/partnering of resources in on-demand format.
  - i. Focus on sharing resources that already exist and partnering with organizations who are experts in the work.
- Highlight programs/workplaces with inclusive practices through panel discussions at the annual ACVIM Forum.

# LONG-TERM GOALS

## **The ACVIM will provide opportunities for Diplomates and Candidates to connect with, support, and share resources with individuals with similar backgrounds and experiences.**

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- Support creation of various ACVIM affinity groups specifically for Diplomates and Candidates.
- Partner with and communicate about veterinary organizations leading this work.
- Implement mentorship opportunities to foster individual mentor/mentee relationships.

## **The ACVIM will create systems for collecting DEI data to measure progress and success.**

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- Implement routine collection of demographic data.
- Create systems that track attrition data within the ACVIM membership.
  - i. Create systems that analyze why individuals leave the profession (e.g., exit interviews).
  - ii. Analyze how attrition relates to demographic factors and pay gap disparities.

## **The ACVIM will address other major barriers impacting ACVIM Candidates' ability to achieve Board-certification.**

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- Evaluate data already collected by other organizations to assist in identifying other major barriers.
- Survey candidates and collect other data to identify other major barriers.
- Create action steps to provide program support for ACVIM Candidates based on the other major barriers identified.
  - i. Example: The ACVIM may identify concrete ways to ensure all Candidates receive support for their wellbeing during their training programs. May include required training to make programs aware of reasonable work hours and specific mental health support resources for Candidates.

# Roster

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