Diversity and inclusion are more important to our local, national, and global communities than ever before; and as the world changes, both have become increasingly compelling interests to the veterinary profession.

The MSU College of Veterinary Medicine must intentionally position itself to identify, attract, recruit, and retain talented faculty, staff, and students who embrace and are representative of the diverse populations across our local, regional, national, and global communities.

Although much has been accomplished, there is still much work to be done, both universally in society and in veterinary medicine specifically. Members of
the Diversity and Inclusion Committee, in partnership with the Office of Diversity and Inclusion, created the 2017-2022 Strategic Plan to guide the College to advance diversity and inclusion initiatives that encompass interactions with the College community as well as external stakeholders. We are committed to moving this agenda forward with the support of this incredible community of scholars.

As Dean, I pledge to you my full support for cultivating diversity, equity, and inclusion as values in the CVM and MSU, and I invite you to join me as an engaged member of the College community on this journey to change our community and the veterinary profession in meaningful, positive ways.

[Signature]

[Name]
The purpose of this plan is to develop a series of strategies and tactics that will guide CVM to advance the diversity mission. As such, this plan will help us frame the work necessary to become a veterinary college of the future—one whose culture is inclusive for all members. We are committed to the principles of diversity and inclusion.
As a college, we intentionally and transparently identify, attract, and retain talented students, faculty, and staff reflective of the diversity of the populations in our state, the nation, and the world. This work is accomplished with vision, awareness, and resolution. Our teaching research, and service roles, considered separately and collectively, form the foundation of an inclusive culture that is committed to respecting, nurturing, and advancing all individuals of diverse ancestral, social, cultural, and/or national backgrounds.
Commitment to Diversity & Inclusion

A commitment to diversity and inclusion must be clearly stated and aligned with critical dimensions of diversity. These dimensions of diversity address the structure, curriculum, and climate at CVM.

The College recognizes that diversity is a driver of institutional excellence and innovation. Our commitment begins by defining diversity broadly to include gender, race, ethnicity, gender identity, sexuality, and socioeconomic background.

The Association of American Veterinary Medical Colleges (AAVMC) has a long history of promoting diversity among its member institutions. Recent
efforts include conducting climate studies, creating diversity centers of excellence, and creating co-curricular enhancements to include diversity content.

According to JAVMA News, veterinary medicine is one of the most homogeneous professions. In fact, 91.2 percent of veterinarians in the workplace in 2017 were caucasian according to the August 2018 Bureau of Labor Statistics report, Labor Force Characteristics by Race and Ethnicity. To change the profile of the profession, CVM is taking steps to address ways to advance diversity within the College and the veterinary profession.
We envision a college of veterinary medicine committed to the land-grant principles that:

- Provides access and affordability at the local, national, and global level while remaining committed to supporting agriculture and the animal kingdom.

- Attracts and retains a community that is inclusive and respectful of other views.

- Nurtures individuals and is sensitive to challenges diverse groups face on a regular basis.

- Embraces diversity and inclusion because it promotes excellence and innovation.
Structural Dimension of Diversity

To address the structural dimension of diversity, we will identify, attract, and admit or hire students, interns, residents, staff, veterinary technicians, faculty, and administrators to the College that are representative of Michigan’s diverse population.

• Create a diversity pipeline: Identify ways and venues to maximize CVM exposure as an attractive environment for diverse populations.

• Facilitate engagement of prospective colleagues.

(continued)
• Host and attend conferences, seminars, meetings, and events to promote CVM as an environment people want to be a part of.

• Target specific units at CVM to support and help identify various groups we hope to attract, recruit, and retain.

• Develop and implement materials that target specific populations.
The curricular or co-curricular recommendations below do not simply mean adding cross-cultural content to established classes, but also means creating learning opportunities for all stakeholders to navigate among diverse populations, opinions, and ways of being.

• Create educational opportunities that raise awareness of diversity, inclusion, and current issues surrounding both.
• Develop an elective course for DVM students that focuses on multiculturalism and diversity.

• Measure student attitudes toward diversity and inclusion pre/post learning opportunities in our community.

• Target openness and inclusiveness across the diversity spectrum through all marketing and PR.

• Educate faculty, staff, students, and administrators throughout the College by providing educational programs to help advance diversity.

• Conduct surveys through the ODI webpage to receive feedback.
The 2015–2016 CVM climate survey results were used as a baseline for the development of ODI’s climate goal. These survey results indicated three areas of concern in the CVM community: sexual harassment, incivility in the workplace, and work-life balance. The three strategies and subsequent tactics developed for this goal address these concerns in the context of diversity and inclusion concurrently without isolating any issue separately.

• Create educational opportunities for all stakeholders in the CVM community.
• Collaborate on programming to create opportunities for CVM community members to integrate stress-reduction strategies.

• Integrate a diversity component into recruitment, hiring, onboarding, retention, and off-boarding practices.
MISSION

To be inclusive as we learn, discover, heal, and protect.

VISION

To be recognized and celebrated as a leader in advancing diversity and inclusion at the local, regional, national, and international levels.