A priority for the MSU College of Veterinary Medicine (CVM) is to attract, recruit, and retain students, interns, residents, faculty, and staff who are representative of the diverse populations of our state, region, and country. CVM embraces diversity.

The CVM Office of Diversity & Inclusion (ODI), in concert with the Diversity & Inclusion Committee, has created a roadmap for diversity, guiding this College to where we must be in the next five years. Through work funded by the Health Careers Opportunity Program grant, CVM has established evidence-based practices to advance diversity and inclusion initiatives. Further, our current CVM
strategic initiative has identified diversity as a value. As such, we act purposefully to attract and retain talented students, faculty, and staff who reflect the diversity of the populations we serve. Our culture supports and nurtures all people as respected individuals.

We are committed to promoting the principles of equal opportunity and multiculturalism where all individuals are valued, respected, and afforded the opportunity to flourish in their pursuit of excellence. We encourage and welcome our community to share ideas with us surrounding issues of diversity and inclusion.

[Signature]
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.
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, if not the most, homogeneous professions. In fact, 97.3 percent of veterinarians in the workplace in 2013 were white—the highest of any profession—according to the August 2014 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:

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

• Attract and retain a community that is inclusive and respectful of other views.

• Nurture individuals and is sensitive to challenges diverse groups face on a regular basis.

• Embrace diversity and inclusion because it promotes excellence and innovation.
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 mean 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 four 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.