

Diversity, Equity, and Inclusion in Your Organization

Lorelei Clarke, DVM, PhD, DACVP

University of Wisconsin-Madison

School of Veterinary Medicine

llclarke@wisc.edu



Who are you?



01

In the circle,
name your
personal
identities

02

Circle the
identities that
are most
important in
defining who
you are

03

Underline the
identities
which are least
important in
defining who
you are

04

Box the
identities that
others use to
make judgements
about you



Who am I?

- Woman
- Professor
- Mentor
- Partner
- Heterosexual
- Marathon runner
- Veterinarian
- White
- American
- Chair of the ACVP Women In Pathology Special Interest Group
- Member and webinar organizer of ACVP DEI committee
- Former member of WVDL EID committee
- Trained mentor for elementary, high school, college, and professional students
- Member of Soles United, Madison



What is DEI?

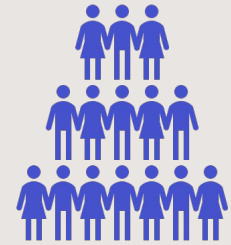


Diversity: the range of human qualities that impact and influence how people are perceived and how they behave



Equity: being fair, impartial and just

Vs Equality: providing the same to all



Inclusion: feeling respected, valued, and seen for who you are





Other Core Concepts

- **Justice:** Dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life.
- **Engagement:** the level of enthusiasm and dedication a worker feels toward their job
- **Belonging:** feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group

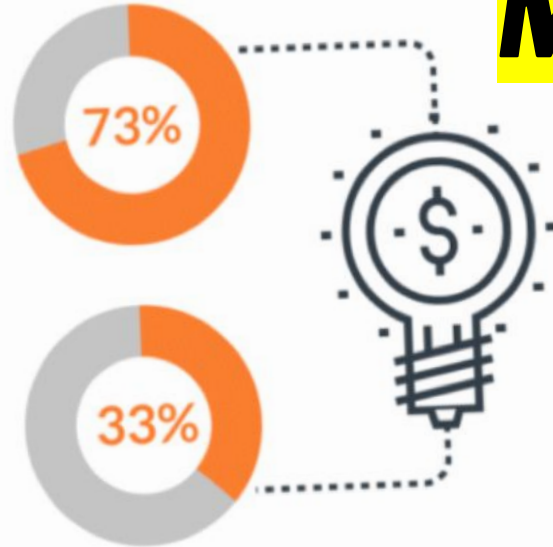


Why Does This Matter?

DIVERSITY PAYS

Companies with diverse leadership teams attain **73% more in revenue from innovation** than less diverse companies.¹

Companies with diverse boards and leadership are **33% more likely** to outperform less diverse companies on profitability.

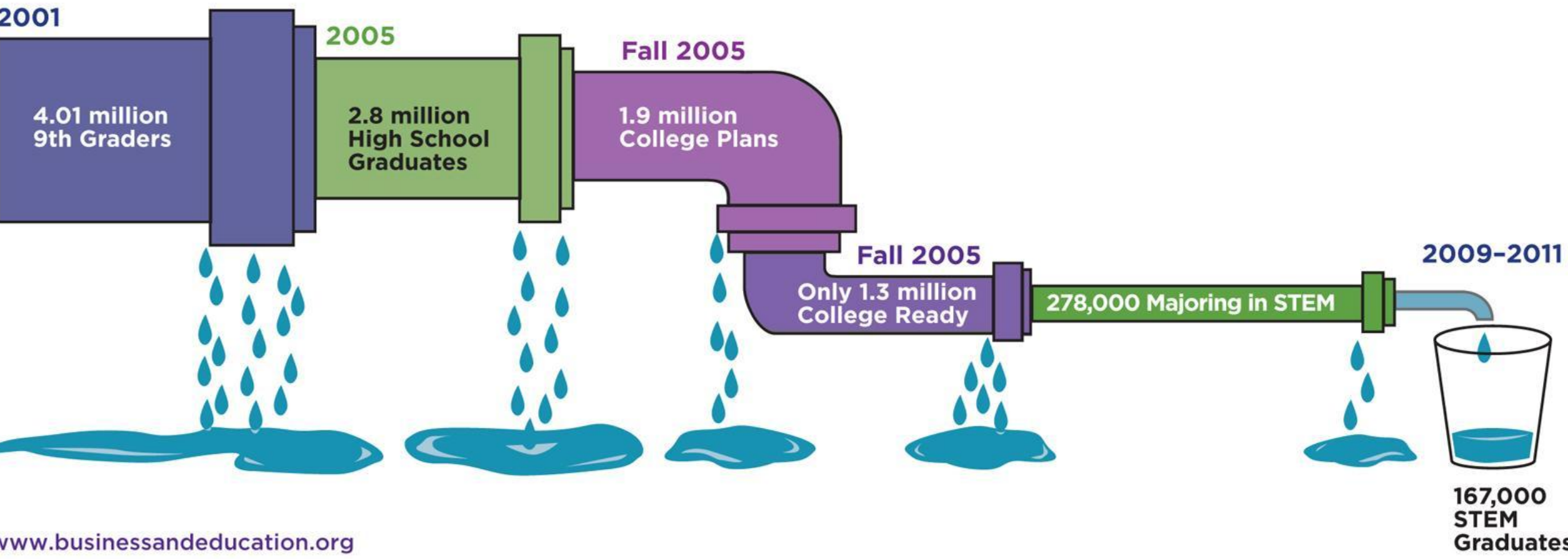


Source: McKinsey & Company, <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

- Increased innovation, creativity and strategic thinking
- Better decision-making and problem-solving
- Increased productivity and profitability
- More motivated, efficient workforce
- Reduced rates of employee turnover
- Higher employee engagement
- Better company reputation
- Improved hiring results



A Leaking STEM Pipeline



www.businessandeducation.org



“It's incredibly important to see others that hold our same identities, circumstances and past experiences. When we don't have those people in our purview, it can limit our confidence to go after the things we aspire to. But even more than that, it can limit our imagination of what we could be going after.” Medium 2020



Sounds great.

Where do we start?





Current State of Your Organization

- How would you characterize your organization?
- How do others characterize your organization?

- How would you describe your comfort at work?
- How do others describe their comfort at work?

- How would you answer these questions if you identified differently?



Do the Research

Challenge: Find a historical reference about DEI work field





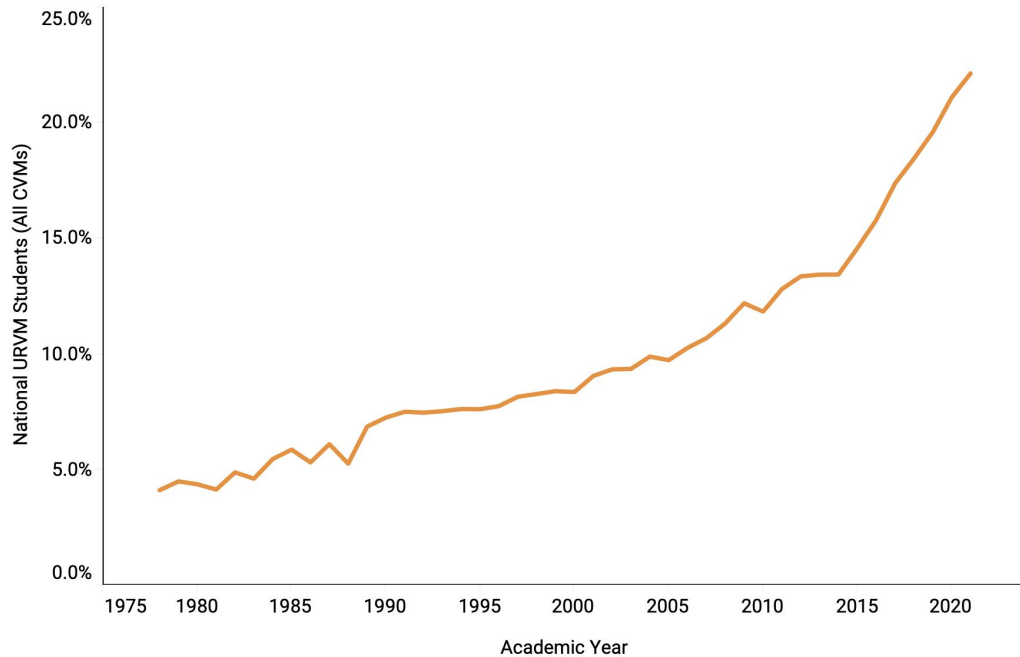
Do the Research

Challenge: Find data about the demographics of your field





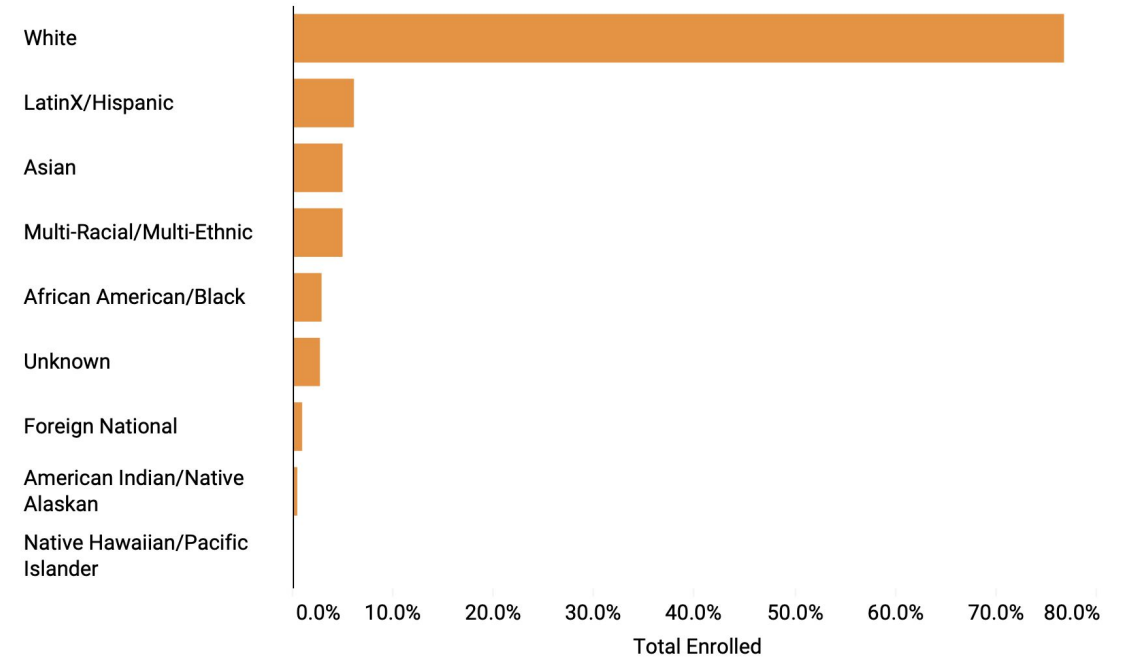
Aggregate Racial/Ethnic URVM Representation at US Colleges of Veterinary Medicine Internal AAVMC Data Reports 1980-2021



URVM: Underrepresented in Veterinary Medicine.
In this visualization, URVM is specific to race and ethnicity.

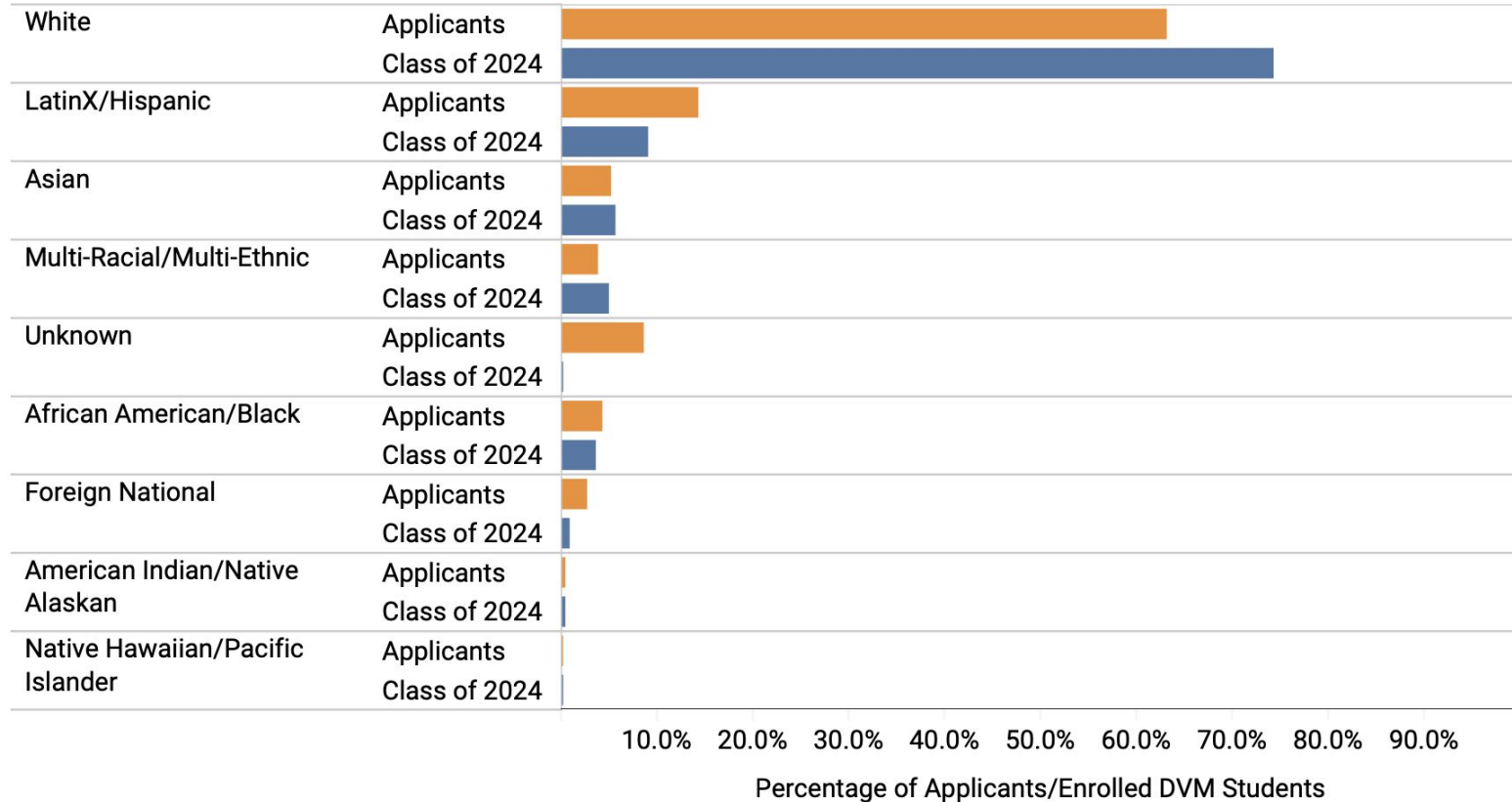


Representation by Race/Ethnicity at the DVM Student Population at US Colleges of Veterinary Medicine Internal AAVMC Data Reports 2021





Applicants v. DVM Students Enrolled in the U.S. Class of 2024 by Race/Ethnicity Internal AAVMC Data Reports 2021



The total number of applicants to the class of 2024 was 8,152.

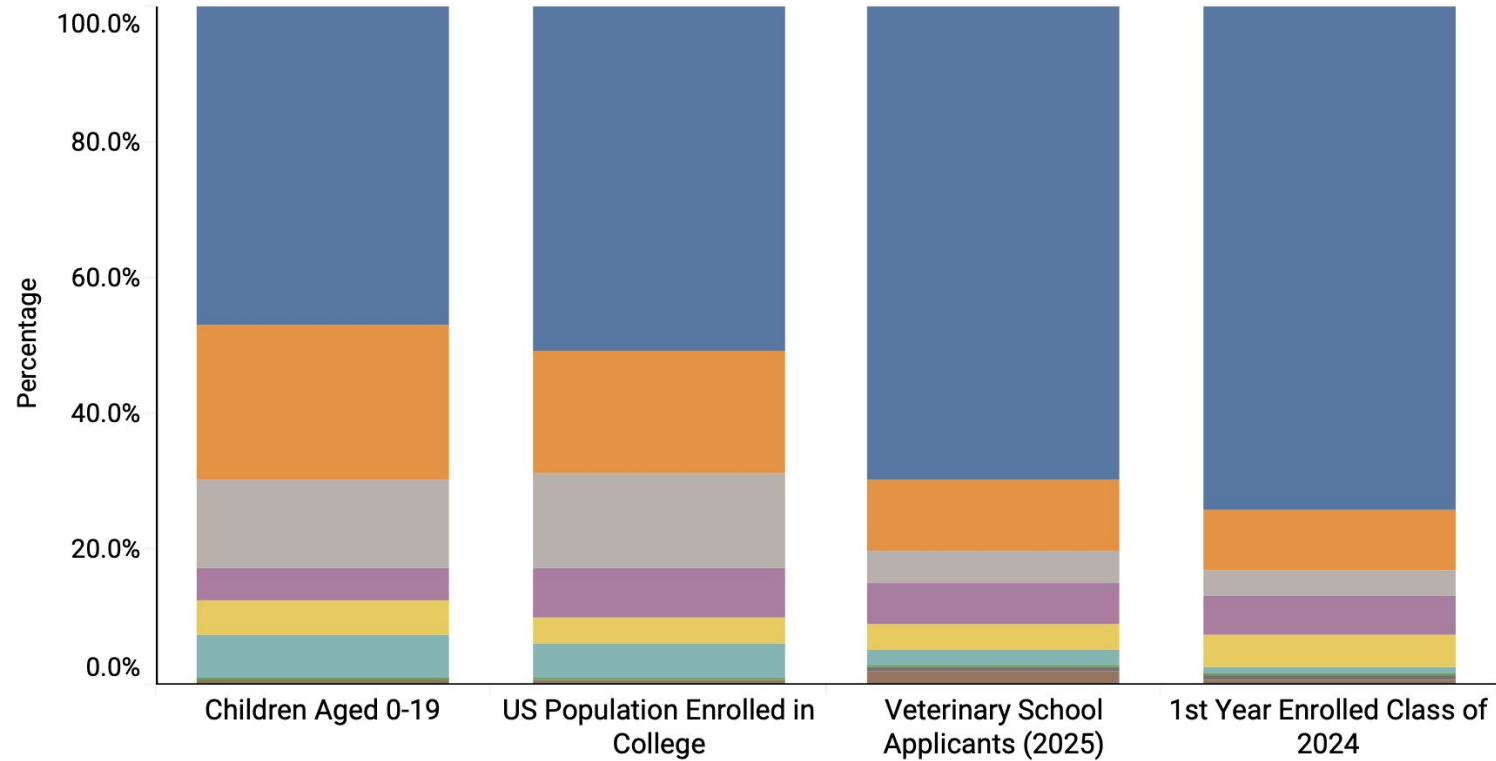
The total DVM student enrollment across the U.S. Colleges of Veterinary Medicine for the class of 2023 is 3,3719

■ Applicants
■ Class of 2024





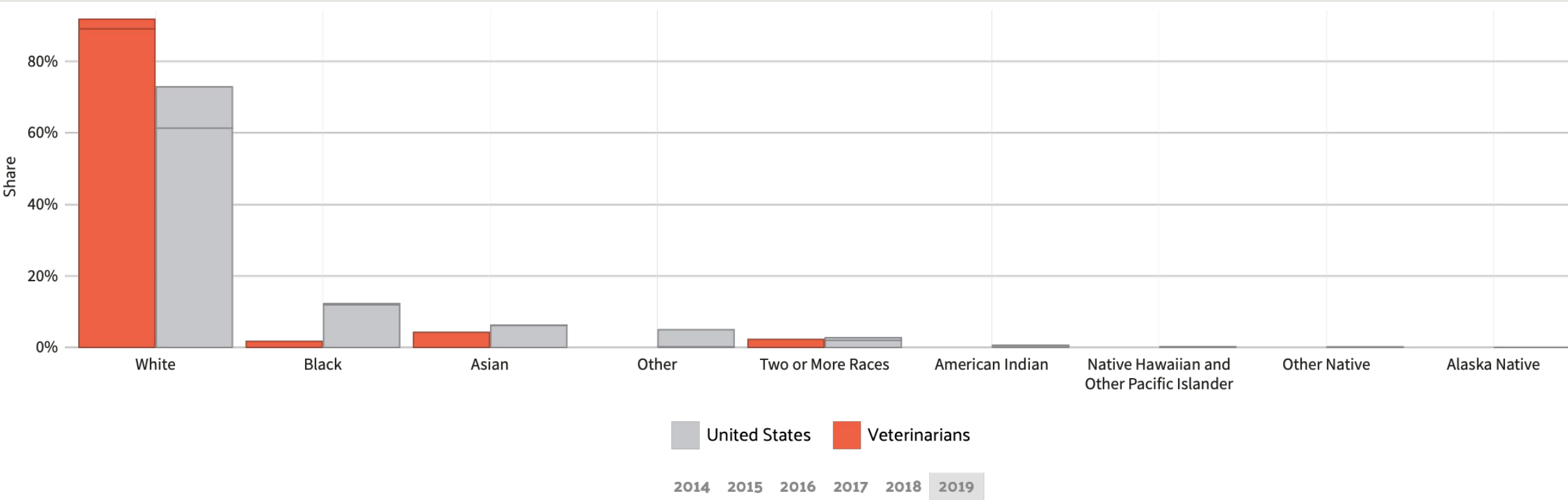
**Class of 2025 Applicants
shown with Long Term Potential Applicant Pool
by Race/Ethnicity
Internal AAVMC Data Reports
Census Bureau Data
2021**



- White (alone)
- Hispanic
- Black/African American
- Asian
- Two or More Races
- Some Other Race/Unknown
- Native Hawaiian/Pacific Islander
- Foreign Nationals
- American Indian/Native Alaskan

Census data from the 2018 American Community Survey. The total number of applicants to the class of 2025 was 10,253.





Let's Make A Plan!



Culture & Climate Survey



Organizational Audit & Assessment



Review of Recommendations



Strategic Plan for Implementation



Possible Components of your DEI Plan



- Instruction
- Fostering inclusion
- Create community
- Humanize experience
- Recruitment of diverse workforce
- Sustain commitment





Culturally

Responsive

Instruction

Using peoples' customs, characteristics, experience, and perspectives as tools for learning





DIA DE LOS MUERTOS

OCT30-NOV 2

You are invited to celebrate with us!

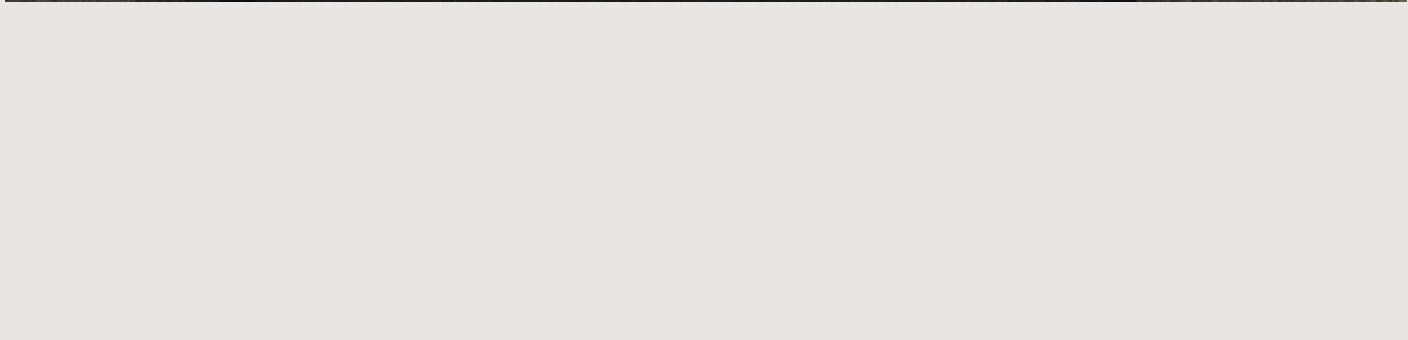
Please bring a non-perishable food item in honor of a deceased loved one to leave on the altar located under the WVDL Idea Sign on the 2nd floor.

CELEBRATE LIFE 🌸 FAMILY 🌸 TOGETHERNESS



Whiteboard with handwritten names: *Yvette, Juan, Emma, Alex, etc.*

Día de los Muertos



A poster for a Pride Lunch and Learn event. The background features a crowd of people at a Pride parade, with a prominent rainbow fist raised in the center. The text is overlaid on the image.

PRIDE LUNCH AND LEARN

FRIDAY JULY 17 12PM

**Video followed by discussion
Please join us on Lifesize
Admin/Operations channel**

A poster for an Eid Lunch and Learn event. The background is a vibrant, colorful geometric pattern with various shapes and colors like teal, orange, pink, and blue. The text is overlaid on the pattern.

**EID LUNCH AND LEARN
OCTOBER 9, 2020, 12PM**

**NATIONAL
INDIGENOUS
PEOPLE DAY**

**PLEASE JOIN US FOR A VIDEO
ABOUT INDIGENOUS PEOPLE IN
MODERN AMERICA WITH
DISCUSSION TO FOLLOW**

WVDL ROUNDS LIFESIZE CHANNEL

WHEN YOU *PICTURE* A *SCIENTIST*, WHO DO YOU SEE?

Thank you for attending a panel
discussion on advancing diversity and
inclusion in STEM.

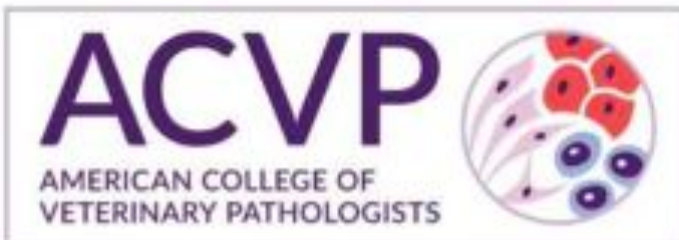
March 24, 2021

SPONSORED BY



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ACVP/STP Diversity, Equity & Inclusion Summer Webinar Series

July 14 · July 28 · August 11, 11am – 1pm US EST

Session I: Creating Inclusionary Practices in Veterinary Medical Science

Keynote Speaker: Dr. Isabel Molina-Guzmán

Learning Objectives:

- Review the cognitive science of implicit/unconscious bias and apply its impact to our own and co-worker interactions and professional development.
- Review the concept of intersectionality and its relationship to bias, power, and privilege, and apply it to understanding the production of exclusionary environments.
- Apply your understanding of bias and intersectionality to a visioning exercise for creating sustainable inclusive professional practices.

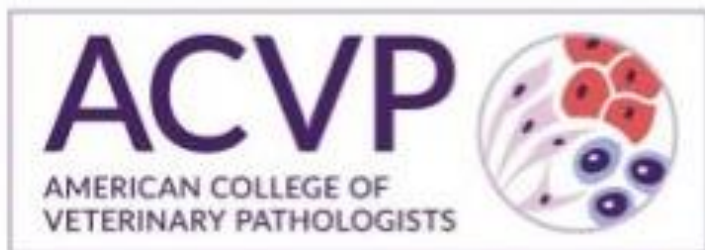


Dr. Isabel Molina-Guzmán currently serves as the associate dean of inclusive excellence for the College of Liberal Arts & Sciences, faculty director of the Sloan University Center for Exemplary Mentoring for underrepresented graduate students in the STEM fields at UIUC and a professor of Communication and Latina/Latino Studies. Prof. Molina is a published book author and trained facilitator in diversity, equity, and inclusion workshops ranging from the role of cognitive schemas in employee evaluations, to holistic admission practices, and inclusive mentoring.

Wednesday, July 14th

11am – 1pm US EST

Isabel Molina-Guzmán, PhD, MA
University of Illinois Urbana-Champaign



STP*/ACVP Salary Negotiation Strategies Webinar

November 2, 2022, 11am - 12pm US EDT

Presentation followed by Q&A session including:

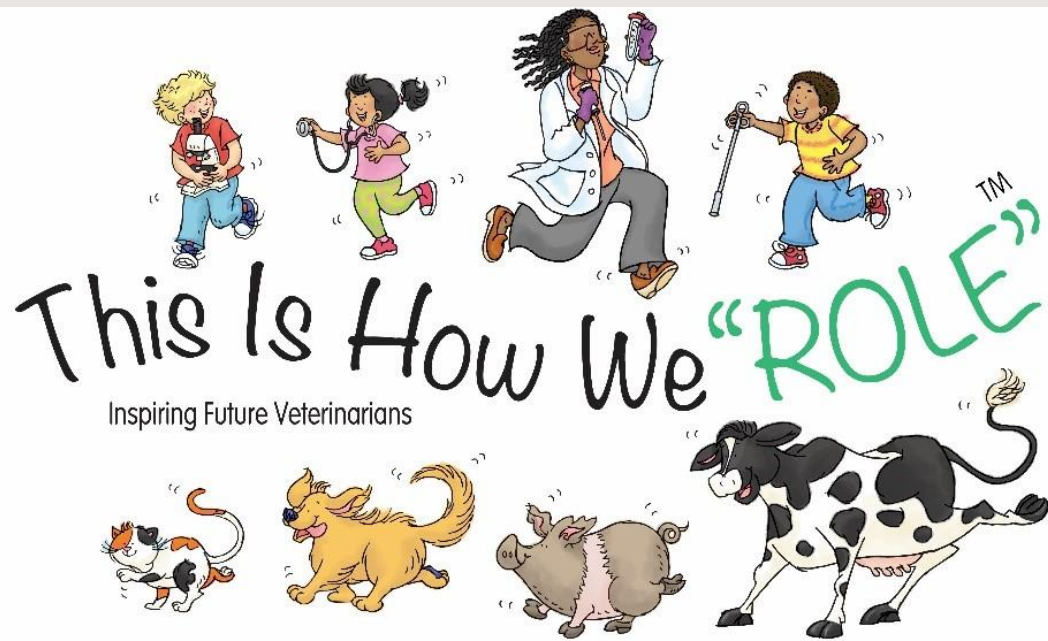
- Tips on salary negotiation
- Addressing the gender wage gap and salary transparency
- Support for ACVP/STP members



*Jeanne Bohan,
MBA, BSN*

Jeanne Bohan possesses strong business acumen and vast experience in negotiations, coaching executives and conducting workshops nationally including for SAVMA (Student American Veterinary Medical Association) at Cornell University and Tufts University schools of Veterinary Medicine. She brings more than 25 years of business experience and executive level leadership roles with Fortune 500 and startup companies across diverse industries including health care.

**Sponsored by the Women in ToxPath Subcommittee - STP Diversity, Inclusion, and Belonging Committee*



Purdue University Science Education Partnership Award (SEPA), NIH

**How Will We
Know If DEI
Efforts Are
Successful?**



Who's Responsibility Is It?



Questions? Comments?

