



Standing at the Intersection of Veterinary Medicine & Diversity, Equity, and Inclusion

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Chief Diversity Officer

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Land, Labor & Knowledge Acknowledgment

The AAVMC acknowledges that Washington D.C., the location of AAVMC's office, sits on the unceded, sovereign territory of the Nacotchtank (Anacostans), the Piscataway, and neighboring Pamunkey peoples.

We pay respect to these nations, tribes, and communities, to their elders past and present, to their descendants, to the generations to come, and to all Indigenous people who came from this land. These individuals remain deeply connected to this land, to their communities, to their families, and to their culture. We recognize these ongoing relationships.

We also acknowledge the foundational contributions that Indigenous peoples here, and globally, have made to our understanding and advancements in science, medicine, and planetary health. We acknowledge and respect the thousands of years of Indigenous knowledge and ways of knowing that remind us that our health and the health of all beings on this planet are interconnected and interrelated.

We encourage you to learn about and amplify the contemporary work of Indigenous nations whose land you are on and to endeavor to support Indigenous sovereignty, to be more accountable to the needs of Indigenous people, in the ways that you can.

Finally, we also recognize that many indentured, enslaved, and exploited peoples were forced to dedicate their labor to these lands. To all these peoples and their descendants, we acknowledge their indelible mark on the space in which we virtually gather for this event.

Agenda

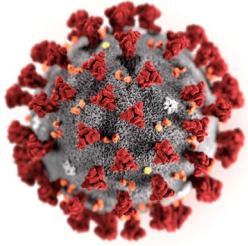
- **Why Diversity & Why Now?**
- **Veterinary Services**
- **The Intersection**



Why Diversity & Why Now?



Why Diversity & Why Now?



Kevin Burton/AFP via Getty Images

Why Diversity & Why Now?

Complex problems require complex solutions.
Diverse teams create better solutions for complex problems!



“Diverse teams make better mousetraps.”

— Scott E. Page, *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*

Veterinary Services

- More people = Greater need in **all** sectors.
 - Emergence of new sectors & challenges
 - 10 new schools in various stages of development in the US.
 - Food security
- Pet ownership shifts
 - Numbers, Types, Expenditures
 - Changes in cultural norms
- Workforce Shortages
 - Across all disciplines
 - Debt can be a discouragement

Veterinary Services



Pell Grant Eligible/Recipients &
First Generation College Students
Applicants to the Class of 2027
Internal AAVMC Data Reports
2023

Applicants who are Pell Grant
Eligible and/or
Recipients



Applicants Identifying
as First Generation
College Students



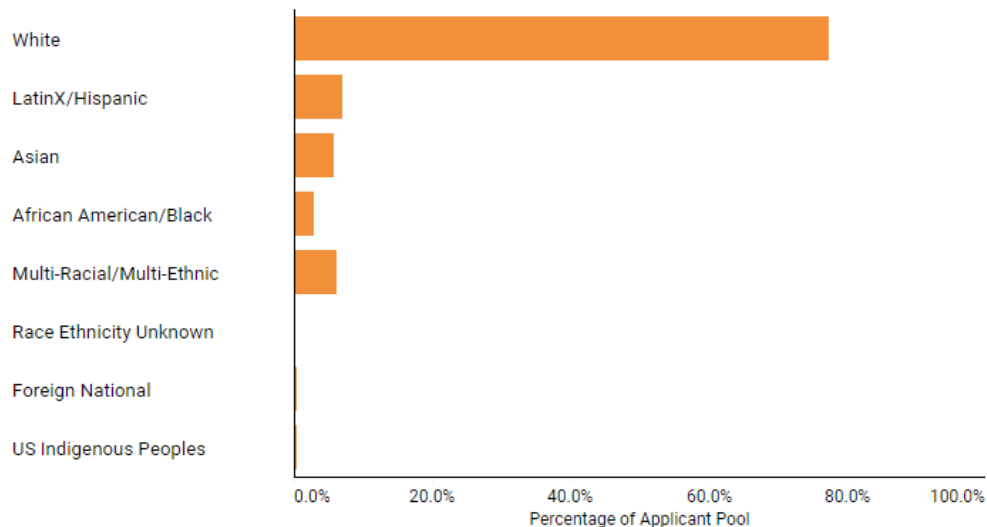
■ No
■ Yes

- Workforce Shortages
 - Across all disciplines
 - Debt can be a discouragement

The total number of applicants to the Class of 2027 was 10,811.



**Applicants to the Class of 2027
by Race/Ethnicity
Internal AAVMC Data Reports
2023**



The total number of applicants to the Class of 2027 was 10,811.

U.S. Indigenous Peoples includes: Native American/American Indian, Alaska Natives, Native Hawaiian and Pacific Islander populations.

The Intersection



The Intersection

Spotlight: The Turkish-German 'dream team' couple behind Pfizer's COVID-19 vaccine

BY REUTERS | NOV 09, 2020 - 4:55 PM GMT+3 | EDITED BY YASEMIN NICOLA SAKAY



Uğur Şahin (L) is the CEO and co-founder of BioNTech, while his wife Özlem Türeci is also a fellow board member. (REUTERS/File Photo)

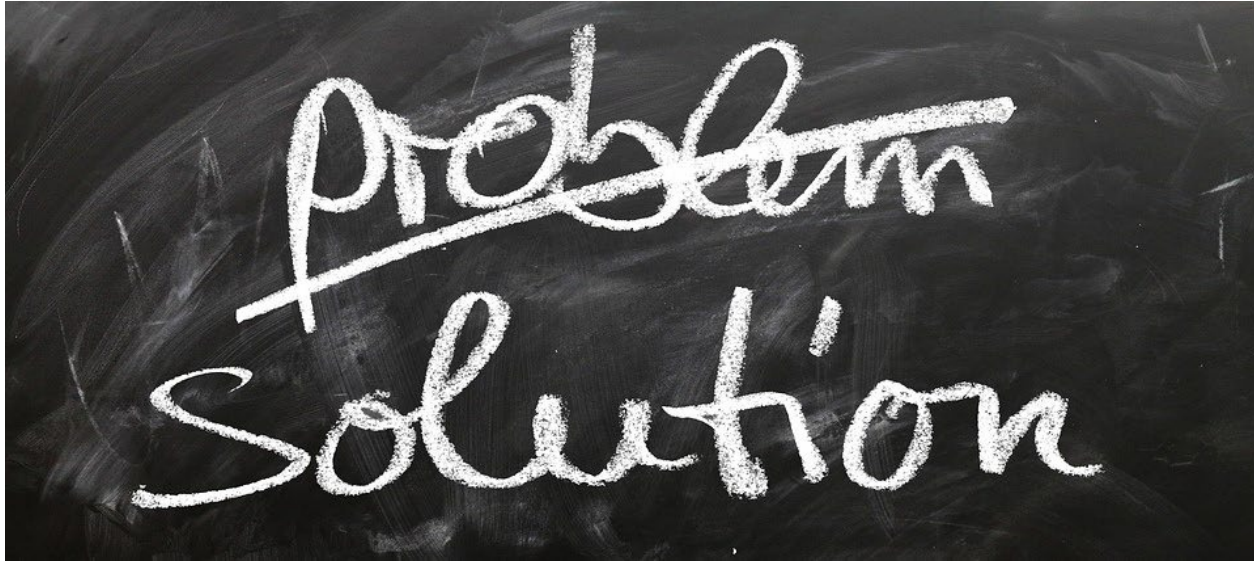
Drew Weissman, MD, PhD

Katalin Karikó, PhD



Kizzmekia Corbett, PhD

Solution: Diversity



To Do List

- Universal access to education!
- Intentional recruitment of those who are less represented. Understand the struggles & gaps; find solutions and/or ways to mitigate the barriers!
- Partner with communities rather than brain draining them!
- Ensure learning environments are inclusive in meaningful ways that help people thrive.

Thank you!

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