

Initiatives related to Diversity, Equity, and Inclusion (DEI) of AAVS Member Institutions

Presented by **Dr. Mark Jaypee C. Gonzales** during the

AAVS Webinar: Diversity, Equity, and Inclusion (DEI) in Veterinary Education – importance and potential way forward for Asia

29 June 2023





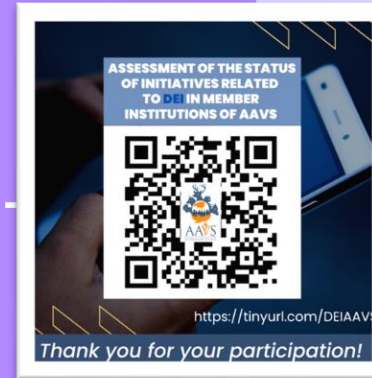
Survey for Assessment of Status of Initiatives related to DEI in Member Institutions of AAVS

The survey aims to collect information from the AAVS member institutions regarding the initiatives related to **Diversity, Equity and Inclusion (DEI)**. The findings will be anonymized and presented in a webinar organized by AAVS in June 2023. By participating in this survey, you agree to give consent to disseminate the findings for educational and research purposes.

Please submit 1 response per member institution by **09 June 2023**. It will take approximately 15 minutes to fill this form.

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The name and photo associated with your Google account will be recorded when you upload



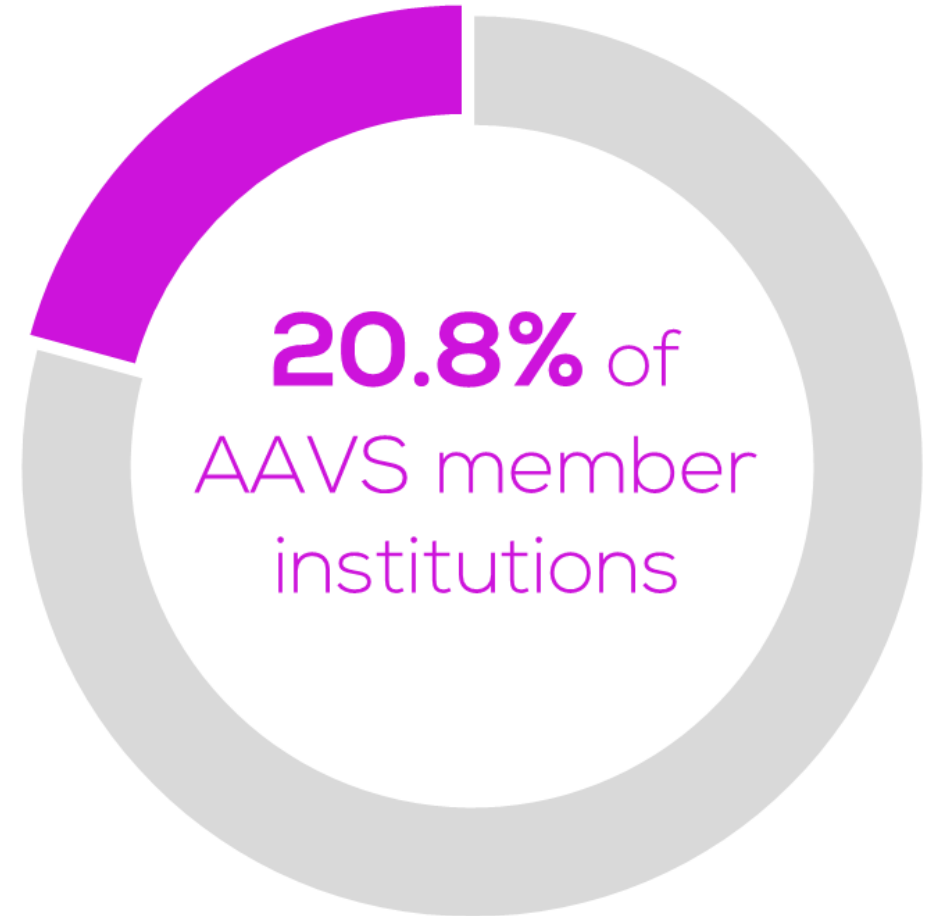
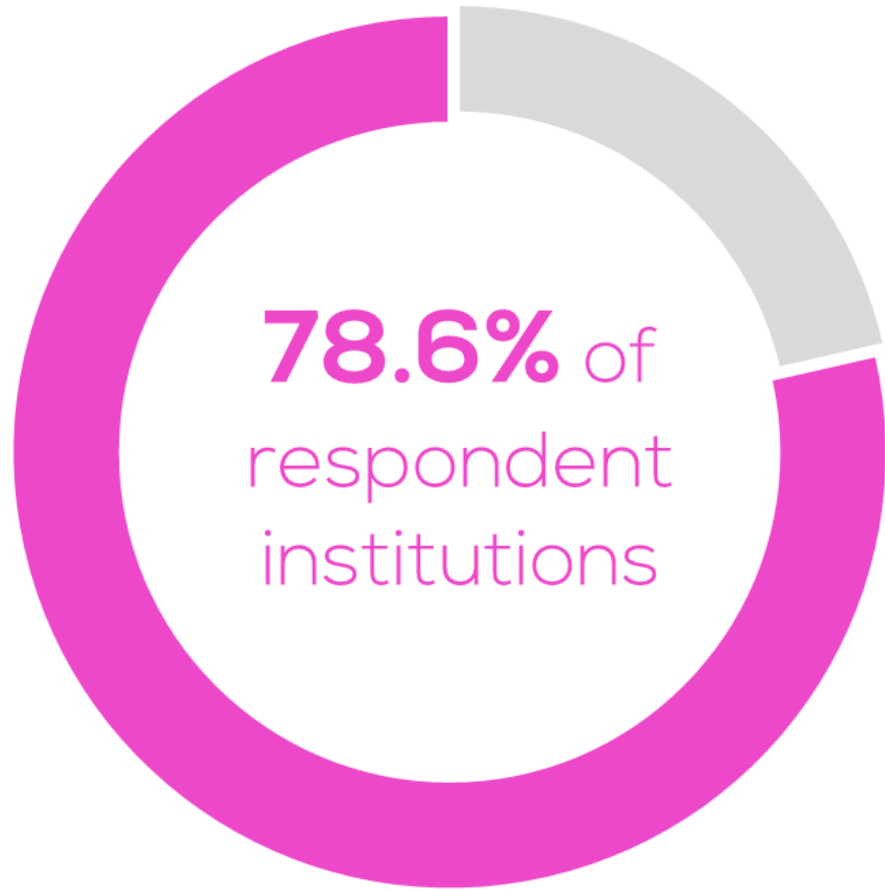
Google Form Survey

Participants: AAVS Member Institutions
Duration: May 12 to June 09, 2023



11 Institutions

have DEI-related initiatives

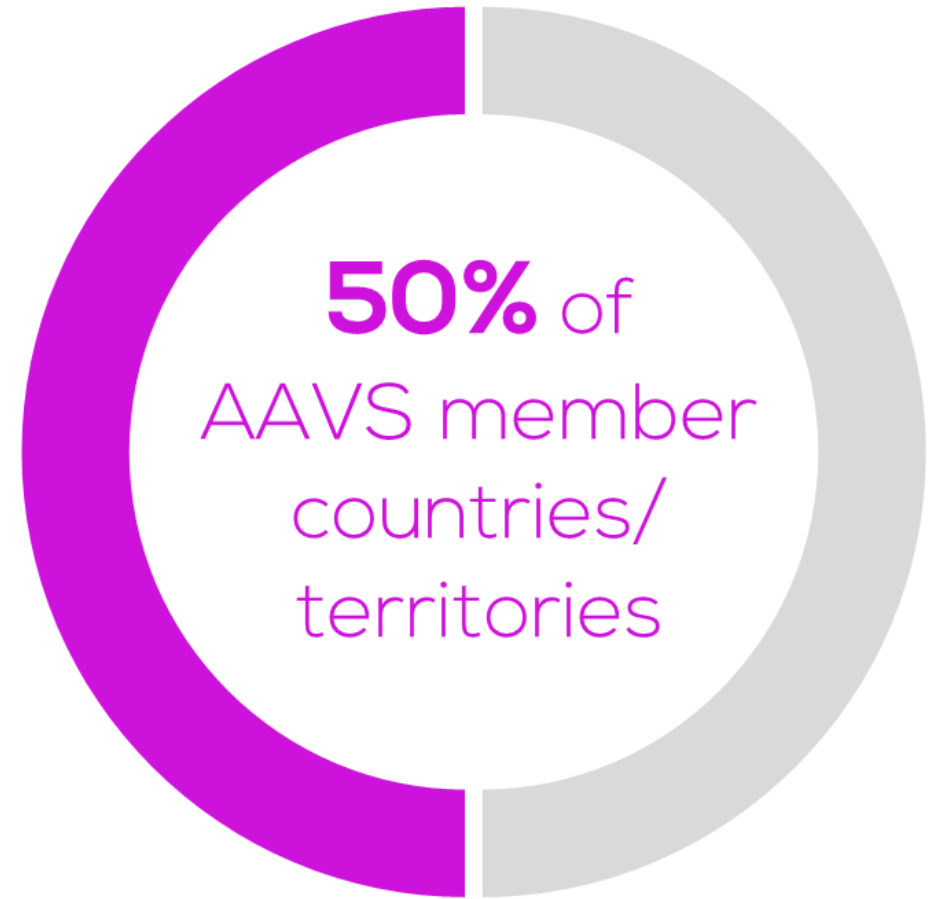
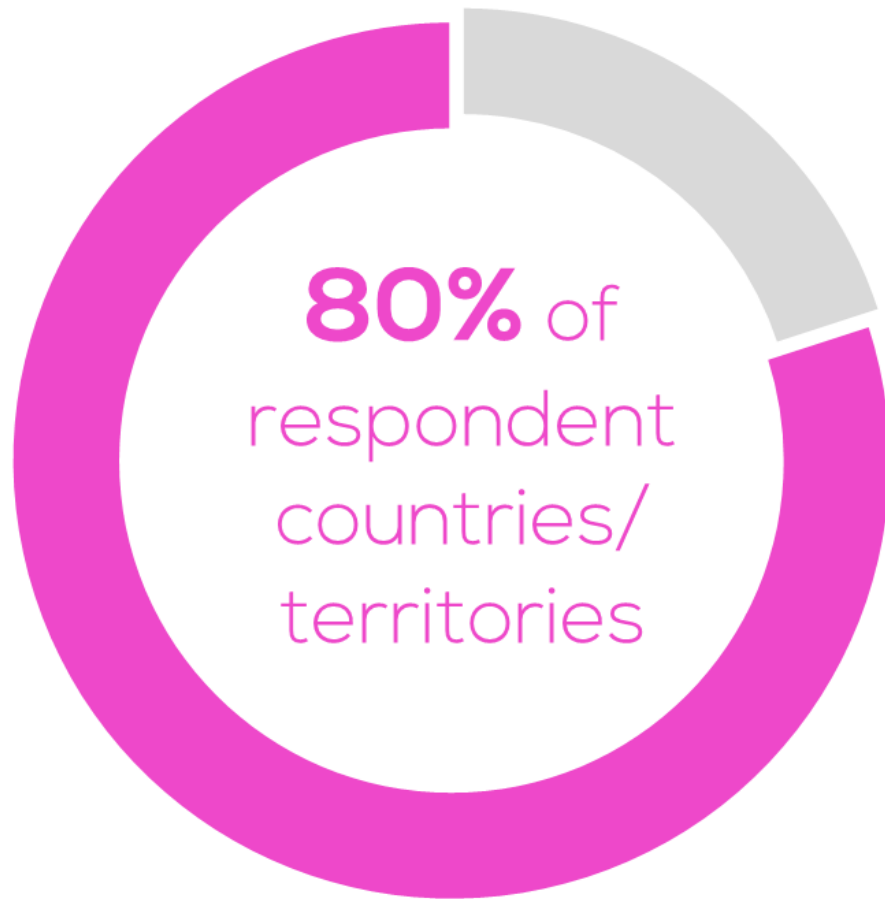


Total responses: 14 institutions

Active AAVS member institutions: 53 (as of 19 June 2023)

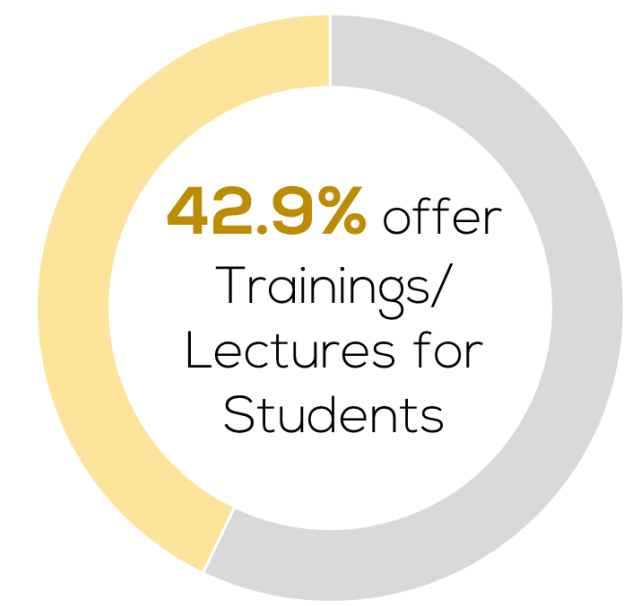
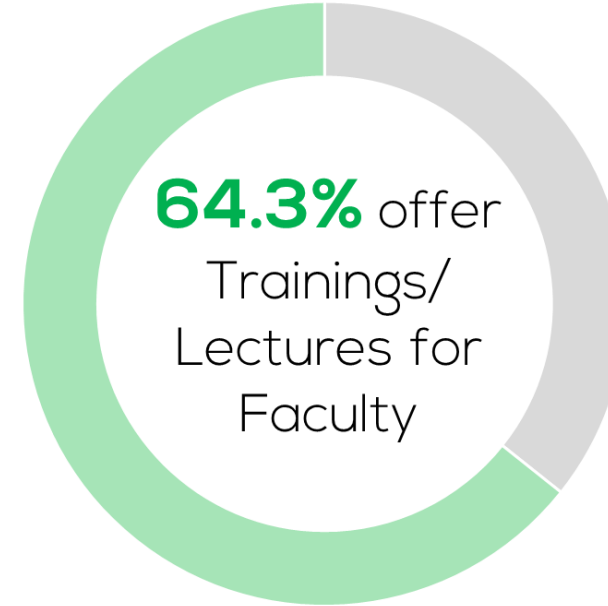
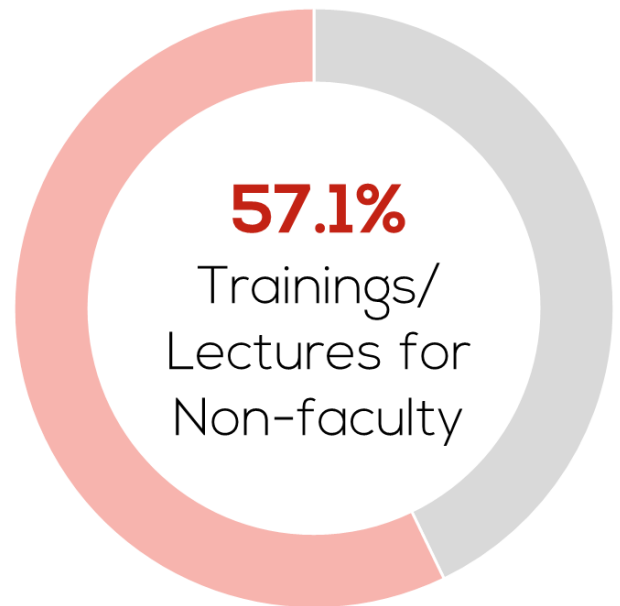
8 countries

have DEI-related initiatives



Total responses: 8 countries/territories

AAVS member countries/territories: 16 (as of 19 June 2023)

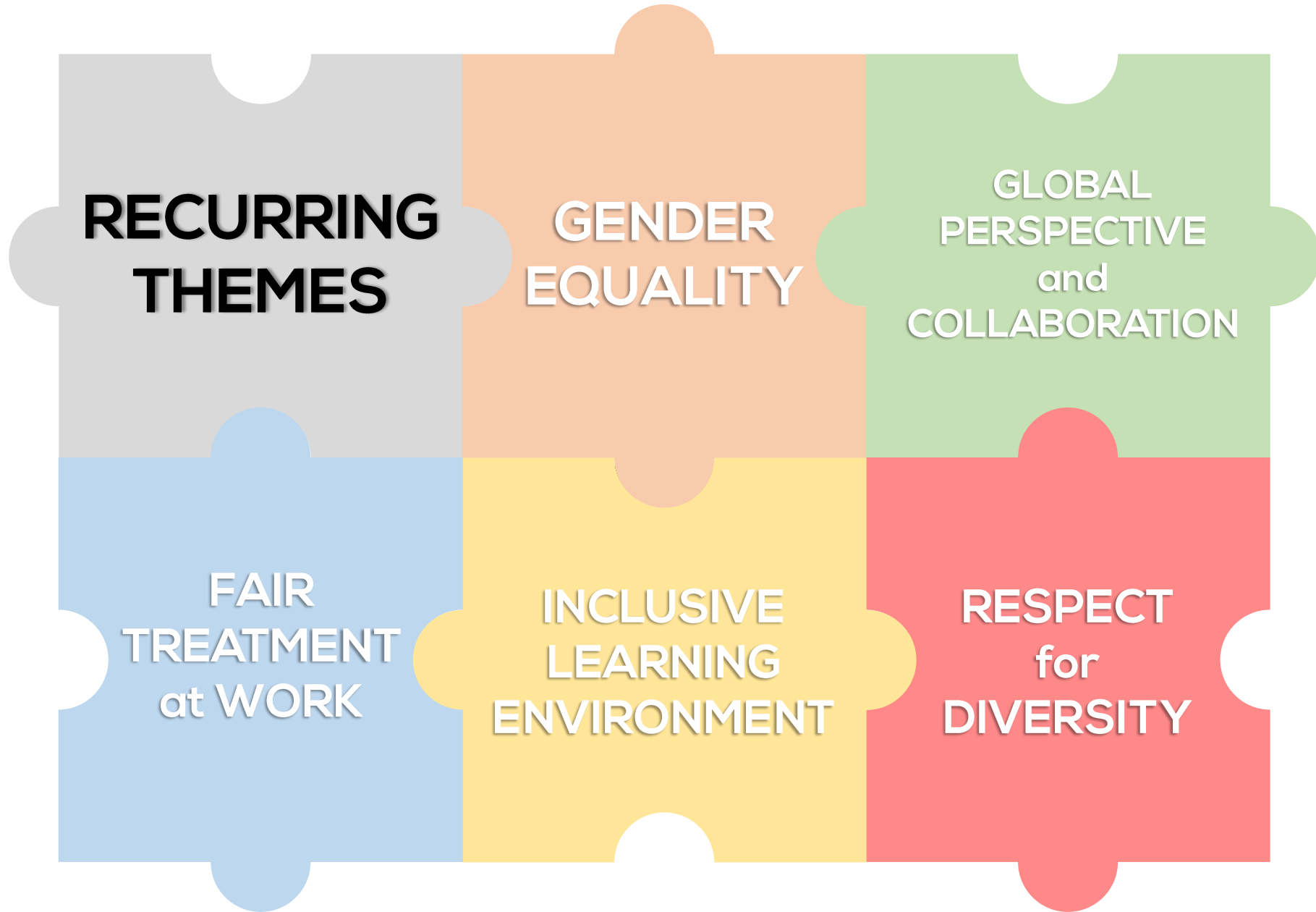


Regarding DEI (or similar)

Does your Institution have DEI (or similar) **statement or vision/mission?**



Does your Institution have DEI (or similar) **strategic plan or framework?**



Gathered from Statements, Visions/Missions, & Strategic Plans/Framework

GENDER EQUALITY

Improve working conditions for female faculty and staff



Fostering students with a gender equality perspective



Gender balance in hiring, appointment, and promotion



SDG 5: Gender equality



Awareness-raising programs



Elimination of fixed gender role expectations and unconscious bias



Gender-responsive community with a mission of creating safe spaces



Statement/Vision/Mission



Strategic Plan/Framework

Cooperation with local and foreign institutions



Increasing international mobility of students



"Global thinkers, local movers"



Global competitiveness



Multicultural coexistence



Mutually beneficial research collaborations



Synchronizing with international research in gender studies



GLOBAL
PERSPECTIVE
AND
COLLABORATION



Statement/Vision/Mission



Strategic Plan/Framework

**FAIR
TREATMENT
at WORK**

transparent governance, recruitment, retention, and promotion



Research assistance system



SDG 10: Reduced inequalities



Realization of work and private life balance



Partner employment and career path support system



Employment systems attuned to family and household circumstances



Statement/Vision/Mission



Strategic Plan/Framework

INCLUSIVE
LEARNING
ENVIRONMENT

Enable transformative and inclusive learning experience

Harmonious and happy knowledge community

Updating curriculum

Creation of inclusive campuses

Interactive spaces regardless of differences

Consultation and support systems for dialogue and empathy

● Statement/Vision/Mission

● Strategic Plan/Framework

**RESPECT
for
DIVERSITY**

Respect for cultural and ethnical diversities



Dialogue among diverse members



Diversity research and statistics



Pancasila ideology (Five Principles)



Encouragement of occupational diversity



Updating of curriculum to include diversity



Statement/Vision/Mission



Strategic Plan/Framework

Does your Institution
have DEI (or similar)
committee?

DEI (or similar) COMMITTEE

01 Representation



Ensure representation from various stakeholders and ensure gender equality within its membership

02 Championing Inclusivity



Active promotion of an inclusive environment and advocating for diverse perspectives and experience

03 Research and Reporting



Data gathering, Analyzing trends, making recommendations

04 Opinion Gathering



Soliciting feedback, conducting dialogue and consultations, ensuring open channels of communication

05 Strategic Planning



developing strategies, setting goals, and implementing initiatives

06 Policy Development



Collaboration with relevant offices to ensure equal employment opportunity principles and that inclusion policies are implemented

Does your Institution offer any training related to DEI (or similar) to the

Faculty members?

Non-faculty?

Students?

Activities for Faculty, Non-faculty, and students

01

**Women
leadership
program**

02

**DEI
Orientations
Workshops
Lectures
Seminars**

03

Trainings

- Legal Volunteer Training for local women
- Establishment of On-campus lactation units
- Gender development audit

04

Projects

- Tutoring Project for students with disabilities
- Non-traumatic communication for children and mentally-impaired
- Educational development project for villagers
- Forums

THANK

YOU!

