

Diversity, Equity and Inclusion (DEI)

@ Jockey Club College of Veterinary Medicine and Life Sciences
(JCC)

City University of Hong Kong (CityU)

June 29th, 2023

Dr. Alan McElligott (He/Him)
Associate Professor of Animal Behaviour and Welfare
Chair of Diversity, Equity and Inclusion Sub-Committee
Email: alan.mcelligott@cityu.edu.hk
Twitter: amcell

<https://www.cityu.edu.hk/jcc/index.php/about-us/diversity-equity-and-inclusion>



Jockey Club College of Veterinary
Medicine and Life Sciences

香港城市大學
City University of Hong Kong

in collaboration with Cornell University

Happy Pride Month!



Progress Pride flag developed in 2018 by non-binary American artist, Daniel Quasar. Based on rainbow flag (1978), **redesign celebrates the diversity of the LGBTQ community and calls for a more inclusive society.**

June is **PRIDE Month** in many parts of the world. Time to celebrate, remember the LGBTQ+ community, achievements, struggles. PRIDE can be traced back to the Stonewall riots of 1969 New York City. At that time, it was illegal to engage in same-sex relationships, and LGBTQ+ individuals faced discrimination and harassment. **June 28, 1969 (54 years ago)**, police raided the Stonewall Inn, a popular gay bar in Greenwich Village, and attempted to arrest its patrons. This triggered protests, as members of the LGBTQ+ community stood up against police brutality and demanded equal rights.

<https://www.vam.ac.uk/articles/the-progress-pride-flag>

DEI in Hong Kong

2022

SCMP Conversations: Towards an inclusive and diverse workforce in Hong Kong

Speakers include **Sudesh Thevasenabathy**, Head of Diversity, Equity and Inclusion Asia at Manulife; **Ricky Chu**, Chairperson for the Equal Opportunities Commission; and **May Chow**, Best Female Chef by Asia's 50 Best Restaurant, Executive Chef at Little Bao.



Join the event to learn more on topics like:

- Building a workforce with no label: an LGBT+ perspective
- What does it mean to be a male ally?
- Being disabled is not being differently-abled
- Diversity in hiring: the theory vs the reality

South China Morning Post (2022)

<https://www.youtube.com/watch?v=1oT2o7cCDBY>

2023

NAVIGATION: DIVERSITY, EQUALITY & INCLUSION SUMMIT | HOME | AGENDA | SPEAKERS | WORKSHOPS | SPONSORS | SUPPORTING ORGANISATIONS

Join the Event! Be part of the entire event experience including sessions, networking and more. [Let's Go](#)

HONG KONG DIVERSITY, EQUITY & INCLUSION SUMMIT

February 1, 2023 | Hybrid Event | JW Marriott Hotel
Amplifying conversations . Activating passion

11:00 AM

11:00 AM - 11:15 AM GMT +8 (15 Min)

[Keynote] What DEI trends and practices should Hong Kong businesses adopt in 2023?

Diversity, equity, and inclusion (DEI) is fast becoming top priorities for both policymakers and business leaders in Hong Kong. This includes the Chief Executive promising to enhance the support for ethnic minorities and empowering women through funding and companies designing DEI initiatives. Yet progress, overall, has been slow. What are the challenges in creating inclusive leadership, equality and fairness of opportunity and openness and freedom from bias and discrimination? What are the current DEI trends to know now and what to do about them?



Ms. Olivia Wong
General Manager – Environmental & Social Responsibility
MTR Corporation Limited
Keynote

11:30 AM

11:30 AM - 12:15 PM GMT +8 (45 Min)

[Panel] How can we make Hong Kong a gender equal city?

Hong Kong is a modern progressive international city, but gender inequality still exists. Here are the facts: female workforce participation rate is slightly over 50 per cent; women on boards consist of 14 percent of Hang Seng listed companies and women in managerial positions earn 20 percent less in salary than men of the same rank. This isn't surprising. Women face unconscious bias, glass ceilings, unfair workplace discrimination - contributing to an ever-widening gender gap and impacting women disproportionately. With these challenges and recent equality movements around the world, how can organisations promote and improve gender equality in Hong Kong workplaces? Why is it important to engage men in developing future female leaders of tomorrow?



Ms. Mehves Mumta...
Global head, Social imp...
Rosewood Hotel Group
Panelist



Mr. Frosti Lau
General Manager, Cargo...
Cathay Pacific Cargo
Panelist

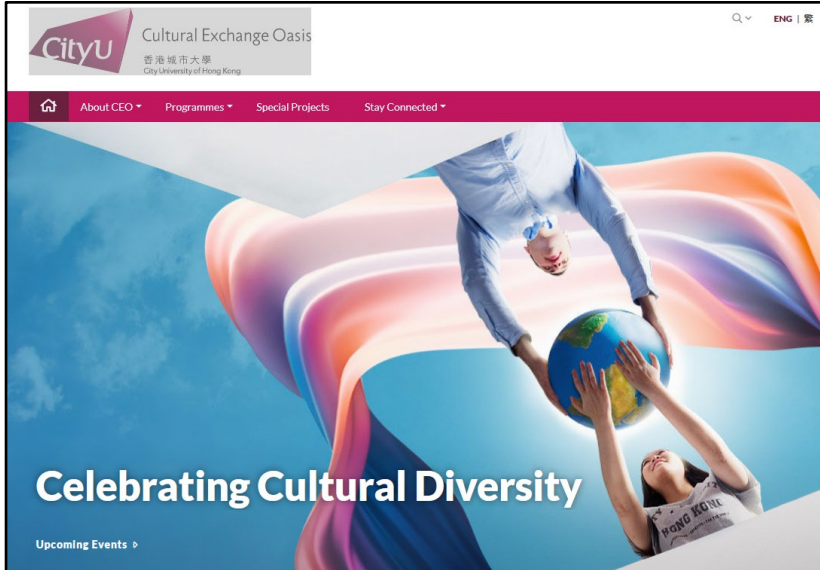


Ms. Rachael Orleans
Head of Talent and Care...
J.P. Morgan
Panelist

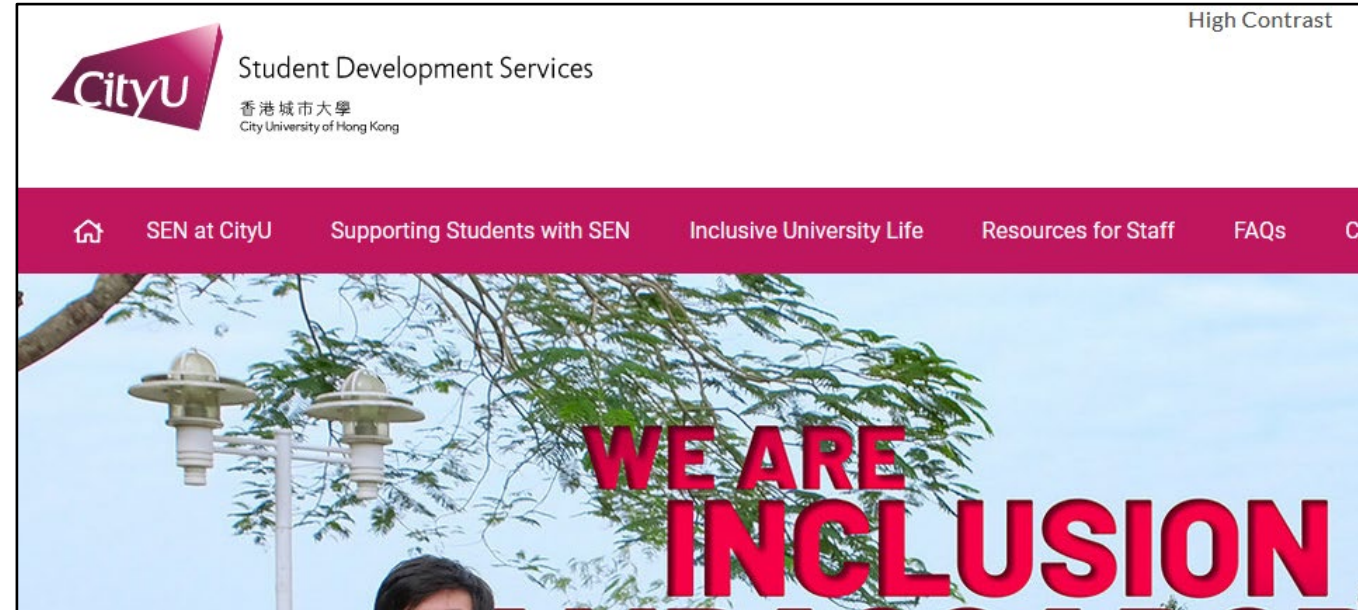


Ms. Dannie Aildasani
Production Editor
South China Morning P...
Moderator

DEI at City University of Hong Kong



<https://www.cityu.edu.hk/ceo/>



<https://www.cityu.edu.hk/sensupport/>

(Special Education Needs)





Still a common sight at conferences. [SeventyFour / Shutterstock](#)

What's wrong with 'manels' and what can we do about them

Jenny K Rodriguez, University of Manchester, Elisabeth Anna Guenther, Vienna University of Economics and Business

Published: October 14, 2020 2.27pm BST



Despite making up half the world's population, women's voices continue to be underrepresented and excluded in public discussions, forums and panels. The frequency of these instances is so striking that it has its own term: "manel".

MANELS: term refers to all-male panels and is used to highlight the exclusion of women as subject-matter Experts.

MANELS perpetuate the underrepresentation and misrepresentation of women by completely ignoring them.

2020. <https://theconversation.com/amp/whats-wrong-with-manels-and-what-can-we-do-about-them-148068>

DEI at JCC, CityU

JCC actively promotes Diversity, Equity and Inclusion (DEI) for all staff & students. Diversity, Equity and Inclusion Sub-committee was established under the Bachelor of Veterinary Medicine (BVM) Programme Committee, August 2022.

Membership list

Chair: **Dr. Alan McELLIGOTT, Associate Professor (PH)**

Members: Prof. Vanessa BARRS, Dean (JCC)

Dr. Pawel BECZKOWSKI, Assistant Dean and Director of Veterinary Affairs of the Jockey Club College of Veterinary Medicine and Life Sciences (JCC)

Dr. Wenlong CAI, Assistant Professor (PH)

Dr. Kwan Ting, CHOW, Assistant Professor (BMS)

Dr. Eloi GUARNIERI, Clinical Assistant Professor (VCS)

Mr. Khizar HAYAT, Early Career Researcher Representative

Dr. Cherry LEE, Scientific Officer (JCC)

Mr. Gary LEE, Supervisory Executive Officer (JCC)

Mr. Darrian LEUNG, BVM student

Prof. Olivier SPARAGANO, Professor (PH)

Ms. Devika SURESH, BVM student

The screenshot shows the top navigation bar with tabs for About Us, Education, Research, Services, Donations, and News and Events. Below the navigation is the page title 'Diversity, Equity and Inclusion' and a large photograph of several students in maroon lab coats examining a cat in a clinical setting.

DEI DEI Sub-Committee Meeting Minutes Further Information Events News








Year	Meeting	Date	Minutes
2022	1st	6 October 2022	JCC BVM DEI Meeting 1 Minutes
2022	2nd	20 December 2022	JCC BVM DEI Meeting 2 Minutes
2023	3rd	12 April 2023	JCC BVM DEI Meeting 3 Minutes

<https://www.cityu.edu.hk/jcc/index.php/about-us/diversity-equity-and-inclusion>

The infographic features the title 'Diversity Equity Inclusion' in large red letters. It includes a circular photo of a group of people, a photo of students in a barn, and a QR code. The text states: 'The Jockey Club College of Veterinary Medicine and Life Sciences actively promotes Diversity, Equity and Inclusion (DEI) for all staff and students. Thus, the DEI Sub-committee was established under the Bachelor of Veterinary Medicine (BVM) Committee in August 2022.' Below this, it lists 'OUR GOALS' with six bullet points:

- Encouraging learning, deliberating, and understanding about DEI, and providing support and opportunities to all underrepresented groups
- Learning improvements in DEI across the BVM Program and continuously improving the BVM, by creating an environment that facilitates optimal research, education and work for all
- Promoting respect for all; reflected in internal operations with a view to overcome systemic barriers in order to model an inclusive society built on respect for one another
- Warranting fair and transparent treatment for all in academic and professional service roles, especially with regard to recruitment, retention and promotion, with a focus on inclusion
- Ensuring awareness and sensitivity training to staff, students and partners or partner organizations associated with the BVM program
- Leading policies, events and other activities related to DEI. Providing guidance, and working with others to promote DEI

DEI at JCC, CityU – What Do We Do?

Article Title / Video	Publication Date	Weblink
JCC BVM DEI Action Plan (2022/2023)		
CityU Seminar on "Why Diversity, Equity & Inclusion (DEI) Matters to JCC Vet Medicine Seminar" by Richard Shah (Supervisor, Communication Coaching, Department of Infectious Disease and Public Health, City University)	29 March 2023	
CityU Seminar on "Beyond the Tick-Box: Embedding Diversity, Equality and Inclusion in our Universities" by Dr Christine Thuranira-McKeever (Vice-Principal, Royal Veterinary College, University of London)	14 September 2022	
CityU University Life and Activities Promoting Inclusion		
CityU Diversity and Inclusion Training		
CityU Creating a sexual harassment-free campus		
SCMP Events: Hong Kong Diversity, Equity & Inclusion Summit 2023 - Highlight Video	1 February 2023	

ACTION PLAN - 21 Actions

- 1. Embedding a Culture of Diversity, Equity and Inclusion (7 Actions)**
e.g. Require DEI training (e.g. Unconscious Bias) for key staff, especially those involved in staff & student recruitment committees, and encourage similar DEI training for all staff.
- 2. Commitment to Meeting Requirements of Diversity, Equity and Inclusion (4 Actions)**
e.g. Increase awareness of DEI for all BVM staff and students.
- 3. Promoting a Culture of Student and Staff Diversity, Equity and Inclusion (10 Actions)**
e.g. Provide suitable space to enable mothers returning to work to express milk.

<https://www.cityu.edu.hk/jcc/index.php/about-us/diversity-equity-and-inclusion>

DEI at JCC, CityU – What Do We Do?

e.g. Increase awareness of DEI for all BVM staff and students.



Chinese lunar new year is one of the most important festivals for Asian countries. It is the first day of the new year according to lunar calendar (a calendar based on the monthly cycles of the Moon's phases), thus the dates would be different each year, compared to the static dates on the solar calendar. This year, the CNY begins on 22 January 2023, and the celebrations last for around two weeks usually. This is a time for family reunions, visiting relatives and friends and exchanging greetings for the coming New Year. CNY also marks the transition between the zodiac signs. Eating traditional rice cakes represents a wish to be successful and 'higher' (a homophone of 高). Elders give red envelopes (Lai see) with money inside, known as 'lucky money', to children as a blessing of passing a year of good fortune. For 2023, it's the Year of the Rabbit!



Ramadan - A month of Blessings and Compassion

Syed Saad Ul Hassan Bukhari and Khizar Hayat
Jockey Club College of Veterinary Medicine and Life Sciences, City University of Hong Kong

Background:

Muslims all over celebrate the arrival of Ramadan, which is the ninth month of the Islamic calendar. It is also regarded as one of the five pillars of Islam. All Muslims over 12 are expected to fast from dawn to sunset this month except for those who have some physiological or pathological condition in which fasting may impair their health further. The dates of Ramadan change with the phases of the moon. It commences with the new crescent moon and ends with the completion of a lunar cycle phase.













The Origins and Importance of PRIDE month

June is celebrated as PRIDE Month in many parts of the world, particularly in the Western Hemisphere. It is a time to celebrate the LGBTQ+ community, their achievements, and struggles. The origins of PRIDE Month can be traced back to the Stonewall riots of 1969 in New York City. At that time, it was illegal to engage in same-sex relationships, and LGBTQ+ individuals faced discrimination and harassment. On June 28, 1969, police raided the Stonewall Inn, a popular gay bar in Greenwich Village, and attempted to arrest its patrons. This triggered a series of protests and demonstrations, which continued for several days, as members of the LGBTQ+ community stood up against police brutality and demanded equal rights.

<https://www.cityu.edu.hk/jcc/index.php/about-us/diversity-equity-and-inclusion>

DEI at JCC, CityU – What Do We Do?

e.g. Increase awareness of DEI.

Why Inclusive Leaders Are Good for Organizations, and How to Become One	29 March 2019	
Improving diversity, inclusion in vetmed requires 'sustained effort'	16 August 2022	
A Guide for Advancing Diversity, Equity and Inclusion in Veterinary Medicine		
AVMA - Journey for Teams - provides a pathway for veterinary professionals to deepen knowledge of DEI, and foster the advancement of DEI in veterinary workplaces		
AAVMC Diversity, Equity & Inclusion Glossary		
Gender-diverse teams produce more novel and higher-impact scientific ideas	29 August 2022	
The public has been taught that scientific insight occurs when old white guys with facial hair get on the head with an apple or go running out of bathtubs shouting "Eureka!". That's not how it works, and it never has been.	11 May 2023	
Women were already unequal in the world of global health. The pandemic made it worse	24 March 2023	
American Association of Veterinary Medical College - Diversity and Inclusion on Air - Conversations about Diversity, Inclusion & Veterinary Medicine		
British Veterinary Ethnicity and Diversity Society		



WHY DIVERSITY, EQUITY & INCLUSION (DEI) MATTERS TO JCC VET MEDICINE

JCC BVM DEI SEMINAR

Abstract:
We at JCC take pride in our diversity. We believe in creating an environment to thrive and not just survive. The inability to understand and accept those who are different from ourselves runs deep across human history. We believe in celebrating our differences and being inclusive not just in our thoughts, but even in our actions.
What does Diversity, Equity & Inclusion really mean? And why should I care about it in Vet medicine?
Join our **50-minute** session on the **29th of March at 1600**, to see how DEI impacts our daily lives as Vets, as students, as colleagues, as society, and as human beings!

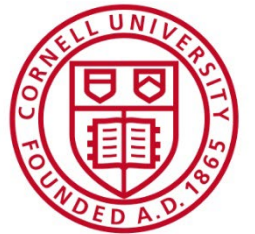
Facilitator:
Mr. Richard Shah
Supervisor
(Comm Coaching)

**DATE: MAR 29, 2023
(WED)**

**TIME: 4 PM HKT
R6-212, LAU & VIA ZOOM**

<https://www.cityu.edu.hk/jcc/index.php/about-us/diversity-equity-and-inclusion> (Further Information)

QUESTIONS?



Jockey Club College of Veterinary
Medicine and Life Sciences

香港城市大學
City University of Hong Kong

in collaboration with Cornell University

