



History of Diversity in Veterinary Medicine

Presented by UIUC VOICE

What is the Face of Veterinary Medicine Today?

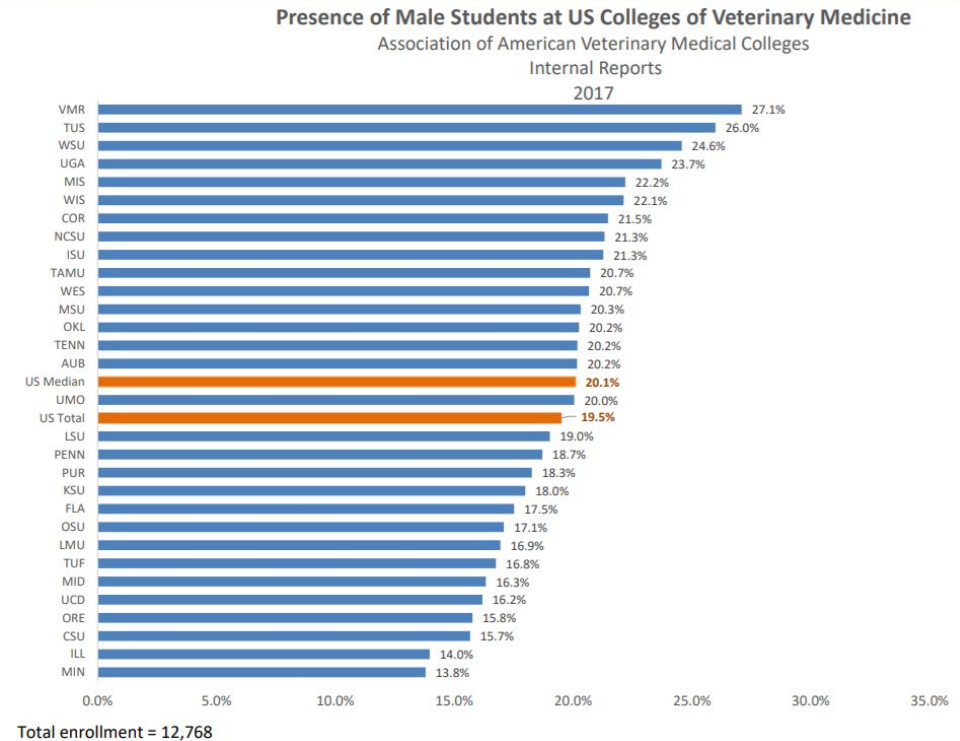
In terms of gender

Female Dominated

In 2018, women represented:

- 61.7% of all US veterinarians
- 59.9% of all private practice veterinarians
- 56.7% of all public and corporate employment
- 80.5% of all US Veterinary College Enrollment

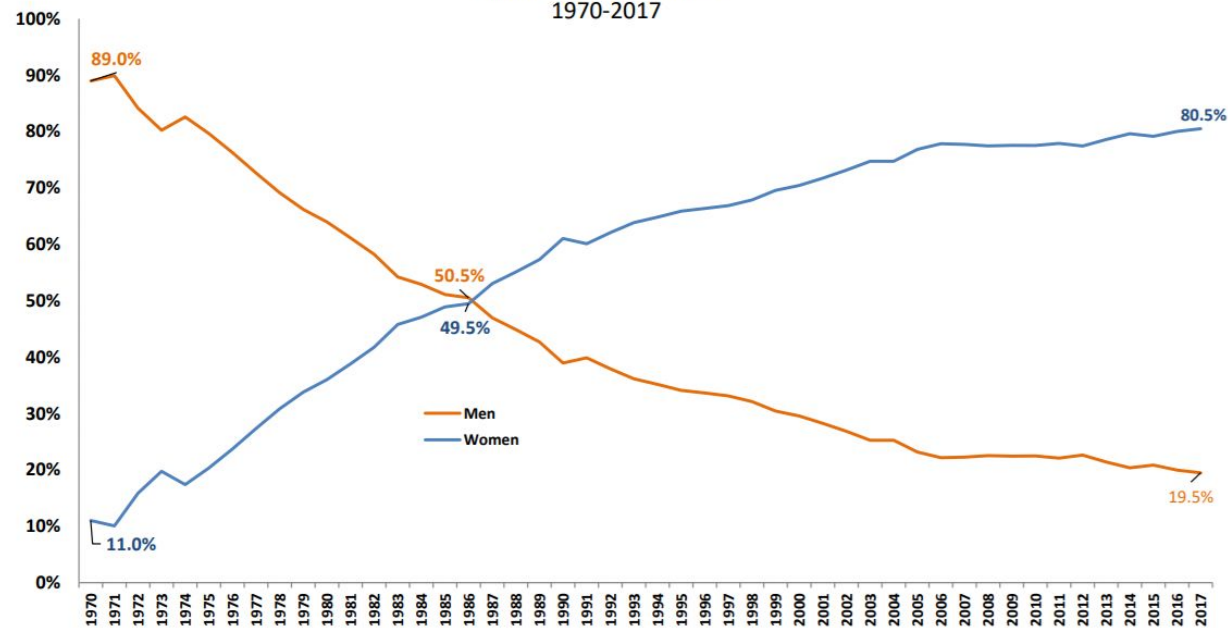
How did we get here?



Shift from Male-Dominated Field

Enrollment in the US Veterinary Medical Colleges
by Sex

AAVMC Internal Reports
1970-2017



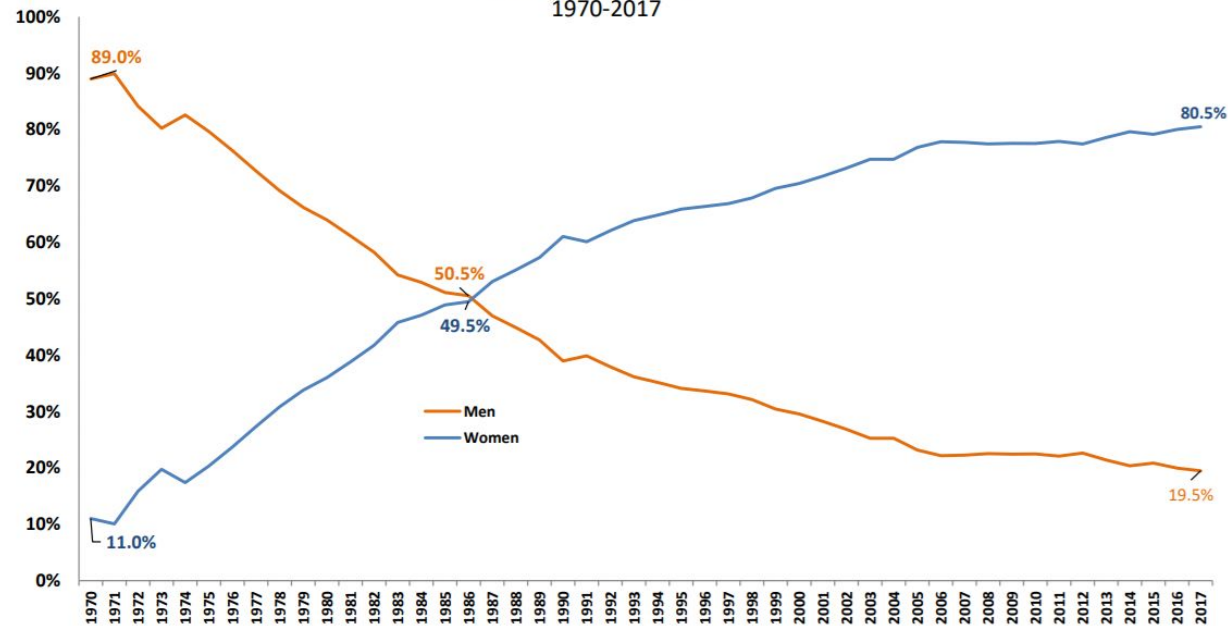
Total enrollment = 13,768

- Drs. Elinor McGrath and Florence Kimball became the first women to earn a DVM in 1910
- This rose to 31 new female graduates in 1939
- The Association for Women Veterinarians was founded by Dr. Mary Knight Dunlap in 1947 and served as a great source of change until being disbanded in 2013

Shift from Male-Dominated Field

Enrollment in the US Veterinary Medical Colleges
by Sex

AAVMC Internal Reports
1970-2017



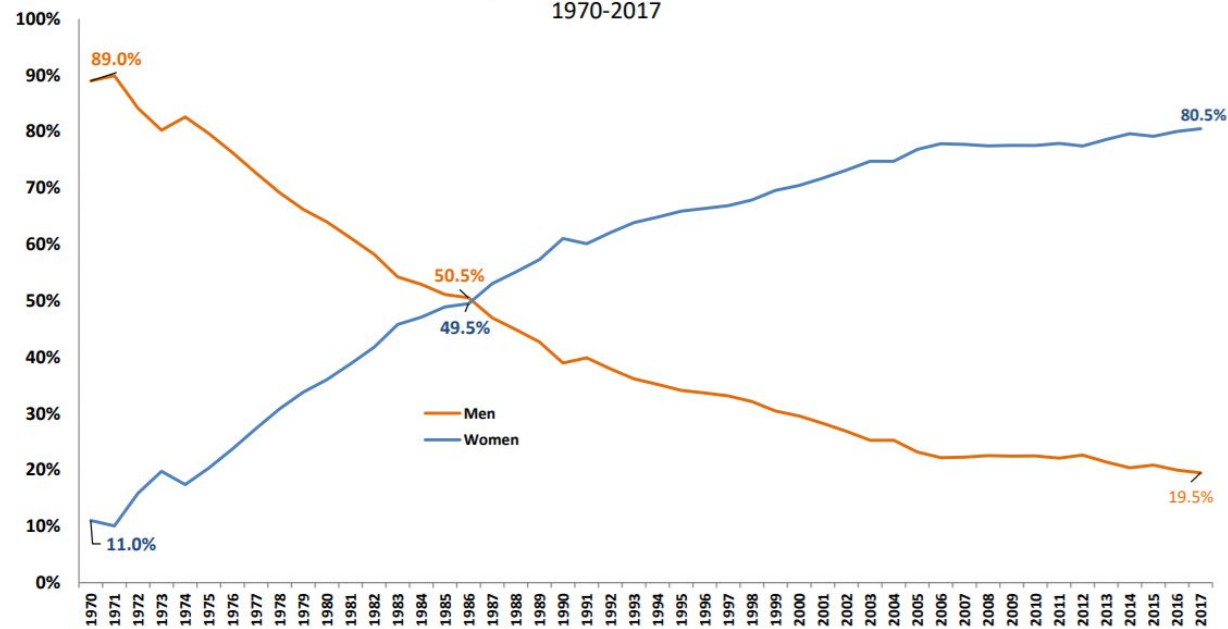
Total enrollment = 12,768

- The 1960s saw the passing of the Federal Equal Pay Act and the Civil Rights Act which barred job discrimination based on gender aiding the 277 female graduates in 1964
- Title IX is passed in 1972 barring gender discrimination in federally funded education programs allowing more women to answer the growing demand for vets
- Dr. Mary Beth Leininger becomes the first female president of the AVMA in 1996

Shift from Male-Dominated Field

Enrollment in the US Veterinary Medical Colleges
by Sex

AAVMC Internal Reports
1970-2017

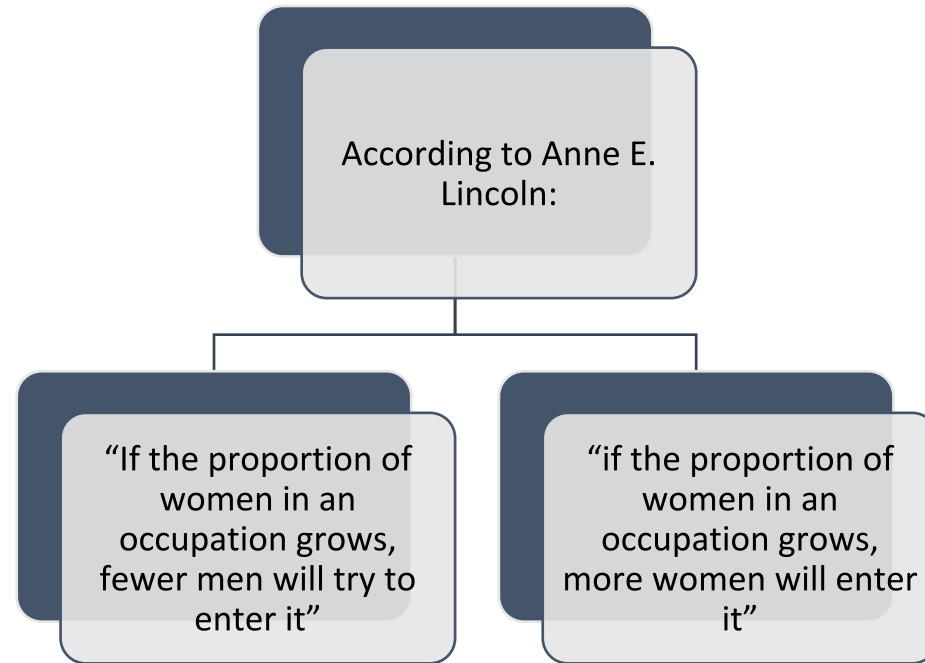


Total enrollment = 13,768

- The graduating class of 2007 was 75.3% female and the number of female vets outnumbered their male counterparts for the first time in 2009 at 44,802 to 43,196

•*How did this happen?*

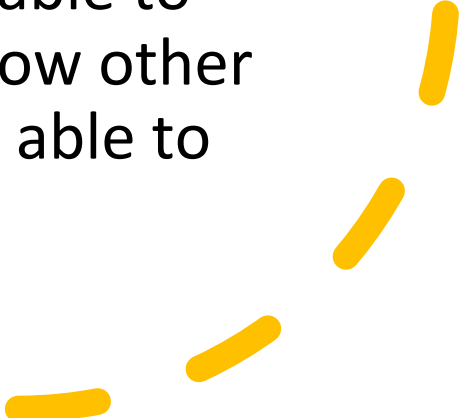
The Changing Face of Veterinary Medicine



Anne E. Lincoln, Associate Professor and Dean of Sociology at Southern Methodist University

The Changing Face of Veterinary Medicine *cont.*

Reasons for this include:

- Men wanting to work with other men to preserve masculinity
 - Stigmatization of women in the workforce by men
 - Social contacts being primarily between similar people
 - Education and employment opportunities being shared between women
 - Women currently in the workforce able to influence the internal process to allow other women to get hired and then being able to serve as role models for them.
- 

The Fight is Still Ongoing

This demographic change has not happened uniformly

Veterinary Leadership

Today, leadership roles have not seen the same demographic change as the larger profession with women only representing 25%, thus indicating that we suffer from the same ingrained sexism plaguing the rest of society.

This is due to a myriad of factors such as organizational structures historically disadvantaging women as well as the wage gap still present in the profession between 2 and 20% according to the AVMA (4, 7)

Veterinary Leadership

We still have work to do



- The Women in Veterinary Leadership Development Initiative (WVLDI) seeks to correct this imbalance by helping to develop leaders in campuses as well as reform the current structure that places them at a disadvantage.
- Read more about them at <https://wvldi.org/>

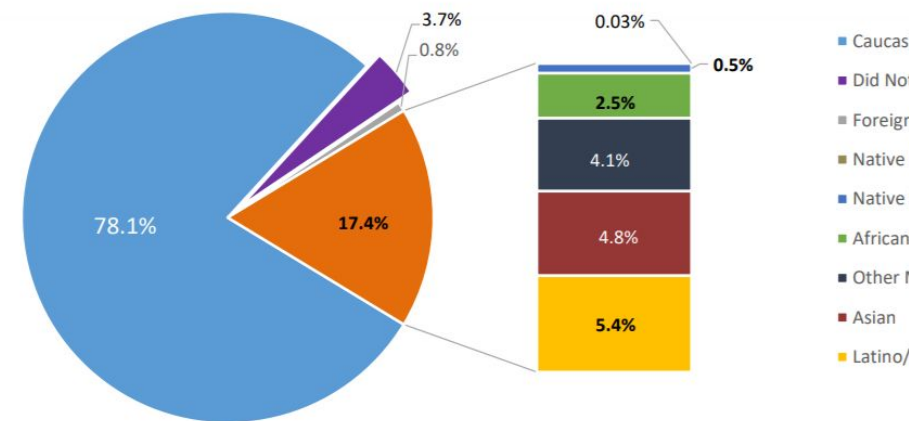
What is the Face of Veterinary Medicine Today?

In terms of race

Largely White

- 78.1% of all DVM students are white
- 2.5% are African American
- 0.5% are Native American

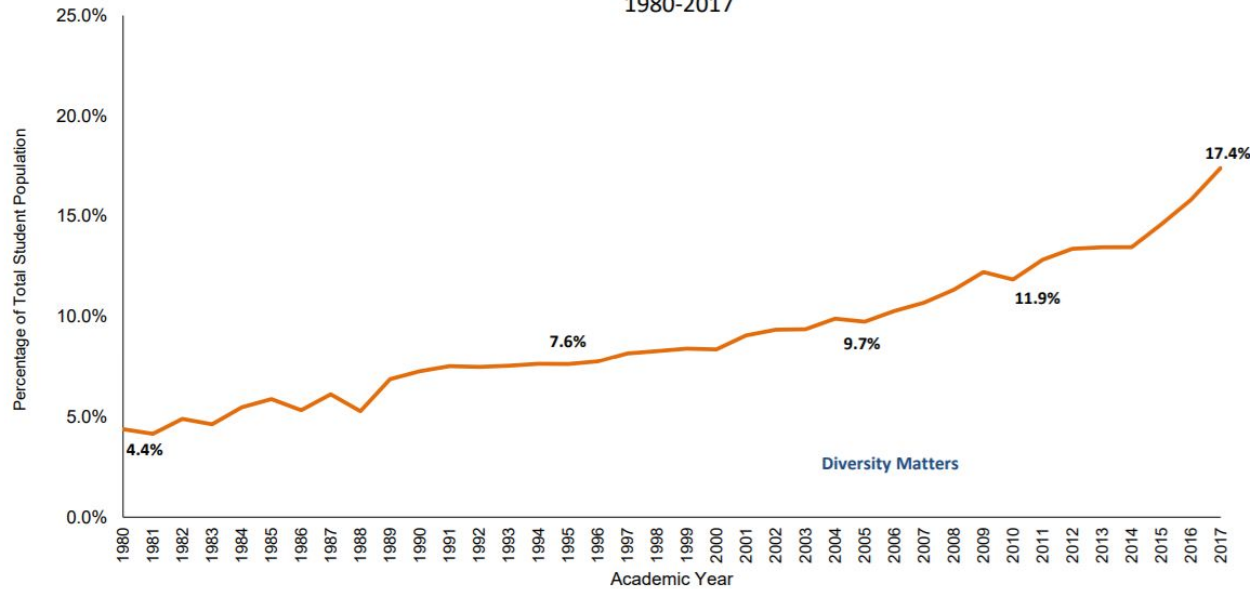
Racial and Ethnic Demographics of DVM Students
at US Colleges of Veterinary Medicine
with Underrepresented Student Breakout
AAVMC Internal Reports
2017



Total enrollment = 12,768

Change Has Been Frustratingly Slow

**Percentage of Historically Underrepresented Students
Matriculating at US Colleges of Veterinary Medicine**
AAVMC Internal Data Reports
1980-2017



Total enrollment = 12,768

- Over the past 3 decades, underrepresented minorities in US Veterinary Colleges only rose 7.5% with URM with black Americans never comprising more than 3% of the profession at any given time.

- Measures must be taken in order to correct this lack of diversity

DiVersity Matters Initiative



AAVMC DISCOVERED THAT THE LACK OF DIVERSITY
IN VETERINARY MEDICINE POTENTIALLY
COMPROMISED THE PRODUCTS VETERINARY
COLLEGES



TO CORRECT THIS PROBLEM, THE DIVERSITY
MATTERS INITIATIVE WAS LAUNCHED IN 2005



DiVersity Matters Initiative Goals

The initiative had 4 key goals:

1. To create a veterinary medical student applicant pool and enrollment that mirrors the US population demographic.
2. To foster a welcoming environment for students and faculty of all racial and ethnic backgrounds.
3. To eliminate unnecessary, cumbersome barriers to success in academic veterinary medicine.
4. To promote veterinary medicine as a profession that is diverse with professional opportunities available to the diverse population it serves.



DiVersity Matters Initiative Successes

Outreach efforts have moderately increased the presence of URM students at veterinary colleges from 2004-2009

URM applicants has increased by 4%

URM enrollments has increased by 35%

Other Successes

Veterinarians for One Inclusive Community for Empowerment (VOICE)

- Formerly Veterinary students as One In Culture and Ethnicity
- Founded in 2001 at Cornell
- Grown to a national organization dedicated to promoting a more diverse and inclusive climate at veterinary colleges

DiVersity Matters Initiative Current Shortcomings

Relative numbers of URM applicants and enrollments remain low

The increased representation seen in the student body has not been seen in faculty positions at veterinary colleges

National Association for Black Veterinarians (NABV)

- Inaugural conference was held June 7-8th, 2019. The 2020 conference has been postponed due to the current pandemic.
- Seeks to “Build a network of individuals and organizations that advocates for Blacks in veterinary medicine at every level and profession”
- Operates through k-12 programs, community outreach, undergraduate chapters, and professional development
- <https://nabvonline.org/>



NABV Founder, Dr. Annie J. Daniel

“The state of affairs for Blacks in Veterinary Medicine cannot continue on the current trajectory. The National Association for Black Veterinarians will work collectively toward a more diverse and inclusive profession for both current and future Black veterinarians.”

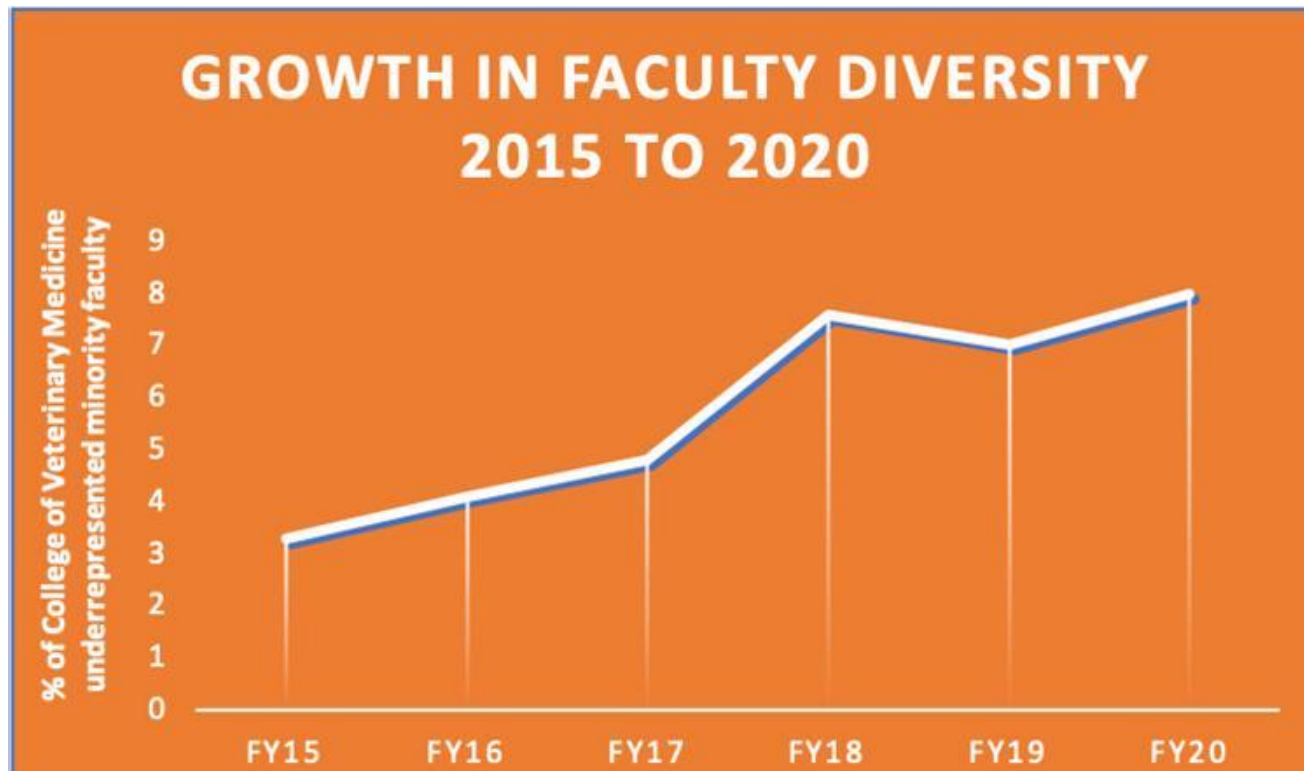




What is Illinois
Doing to
Promote
Diversity?

The Diversity and Inclusion
Committee's Strategic Plan

Faculty Level



From 2015-2020 we:

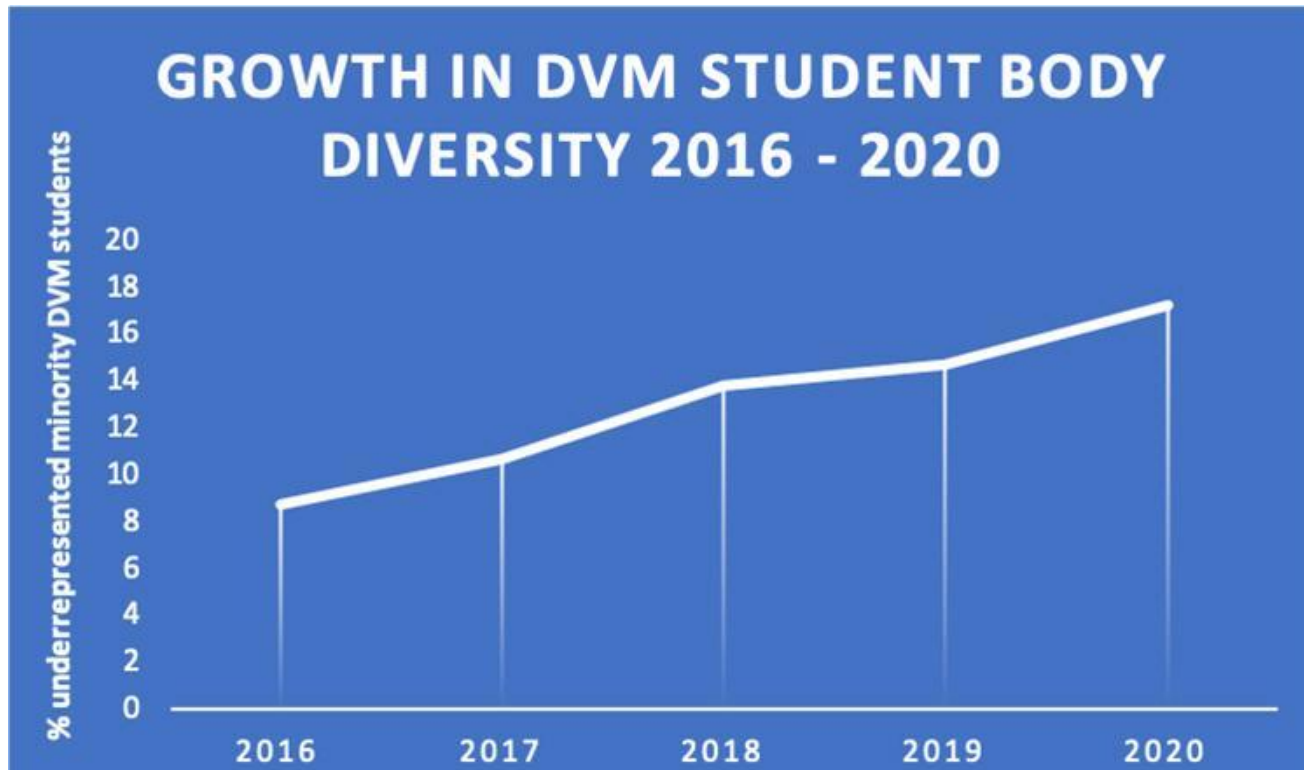
- Doubled URM Faculty from 4.1%-8% for all academic staff
- Doubled URM Faculty from 5.2%-9.3% for specialized staff

As of 2020, Women comprised

- 41.3% of tenured faculty
- 66.7% of specialized faculty

Current goals provide for a minimum 10% URM faculty and 50% female faculty

Student Level



- The student body increased from 8.7%-17.2% from 2015-2020
- David Kieltyka Endowed and The Michael McElvaine Scholarships for LGBT+ activism
- Organizations such as VOICE, Broad Spectrum work to foster a community of inclusion through various educational events



Other Efforts

- Partnered with the Anti-Cruelty Society in Chicago to bring science programs to high schoolers interested in veterinary medicine through the Veterinary Mentoring Program
- Participated in the Purdue University Pipeline Program
- Provides all gendered restrooms in all buildings
- Learn more about our efforts [here](#)

Further Readings

1. AAVMC Strategic Planning Committee. “The Association of American Veterinary Medical Colleges Strategic Plan, 2010–2014.” *Journal of Veterinary Medical Education*, vol. 36, no. 2, 3 Feb. 2011, pp. 154–157., doi:10.3138/jvme.36.2.154.
2. Amass, Sandra F., et al. “Impact of Gender and Race-Ethnicity on Reasons for Pursuing a Career in Veterinary Medicine and Career Aspirations.” *Journal of the American Veterinary Medical Association*, vol. 238, no. 11, 1 June 2011, pp. 1435–1440., doi:10.2460/javma.238.11.1435.
3. Association of American Veterinary Colleges. “Annual Data Report 2016-2017”. Published January 2017.
[https://www.aavmc.org/assets/site_18/files/data/2017%20aavmc%20public%20data-%20final%2010.18%20\(fid%2095283\).pdf](https://www.aavmc.org/assets/site_18/files/data/2017%20aavmc%20public%20data-%20final%2010.18%20(fid%2095283).pdf)
4. Greenhill, Lisa M. “DiVersity Matters: A Review of the Diversity Initiative of the Association of American Veterinary Medical Colleges.” *Journal of Veterinary Medical Education*, vol. 36, no. 4, 3 Feb. 2011, pp. 359–362., doi:10.3138/jvme.36.4.359.

Further Readings

5. Kumble, Julie and Smith, Donald F., "Leaders of the Pack: Women and the Future of Veterinary Medicine" (2017). Purdue University Press Book Previews. 1. https://docs.lib.purdue.edu/purduepress_previews/1
6. Lincoln, A. E. "The Shifting Supply of Men and Women to Occupations: Feminization in Veterinary Education." *Social Forces*, vol. 88, no. 5, 2010, pp. 1969–1998., doi:10.1353/sof.2010.0043.
7. Mattson, Kaitlyn. "Mind the Pay Gaps." *JAVMA News* 28 Nov. 2018. <https://www.avma.org/javma-news/2018-12-15/mind-pay-gaps#:~:text=However%2C%20the%20gender%20pay%20gap,in%20the%20upper%20income%20brackets.>
8. Morse, E. (2008). *Minority Student Perceptions of the Veterinary Profession: Factors Influencing Choices of Health Careers*. (Electronic Thesis or Dissertation). Retrieved from <https://etd.ohiolink.edu/>

Further Readings

9. “Market Research Statistics: U.S. Veterinarians 2018.” American Veterinary Medical Association, 2018, www.avma.org/resources-tools/reports-statistics/market-research-statistics-us-veterinarians-2018.
10. National Association for Black Veterinarians. <https://nabvonline.org>
11. Nolen, R. Scott. “Association Aims to Increase Racial Diversity in Vet Medicine.” JAVMA News, 13 Mar. 2019. <https://www.avma.org/javma-news/2019-04-01/association-aims-increase-racial-diversity-vet-medicine>
12. Sue-Ellen Brown (2005) The under-representation of African Americans in animal welfare fields in the United States, *Anthrozoös*, 18:2, 98-121, DOI: 10.2752/089279305785594225
13. Wuest, Patricia. “The History of Women in Veterinary Medicine in the U.S.” *Today's Veterinary Practice*, North American Veterinary Community, 15 Oct. 2019, todaysveterinarypractice.com/the-history-of-women-in-veterinary-medicine-in-the-u-s/.