

(Working Document)

School of Veterinary Medicine DEI Actions Ongoing and Recent

Last Updated: August 23, 2020

**Strategic Investments: Students
(Goal 1 TBG and D&ISV)**

1. **Ongoing Investment:** SVM raised funds for scholarships that make UC Davis the best value in veterinary medicine and created specific **recruitment scholarships for URM students** to enhance our diversity goals. Based on the American Association of Veterinary Medical Colleges (AAVMC), the number of racially or ethnically underrepresented students currently stands at ~20% of total enrollment. That figure continues to grow and has increased 134% since the 2005 launch of the AAVMC DiVersity Matters initiative. Based on AAVMC defined criteria, UC Davis' ranks among the top 3 schools or colleges in the most diverse veterinary student populations in the United States (40% non-white student population).
2. **Ongoing Investment:** SVM offers an annual [Summer Enrichment Program](#) to help disadvantaged students enhance their preparation for veterinary school, with clinical experiences in the teaching hospital, GRE study resources, and exposure to DVM career options.
3. **Ongoing Investment:** SVM participates in the annual [SMASH Academy](#) (Summer Math and Science Honors), offering veterinary educational sessions as part of this 5-week residential program for high-achieving, under-represented minority (URM) high school students.
4. **Ongoing Investment:** SVM conducts **student outreach in high-concentration Latino populations** in the Central Valley from its [Tulare facility](#).
5. **Ongoing Investment:** SVM hosts [Vet-for-a-Day](#), an outreach effort to Davis High School students (many URM or first gen students) interested in veterinary medicine.
6. **Ongoing Investment:** SVM hosts a virtual information session with URM institutions e.g., HBCU Tuskegee University.
7. **Ongoing Investment:** SVM advertises its Master's in Preventive Veterinary Medicine program in [INSIGHT into Diversity](#) magazine's annual Veterinary/Medical/Dental/Health Professions and Sciences School issue.
8. **Ongoing Investments:** SVM Student Programs team presented to **8th grade students in Vallejo**, one of [one of the most demographically diverse cities in the United States](#).

9. Ongoing Investments: SVM Student **Programs removed barriers to travel** and offers online info sessions to students in remote locations and Southern states in the U.S.
10. SVM incorporated [Principles of Community](#) and **cultural sensitivity training** into VET400 curriculum for all professional veterinary students.
11. **Ongoing Investment:** SVM partnered with the UC Davis Veterinary Students as One in Culture and Ethnicity (VOICE) to organize the annual **Diversity Day**, which expanded to **Diversity Week** in 2019. Activities included: “Courageous Conversations”, presented by Deborah McKnight, M.S., Ed.D. Panel Discussion. Student Programs invited UC Merced pre-vet club to participate.
12. SVM supports the student recruitment pipeline created by the **American Association of Veterinary Medical Colleges** [DiVersity Matters](#) program and is actively involved at the leadership level to promote the AAVMC’s commitment to diversity. DiVersity Matters conducts career fairs, disseminates information about veterinary career options, works to generate interest in veterinary medicine, presents at key diversity meetings and conferences, and helps lead students through the application process. Dean Lairmore recently served as President of the AAVMC.
13. SVM supported student programs and activities, such as the **UC Davis Chapter of One Inclusive Community for Empowerment (VOICE) chapter**, and work at [Knight’s Landing One Health Clinic](#), where students serve the underserved agricultural community of Knights Landing, California (LatinX). SVM solicited donor funds to support this activity and promotes staff time to support.
14. SVM actively participates in an NIH funded program led by [Purdue University’s “This is How We Role”](#), which as a long-term goal of diversifying the veterinarian-scientist workforce. The interactive science and math curriculum program launched this year to K-4 students in a Latino community, to teach them about careers in veterinary medicine. “Role” is supported by the Science Education Partnership Award (SEPA) program of the National Institute of General Medical Sciences (NIGMS), a part of the National Institutes of Health (NIH).

**Strategic Investments: Faculty and Staff
(Goal 2 TBG and D&ISV)**

1. Faculty participate in [STEAD](#) training (Strength Through Equity and Diversity), which trains faculty search committee members on **best practices to reduce bias** and achieve excellence, diversity, and equity in faculty recruitment. In addition, a staff HR representative attends all first recruitment advisory committee meetings for faculty recruitments to reiterate STEAD training best practice and requirements.
2. **Ongoing Investment:** SVM participated in the [Advancing Faculty Diversity Grant](#) recruitment in September 2019. As a result of investments over the past 10 years, UC Davis SVM is a leader among all AAVMC Schools in recently hired URM faculty (AAVMC annual comparative data report).

3. In 2019, the first [Terry Holiday Equine and Comparative Neurology Endowed Presidential Chair](#) — one of the most prestigious honors a faculty member can receive — was awarded to URM faculty member.
4. **Ongoing Investment:** SVM supported junior faculty to attend the [National Center for Faculty Development and Diversity Faculty Success Program](#).
5. SVM includes and highlights the expectation to uphold the [Principles of Community](#) in all faculty recruitment announcements and offer letters.
6. Between 2017-2020, ~40 SVM staff and faculty completed an online Diversity Training Certificate Program through an NIH Grant in partnership with Purdue University.
7. **Ongoing Investment:** SVM supports a 50%-time Diversity Officer position.
8. **Ongoing Investment:** SVM conducted faculty recruitment as part of the [Center for the Advancement of Multicultural Perspectives on Science \(CAMPOS\) program](#).

**Strategic Investments: Opportunity Gap / Climate
(Goal 3 TBG and D&ISV)**

1. Launched in July 2020, the SVM created an **SVM Community Council** of staff, students, and faculty to produce sustained ideas to promote principles of community, improve human welfare, and enhance diversity and inclusion. The Council is designed to enhance diversity, inclusion, and multicultural activities, programs, and awareness of faculty, residents, staff and students.

**Strategic Investments: Research, Teaching, Public Service, and Training
(Goal 4 TBG and D&ISV)**

1. **Ongoing Investment:** Staff, faculty, and students from UC Davis SVM and the UC Davis School of Medicine partner to provide veterinary and medical services to the [underserved agricultural community of Knights Landing, California](#).
2. **Ongoing Investment:** Formerly known as One Health Nicaragua (OHN), the [Models of One Health Solutions in Action in Communities \(MOSAIC\)](#) is a multidisciplinary, faculty-supported and student-led project aimed at developing sustainable solutions to address complex health problems and **alleviate poverty in vulnerable, rural communities throughout California**.

**Strategic Investments: Community and Accountability
(Goal 5 TBG and D&ISV)**

1. **Ongoing Investment:** SVM Leadership actively participates in the campus executive leadership team of the [Office of Diversity, Equity, and Inclusion Office](#).

2. **Ongoing Investment:** SVM also participates on the [COACHE Survey Task Force, which identifies barriers to women and URM faculty for promotion and career advancement. SVM analyzes data from the survey to enhance DEI activities as a result of the data.](#)
3. **Ongoing Investment:** SVM participates in UC Health Taskforce on Diversity, Equity, and Inclusion in the Health Sciences. Dean Lairmore, as part of the UC Health Sciences Deans and specifically for veterinary medicine, presented a report to the UC Regents in 2019 on activities and data for recruitment of URM faculty in the SVM.