



Core Values, Diversity & Inclusion in Veterinary Medicine

VMAE ThinkWorks

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OVERVIEW

- YAY!!!!
- What are values & how do they work?
- What does diversity & inclusion have to do with our value systems?
- How does this all fit into organized veterinary medicine?
- ThinkWorks 2018



VALUES

- Values are “concepts of desirable states of affairs” by which we create and judge social norms.
 - Our ideals—personal, professional, community
 - Our benchmarks for assessing behavior
 - They can be taught, developed, learned, unlearned.
 - Values can change → change is preceded by conflict and dissonance, despite our desires to be rational and strategic about change.
 - Change is ALWAYS about a values-related shift.
- Values are essential to the sensemaking process.



SENSEMAKING

How we understand the world around us
and how we react to it.

- Values are scaffolding that provides understanding and context
- Sorting process about the ideal state of things: Yes/No; Agree/Disagree
- Ambivalence suggests values “straddling:” Both/And; Neither/Nor



Via Google Images



VALUES

- Values exist on “*a continuum of related motivations*,” more like a color wheel than in discreet categories.
- Values congruence is a fundamental component of *group development*.
 - Shared ideals, common goals, beliefs.
 - Conflict comes about when a group’s core values questioned.



Schwartz Values Typology
(Schwartz et al., 2012)



ORGANIZATIONAL BEHAVIOR

- Organizational values drive organizational behavior.
- Largely predictable.
 - Values → Deeply Held Convictions/Principles → Rules (official/unofficial).
 - Rules dictate behavior, making values coercive.
- Rules make us believe organizational behavior is devoid of emotion, that it’s rational.
 - *Triggers the resistance to change.*

When your values are clear to you, making decisions becomes easier.



Until new values are introduced and decisions must be made



VALUES & VETERINARY CORE VALUES

The Oath

Being admitted to the profession of veterinary medicine, I solemnly swear to use my scientific knowledge and skills for the **benefit of society** through the **protection** of animal health and welfare, the **prevention** and relief of animal suffering, the **conservation** of animal resources, the **promotion** of public health, and the **advancement** of medical knowledge.

I will practice my profession **conscientiously**, with **dignity**, and in keeping with the principles of veterinary medical **ethics**.

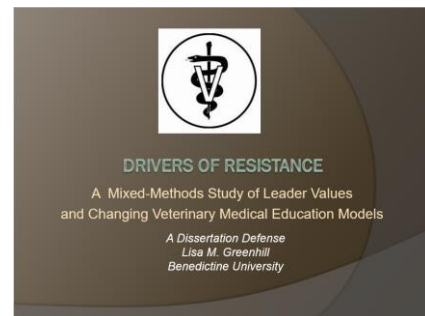
I accept as a lifelong obligation **the continual improvement** of my professional knowledge and competence.

AVMA, 2011



VALUES & VETERINARY LEADERS

- 2013 study focusing on values held by veterinary leaders.
 - Resistance to changes in veterinary medical education.
 - Window into broader core values held across the profession.
- Mixed – Methods Study
 - Survey of 123 leaders
 - 10 Long form interviews





VALUES & VETERINARY LEADERS

Values Alignment

Schwartz Value	Appearance
Face	116
Conformity - Rules	60
Benevolence - Caring	55
Security- Societal	46
Humility	44
Achievement	15
Power - Resources	15
Benevolence - Dependability	11
Conformity - Interpersonal	10
Traditional	10
Security- Personal	5
Universalism - Tolerance	5
Stimulation	2
Self - Directed - Thought	1

- Schwartz's Typology
 - Identified 19 categories that values fall into
 - Categories exist on a wheel continuum
 - Open to diversity
 - Closed to diversity
- Veterinary Leaders
 - 14 of 19 categories recorded
 - Conservative → Social Focus
 - Concerned about image
 - Like rules, order
 - Benevolent about the group & the public
 - Values cusp!



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Values Alignment

Schwartz Value	Oath Appearance
Face	Conscientiously, ethically, dignity
Conformity - Rules	Protection, conservation,
Benevolence - Caring	Benefit of Society
Security- Societal	Protection, promotion, prevention, conservation
Humility	Conscientiously, ethically, dignity
Security- Personal	Conscientiously, ethically, dignity
Universalism - Tolerance	Benefit of Society



DIVERSITY AS A CORE VALUE

- It's there: It just needs to be articulated and understood.
- Consistent with professional values.
- Realization that it is not inconsistent with existing norms (it doesn't break the rules!).



Schwartz Values Typology
(Schwartz et al., 2012)



DIVERSITY & VETERINARY ORGANIZATIONAL VALUES

- The future of the profession is something that its members ponder a lot!
 - Passion for the profession, strong veterinary identity, and desire to leave a legacy.
 - *Diversity is essential to the future health & wellbeing of the profession. (Face, Security, Benevolence)*
- Fairness & justice are important in rule-based environments.
 - There is a need to be clear that fairness, justice and equity does not equate to diminished treatment of others.
 - *Client and professional access to the profession is how this manifests in veterinary medicine. (Rules, Security, Benevolence, universalism)*



Great! So What Next?

- #Goals!
 - Primer on diversity concepts and language.
 - How to uncover and/or visibly include diversity and inclusion values in your organization.
 - Strategic planning with diversity and inclusion.
 - Progress and stories on diversity values in organized veterinary medicine.



Questions?

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