Core Values, Diversity & Inclusion in Veterinary Medicine

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
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.

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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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!).

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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