



Diversity, Equity and Inclusion Committee

Role and Responsibilities

Committee role

The Diversity, Equity and Inclusion Committee (DEIC) is appointed to support veterinary medical associations (VMAs) in advancing diversity, equity and inclusion (DEI) in veterinary associations and veterinary workplaces, with veterinary clientele, and throughout the veterinary community. The committee will be a key component of VMAE's DEI initiative, and is being empaneled and empowered to undertake an ambitious portfolio of work with significant outcomes in the first year of the committee's life. The committee will support VMA executives as their organizations articulate a strategic commitment to DEI and as their organizations undertake programmatic efforts that bring the commitment to life.

Committee responsibilities

Specific to VMAE

- Formulate a DEI policy and additional recommendations as appropriate for consideration by the VMAE Board of Directors
- Identify opportunities where VMAE can incorporate best practices and utilize organizational assessments to advance DEI within VMAE
- Inspire VMAE members to undertake or continue individual reflection about DEI and support them with educational resources and colleague conversations
- Engage DEI affinity group executives in VMAE membership

Specific to Veterinary Medical Associations

- Articulate a case statement that (a) builds understanding of the imperative for the veterinary profession to become more diverse, equitable, and inclusive and (b) affirms resulting outcomes such as improved patient and client care, expanded access to care, heightened wellbeing of individuals and teams, and reinforced relevance of the profession to society.
- Develop a playbook to assist VMAs (a) in undertaking conversations that result in DEI initiatives being incorporated into the association's strategic framework and best practices, and (b) by providing informational resources and a menu of tactics and programs that VMAs can incorporate into the association's operational plan
- Identify educational opportunities to help VMAs incorporate best practices, utilize organizational assessments and deliver training that advances DEI within the VMA
- Advance broad adoption of consistent nomenclature and ongoing collection of demographic data in order to inform and advance DEI throughout the veterinary community
- Identify resources that VMA members can use in outreach to diverse communities to help young people envision a role for them in a veterinary community that embraces diversity, equity and inclusion



Specific to Veterinary Workplaces

- Identify resources and training tools to assist veterinary teams and VMAs in:
 - Attracting and engaging a more diverse workforce
 - Seeing diversity, equity and inclusion as a resource to leverage in the delivery of care
 - Connecting with and providing services to a diverse spectrum of animal owners

Committee composition

The Diversity, Equity and Inclusion Committee shall be comprised of at least five members appointed by the president, one of whom shall be appointed to serve as chair. VMAE desires to have committee members who reflect a variety of VMA attributes including geographic scope, membership size, species and specialties, employment settings, and length of CEO tenure. Desired attributes of individual committee members include contributing creative ideas, brainstorming and working collaboratively with colleagues, and curating resources. The committee may invite nonmember advisors to participate in committee discussions.

The chair shall serve a one-year term with a maximum of four consecutive terms. Committee members shall serve one-year terms and are eligible for re-appointment to additional one-year terms with a maximum of four consecutive terms. Terms shall expire after one year or the association's annual meeting, whichever occurs first.

The committee

The work of the committee is supported by the CEO and the association manager, and may be supported by a consultant selected by and budgeted for by the Board of Directors.

Approved by the Board of Directors 11/10/2020