Diversity in Veterinary Medicine

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“What is our Pipeline Carrying?”

Introduction
The veterinary profession still has the distinction of being the least diverse of all health care professions. About 85 percent of all students enrolled in the 30 US Veterinary College are women and about 90% of them are white. This has been the trend for the past 20 years so many are questioning what the future of the profession will look like. This presentation will focus on the efforts that are being made at North Carolina State University College of Veterinary Medicine to address this lack of diversity and how it may affect the changing needs in our veterinary profession.

NCSU-CVM History (In Black & White)
From 1985 – 1994 never had more than two Black students matriculate in a DVM class
1998 was the first time two Black students graduated in same class
2012 total of 14 Black DVM Graduates
2004 Hired full time Director for Diversity
2005 admitted 8 Black students into the DVM Class of 2009
2006 admitted 2 Black students
2014 admitted 1 Black student
2015 admitted 8 Black students
**Why were we successful again in 2015?**

Diversity Retreat – This retreat was formed by the NCSU-CVM Diversity Committee in an effort to engage the CVM leadership team in the committee’s goal to increase diversity and inclusion at the college.

Strategic Plan – As a result of information obtained from the diversity retreat, the CVM Dean formed a diversity working group to develop our CVM Diversity Strategic plan. This group included an associate dean, a department head, several faculty, staff, students and three non-CVM consultants.

Incidents – Several inappropriate situations required that the university respond to the needs identified during the diversity retreat.

Leadership ownership – The CVM leadership decided to take ownership of the CVM diversity needs and actively become involved.

Commitment – The college has committed to fulfilling the top goal of the CVM diversity strategic plan.

**NCSU-CVM Diversity Features**

- Only Veterinary College with a full time DVM Diversity Director
- 2004 Hosted the Inaugural South Eastern Veterinary College Diversity Matters Symposium
- 2006 – 2014 had the second highest number of Black DVM students in the US
- 2013 NCSU-CVM graduated its largest group of 6 Black DVM’s
- 2014 First CVM Diversity Retreat
- 2015 CVM Diversity Strategic Plan
- 2016 Admitted most diverse class of 2019 in CVM history (8 Black, 8 Hispanic, 8 Asian, 4 Multiethnic)

Through lots of hard work and dedication to diversity and inclusion, the NCSU State College of Veterinary Medicine is making a positive contribution towards providing more diversity for our veterinary workforce. The college recently announced two $50,000.00 endowed scholarships. One is called the Old Main Scholarship and is dedicated to Native American Students. The other is the Dr. Alfreda Johnson Webb Scholarship and is dedicated to those identified as underrepresented minorities in veterinary medicine.