



SCHOOL OF VETERINARY MEDICINE

Advancing animal and human health with science and compassion

DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN

School of Veterinary Medicine (SVM) MISSION

The University of Wisconsin SVM engages in veterinary medical education, research, and clinical service of the highest caliber to improve the health and welfare of animals and people and strengthen Wisconsin's economic vitality.

SVM VISION

The University of Wisconsin SVM creates the future of veterinary medicine through unparalleled excellence in education, clinical medicine, and research that benefit animal and human health. The school achieves this vision by expanding its entrepreneurial culture of pioneering leadership in strategic research areas and by incorporating the findings into education, clinical practice, and industry partnerships. Throughout all decision-making and day-to-day activities, the school values the importance of diversity in all of its manifestations. In collaboration with the University of Wisconsin's world-class basic science and medical community, the school gives rise to the next generation of veterinary leadership.

SVM DIVERSITY, EQUITY AND INCLUSION (DEI) STRATEGIC PRIORITIES

- Climate
- Faculty/Staff Development
- Recruitment and Retention
- Curriculum

Strategic Priority 1: CLIMATE

The SVM will foster a climate of equity and inclusion for all individuals. We will celebrate all communities and ensure a safe environment for all.

- Ensure professional development opportunities are available and encouraged for all members of the SVM community
- Provide mentorship opportunities to further professional development
- Publicize availability of DEI Committee members that the SVM community can reach out to
- Provide activities/services that foster community and inclusion
- Implement a mistreatment reporting system with relevant data being shared on a regular basis with the SVM community. Initial remediation should focus on education and professional development

Strategic Priority 2: FACULTY/STAFF DEVELOPMENT

Topics of DEI are crucial to the professional development of all faculty and staff at the SVM. This development begins at the onboarding of an individual and continues throughout their time as members of the SVM community.

- Create clear definitions for what is required for development in areas of DEI
- Develop ways to reward faculty/staff for their DEI development
- Promote activities and initiatives focused on DEI professional development

Strategic Priority 3: RECRUITMENT AND RETENTION

Recruitment and retention of individuals with minoritized identities is an important step in our DEI efforts. We not only have to focus on recruitment but also how to actively engage individuals once they are here to aid in their retention.

- Improve on a continuous basis the policies and data for search committees
- Praise and reward departments/units that are succeeding in increasing diversity and inclusive excellence
- Provide resources for ways to increase the diversity in hiring/applicant pools
- Assess institutional policies in regard to faculty/staff support and ensure they are widely publicized and easily accessible (i.e. family care)

Strategic Priority 4: CURRICULUM

Topics of DEI will be infused throughout the curriculum to provide holistic, effective, and accessible curricula. Integration across class years and courses is needed to ensure success.

- Create a curricular map of DEI in the SVM (DVM and Graduate) curriculum to highlight current gaps and current linkages across courses
- Infuse DEI training within DVM and Graduate curriculum with a focus on the gaps highlighted from the curricular map (ethics, communication, green/blue sheets, professional skills, diversity dialogues)
- Promote research focused on DEI issues specific to the veterinary healthcare field