VTIDES[b]

Veterinary Technician Inclusivity Diversity Equity Support and Belonging

Peg Wheeler, MS, LVT, IAPCM
(Career Coach)
Student Recruitment Liaison
Rarebreed Veterinary Partners

Garnetta Santiago, MA, LVT
Senior Manager,
Academic & Professional Affairs
Zoetis

What is VTIDES[b]

A Tool to Support DEIB in Your Program

zoet rarebreed

The Value of VTIDES[b] to Veterinary Technology Programs

The Need

- Directives from academic institutions and CVTEA to implement DEI programming for increasingly diverse student populations;

- Support underrepresented students/reduce attrition related to environments that aren't supportive to all students

CVTEA accreditation policies and procedures

Last update to this section: January 2023

Appendix I – Accreditation standards and guidelines for interpretation

e. The program must promote a learning environment that values diversity, equity, and inclusion.

Rationale: Diversity, equity, and inclusion (DEI) are important to the experience of students, faculty staff, and animal owners, as they interact with the program, and for students as they transition to their professional lives. Veterinary technicians must understand the populations the profession serves for the healthcare team to deliver the best possible care to animals and meet the needs of diverse populations of animal owners.

Examples of evidence of documentation provided by the program to demonstrate compliance:

- Institutional Diversity, Equity, and Inclusion Policy

- Description of how the institutional Diversity, Equity, and Inclusion Policy is applied at the program level.

- Programmatic Diversity, Equity, and Inclusion Statement

- Evidence of reporting and response system and process to remedy instances of discrimination and other forms of harassment involving faculty, staff, and students.

- Evidence of advisory committee deliberations and discussions guiding the program on DEI.

- Evidence of assessment to barriers to the recruitment and admission of diverse populations, and evidence of steps taken to address these barriers.

- Evidence of scholarship or other financial assistance programs aimed at assisting potential students overcome identified barriers.

- Evidence of support services for students navigating challenges entering the learning environment.

- Evidence of programmatic engagement with student accommodations.

- Evidence there has been consideration of DEI in faculty recruitment, hiring, and retention practices.

- Evidence of curricular, and co-curricular elements that allow students to develop an understanding of diversity, equity, and inclusion as they intersect with veterinary medicine.

- Evidence of an outcomes assessment loop to assess the learning environment, and make adjustments as required.

	The Need	**Benefit to Veterinary Technology Programs**
How VTIDES[b] Helps	• Directives from academic institutions and CVTEA to implement DEI programming for increasingly diverse student populations; • Support underrepresented students/reduce attrition related to DEI issues	• Resource to satisfy directives from academic institutions to develop DEI programming • Increased student engagement • Expand awareness of and sensitivity to differences among students

Multiple Opportunities to Support Students and Strengthening DEI

Veterinary Technicians in the U.S.	115,000
Rate/Profession Growth 2020-30	15%
Accredited Veterinary Technician Programs in US	223
Students Enrolled in Veterinary Technician Programs 2022-23	31,258

34,955

LGBTQIA+
NEURODIVERSITY
DIFFERENTLY-ABLED

The Experiences of Underrepresented Individuals

Subtle Isolation

VTIDESᵇ Application

⋆ Name of Faculty Program Advisor

[   ] [   ]

First   Last

⋆ Email of Faculty Program Advisor

[   ]

⋆ Phone Number of Faculty Program Advisor

[   ] - [   ] - [   ]

About the Student Club

⋆ Name of Student Club President

[   ] [   ]

First   Last

⋆ Email of Student Club President

[   ]

⋆ Phone Number of Student Club President

[   ] - [   ] - [   ]

* Detailed Description of Planned Event or Activity

* Detailed explanation of how the proposed event/activity will satisfy the stated mission of VTIDESb

* Date of Event/Activity

| MM | DD | YYYY |

* Expected Number of Participants

Type a number

* Please explain the anticipated outcomes of the proposed event and how they will help advance the project missions of creating a more inclusive environment, and expanding students' understanding of the diverse communities they will serve as veterinary professionals.

* I understand that receipt of a funding grant for the proposed VTIDESb activity
requires completion of reporting information, including details about the activity, number of attendees, number of participants and community impact.

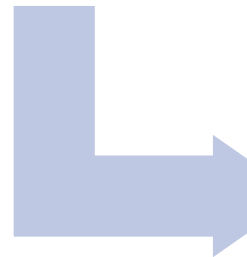Please type your name to act as your signature.

Submit Registration

Application is Reviewed → Decisions made / Grants disbursed → Event Executed → Reporting

…And Then What?

Sample Activities

ASL Workshop	Rosh Hashanah Table	Working with Low Income Clients	Food Finders Homeless/ Pet Food Drive
Microaggressions Presentation	LGBTQIA Student Campus Climate Roundtable	Accommodating clients with hearing and/or visual deficits	Women's History Month Panel
Service to Tribal Communities: What Groups Need to Know	Large Animal Veterinary Medicine and Gender Roles	Martin Luther King Day of Service- Communications Training Event	Learning to See Differently
Salsa Dance Workshop	Cinco De Mayo: Truth vs Fiction	What Does Diversity Mean To You? Poster Board	International Potluck

let's talk