

Diversity, Equity & Inclusion Committee

Charge

The AAVMC Diversity, Equity and Inclusion (DEI) Committee is an Advisory Committee to the Board of Directors. As core values of AAVMC, it is essential that diversity, equity and inclusion, be intertwined through all the core components of the AAVMC Strategic Plan. Thus, the DEI Committee will ensure that their work supports and ensures integration of these values throughout all elements of the current and future strategic plans. The work of the committee uses data to advocate for change throughout the academic veterinary medical community. The DEI Committee is charged to:

- Develop and advance programs and policies that promote social justice and civil rights such as, but not limited to, anti-racism and anti-sexism curricula for all members of the academic veterinary medical community while acknowledging that these efforts are advanced in a system structurally designed to hinder the advancement of individuals with marginalized identities.
- Advance programs that develop and promote inclusive environments in academic veterinary medicine where everyone, regardless of their race/ethnicity, gender, sexual orientation/identity or attributes or beliefs, feel welcome, comfortable, safe, respected, valued and can thrive.
- Provide and request relevant information to and from AAVMC initiatives, programs, committees, and task forces that contribute to the diversification of the applicant pool; the removal of barriers to admission; the retention of students, staff, and faculty from underrepresented and marginalized communities; and the full participation for applicants, students, faculty, and staff.
- Provide and request relevant information to and from AAVMC initiatives, programs, committees, and task forces regarding tools for graduating culturally conscious veterinarians who are able to serve diverse communities equitably as professionals.
- Develop and participate in activities which create greater awareness of educational and employment opportunities in veterinary medicine among communities that are underrepresented and marginalized.
- Develop and collaborate on diversity related meetings and symposia as well as other appropriate activities that support the AAVMC DiVersity Matters initiative.
- Provide continued support and guidance on the institutionalization of awards that recognize and celebrate the contributions and efforts made to advance diversity in academic veterinary medicine.

Composition

The DEI Committee leadership is composed of members who have diversity, equity and inclusion initiatives as a part of their portfolio; these individuals may be Directors of Diversity, Associate Deans, faculty, staff or others who have the requisite experience and expertise in this subject matter. The leadership of the committee will be comprised of 7 members with at least one (1) member representing an international member institution. The DEI Committee will recommend to the AAVMC President, one member of its nominated leadership group to serve as Chair-Elect.

Members of the leadership committee are nominated through the AAVMC annual call for volunteers and serve a term of three years and will be eligible for reappointment once to a maximum of two terms. The members of the leadership committee also serve as members of the following five subcommittees: Admissions & Recruitment, Students, Faculty, Climate, and Curriculum. Each subcommittee will be populated through the annual call for volunteers and will serve staggered terms of three years.

Charge amended, AAVMC Board of Directors, 2020-10-19
Charge amended, AAVMC Board of Directors, 2012-04-20