

# UNITY IN DIVERSITY

Supporting Diversity, Equity and Inclusiveness Within our Workplaces

## Defining DEI

### DIVERSITY

Acknowledging and respecting human differences, including race, ethnicity, gender, gender identity, sexual orientation, age, professional background, experiences, physical abilities, religious beliefs, national origin, and political beliefs.

### EQUITY

Promoting fair treatment, access, opportunities, and advancement for all staff, while striving to identify and eliminate barriers that have prevented the full participation of certain groups in the past.

### INCLUSIVENESS

Implementing practices or policies that include and value people who might otherwise be excluded or marginalized. This includes people with different levels of abilities, backgrounds, and perspectives.

## Unity in the Veterinary Community



A diverse professional circle enhances understanding of different cultures, beliefs, and perspectives, enriching the veterinary practice and improving care for all animal patients.

### THE POWER OF DEI IN VETERINARY WORKPLACES

Workplaces that respect and celebrate diversity, equity, and inclusiveness can enrich our professional lives, improve patient care, and foster a more understanding and compassionate work environment.

## Steps Towards Building a Diverse, Equitable, and Inclusive Workplace

- 1 Be open-minded and non-judgmental.
- 2 Learn about different cultures, traditions, and worldviews.
- 3 Stand up against discrimination and stereotypes.
- 4 Celebrate your colleagues' identities and achievements.
- 5 Actively listen and empathize with your colleagues' experiences.
- 6 Support participatory communication and the free flow of information and knowledge, fostering an open, inclusive environment.

