3 TAKE-HOME MESSAGES

Review these messages together.

Team members have the opportunity and responsibility to help assemble a diverse team through their network of friends and affiliations. All team members contribute to the organization’s brand and can play a role in promoting its commitment to DEI. The DEI look and feel of your workplace may be a determining factor whether a potential candidate chooses to become an employee. Recruitment of a diverse team requires a thoughtful, purposeful, and planned leadership-driven approach.

2 QUESTIONS TO CONSIDER

Question for team discussion
Share your thoughts with your team.

Picture yourself as a job candidate ... how does our website, social media presence, marketing, and community outreach reflect our commitment to providing an inclusive and diverse workplace ... and how can we improve them?

Question for self-reflection
No need to share your answer or thoughts with anyone.

How can I become a more enthusiastic ambassador for my workplace who helps identify potential candidates for employment?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- Develop a recruitment pitch for candidates that highlights your commitment to DEI.
- Audit your job posting procedure. Research new places to post job openings where a diverse audience is more likely to find your opportunity.
- Use an anonymous survey to ask your team if they would recommend your organization to their network. Ask, “What is the best part of working with our team” and incorporate this information into your marketing messages. Ask, “Are there things that would make you reluctant to recommend becoming a member of our team,” and consider making changes to address those issues.

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- Expand your perspective by making a conscious effort to seek out diverse perspectives and experiences. This can include reading books, attending events, or engaging in conversations with people outside of your professional network.
- Seek out opportunities to mentor and support individuals from underrepresented groups. This can include providing feedback and guidance on career development and introducing them to new opportunities at your organization both internally and externally.

We hope that after the meeting, you will be inspired to explore the art of retention in greater depth, either as a team or individually. We invite everyone to check out Dr. Williams-Hill’s recommended resources in the Topic Overview.
DIVERSITY ORGANIZATIONS

We encourage you to intentionally expand your network to include diversity. To get you started, here are some groups you may be interested in exploring. Keep in mind that this is not an all-inclusive list, so go ahead and do your own search to find additional organizations that grab your attention.

**AFFINITY GROUPS**
- American Association of Asian Veterinary Professionals
- American Association of Veterinarians of Indian Origin
- Association of Medical Professionals with Hearing Losses
- Black DVM Network
- Diversity Veterinary Medicine Coalition
- Indo-American Veterinary Medical Association
- Institutes of Healthcare Educational Leadership & Professionals
- International Veterinary Students’ Association
- Latinx Veterinary Medical Association
- Multicultural Veterinary Medical Association
- National Association for Black Veterinarians
- Native American Veterinary Association
- Native American Veterinary Services
- Pride Veterinary Medical Community
- VOICE
- Women’s Veterinary Leadership Development Initiative

**SERVICE GROUPS**
- Chapter VIII: Veterinary Inclusion and Intersectionality Initiative
- Not One More Vet
- Pawsibilities
- Vet Set Go
- VetaHumanz
- Veterinary Mental Health Initiative - SHANTI Project