

# PATHWAY DEVELOPMENT IN VETERINARY MEDICINE

## 3-2-1 DISCUSSION GUIDE

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### 3 TAKE-HOME MESSAGES

Review these messages together.

**Pathway programs are an important way to inspire students from Black, Indigenous, and People of Color (BIPOC) populations to pursue a career in veterinary medicine.**

**Proactively contacting schools and youth organizations in areas with BIPOC populations to volunteer your time for career days and mentoring is a great way to get started.**

**Don't underestimate the positive impact you can have on a student AND their parents while caring for their pet. Take that moment to encourage, educate, and hopefully inspire them about veterinary career opportunities.**

### 2 QUESTIONS TO CONSIDER

Question for **team discussion**  
Share your thoughts with your team.

**What have we done in the past to introduce diverse youth in our community to veterinary medicine, and what can we do differently and better in the future?**

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

**How can I share my experiences with young people as a way to educate them about the opportunities in veterinary medicine?**

### 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.

- Consider providing paid student internship programs for high school and college students to help eliminate socioeconomic barriers to gaining valuable experience.
- Partner with youth organizations (Boys & Girls Clubs, local YMCA) and schools to participate in career days and open houses at your workplace to introduce students to the field of veterinary medicine.
- Add books to your waiting room that show diversity in the veterinary field and download coloring sheets from [vetsofallcolors.org](http://vetsofallcolors.org) to give out to children when they visit your practice.

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

- Join an organization in veterinary medicine dedicated to supporting and mentoring students in pathway programs, such as Purdue University's This is How We Role, Pawsibilities, BLENDvet, and Diversify Veterinary Medicine Coalition (DVMC).
- Offer to volunteer at a local public school with a BIPOC student population. Contact the office and explain that you would be open to visiting with students to talk to them about taking care of animals and what it is like to work in the veterinary field.

**We hope that after the meeting, you will be inspired to explore pathway development in greater depth, either as a team or individually. We invite everyone to check out Dr. Bruno's recommended resources in the [Topic Overview](#).**

