Combating Racism in Veterinary Medicine

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NC STATE Veterinary Medicine

Veterinary Medicine

“ The least diverse of all health care professions”

Ref. Journal of Blacks in Higher Education

What is Racism?

The belief that inherent differences among the various racial groups make them naturally inferior to others. This typically involving the idea that one group has the right to dominate those that are different from them.

Why does Racism exist in Veterinary Medicine?

GEORGE FLOYD
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GEORGE FLOYD
JUSTICE FOR ALL
BLACK LIVES MATTER
GEORGE FLOYD
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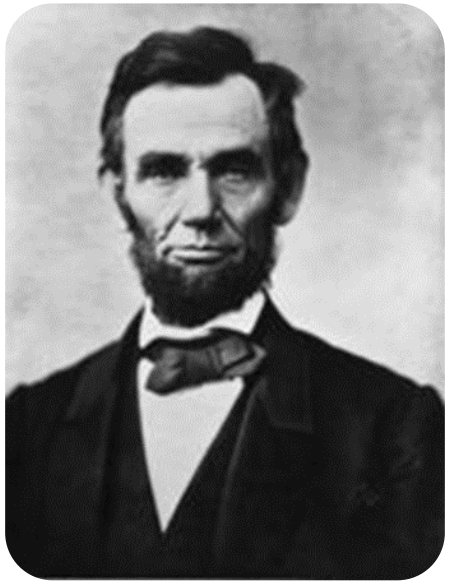
GEORGE FLOYD
GEORGE FLOYD
GEORGE FLOYD
MY Life MATTERS

AVMA

The founding of the American Veterinary Medical Association was 1863



Human

A person, especially as distinguished from other animals or as representing the human species.

GREAT SALE
of
SLAVES
JANUARY 10, 1855
3 Bucks Aged from 20 to 26, Strong, Ablebodied
1 Wench, Sallie, Aged 42, Excellent Cook
1 Wench, Lize, Aged 23 with 6 mo. old Picininy
One Buck Aged 52, good Kennel Man
17 Bucks Aged from twelve to twenty, Excellent
JOHN CARTER, Esq.

AAVSB

The American Association of Veterinary State Boards (AAVSB) is a 501(c)(3) nonprofit corporation headquartered in Overland Park, Kansas. We are an association of veterinary medicine regulatory boards whose membership includes licensing bodies in 63 jurisdictions, including all of the United States, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, and the ten Canadian provinces

AAVSB

Our mission is to support and advance the regulatory process for veterinary medicine.

Our vision is to be the primary source for comprehensive information that strategically advances and strengthens the veterinary regulatory community.

We value:

- Protection of the public
- Reliability & accuracy
- Ethics & integrity
- Service excellence
- Active inclusion, participation, & collaboration
- Stewardship of resources

Tuskegee University

In 1945 Tuskegee University, a historically black university, opened its own veterinary college.

Courtesy of Tuskegee University School of Veterinary Medicine

Dr. Alfreda Johnson-Webb

Women in Veterinary Medicine

https://www.avma.org/resources-tools/reports-statistics/market-research-statistics-us-veterinarians-2019

The number of women graduating with veterinary degrees increased from about 200 in 1963 to about 83,000 in 2023

Current DVM Class Demographics

https://www.aavmc.org/about-aavmc/public-data.aspx

About 25 % of the current US DVM student enrollment self identify as is minorities.

North Carolina Association Of Minority Veterinarians

ncamv.com

Our Mission

The mission of the North Carolina Association of Minority Veterinarians is to promote collegiality among its members and provide a forum for the professional concerns of minority veterinarians in the State of North Carolina.

Black DVM Network

https://www.blackdvmnetwork.com/

Common Myths

- “Minorities are afraid of animals”
- “They don’t like/value animals”
- “Don’t like the sciences”
- “Not as smart as whites”
- “Afraid of water”

Examples of Racist Behavior

* Someone stating that their animals does not like black people
* Intentionally mispronouncing someone's name
* Asking someone in the US that looks different from you if they speak English
* Offering someone substandard service options based on their looks
* Racial profiling
* Others

Common Racist Phrases

“When I look at you I don’t see color”

“Peanut Gallery”

“Grandfathered in”

“All lives Matter”

“You are so articulate”

“Where are you actually from”

“Racism is a tool that keeps prejudice and discrimination active”

Top 5 racist things you should never think, do or say:

1. Don’t ever use the “N” word
2. Don’t call a black person your friend unless you have had them over for dinner at your home
3. Don’t every touch a black woman's hair or anything else on her person without permission.
4. Don’t every say “All Lives Matter – not just black people.”
5. Don’t ever say “I’m not a racist.”

Tools to Address Racism

Books on Racism

- How to be an Antiracist (Kendi)
- White Fragility (Diangelo)
- Between the World and Me (Coates)
- Black Fatigue (Winters)
- Uprooting Racism (Kivel)
- Others

Resources for Programs

- NCBI
- BASIC RACE
- Understanding White Privilege
- AAVMC
- AVMA
- Others

Questions?