In our CVM 5-year Diversity & Inclusion (D&I) Strategic Plan, we organize our work and accountability efforts under the areas of:

**Students** - Undergraduate (BIMS, US), Graduate, and Professional DVM
**Staff** – Academic Units, Programs, Teaching Hospital
**Faculty** – APT, T/TT, Residents, Interns
**Administrators**

With transparency, CVM has annually updated the Vice President for Diversity on efforts in accountability, recruiting, retention, climate, and equity.

**Diversity**
- BIMS UG exceeds TAMU and peers for URMs and 1st generation students
- BIMS McAllen campus – inaugural cohort was 96% Hispanic & 53% First Generation
- 17 2+2 Community College UG transfer agreements; colleges chosen for racial, socioeconomic, and geographic diversity dimensions
- Pipeline MOAs for DVM program with 4 system universities (1 HBCU + 2 Hispanic serving)
- DVM – always in top 3 for Hispanic/LatinX students
- Five URM faculty hired in 2019

**Inclusion & Equity**
- Department Heads & Deans report all D&I work in annual evaluations
- Standing agenda item at weekly Executive Committee meetings
- Student groups: Council for Diversity & Professionalism, VOICE, & Broad Spectrum
- Core content in DVM curriculum years 1-3

**Communication & Sharing Knowledge**
- Publication and invited seminars at national level in D&I and conflict management
- Continual updating of CVM website
- K-12 program website recorded 23,236 downloads by 1,452 teachers for 135,060 students (52% URM and/or receive reduced cost lunches)
- D&I College Hour presentations
- Awards and recognition in D&I at local and national levels (HEED 3-peat)
- D&I Leadership at national level

**Conflicts Management (CM)**
- Two 40-hour CM & Leadership Courses offered per year
- 170 have completed course (½ faculty, ½ staff) since 2014
- One and two day CM workshops for graduate students & faculty mentors
- DAR funding supports work transforming CVM conflict culture
- CM & Leadership course at another university DVM program (Four 40-hour course cohorts)
- 2019 Conflict Resolution Quarterly Publication - Integrating social justice-based conflict resolution into higher education settings: Faculty, staff, and student professional development through mediation training.

**Wellness**
- On-site counselors for DVM students, residents, and interns
- Dedicated exercise facility within the CVM
- “Wellness Wagons” with exercise equipment for DVM students to use between classes
- Well-being assessments in two departments
- Participating in national Small Animal Resident well-being initiative

**Diversity Accountability Reports (DARs)**
- 2014-2019

In our CVM 5-year Diversity & Inclusion (D&I) Strategic Plan, we organize our work and accountability efforts under the areas of:

- Diversity
- Inclusion & Equity
- Climate
- Wellness
- Communication & Sharing Knowledge
- Conflict Management

**CVM Diversity Statement**
“The College of Veterinary Medicine & Biomedical Sciences affirms and supports many different dimensions of diversity, and we are fully committed to ensuring a climate of inclusion where all of our faculty, students, and staff are empowered to achieve their full potential. You are expected to actively participate and contribute, as appropriate, to help us enhance our excellence in this area.”