

AGGIE FAMILY

Inclusive Leadership

CVM is an inclusive leader in the field of Veterinary Medicine. The college is proud to celebrate inclusion and diversity with highlighted monthly programming. This month, TAMU– CVM spotlights :

Celebrating Diversity

ask

The Diversity Dean

CVM's Executive Associate Dean and Director of Diversity & Inclusion answers your diversity questions



Terminology: What's In A Name?

Q

In the context of the diversity and inclusion initiatives within the CVM, what does the word "climate" mean?

A

We refer to climate as the overall atmosphere within the unit or college that impacts whether each individual or group feels welcome in the work or learning environment. Some questions that we might ask when we are concerned about climate include: Are you happy to come to work or class each day? Do you feel respected by your colleagues? Do you feel that you are an important part of the group? Is conflict dealt with in an open and transparent way? Does the leadership team value collegial behavior? Do individuals within the team feel safe to speak up when an insensitive comment is made? A positive climate is characterized by mutual respect, collegial behaviors, civility, and a positive conflict culture.

Have a question for the Diversity Dean? Send your questions to Diversity@cvm.tamu.edu.