

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.



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Why Race & Gender?

Q

Race and gender tend to be the most commonly addressed diversity attributes? Why is that?

A

Race and gender are certainly most often at the forefront of diversity discussions, as they should be. Both of these attributes are particularly relevant to our college and the veterinary profession. Currently, the veterinary profession is predominantly white and it has been noted by many, including the Texas Higher Education Coordinating Board, that increasing the racial diversity of our students is needed. We have been working on this for quite some time, and each of our DVM classes have about 20% underrepresented minority students. We hope that these numbers will increase as we continue to move toward reducing barriers in the admissions process, sharing the positive campus and college climate, and recruiting more broadly, highlighting the many exciting opportunities within the profession. Gender also remains an important topic but the emphasis has shifted over the past two decades. While the profession as a whole remains predominantly male, the student population across the nation is predominantly female. Indeed, for the past five years, our numbers for entering classes has been 20-25% male and 75-80% female. At least at TAMU, these numbers are almost identical to the numbers of men and women in the applicant pool, i.e. many more women are applying to veterinary programs than men.

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