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.
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

**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.

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

What is the TVMC Initiative?

Diversity has been listed as one of the reasons behind pursuing the Texas Veterinary Medical Center Statewide (TVMC) Initiative. Please explain.

In 2009 and 2016, the Texas Higher Education Coordinating Board produced a report on the current needs for veterinary medical education in the state. In both reports, they concluded that while no additional veterinary college was needed, the CVM should focus resources on developing a stronger pathway for individuals that wish to pursue rural or food animal practice, as well as increasing diversity. The college, Texas A&M University, and the TAMU System worked together to design and build a state-of-the-art teaching and learning complex that could meet those needs for Texas now and well into the future. Since the 2009 report, the CVM has been developing strong partnerships with four universities within the TAMU System that could help address both of these mandates from THECB. With the opening of the Veterinary and Biomedical Education complex that allows an increased class size and the unique partnerships and student pipelines associated with West Texas A&M University, Prairie View A&M University, Texas A&M University-Kingsville, and Tarleton State University, both increased diversity and the rural needs for veterinary care will be addressed in a positive way by capitalizing on the strengths of these excellent regional universities, each of which has a different emphasis and tie to livestock industries and serves a broad region of the state.

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