

## **SVM Diversity Action Plan comments:**

### Faculty recruitment efforts:

- Involvement of Diversity Director in discussions with Chairs and Deans on strategic hires;
- Oversight of each search by DSAs;
- Search committee training in best search practices;
- Broad outreach (proactive);
- unbiased assessment of candidates;
- selection of best-qualified candidate

### Retention efforts: (Climate oversight!)

- Planned informal mid-career mentoring;
- Overview of mentoring practices within 4 departments;
- Proactive in establishing supportive climate for career development (via assessment of SVM's climate survey);
- Clear guidelines for promotion and success within each track;
- Proactive and not reactive in generating equitable salary levels;
- Promotion of networking opportunities: within departments; ranks; gender; focus groups within sch and Univ.;
- Support of career development opportunities
- Promotion of family-friendly policies

### Pipeline efforts: 3-fold:

- Veterinary Students: Plan seeks to build a currently non-existent pipeline of veterinary students by educating elementary, middle school, high school and undergraduate students about career opportunities in veterinary research and medicine.
- Postdoctoral Students
- VMD-PhD Students

### Clear definition of diversity:

- Diversity within the SVM is viewed broadly. It includes but is not limited to diversity in race, gender, sexual orientation, gender identity, socioeconomic status, religion, national or ethnic origin, citizen status, age, disability, veteran status, as well as diversity in thought.

### Diversity Search Advisor role:

- Oversight of plan implementation
- Oversight of every faculty search
- Oversight of mentoring policies
- Oversight of climate issues

### Potential collaborations across schools:

- Pipeline efforts (4 health schools and SAS/SEAS?);
- Networking opportunities and focus groups (4 health schools and SAS/SEAS?)