

Michigan Veterinary Medicine Association (MVMA)
Diversity, Equity and Inclusion Survey Draft

Dear MVMA Member:

The cultural landscape in veterinary medicine continues to evolve. As your professional membership association, we are here to support, serve, and represent both you and the profession.

To properly move forward, we want to hear from you. The purpose of this survey is to help your Association leaders understand what you, our members, are experiencing and expecting when it comes to cultural diversity. We want to learn how the MVMA can best assist you in the future as you navigate this shifting and changing landscape.

Instructions. Please take a moment to respond to the following questions. Your responses are strictly confidential. The survey is being managed by external consultants. Your survey responses will be kept confidential and only reported in aggregate form. Please be honest with your responses. Your input will help the MVMA leadership and staff better serve you. Complete the survey by November 9, 2020. It will take you about 5 minutes to complete.

MVMA's Commitment to Diversity, Equity, and Inclusion (DEI)

1. With the changing cultural landscape, we are being called upon to understand the diverse makeup of our association and the people we serve. There are many socio-demographic dimensions to Association diversity. From the list below, check all the demographic categories that you feel are key to understanding diversity in the Association. If we missed a diversity dimension that is salient to you and your community, add it in the comments section below. Again, check all that apply:
 - i. Race
 - ii. Ethnicity
 - iii. Gender
 - iv. Gender identity
 - v. Sexual orientation
 - vi. Age/Generation
 - vii. Social class
 - viii. Physical ability
 - ix. Religious or values system
 - x. National origin
 - xi. Political belief
 - xii. Professional discipline
 - xiii. Other: _____

2. What is the best reason for the MVMA to commit to a cultural diversity initiative at this time? Check all that apply
- i. Diversity is critical to the MVMA fulfilling its mission.
 - ii. The MVMA needs to focus on diversity for our growth and sustainability.
 - iii. The MVMA desires to be seen as the Veterinary Association of choice for all potential members, regardless of background.
 - iv. The Association will be more successful in helping members align with their community's social justice and equity values.
 - v. The Association will be more successful in reflecting our customer base.
 - vi. The Association will help members diversify our professional networks.
 - vii. I do not believe we need to commit to cultural diversity initiatives at this time.
 - viii. Other: _____
3. What is the best way for the MVMA to become more diverse? (Check all that apply)
- i. Recruit members from sources we don't typically draw from.
 - ii. Create a structure for affinity group membership for people in similar demographic groups to meet and have special programs unique to their population's needs.
 - iii. Collaborate with other Veterinary Associations.
 - iv. Sponsor scholarships and financial assistance to students of underrepresented groups.
 - v. Other: _____
 - vi. I believe we are sufficiently diverse as we currently are.
4. What is the best way for the MVMA to become more diverse in its governance structure? Check all that apply
- i. Recruit volunteers from the membership base whose demographic group is not represented in the leadership of MVMA.
 - ii. Sponsor affinity group sessions to socialize members from diverse background to the opportunities to become more engaged.
 - iii. Create a Board position dedicated to member diversity.
 - iv. Other: _____
 - v. I believe we are sufficiently diverse as we currently are
5. As our communities, clients and partners become more diverse, we must become even more intentional in treating all people fairly and equitably in every interaction with our association. Equity for our association entails ensuring that members and potential members are able to fully engage with our association.

From your experience or observation, please note any barriers to your or others' full participation within the MVMA. Check all that apply.

- i. The membership application process.
 - ii. The annual dues.
 - iii. The MVMA conferences/events.
 - iv. The MVMA programming does not relate to my practice area or professional work.
 - v. MVMA has little to no programming for Retirees.
 - vi. The format of programming (e.g., virtual, in-person, on-demand) is limited.
 - vii. Access to volunteer opportunities.
 - viii. Interactions with MVMA Staff.
 - ix. Interactions with MVMA Board.
 - x. Other _____
 - xi. I am not aware of any barriers to full participation in the MVMA
6. As communities, clients and partners become more diverse, we want to create and maintain a culture of inclusion in which all members and potential members are welcomed, valued and able to contribute to their fullest. To that extent, please check strategies that you feel will be helpful in cultivating an inclusive culture. (Check all that apply):
- i. Having diverse representation in leadership/governance.
 - ii. Having diverse representation in conference speakers/presenters.
 - iii. Recognizing an array of cultural and ethnic holidays/observances.
 - iv. Offering a more diverse array of programs.
 - v. Other: _____
7. How satisfied are you with MVMA's recognition of cultural and ethnic holidays/observances?
- i. Strongly dissatisfied
 - ii. Dissatisfied
 - iii. Neutral
 - iv. Satisfied
 - v. Strongly satisfied

Understanding our Membership's DEI Needs

8. Does your business or organization have an active Diversity, Equity, and Inclusion (DEI) Committee in place?
- i. Yes
 - ii. No
 - iii. Unsure

9. Does your business or organization have DEI policies or statements in place?
- i. Yes
 - ii. No
 - iii. Unsure
10. To be more effective in your profession, which of the following DEI-topics would be helpful to you? Check all that apply.
- i. Understanding cultural diversity.
 - ii. Managing a diverse staff.
 - iii. Providing effective service to a diverse customer base.
 - iv. Recruiting diverse talent.
 - v. Cultivating an inclusive workplace culture.
 - vi. Ensuring an equitable workplace.
 - vii. Other. Please indicate below, topics related to DEI that would help you to be more effective in your profession:
11. To what extent are you engaged in the MVMA?
- i. I am not engaged in the MVMA at this time
 - ii. I am engaged in the MVMA to a little extent
 - iii. I am engaged in the MVMA to some extent
 - iv. I am engaged in the MVMA to a great extent
12. What are ways in which we could increase your engagement in our Association?
- i. Offer more Virtual programming
 - ii. Creating avenues for meaningful connections with others at conferences and events
 - iii. Provide scholarship for conference attendance
 - iv. Increase your presence on social media to keep us informed
 - v. Highlight the stories of Vet students and Young Professionals
 - vi. Other: _____

Demographic Info

So that we may better understand the cultural diversity of our membership, complete the following sections providing your demographics. (check all that apply)

13. Your Race/Ethnicity. Check all that apply
- i. African-American / African / Black
 - i. American Indian / Native American
 - ii. Asian / Asian-American
 - iii. Latinx / Hispanic origin
 - iv. Middle Eastern
 - v. Native Hawaiian / Pacific Islander
 - vi. White / European origin

- vii. Other: _____
- viii. Prefer not to say

14. Gender

- i. Female
- ii. Male
- iii. Non-binary
- iv. Other: _____
- v. Prefer not to answer

15. LGBTQ+ Community: Are you a member of the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) community?

- i. Yes
- ii. No
- iii. Prefer not to say

16. Annual Personal Income

In order to help us gauge salary ranges in our profession, please share with us your annual personal income earned from veterinary medicine.

- i. 0 - \$24,999
- ii. \$25,000 – \$49,999
- iii. \$50,000 – \$74,999
- iv. \$75,000 – \$99,999
- v. \$100,000 -- \$149,000
- vi. \$150,000 - \$199,000
- vii. \$200,000 and above
- viii. Prefer not to say

17. Physical Ability

- i. The Equality Act generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. Do you consider yourself to have a disability according to the definition in the Equality Act?
 - Yes
 - No

- Prefer not to respond

18. Religious Beliefs

- i. No religion or belief
- ii. Atheist
- iii. Buddhist
- iv. Christian
- v. Hindu
- vi. Jewish
- vii. Muslim
- viii. Sikh
- ix. Other: _____
- x. Prefer not to say

19. Political Beliefs

- i. Not politically active
- ii. Very conservative
- iii. Somewhat conservative
- iv. Conservative leaning
- v. A little conservative and a little liberal
- vi. Liberal leaning
- vii. Somewhat liberal
- viii. Very liberal
- ix. Other: _____
- x. Prefer not to say

20. Geographic Region (From the map below, determine your geographic region and select it from the below options)

- i. Flint/Tri-cities
- ii. Southeast Michigan
- iii. Mid-Michigan
- iv. Western Michigan
- v. North Michigan
- vi. Upper Peninsula
- vii. Other: _____
- viii. Prefer not to say

21. Social location of residence (or occupation)

- i. Urban
- ii. Suburban
- iii. Rural
- iv. Other: _____

- v. Prefer not to say

Professional Discipline

22. Primary Position Type

- i. Practice Owner
- ii. Associate
- iii. Faculty
- iv. Practice Manager
- v. Licensed Veterinary Technician
- vi. Veterinary Assistant
- vii. Practice Staff
- viii. Student
- ix. Other
- x. Retired

23. Practice Type (Check all that apply)

- i. Small animal
- ii. Large animal
- iii. Mixed practice
- iv. Exotic animal
- v. Equine
- vi. Other-Species Specific
- vii. Do not practice

24. Practice Structure

- i. Corporately owned
- ii. Privately owned
- iii. Do not practice

25. Practice Composition

- i. Number of owners
 - 0-5
 - 6-10
 - 11-20
 - 21+
- ii. Number of associates
 - 0-5
 - 6-10
 - 11-20
 - 21+
- iii. Number of Licensed Vet Techs
 - 0-5

- 6-10
 - 11-20
 - 21+
- iv. Number of others
- 0-5
 - 6-10
 - 11-20
 - 21+
- v. Does not apply

26. Primary Employment Type (Check all that apply)

- i. Academia
- ii. Consultant
- iii. Diagnostic
- iv. Emergency/Critical Care Medicine
- v. Extension
- vi. Foundation/Charitable Organization
- vii. General Medicine/Surgery
- viii. Government
- ix. House call
- x. Humane organization
- xi. Industry
- xii. Internship/Externship
- xiii. Military
- xiv. Non-veterinary Employment
- xv. Not employed
- xvi. Production Medicine
- xvii. Public Health
- xviii. Referral/Specialty Medicine
- xix. Public Health
- xx. Referral/Specialty Medicine
- xxi. Relief
- xxii. Research/Lab Animal
- xxiii. Shelter Work
- xxiv. Veterinary Medical College/School
- xxv. Veterinary Technical Program
- xxvi. Zoo Medicine
- xxvii. Other: _____

27. Primary Species Category (check all that apply)

- i. Amphibian/Reptile

- ii. Aquatic Animal
- iii. Avian (non-poultry)
- iv. Bovine (beef)
- v. Bovine (dairy)
- vi. Canine
- vii. Cervid
- viii. Equine
- ix. Exotics
- x. Feline
- xi. Food animal
- xii. Human
- xiii. Laboratory
- xiv. Non-human Primate
- xv. Ovine/Caprine
- xvi. Porcine
- xvii. Poultry
- xviii. Small animal
- xix. Wildlife
- xx. Zoo Animal
- xxi. Other: _____
- xxii. N/A

28. Area of Specialization (check all that apply)

- i. Academia
- ii. Acupuncture
- iii. Alternative/Complementary
- iv. Anesthesiology
- v. Animal behavior
- vi. Animal Welfare
- vii. Business/Economics
- viii. Cardiology
- ix. Dentistry
- x. Dermatology
- xi. Disaster Medicine
- xii. Emergency/Critical Care
- xiii. Endocrinology
- xiv. Epidemiology
- xv. Internal Medicine
- xvi. Neurology
- xvii. Nutrition
- xviii. Oncology
- xix. Ophthalmology
- xx. Pathology

- xxi. Pharmacology
- xxii. Radiology
- xxiii. Research
- xxiv. Surgery
- xxv. Theriogenology
- xxvi. Other: _____
- xxvii. N/A

29. Other Vet Associations to which you belong? (Check all that apply)

- i. Association of Asian Veterinary Medical Professionals (AAVMP)
- ii. Black DVM Network
- iii. Latinx Veterinary Medical Association (LVMA)
- iv. Multicultural Veterinary Medical Association (MCVMA)
- v. National Association of Black Veterinarians (NABV)
- vi. Native American Veterinary Association (NAVA)
- vii. Pride Veterinary Medical Community (PrideVMC)
- viii. Pride Student Veterinary Medical Community (PrideSVMC)
- ix. Veterinarians As One For An Inclusive Community For Empowerment
- x. Women's Veterinary Leadership Development Initiative (WLVDI)
- xi. Other: _____
- xii. N/A

30. Please share any comments, personal experiences or recommendations that would help the MVMA better understand your perspective and further our diversity, equity and inclusion efforts.

31. To thank you for completing this survey, the MVMA is offering you a chance to be entered into a drawing to win one of the following six prizes:

- One free year of MVMA membership
- One free registration to the 2021 Michigan Veterinary Conference
- Four \$50.00 Amazon gift cards

The winners will be drawn by the company managing the survey and only the winning six names and emails will be sent to MVMA. To be entered into the drawing enter your name and email below. Your responses will remain confidential.

Thank you!