
mcvma.org / multiculturalvma@gmail.com

ANNUAL | 2020 REPORT |



MCVMA

Multicultural Veterinary
Medical Association

LETTER FROM THE PRESIDENT

2020 was a year of tremendous growth for the Multicultural Veterinary Medical Association (MCVMA). In addition to expanding our leadership team, we achieved 501(c)(3) status, collaborated with a multitude of individuals, businesses, academic institutions and organizations on DEI-focused events, speaking engagements and publications, and continued to expand our efforts to transform the veterinary profession.

And while we take this moment to highlight some of our past achievements, I am thrilled to see what we will accomplish in 2021. Incoming MCVMA president Dr. Marie Sato Quicksall and her leadership team will make great strides in the coming year.

Thank you to all those who continue to support our organization and the work that we do. Your passion and commitment inspires us!

Christina V. Tran, DVM
she/her/hers

MCVMA PRESIDENT 2020



2020 ANNUAL REPORT

Mission.....	03	Testimonials.....	24
Impact.....	04	What's ahead.....	26
Our Work.....	06	Leadership.....	28
Social Media Campaigns.....	18	Sponsorship and Contact us.....	29
Stories about us.....	20		
Financials.....	22		



MISSION

The mission of the Multicultural Veterinary Medical Association is to promote racial and ethnic diversity and cultural competency within the veterinary profession so as to better serve a diverse, multicultural society.



IMPACT

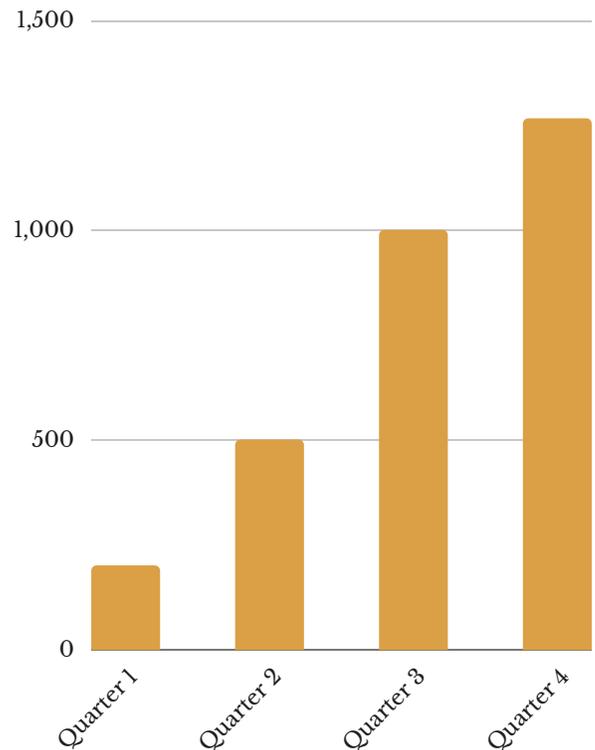
2020 was a year of remarkable growth for MCVMA, both in outreach and visibility, as record numbers of businesses and individuals reached out to assist with our mission.

121%

INCREASE IN SOCIAL MEDIA FOLLOWING

From January 1st to December 31st, Facebook membership alone grew from 1,261 to 2,786.

Instagram following



WHO REACHED OUT TO HELP

60

BUSINESSES

71

INDIVIDUAL VETERINARY PROFESSIONALS AND PRE-PROFESSIONALS

HIGHLIGHTING DISCRIMINATION IN VETERINARY MEDICINE

We released a video highlighting discrimination in veterinary medicine. This video has been widely shared within the veterinary community in the United States and abroad.



42,597

PEOPLE REACHED



NO
NO
NO
NO

**WHAT
WE HAVE
DONE**

ADVOCACY

VET MED FOR BLACK LIVES

In the aftermath of the brutal murders of Breonna Taylor, George Floyd, and Ahmaud Arbery, MCVMA released a clear statement in support of Black Lives Matter, condemning all forms of systemic oppressions of Black people.

MCVMA fully supports the Black Lives Matter movement and condemns all forms of racism and systemic violence.

We stand shoulder to shoulder with the Black community and will not be silenced. We will continue to speak up, speak out and stand tall in the face of inequality, injustice and adversity.

Together we are better.



In light of recent national and international events focused on systemic racism, inequality and injustice, we request that the American Veterinary Medical Association House of Delegates include matters of diversity and inclusion within the veterinary profession in the July 2020 HOD session. As veterinary organizations spanning the spectrum of diversity, we feel it is imperative that our members' voices are heard and their concerns about safe and supportive academic and work environments are remedied. We hope to stand side-by-side with the AVMA as we navigate these difficult conversations and implement solutions to address the lack of racial and ethnic diversity within the veterinary profession.



STATEMENT TO THE AVMA

In partnership with 9 affinity organizations, MCVMA released a statement to the AVMA to seriously assess how systemic racism manifests itself in veterinary medicine, and to commit to addressing this problem beginning at the 2020 AVMA Convention.

#WAKEUPVETMED

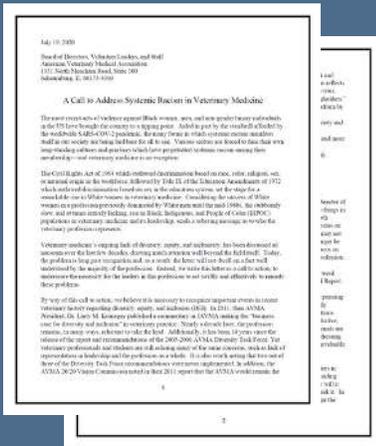
We asked the veterinary profession to share with us their experiences with systemic racism in veterinary medicine via a survey, and they delivered.

387 SURVEY
RESPONSES
were collected



Through a partnership with Veteos, we used the survey responses to create a moving video highlighting real incidences of discrimination in veterinary medicine.

ADDRESSING SYSTEMIC RACISM IN VETERINARY MEDICINE



On July 19th, 2020, MCVMA along with the 9 affinity organizations released an official statement, calling the AVMA to address systemic racism in veterinary medicine. Along with this statement, we listed 7 actionables for the AVMA to begin implementing with specific examples.

We published a Change.org petition to elicit public support for the statement to the AVMA and collected...

6,222 PETITION SIGNATURES

7 WAKEUPVETMED ACTIONABLES

- Self-Assessment
- Accessibility
- Accountability
- Expanding Membership
- Organizational Commitment
- Investment
- Outreach and Engagement



SUPPORTERS OF #WAKEUPVETMED



VETERINARY SCHOOLS

- Cornell University
- Louisiana State University
- Purdue University
- The Ohio State University
- University of Arizona
- University of Georgia
- University of Minnesota
- Western University



VETERINARY SPECIALTIES

- American Association of Industry Veterinarians
- American Board of Veterinary Practitioners
- American College of Veterinary Internal Medicine
- American Society of Laboratory Animal Practitioners
- Association of Shelter Veterinarians



VETERINARY PRACTICES

- Dogs and Cats Veterinary Referral & Emergency
- Lakeshore Veterinary Specialists



INDUSTRIES

- Hill's Pet Nutrition
- Elanco
- PetDesk
- Search Business Group



VETERINARY BUSINESSES

- Snout School
- Cary Consulting
- Dr. Amanda Donnelly
- Dr. Jessica Vogelsang
- Flourish Veterinary Consulting
- Germinder & Associates
- The Business Vet
- Vet Candy
- Motivatum Veterinary Consulting
- Veteos
- VETgirl



STATE, REGIONAL ASSOCIATIONS

- Portland Veterinary Medical Association
- Washington State Veterinary Medical Association



STUDENT ORGANIZATIONS

- Student American Veterinary Medical Association
- WCVMA DIVERSE



VETERINARY NON-PROFITS

- British Veterinary Ethnicity and Diversity Society
- Not One More Vet
- Pawsibilities
- Pet Sustainability Coalition

SUPPORT

SAFE SPACE DIALOGUES

**Respite during the George Floyd
Black Lives Matter Protests**



**Intersectionality & Ongoing
Dialogue around Black Lives Matter
Protests**

In the wake of the series of racial violence in Black and Brown communities in early 2020, in order to provide support and build community we launched a dialogue series led by trained facilitators for Black, Indigenous, People of Color in the veterinary community.

OUTREACH

Throughout 2020, MCVMA was actively involved in speaking and helping to organize conferences, podcasts, and other speaking engagements to ensure the continued promotion of diversity, equity, and inclusion in the profession.

PODCASTS



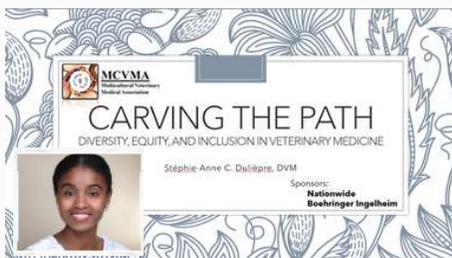
ANYTHING PAWSIBLE

AAVMC DIVERSITY & INCLUSION ON AIR

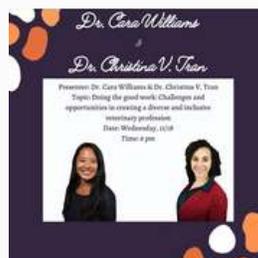
VETVANCE SCRUB CHAT PODCAST

AVMA MY VETERINARY LIFE

SPEAKING ENGAGEMENTS



MICHIGAN STATE UNIVERSITY CVM
BIOPC CLUB



AUBURN SAVMA
WELLNESS WEEK



LAKESHORE VETERINARY SPECIALISTS
DIVERSITY DIALOGUE SERIES

MASSACHUSETTS VETERINARY TECHNICIAN ASSOCIATION

WCVM DIVERSE



CONFERENCES



www.globalveterinarycareersummit.com

I'm speaking!

Global Veterinary Career Summit

Join us 24-28th June & explore your potential together #GVCS2020

Cara Williams



AVMA Annual Convention 2020



Fetch dvm360 Diversity Virtual Conference

Saturday, November 14, 11:00 p.m. CST

Priscilla Bowens, DVM, JD, MPH | Charles McMillan, DVM
Tina Tran, DVM | Mariana Pardo, MV, BVSc, DACVECC



UC Davis Pre-Health Conference 2020

ACHIEVE



NYC Virtual Animal Careers Week

CONNECT WITH GROUPS AND LEARN ABOUT THE CAREERS AVAILABLE IN THE ANIMAL FIELD



Annual SAVMA Chapter President Meeting 2020

Chapter President's Meeting



AAHA Connexity 2020

connexity by AAHA

EMPOWERING

MCVMA'S CANDID CONVERSATIONS



We launched an exciting series aimed at highlighting the Who's Who in Veterinary Medicine and beyond and giving a much needed spotlight on BIPOC trailblazers both within and beyond our profession!

LATINX HERITAGE MONTH



Celebrating Supreme Court Justice Sonia Sotomayor

FILIPINO HERITAGE MONTH



Celebrating Filipino culture and dishes with Mark Cayabyab

NATIVE AMERICAN HERITAGE MONTH



Dr. Layna Tarpalache,
Dr. Evelyn Galban and
DVM Candidate Santana Arviso Nez
(Left to right)

MCVMA partnered with the Native American Veterinary Association to spotlight trailblazing Native/Indigenous people in the veterinary community

VET TECH APPRECIATION WEEK 2020



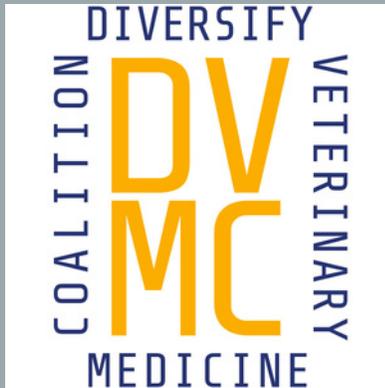
Paula Lara
Picasso, Angela
Wansor, and
Aneesa Powel

Maribel Lopez,
Alba Arzon-
Pereira, and
Monique Brown

We invited our MCVMA community to submit nominations for their favorite veterinary technicians/nurses

COALITIONS

DIVERSIFY VETERINARY MEDICINE



ANTECH DIAGNOSTICS
—
ASSOCIATION OF AMERICAN
VETERINARY MEDICAL COLLEGES
—
BANFIELD PET HOSPITAL
—
BLUEPEARL
—
BOEHRINGER INGELHEIM
—
MARS VETERINARY HEALTH

MULTICULTURAL VETERINARY
MEDICAL ASSOCIATION
—
NATIONAL ASSOCIATION FOR
BLACK VETERINARIANS
—
OHIO STATE UNIVERSITY
COLLEGE OF VETERINARY MEDICINE
—
ROYAL CANIN
—
VCA
—
ZOETIS

This coalition is an industry-wide effort in which we aim to address the racial disparities in veterinary medicine and increase representation for Black, Indigenous and People of Color in the veterinary industry.

K-12 OUTREACH



MCVMA
Multicultural Veterinary
Medical Association

We partnered with Nepris, a leading educational platform connecting students with industry professionals, to address the lack of representation and access to veterinary professionals for K-12 students around the country via virtual classroom sessions.



EQUITY IN PRACTICE OWNERSHIP



MCVMA
Multicultural Veterinary
Medical Association



MCVMA and PetDesk have partnered in a ground-breaking initiative to decrease financial barriers preventing BIPOCs* from becoming veterinary practice owners.

*Black, Indigenous and People of Color

LEAGUE OF

VetaHumanz



MCVMA is a founding member of the League of VetaHumanz, a superhero-themed mentorship program that delivers STEM resources and provides K-12 students diverse and relatable veterinary role models.



College of Veterinary Medicine



MCVMA
Multicultural Veterinary
Medical Association

This program is supported by the Science Education Partnership Award (SEPA) program of the National Institute of General Medical Sciences (NIGMS) of the National Institutes of Health (NIH).

SOCIAL MEDIA CAMPAIGNS



2020 CENSUS



Highlighting the importance for BIPOC participation in the ten year census

MCVMA VOTES



Encouraging MCVMA followers to exercise their constitutional right to vote!

ALLYSHIP 101



Providing important and accessible resources for allies looking to support BIPOC individuals.

CULTURAL APPROPRIATION



Inviting the public to recognize cultural appropriation as we celebrate Dia De Los Muertos.

A close-up portrait of an elderly woman with a weathered face, wearing a green knit hat and traditional jewelry. The text "STORIES ABOUT US" is overlaid in large white letters.

STORIES ABOUT US



**Veterinary Diversity
organizations call on AVMA to
act against racism.**

DVM360

**Veterinary Medicine has a
Problem: Racial and Ethnic
Diversity, Equity, and Inclusion**

The Michigan Veterinarian

**An overdue awakening:
Addressing systemic racism in
veterinary medicine**

DVM360

**WSVMA Board votes to support
WakeUpVetMed initiative**

Washington State Veterinary Medical Association News

**Veterinarians talk racial
discrimination**

**Advocates say action needed to
make profession more inclusive**

Journal of the American Veterinary Medical Association

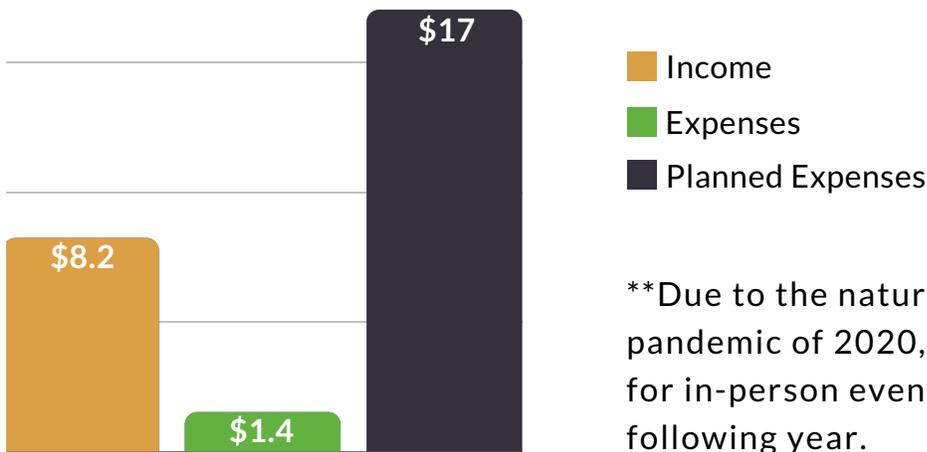
FINANCIALS



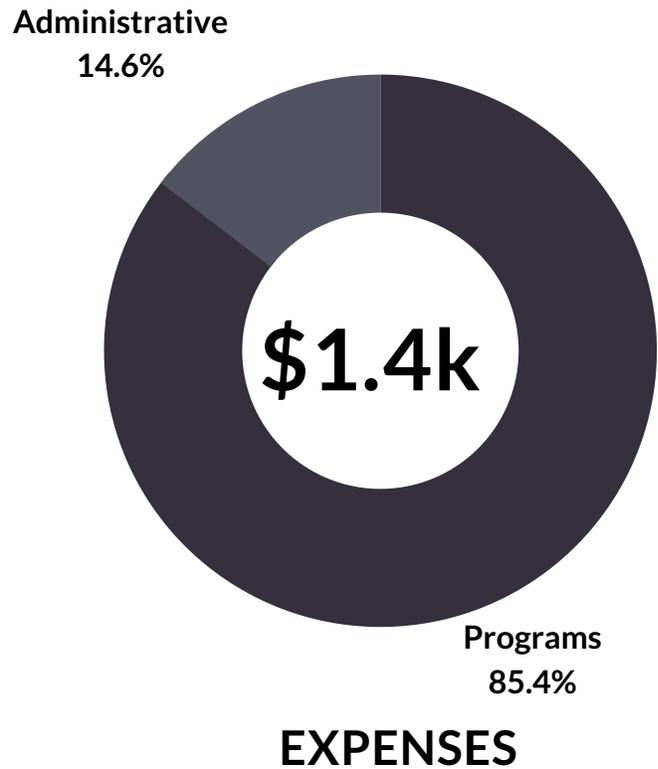
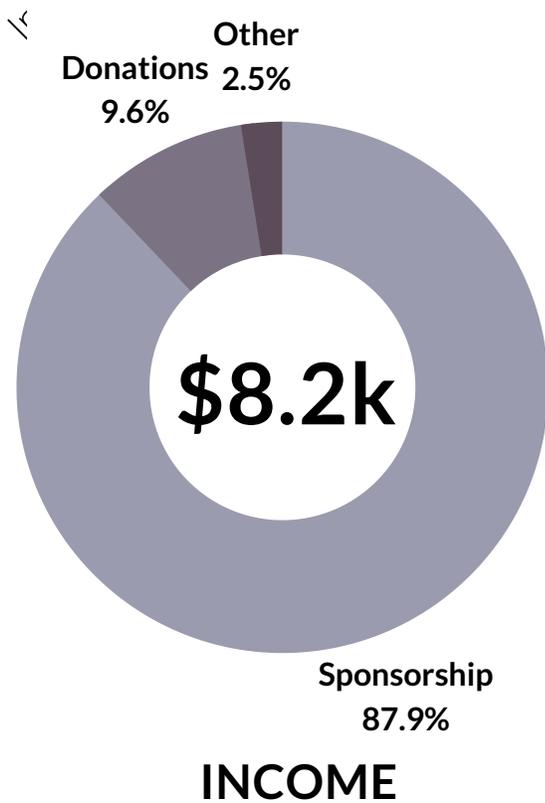
MCVMA FY2020 INCOME & EXPENSES



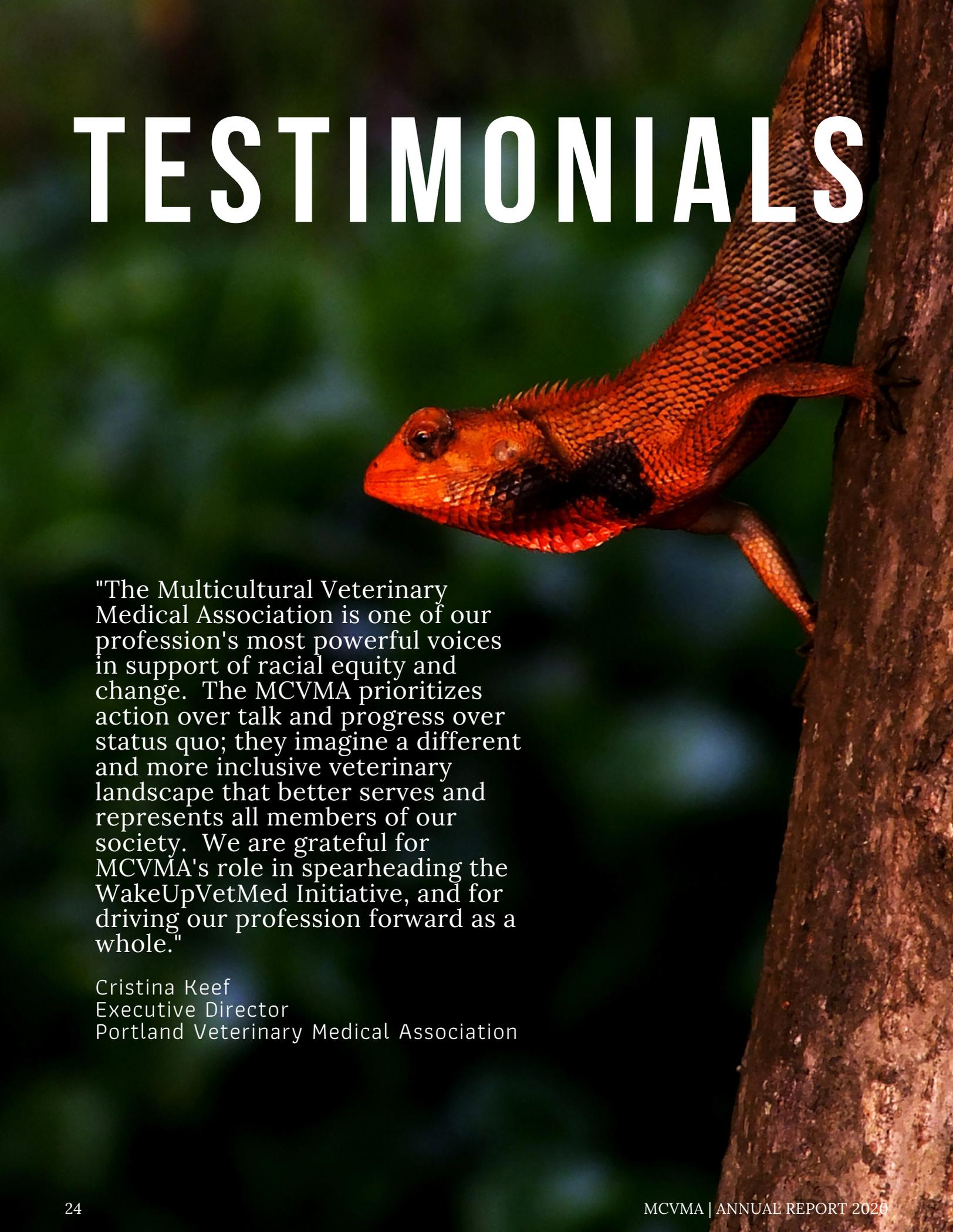
IN THOUSANDS OF DOLLARS



**Due to the nature of the historic pandemic of 2020, anticipated expenses for in-person events were pushed for the following year.



TESTIMONIALS



"The Multicultural Veterinary Medical Association is one of our profession's most powerful voices in support of racial equity and change. The MCVMA prioritizes action over talk and progress over status quo; they imagine a different and more inclusive veterinary landscape that better serves and represents all members of our society. We are grateful for MCVMA's role in spearheading the WakeUpVetMed Initiative, and for driving our profession forward as a whole."

Cristina Keef
Executive Director
Portland Veterinary Medical Association

"Boehringer-Ingelheim Animal Health USA is proud to support the MCVMA's mission of racial and ethnic diversity and cultural competency within the veterinary profession! Being supporters has fostered additional meaningful internal departmental discussions about critical ally-ship and working towards being effective 'upstanders'."

Andrew Eschner, DVM
Regional Director
Boehringer-Ingelheim

"It has been so valuable for ASV (the Association of Shelter Veterinarians) to get to work with MCVMA on discussions regarding the intersection of DEI, shelter medicine and access to veterinary care. We are working to translate our collaborative work into CE presentations to provide greater exposure of these important topics to our veterinary colleagues."

Chumkee Aziz, DVM, DABVP
[Shelter Medicine]
Senior Director, Shelter Medicine
Association of Shelter Veterinarians

"It felt so good to feel connected to such a diverse group - it's something I have not had much of as of late and it felt very nourishing."

Safe Space Dialogue Participant

"The MCVMA is a voice, a change agent and an educational platform that we are honored to support, collaborate and learn from! Thank you for your dedication, your hard work and we look forward to the future."

Adam Christman, DVM,
MBA
Chief Veterinary Officer
MJH Life Sciences

"The MCVMA is a leader in driving and supporting much needed change in our profession as it relates to diversity, equity and inclusion. They are at the forefront of the conversation, supporting a diverse group of veterinarians and advocating for what is needed to create inclusion and belonging within the profession, while also creating awareness for the importance of providing culturally competent veterinary care across all communities - for the benefits of pets and clients alike."

Molly McAllister, DVM, MPH
Chief Medical Officer
Banfield Pet Hospital



WHAT'S AHEAD...

GROWTH

In 2021 MCVMA is increasing its **board size** from 9 to 15, and will recruit committee members and special project volunteers to accomplish the many **ongoing projects** and meet the demands of a buzzing organization. MCVMA aims to also established an official **membership** in 2021 to better serve the veterinary community.

OUTREACH

MCVMA will be active in a number of seminars, conferences, and talks in 2021, **locally, nationally, and internationally**. Some of these events include though are not limited to: Portland VMA CE Symposium, VMX, Students of the Canadian VMA Symposium, AVMA Annual Convention and more!



SUPPORT

We will continue to expand on our **Safe Space Dialogues** to provide the support to our community. We will also be launching projects aiming to increase **access to veterinary care** and bridge the financial gap which exists for BIPOC veterinary professionals and students.

RESEARCH

In collaboration with **Not One More Vet (NOMV)** and the **University of Tennessee Veterinary Social Work**, MCVMA is working on research analyzing the connection between intersectionality and mental health in the profession. Additional research projects are ongoing including a collaboration with the **University of Minnesota College of Veterinary Medicine**.

LEADERSHIP

EXECUTIVE BOARD

Christina V. Tran, DVM

she/her/hers
President

Marie Sato Quicksall, DVM, CVA

she/her/hers
President Elect

Cara Williams, DVM

she/her/hers
Co-Founder
Immediate Past President

Miguel Ortiz, DVM

he/him/his
Secretary/Treasurer

GENERAL BOARD

Doraica Aponte, BSc, BVSc (hons)

she/her/hers
Student and Affiliated Organizations
Liaison

Stéphanie-Anne C. Dulièpre, DVM

she/her/hers
Community Outreach and Volunteer
Chair

Alexandria Hicks-Nelson, DVM, MS

she/her/hers
Scholarships/Awards/Grants Chair

Micha Simons, VMD

she/her/hers
Mentorship/Leadership Opportunities
Chair

Alexandra Jay, DVM

she/her/hers
Digital Communication Director

2021 LEADERSHIP

EXECUTIVE BOARD

Marie Sato Quicksall, DVM, CVA

she/her/hers
President

Christina V. Tran, DVM

she/her/hers
Immediate Past President

Cherese Sullivan, DVM, MS

she/her/hers
President-Elect

Cara Williams, DVM

she/her/hers
Co-Founder and Executive Director

Willie Bidot, DVM, MS, MPH, DACLAM

he/him/his
Secretary/Treasurer

GENERAL BOARD

Karryssa Fenderson, DVM

she/her/hers
Digital Communications Director

Doraica Aponte, BSc, BVSc (hons)

she/her/hers
Student and Affiliated Organizations Liaison

Stéphanie-Anne C. Dulièpre, DVM

she/her/hers
Community Outreach Chair

Micha Simons, VMD

she/her/hers
Mentorship/Leadership Opportunities Chair

Marissa Rothenbaum, DVM

she/her/hers
Scholarships/Awards/Grants Chair

Melody Martínez, CVT

she/her/hers
Social Justice Chair

Tangela Williams-Hill, DVM

she/her/hers
Volunteer/Special Project Chair

Sohaila Jafarian, DVM, MPH

she/her/hers
Continuing Education Chair

Weihow Hsue, DVM

he/him/his
Research & Publications Chair

Jamila Cherry, DVM

she/her/hers
Fundraising Chair

SPONSORSHIP

FOUNDING SPONSOR



Nationwide[®]
is on your side

SILVER SPONSOR



**Boehringer
Ingelheim**

CONTACT US

VISIT us online at mcvma.org for more content all year.

Volunteer. If you are interested in joining and helping out a wonderful team, email us at mcvmavolunteer@gmail.com

Sponsor us. Join a growing list of sponsors who are dedicated like us, to ensuring a more diverse, inclusive and equitable profession.

Partner with us. Is there an amazing MCVMA project you would like to be a part of? Do you have an amazing project you would like to partner with us on? Reach out!

Like us on Facebook, Twitter, LinkedIn, and Instagram @multiculturalvma to join the family and stay up to date on all things MCVMA.

For more ways to join the work and to get involved, email us at multiculturalvma@gmail.com.

MCVMA

Multicultural Veterinary Medical Association

EMAIL multiculturalvma@gmail.com

SOCIAL @multiculturalvma

MCVMA.ORG

