



***Council/Committee/Task Force
Report Form/Board Recommendation***

Committee Name:	Diversity Equity & Inclusion	Quarter/Year:	Dec. 2025
Prepared by:	Dr. Nimet Browne	Date Submitted:	11/21/25

This Committee is:

- ☒ Reporting with no action
☐ Recommending board action or a policy change (add information below)

Summary of Activities/Issues/Decisions/Accomplishments:

1. **Horse Vet for a Day Career Event:** The Committee is sponsoring its second career event for 12-16 year old students in conjunction with the AAEP Convention. It will be held Saturday, Dec. 6 at the Temple Grandin Center at CSU SPUR. The goal is to promote careers in equine veterinary medicine to students who may not have been exposed to veterinary medicine or horses. The event is full with 40 students, and AAEP member volunteers are assisting with each station as well as discussing careers with the students' parents.

The Committee has discussed creating a career day toolkit for use by private practices so that more events can be held throughout the country and more students reached. Some private practices already host a career day in their community but we think there is great interest in offering more events based on the response to the DEI Committee annual event and the waitlist which we have had both years.

2. **DEI Scholarship:** The committee has been working closely with Dr. Betsy Charles to start an annual scholarship for a veterinary student member of the AAEP. This scholarship will provide funding for a student to get further training in areas such as leadership, diversity, belonging and inclusion. During the next few months, the committee will select the conference/ experience of choice (Veterinary Leadership Experience, Veterinary Leadership Conference, or the AVMA DEIW summit which is offered every 2 years), we will come up with a selection criteria for the applicant and then start advertising to the student chapters to start this program in 2026. Currently, the funding for this program will come from a generous donation from Dr. Betsy Charles.

3. **DEI Activities at Convention:** A joint Healthy Practice Committee/DEI Committee session will be held the afternoon of Monday, Dec. 8. Dr. Naomi Nishi from CSU will deliver the presentation “Neurodivergence, Ableism, and Inclusive Approaches in Veterinary Medicine.” The Community Social Hour (formerly the DEI Social Hour) will be held immediately following the session to encourage attendance.
4. **Ongoing Spotlight on Diversity in the Profession:** We’ve continued to recognize the monthly national cultural celebrations by sharing the story of an AAEP member. These include Black History Month, Asian American Pacific Islander Heritage Month, and National Hispanic Heritage Month.
 - a. The committee would like to start a social media campaign that focuses on belonging and inclusion to include short videos of members with the slogan, “I feel like I belong because...”
5. **Ongoing participation in “Journey for Teams”:** The committee would like to continue to ensure that the organization, including the board, continues with DEI training outlined in the Journey for Teams.