# Thank you for attending Banfield Pet Hospital's 21st Pet Healthcare **Industry Summit**

Together, we discussed how we could move upstream on critical issues in our profession: equity, inclusion & diversity, mental health, and the talent shortage.

As a group, we brainstormed how to address these ongoing areas of tension with a focus on how to create a positive disruption that allow us to go from incremental change to remarkable progress.

The following summarizes these potential actions, providing ideas we hope you use whether in your individual life or within your organization.



# **Equity, Inclusion & Diversity**

Your collective thoughts and ideas around equity. inclusion & diversity reflected a staged approach, with resources rolling out at different phases of a veterinary professional's career path

WHAT IF we developed a professional platform that helped interested young students find a cohesive map, empowering them to plot a journey to career success? This site would provide tools and resources to assist them in every step of the journey.



### Pre-vet

- · EID scholarships
- Early access to kids
- Look for community specific gateways to connect with diverse students
- Enhance paraprofessional training for accessible entry into profession

#### Post-vet

- Create scholarships for CE and hands-on training for underrepresented vets
- · Continue to build out industry diversity
- resource groups









#### Veterinary school

- · Address financial barriers, including: affordability, scholarships, paid internships/externships · Embed more EID training in
- curriculum · Find flexible training models
- · Build resources for
- veterinary students Work with marginalized
- communities at academic universities

#### **Ecosystem**

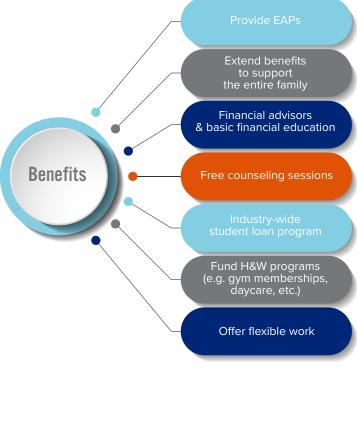
- At every step of the journey, provide mentorship Provide translated materials
- Build belonging into our cultures
- Increase supplier diversity
- · Lift voices of diverse leaders
- · Make EID training required for hiring managers
- · Avoid meetings in states that do not protect our diverse talent base Create a website linking scholarship programs with
- prospective veterinarians • Mandate self-awareness training for individuals and
- self-awareness assessments for organizations • Use seed money to create a financial pool to serve as a
- student loan fund

### **Mental health**

Ideas identified to move the conversation upstream around mental health circled around four main concepts: shifting our culture, creating systematic changes, expanding our resources, and homing in on our benefits.

WHAT IF we ensured industry-wide access to leading tools and resources to support mental health for the entire veterinary team?









Embrace alternative solutions (e.g. telehealth) Lobby for focused licensure Systemic changes Shift to spectrum of care Teach delegation and team-based care

## **Talent shortage**

There were a host of ideas for how we can address the talent shortage. Below are 21 of the most popular ideas (in no particular order).

WHAT IF we ensured today's educated veterinary professionals are supported in using their skills to the fullest while challenging paradigms – ultimately facilitating the path to a veterinary career for a broader group of passionate individuals?





Expose profession to youth



Break model on how we attract talent



Leverage existing mentorship programs









Develop programs similar to JetBlue's Gateways Programs



Leverage talent that is not accepted into veterinary



school



Decrease graduation time

Make it easier for people

to rejoin our profession



Expand recruitment of entry level paraprofessionals



Use veterinary technicians at the top of their license



Create midlevel practitioner



Further develop and leverage technology



**Embrace virtual VCPR** 



Provide Ioan guarantees at a lower rate backed by industry





Use the military academy model to pay for veterinary



Accelerate competency-based education and distributive model



technicians at the top of their licenses

Use credentialed veterinary



Create a compilation of turn-key resources and initiatives for veterinary professionals



Speed up accreditation boards



Interdisciplinary and team-based healthcare training/learning experiences

Provide counseling both for

financial and mental health

Increase salaries

education