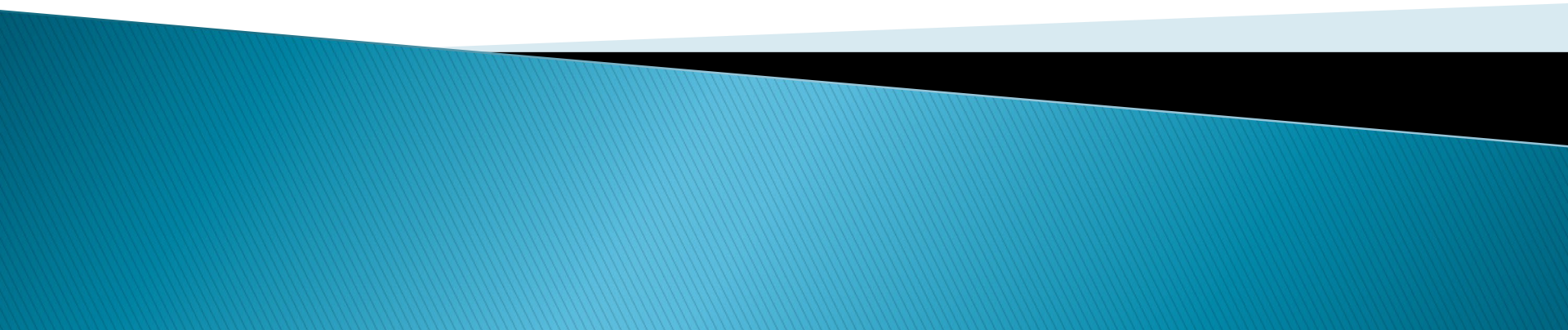


Practicing Veterinary Medicine in a Multicultural Society

African American History, Culture, Data & Vet Med

Thursday, May 3, 2024

Kimathi Choma, DVM, MPH
CAS Assistant Dean for Diversity, Recruitment, and Retention &
University Student Ombudsperson





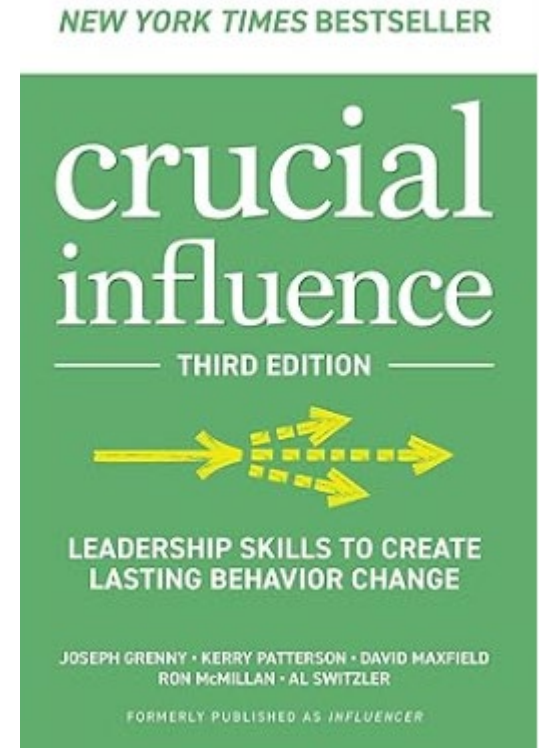
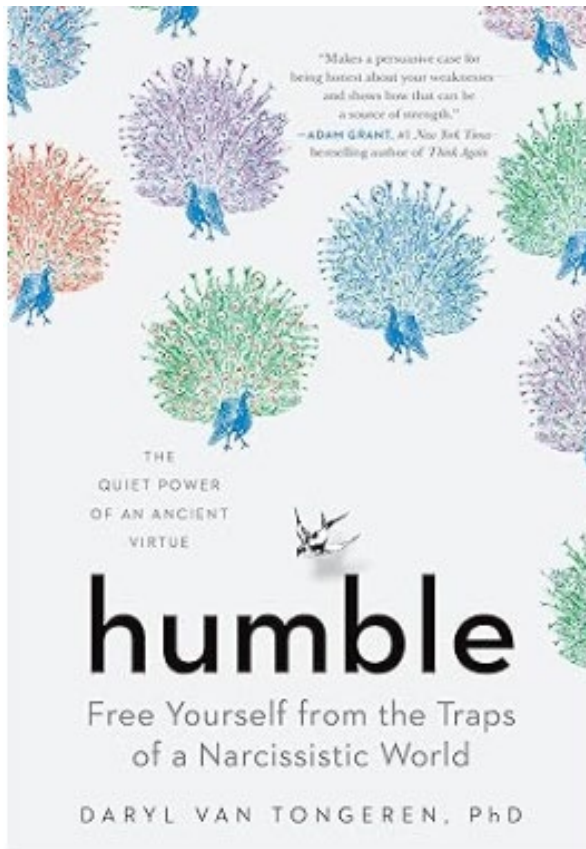
MAY IS
MENTAL
HEALTH
MONTH

Kimathi Iben Ahmed Choma

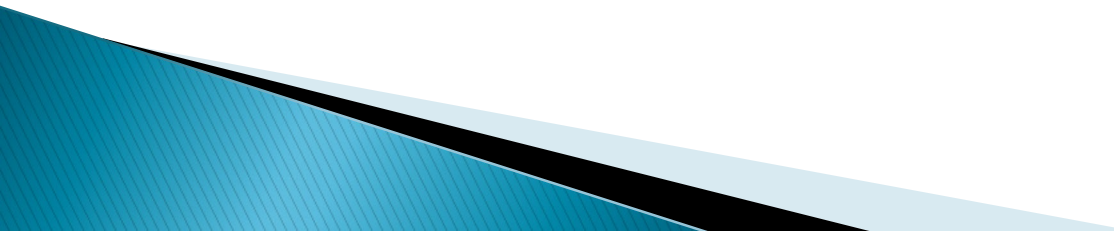
- ▶ African American (Ethiopian Ancestry)
- ▶ Born in Springfield, IL
- ▶ Raised in Roselle, NJ (21,699,2020)
- ▶ Lived in the Midwest for 24 years
- ▶ Faith: Christian (Missionary to Ghana 15 yrs)
- ▶ Family Man:(Wife and 2 kids ages 13&18)
- ▶ Fields: VM, Public Health, College Administration
- ▶ Education: Messiah College, PA;BS K-State; DVM '07 and MPH '13



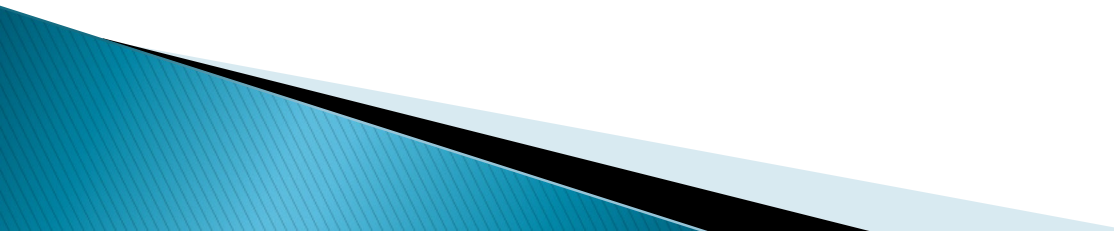
Leadership



Rules of Engagement

- ▶ Disclaimer: I do not speak for all African Americans. I don't mean to offend anyone. This is not a lecture, but a dialogue.
 - ▶ Ground rules: Please feel free to ask me any questions. I will not be offended. It is better to ask than to assume. We are all here to learn.
- 

What Do You Know?

- ▶ Please list 5 things you know about African American Culture
 - ▶ 5 minute discussion
- 

Master Class: “Black History, Black Freedom, & Black Love” course

- ▶ The History You Weren’t Taught In School
- ▶ Streaming FREE on MasterClass platform during Black History Month of February.
- ▶ You can find the three-part class here:
<https://learn.masterclass.com/blackhistorymonth>

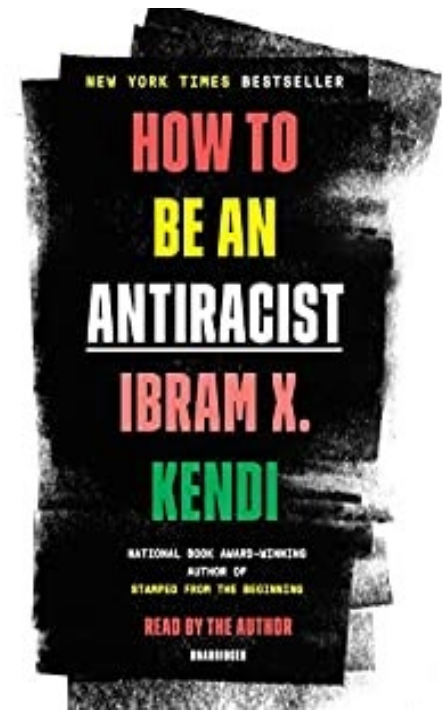
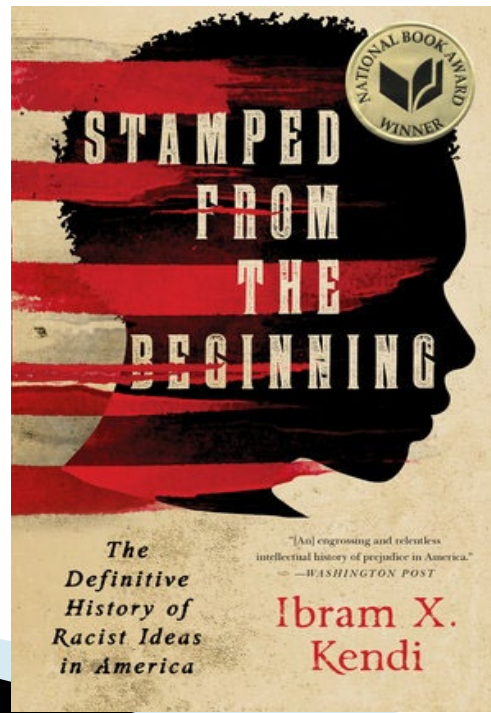




- ▶ National Museum of African American History and Culture <https://nmaahc.si.edu/>
- ▶ A museum that seeks to understand American history through the lens of the African American experience.
- ▶ 1400 Constitution Ave, NW Washington, DC 20560

STAMPED FROM THE BEGINNING and How to Be An Antiracist by Ibram X.Kendi

- ▶ Please read these book!
- ▶ The Definitive History of Racist Ideas in America
- ▶ 2016 NATIONAL BOOK AWARD–WINNING AUTHOR



African American History and Culture Began with Africans in Africa

AFRICA: Cradle of Civilization and Humanity

Great Kingdoms of Africa

- ▶ Ancient Egypt : Kemet (Ancient Greeks studied in Kemet)
- ▶ Mutapa Empire: Great Zimbabwe
- ▶ The Za Dynasty
- ▶ Kingdom of Songhay
- ▶ Kingdoms of Nubia
- ▶ Kingdom of Ghana
- ▶ Kingdom of Mali



Africans from Africa to America

In the mid-1400s the Portuguese were the first Europeans to arrive in West Africa, where they began trading for African resources

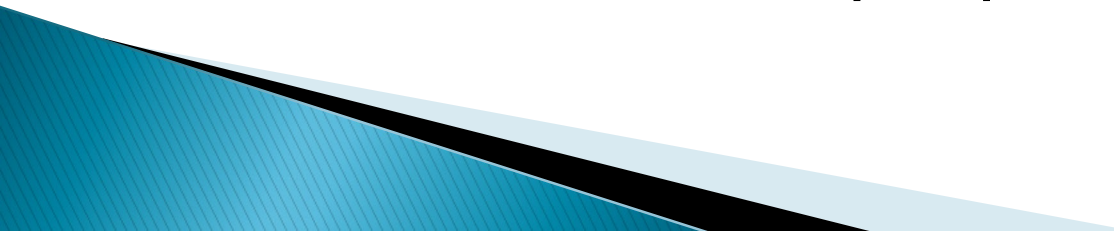
Later they would trade and capture African people, who were enslaved and transported to the Americas



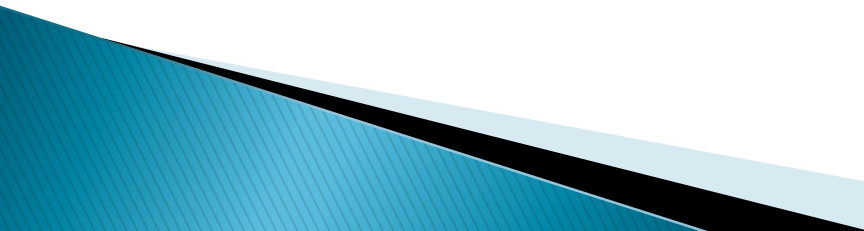
The Depiction of Africans

- ▶ In order to justify the enslavement of Africans, **propaganda was created**, thereby shaping the perceptions of Africans.
- ▶ The following are examples of stereotypes about Africans: No souls, Immoral, Unintelligent, Animal-Like, Incapable of Feelings and Emotions, Docile or Childlike, No Attachment to Family, Lazy, Violent

The Stigma of Racial Prejudice

- ▶ Once African enslavement was established, it was maintained through an **ideology about Africans** in general and people of darker complexions in particular (people of color)
 - ▶ Unlike indentured servitude, **slavery was an inescapable, caste-like system**
 - ▶ Eventually, the **color of one's skin was used as a marker** to identify and maintain the status of enslaved people
- 

Moving Beyond the Stigma

- ▶ Long after the Civil War and the end of enslavement, **people had difficulty seeing African Americans apart from their lower status**
 - ▶ **Negative associations and stereotypes prevailed**
 - ▶ **Segregation and Jim Crow laws were evidence of the racist attitudes towards African Americans**
- 

Race as a Social–Political Construct

- ▶ Biologically, there is **no proven difference** among the races
- ▶ Race is a system of separating people into a hierarchy and valuing some groups over others
- ▶ Race is an arbitrary social construction
- ▶ www.ibramxkendi.com/stamped-from-the-beginning

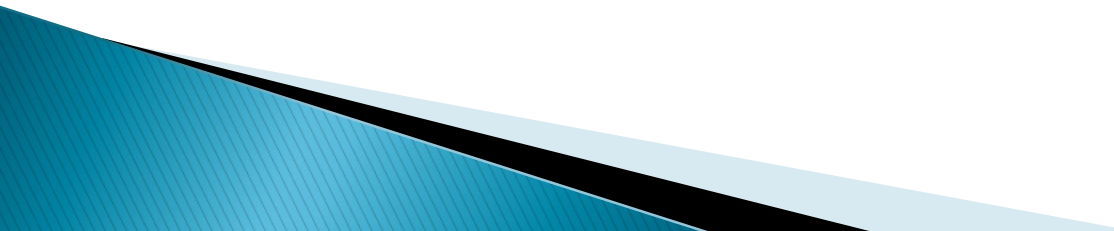
See the documentary: *Race: The Power of an Illusion* for additional details
Can be found in Hale Library

<http://newsreel.org/video/RACE-THE-POWER-OF-AN-ILLUSION>
https://www.pbs.org/race/000_General/000_00-Home.htm

Historical Context

- ▶ African Americans have had to **struggle against oppression** and discrimination throughout American history
- ▶ They have fought against **slavery, segregation, and contemporary discrimination** (Racism, inequity in pay)
- ▶ Consequently, there is sometimes a **lack of trust towards European Americans**
- ▶ www.ibramxkendi.com/stamped-from-the-beginning

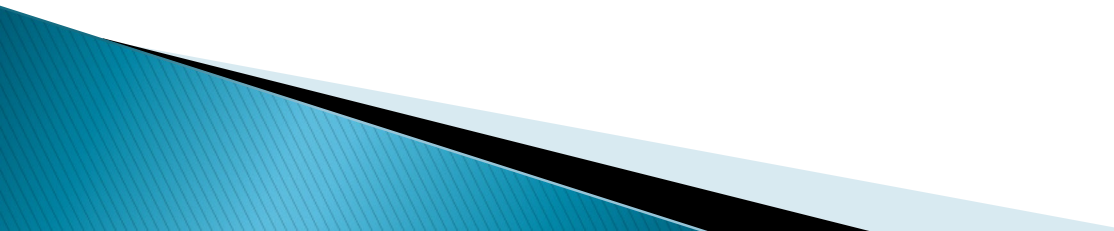
Implications for Veterinarians

- ▶ Given the history of **racism** and the **oppression** of African Americans, it is important to establish **positive relationships** and to make efforts to show there is **no hostility or prejudice** in one's **professional interactions** with multicultural clients
 - ▶ As we expect veterinarians to uphold the **veterinarian's oath**, we thereby expect them to consider all perspectives, including multicultural perspectives
- 

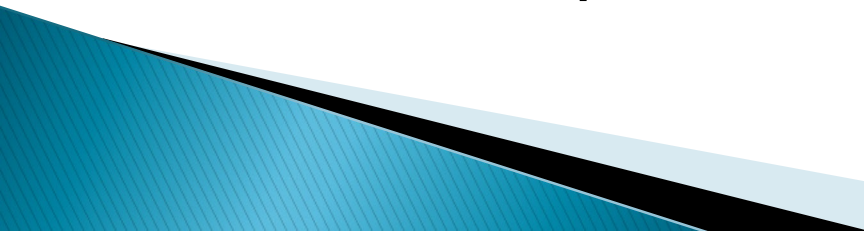
The Veterinarian's Oath

- ▶ Being admitted to the profession of veterinary medicine, I solemnly swear to use my scientific knowledge and skills for the benefit of society through the protection of animal health, the relief of animal suffering, the conservation of livestock resources, the promotion of public health and the advancement of medical knowledge.
- ▶ I will practice my profession conscientiously, with dignity and in keeping with the principles of veterinary medical ethics.
- ▶ I accept as a lifelong obligation the continual improvement of my professional knowledge and competence.

Applying the Oath

- ▶ As a **conscientious** veterinarian who displays **dignity**, it is important to carefully consider my clients. I should take the time to create a humanizing environment for all of my clients and to treat them in ways that will make them comfortable. Part of being a **professional** and increasing my **knowledge** and **competence** is learning about multicultural issues that effect those whom I serve.
- 

Points to Consider

- ▶ **Names** – Take time to learn clients' names
 - ▶ **Make Eye Contact** – People feel affirmed when you make eye contact
 - ▶ **Be Intentional** – Show clients that they are important (what are some ways to do this?)
 - ▶ **Fully Explain Procedures** – Don't rush through information, use excessive jargon, give vague orders
 - ▶ **Consider Different Perspectives** – Value placed on animals, social class background, level of respect
- 

Why Understand Diversity?

▶ Dr. Kendall states:

“Knowledge about specific groups within diverse communities (e.g., their history, values, beliefs, and language) can substantially improve a veterinarian’s ability to deliver high-quality care for his or her patients and identify important public health trends”

Tom Kendall, DVM, CVPM, AVMA Vice President 2002–2004

PIONEER AFRICAN AMERICAN VETERINARIANS

The first African Americans to obtain professional degrees in veterinary medicine were **Dr. Henry L. Stockton, Sr.** (Harvard School of Veterinary Medicine, 1889) and **Dr. Augustus P. Lushington** (University of Pennsylvania, 1897)

The first African American female veterinarians were **Dr. Alfreda J. Webb** (Tuskegee University, 1949) and **Dr. Jane Hinton** (University of Pennsylvania, 1949)

Between 1889 –1948, meager 70 AA veterinarians graduated in US and Canada Kansas State University led the way with 22 graduates

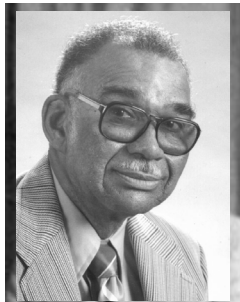
www.vet.k-state.edu/docs/about/diversity/AA_409.pdf
www.vet.k-state.edu/about/diversity/history-aa.html



Dr. Alfreda J. Webb



Dr. John Brown



Dr. Theodore S. Williams



Dr. Eugene W. Adams



Dr. Frederick D. Patterson



Dr. E. B. Evans



Dr. Walter C. Bowie



Dr, Lloyd .B. Mobiley

Historical Overview of AA Veterinarians in the United States

- ▶ In 1945 Veterinary School at Tuskegee (Institute) University was founded by Drs. F.D. Patterson and E.B. Evans,
- ▶ Significantly increased the number of AA veterinarians in the US
- ▶ Three of the first eight faculty graduated from KSC of VM
- ▶ With 5 more KSC Grads to follow

Reference : Author Eugene W. Adams paper named "A Historical Overview of African American Veterinarians in the United States: 1889-2000, as published by the JVME.



Prominent African American Veterinarians

- ▶ Despite efforts to draw more people of color, veterinary medicine remains the least diverse field in the medical profession. An October 1 article in JAVMA reports that, according to the 2000 U.S. census, 92.4 percent of veterinary professionals were listed as “white non-Hispanic”.

Veterinarians you should get to know!



Dr. Michael Blackwell



Dr. Debbye Turner



Dr. Phillip Nelson



Dr. Evan Morse



Dr. Lila Miller



Dr. William A Hill



Dr. Willie M. Reed

Black KSU Veterinary Graduates (1912–1950)...

- 1912 – John W. Brown
- 1916 – Richard Chatman
- 1918 – John Campbell
- 1921 – Thomas Perry
- 1921 – Jerry Jarmon
- 1924 – Raymond M. Williams
- 1924 – George Bronson
- 1926 – Cornelius Mobiley
- 1927 – Norman Howell
- 1929 – Francisco Taberner
- 1935 – Theodore Williams
- 1935 – Monroe Balton
- 1937 – Robert Cotton
- 1937 – Maurice Crouch
- 1938 – Lloyd Mobiley
- 1943 – Terrence McDonald
- 1943 – William Jamison
- 1944 – Eugene Adams
- 1945 – Alfred Poindexter
- 1946 – Raymond C. Williams
- 1947 – Earl Brown
- 1947 – Walter Bowie
- 1947 – G. Odell Howell
- 1950 – Leonard Goodloe
- 1950 – Robert H. Williams

Black KSU Veterinary Graduates 1951 – 1998

- 1951 – Donald Jackson (Wichita, KS)
- 1951 – Leslie Billingsley (Fair Oaks, CA – deceased)
- 1954 – Robert Allen (Kansas City, MO – deceased)
- 1954 – Soronda Swann (Topeka, KS – deceased)
- 1956 – Theodore Sims (Los Angeles, CA – deceased)
- 1960 – Robert Lewis (Golden Valley, MN – deceased)
- 1966 – Nathaniel Adejunmobi (no information available)
- 1968 – Kenneth Onyia (Nigeria)
- 1974 – Arthur DeHart, DVM, MD (Wichita, KS)
- 1979 – Curtis Hightower, DVM, MD (Houston, TX)
- 1981 – Lawrence Craig (Olathe, KS)
- 1983 – Belinda Mason-Wiatt (Encino, CA)
- 1995 – Kevin Collins (Las Vegas, NV)
- 1998 – Errick Clayborn (Andover, KS)

Black KSU Veterinary Graduates 2002 – 2016

- 2002 – Tiffany Lewis (Winter Springs, FL (Da' Girl Genius))
- 2007 – Kimathi Choma (Manhattan, KS)
- 2008 – Pilar Wendell (Baltimore, MD)
- 2011 – Meredith Cruse (Arlington, TX)
- 2011 – Rebecca Lee (West Lafayette, IN)
- 2012 – Johna Wallace (Wichita, KS)
- 2014 – Crystal Drakes (Trinidad)
- 2014 – Jamila McKenzie-Long (Jamaica)
- 2015 – Bridgette Sharpe (Arkansas)
- 2016 – Ashley Cole (Centennial, CO)
- 2016 – Loren Easterwood (Kansas City, KS)

Recent Black KSU Veterinary Graduates



2014 - Crystal Drakes (Trinidad)

2014 - Jamila McKenzie-Long (Jamaica)

2015 - Bridgette Sharpe (Rogers, AR)

2016 - Ashley Cole (Centennial, CO)

2016 - Loren Easterwood (Kansas City, KS)





Diversity and Inclusion on Air: Black Lives Matte...



Watch Later



Share

AAVMC

Association of American
Veterinary Medical Colleges

Diversity & Inclusion On Air

CONVERSATIONS
ABOUT DIVERSITY,
INCLUSION &
VETERINARY MEDICINE

Watch on  YouTube

Black Lives Matter in Veterinary Medicine



Featuring

Dr. Michael Blackwell
*Director for Pet Health Equity
University of Tennessee - Knoxville*

Dr. Tyra Davis
*National Association of Black
Veterinarians*

Dr. Tierra Price
Black DVM Network

Dr. Cara Williams
*Multicultural Veterinary Medical
Association*

<https://www.aavmc.org/resources/diversity-matters/>

Veterinary Student Demographics



AAVMC
American Association of
Veterinary Medical Colleges

TRUSTED LEADER
VALUED PARTNER
ADVANCING HEALTH

Student Diversity Data

2021-2022

A Report of the American Association of Veterinary Medical Colleges
655 K Street, NW; Suite 725
Washington, DC 20001
202-371-9195

Last updated on June 20, 2022

aavmc.org

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Please direct inquiries to:

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lgreenhill@aavmc.org

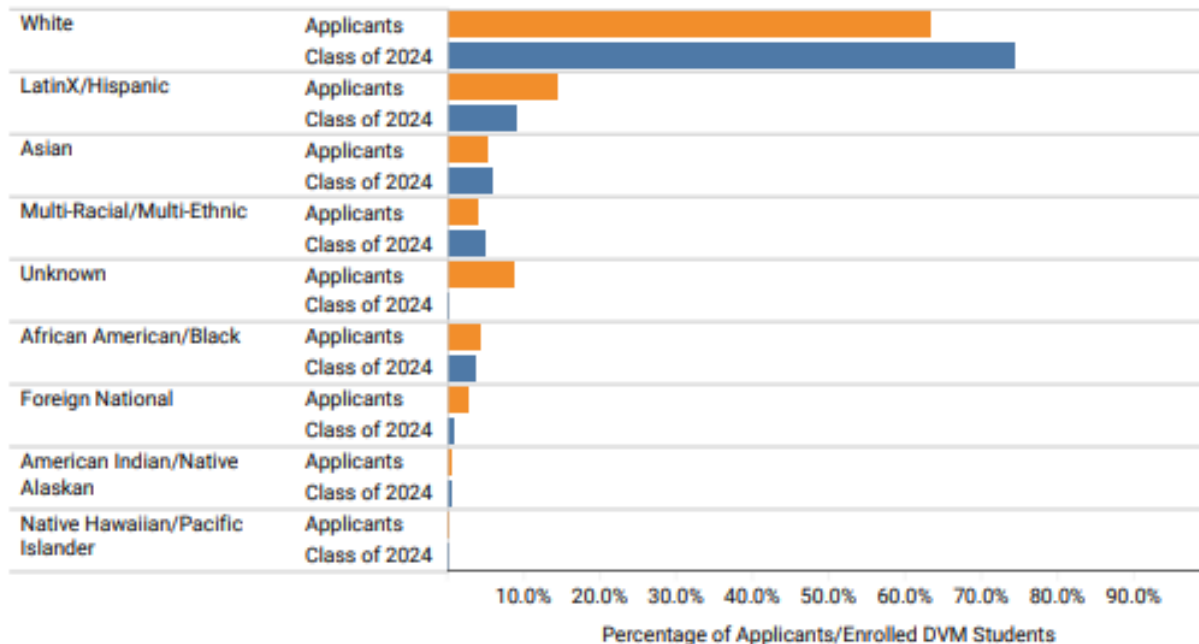
This report should be cited as:

Student Diversity Data 2021-2022 [Internet]. Washington, DC:
American Association of Veterinary Medical Colleges; 2022 June. p. 1-13.
Available from: <https://www.aavmc.org/about-aavmc/public-data>.

<https://www.aavmc.org/wp-content/uploads/2021/10/2021-AAVMC-Annual-Data-Report-10.28.21.pdf>



Applicants v. DVM Students Enrolled in the U.S. Class of 2024 by Race/Ethnicity Internal AAVMC Data Reports 2021



The total number of applicants to the class of 2024 was 8,152.

The total DVM student enrollment across the U.S. Colleges of Veterinary Medicine for the class of 2023 is 3,3719

■ Applicants
■ Class of 2024

Veterinary Student Demographics

- ▶ “These numbers clearly show that the veterinary profession does not reflect the United States population racially”
- ▶ “Thus, the veterinary profession does not reflect the growing multicultural state of society in either its membership or its leadership, nor has it proactively explored ways to more effectively serve an increasingly diverse client base”

Mentorship for African American Veterinary Student

- ▶ “The lack of role models of color is often given as a reason why more students from under-represented minority groups are not recruited into veterinary medicine”
- ▶ “On average, there are currently fewer than **30 black veterinarians**, 70 Hispanic veterinarians, 15 Asian veterinarians, and 15 American Indian veterinarians in practice in each state”
JAVMA, Vol 222, No. 1, January 1, 2003

<https://www.vet.k-state.edu/about/diversity/demographics.html>

African Americans View of Animals

- ▶ In a Kellert study:

“African American generally tend to see animals as valuable only to the extent that they can be used or have purpose, while European-Americans generally tend to see animals as objects of sentiment or anthropomorphically.”

African American Pet Ownership

- ▶ African Americans are 57% less likely to own a pet than the average American
- ▶ African Americans are 56% less likely to own a dog
- ▶ African Americans are 76% less likely to own a cat
- ▶ Among adolescents 12 to 17 years old African Americans owned pets at much lower rate of 37% than of racial groups independent of income and type of housing

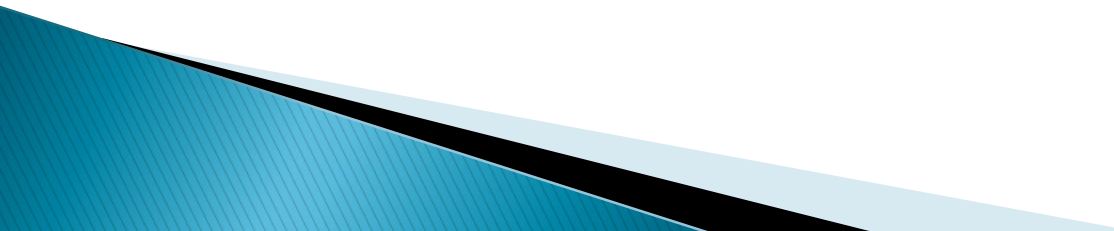
African Americans and Education

- ▶ Historically, level of education has been an important determinant of African American success

As of 2014, the following is true:

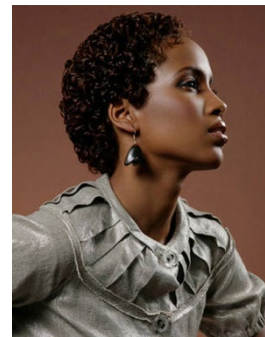
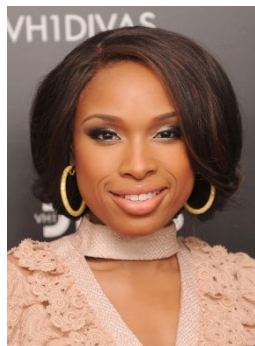
- ▶ 84.4% of African Americans 25 and over with a high school diploma or higher
- ▶ 19.7% African Americans 25 and over who had a bachelor's degree or higher
- ▶ 1.8 million African Americans 25 and over, the number who had an advanced degree.
- ▶ 2.9 million African Americans enrolled in undergraduate college in 2014 compared with 2.8 million in 2009, a 5.3 percent increase.

African American Family Life

- ▶ Deeply rooted respect for elders
 - ▶ Often non-blood family friends commonly accorded the status and titles of blood relations (Bro, Sis, Mama, Pops, Aunty, Unc)
 - ▶ African Americans often have a broad sense of family which is based in an African value system
- 

The Significance of Hair

- ▶ Many African Americans view hair as an extension of their identity and therefore give particular attention to how they wear it
- ▶ Relaxed –Straightening of the hair through the application of heat or chemical processes
- ▶ Natural Hair (less socially acceptable hairstyles but gaining acceptance)
- ▶ Sisterlocks www.sisterlocks.com/
- ▶ Sisterlocks are tiny uniform locks that are the result of a precision parting grid, and the use a specialized tool used to place the hair into its locking formation.



African Americans and Oral Tradition

- ▶ Oral tradition– The emphasis placed on the oral transmission of culture. Includes, folktales, storytelling, griot (family historian who memorizes information) to convey messages to the community
- ▶ African American preachers tend to value the rhetorical tradition in which they act out their messages using vocal intonations, active body language, and physical expression to transmit their sermons
- ▶ Call-and-Response is a system of communication in which a speaker presents information (the call) and the listeners actively receive the information and give an indication that they have received and understood what has been presented (response). It is often used to bring the audience into the presentation
- ▶ <https://ir.uiowa.edu/cgi/viewcontent.cgi?article=1186&context=ba>

The Centrality of Music

- ▶ Music has always been integral to AAC
- ▶ African drums were used in ceremonies
- ▶ “Lift Every Voice and Sing” Negro National Anthem (like the Star Spangled Banner to AA)
- ▶ Jazz, ragtime, rhythm and blues, and swing
- ▶ In the South Bronx (NY) half speaking, half singing rhythmic street talk-- 'rapping'-- grew into the successful cultural force known as Hip Hop

- ▶ Black Violin www.k-state.edu/mccain/events/2018-2019/black-violin.html
- ▶ www.unf.edu/uploadedFiles/committee/AAFSA/The%20Evolution%20of%20African-American%20Music.pdf

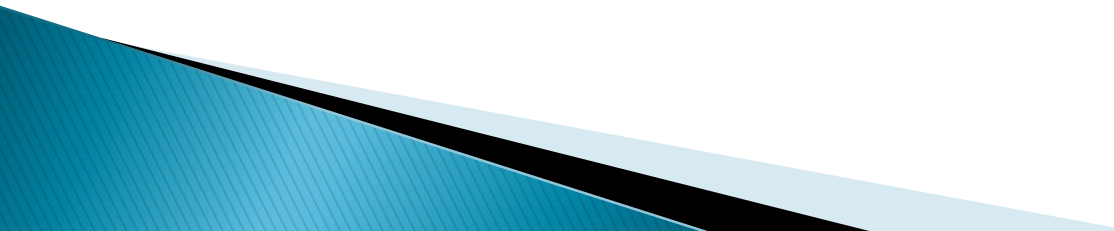
- ▶ National Museum of African American Music, Nashville – Music ...
- ▶ www.nmaam.org/

Dance and AA Cultural Life

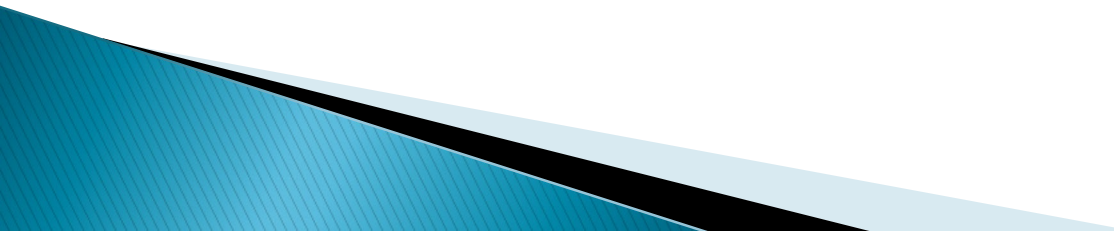
- ▶ From its African origins, to modern day innovative choreography, dance has been important in African American culture
- ▶ The Cakewalk was the first dance to gain widespread popularity in the United States (1890–1910)
- ▶ Other popular dances have included the Charleston, the Lindy Hop, and the Jitterbug
- ▶ Tap dance (mid 1800s)
- ▶ Hip hop genre has influenced all American dance forms
- ▶ In African American churches dance is an expression of worship
- ▶ Alvin Ailey American Dance Theater
- ▶ www.alvinailey.org/



Organizations and Movements that Facilitated Racial Equality

- ▶ National Association for the Advancement of Colored People (NAACP) (1909)
 - ▶ Civil Rights Movement (1950s)
 - ▶ The Black Power Movement (1960s – 1970s)
- 

African Americans and Religion

- ▶ Protestant Christianity is by far most popular
 - ▶ Islam
 - ▶ Judaism
 - ▶ Buddhism
 - ▶ African traditional religions, such as Vodou, Santeria, Ifa and diasporic traditions like Rastafarianism
- 

Traditional African American Cuisine



A traditional soul food dinner consisting of fried chicken, candied yams, collard greens, cornbread, and macaroni and cheese.

Kwanzaa

Kwanzaa 2018 in US will begin on Wednesday, December 26 and ends on Tuesday, January 1, 2019 Founder Dr. Maulana Karenga
www.officialkwanzaawebsite.org/index.shtml



An AA woman wearing traditional West African clothing lighting the candles on a Kinara for a Kwanzaa celebration.

Nguzo Saba

The Seven Principles



Umoja ▲ Unity

To strive for and maintain unity in the family, community, nation and race.

Kujichagulia ▲ Self-Determination

To define ourselves, name ourselves, create for ourselves and speak for ourselves.

Ujima ▲ Collective Work and Responsibility

To build and maintain our community together and make our brother's and sister's problems our problems and to solve them together.

Ujamaa ▲ Cooperative Economics

To build and maintain our own stores, shops and other businesses and to profit from them together.

Nia ▲ Purpose

To make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness.

Kuumba ▲ Creativity

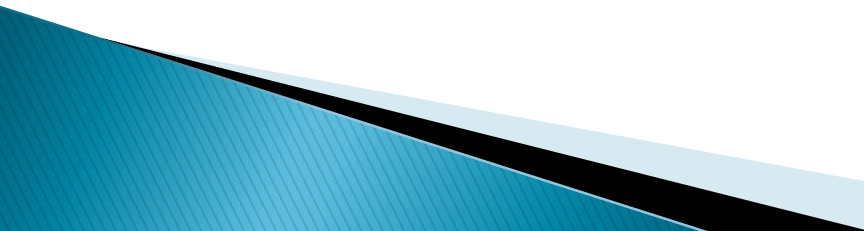
To do always as much as we can, in the way we can, in order to leave our community more beautiful and beneficial than we inherited it.

Imani ▲ Faith

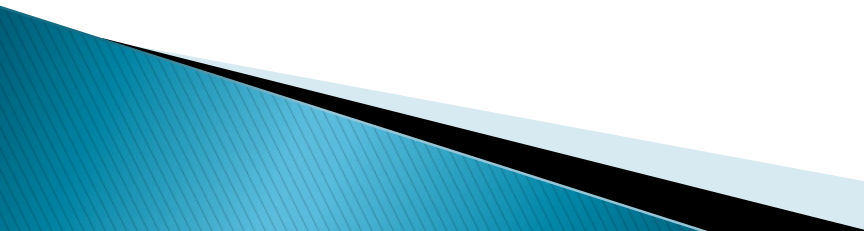
To believe with all our heart in our people, our parents, our teachers, our leaders and the righteousness and victory of our struggle.

Dr. Maulana Karenga
Creator of Kwanzaa
©1965


African American Literature

- ▶ Phillis Wheatley
 - ▶ W.E.B. Dubois
 - ▶ Booker T. Washington
 - ▶ Langston Hughes
 - ▶ Ralph Ellison
 - ▶ Richard Wright, James Baldwin, Gwendolyn Brooks
 - ▶ *Roots* – Alex Haley
 - ▶ *The Color Purple* – Alice Walker (Pulitzer Prize)
 - ▶ *Beloved* – Toni Morrison (Nobel Prize)
- 

Language, Dialect, and Vernacular

- ▶ The history of African Americans sheds light on variations in speech
 - ▶ Depending on geographic origins, local dialect, influence or retention of other languages, African Americans may speak in a variety of ways
 - ▶ Some speak in standard written and spoken English, others use vernacular English
 - ▶ Level of education, comfort, and setting also influence speaking styles
- 

Language, Dialect, and Vernacular

- ▶ African Americans are often stereotyped and perceived as speaking a certain way: Ebonics
 - ▶ Not all African Americans speak the same, just as Caucasians speak differently based on their region, education, local culture
 - ▶ In some settings ebonics is a legitimate dialect
 - ▶ In more formal settings, ebonics is viewed as slang resulting from a poor command of Standard American English
 - ▶ Code Switching is the use of alternating registers in which people switch their speech patterns according to the setting
- 

African American Humor



TREVOR
NOAH

MANHATTAN, KS

SEP 21ST, 2018

7:30 PM

KANSAS STATE UNIVERSITY

PHOTO: PAUL MOBLEY

A promotional graphic for Trevor Noah's performance. It features a portrait of Trevor Noah against a dark blue background. The text is arranged in a clean, modern layout with white and blue accents. The name 'TREVOR NOAH' is in large, white, sans-serif font. Below it, a white banner contains the date 'SEP 21ST, 2018' and the time '7:30 PM' (the latter in a blue box). The location 'MANHATTAN, KS' and 'KANSAS STATE UNIVERSITY' are also included in white text. A small credit 'PHOTO: PAUL MOBLEY' is in the bottom right corner.

Questions

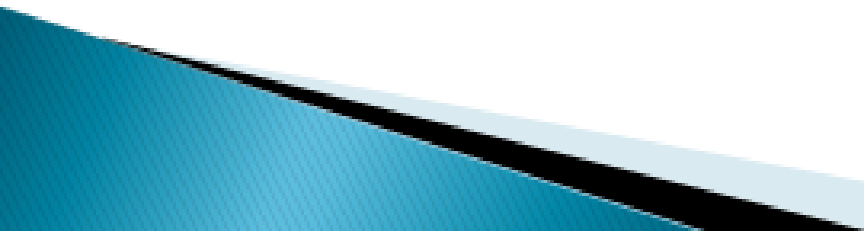


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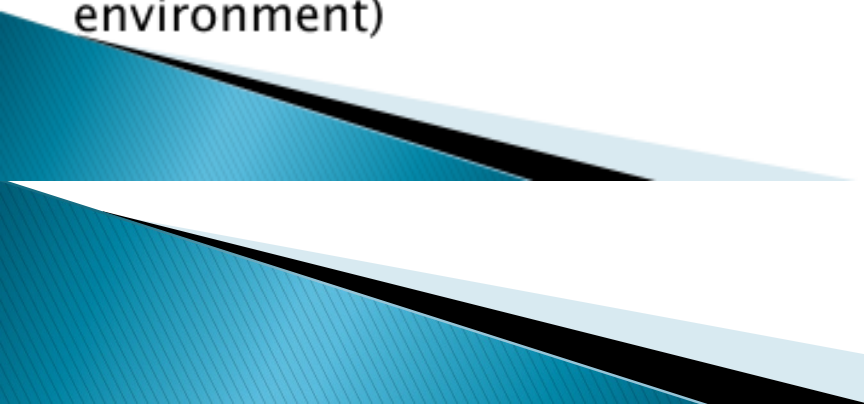
Problem

- ▶ “Veterinary Medicine is the least racially and ethnically diverse profession in the US today.”
- ▶ Dr. Evan Morse D.V.M
- ▶ Color Blind Racism in Pandemic Time Eduardo Bonilla-Silva in Sociology of Race and Ethnicity
- ▶ Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America by Eduardo Bonilla-Silva


Solution

- ▶ Our profession must become more diverse if we're going to be able to handle the challenges of the future.
 - ▶ Be an Ally, [Allyship](#)
 - ▶ [DiVersity Matters](#) Dr. Lisa Greenhill
 - ▶ [Cultural Competence and Cultural Humility](#)
 - ▶ [Adopt Antiracist Mindset](#)
 - ▶ [Why diversity is good for business](#)
 - ▶ [Understand VM Public Data](#)
 - ▶ Avoid Color Blind frame work
 - ▶ Be a Mentor of Students of Color in the future
- 

A Profession in Crisis: Discrimination in Veterinary Medicine

- ▶ I believe that your generation of veterinarians can solve this PROBLEM! What can we do to solve this PROBLEM?
 - ▶ Use the Diagnostic/Problem Solving/ Critical Thinking skills that you have learned in Vet Med.
 - ▶ Apply what you know!
 - ▶ Signalment (Who is experiencing the problem?)
 - ▶ History (What is the context of the problem?)
 - ▶ Physical Exam (Be observant of the problem occurring around you and to whom and why)
 - ▶ Diagnosis Test (What can you do about the problem?)
 - ▶ Response to Treatment (Is the problem resolving in your environment)
- 

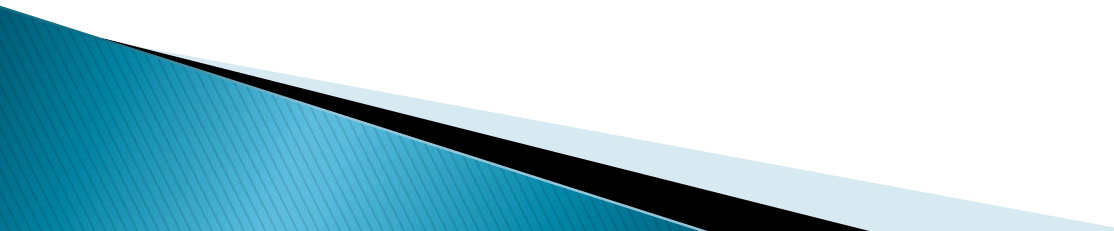
Questions: Please Raise your hand if:

- ▶ You have wanted to be a veterinarian since you were a kid?
 - ▶ You find vet school to be difficult?
 - ▶ You enjoy vet school?
 - ▶ You care about people and animals?
 - ▶ You enjoy science and are good at it?
 - ▶ You have the skills to get along with people that are different from you?
 - ▶ You will be a Veterinarian in the future?
 - ▶ You see yourself as a critical thinker and problem solver?
- 

A Profession in Crisis: Discrimination in Veterinary Medicine

- ▶ We have a Problem in our Profession
- ▶ Our Profession is in a Crisis
- ▶ There is discrimination happening in Veterinary Medicine
- ▶ Definition of Discrimination: the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.
- ▶ example: "victims of racial discrimination"
- ▶ [Video: A Profession in Crisis: Discrimination in Veterinary Medicine](#)

A Profession in Crisis: Discrimination in Veterinary Medicine

- ▶ Was that the first time you have watch that video?
 - ▶ What stood out to you?
 - ▶ “As Veterinarians, We are no strangers to hard discussions. There is no reason we can’t have this discussion too!
 - ▶ Statements: Racism, discrimination and injustice occur daily in Veterinary Practices and Universities
 - ▶ VM is 90% white in the US!
- 

A Profession in Crisis: Discrimination in Veterinary Medicine

- ▶ INFERIOR
- ▶ BECAUSE I WAS BLACK
- ▶ OVER THE WALL
- ▶ IT'S LIKE SLAVERY
- ▶ REPRIMENDED
- ▶ LACK OF DIVERSITY
- ▶ BLACK PROFESSOR
- ▶ BRAGGING RIGHTS
- ▶ TEN TIMES HARDER
- ▶ BLACK FACE
- ▶ INNER CITY VET
- ▶ DON'T TAKE CARE OF ANIMALS
- ▶ INTERCHANGEABLE NAMES
- ▶ BLACK TRCY
- ▶ ETHNIC SOUNDING NAME
- ▶ GOOD AT ANIMAL RAISING
- ▶ ACEDEMIC STRUGGLES
- ▶ BROKEN ENGLISH
- ▶ NOTHING I COULD DO
- ▶ GEORGE FLOYD
- ▶ ASSUMED A JANITOR
- ▶ STOPPED WEARING TURBAN
- ▶ COMMON NAME
- ▶ MADE TO FEEL GUILTY
- ▶ KNOW PROBLEM



References

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- ▶ *History of Medicine Division*, National Library of Medicine, Bethesda, MD 20894, USA.
- ▶ *Race: The Power of an Illusion*
- ▶ *Racial and Ethnic Relations* 9th Edition – Joseph and Clarece Feagen
- ▶ *Veterinary Heritage*. 2002 May;25(1):5–6.
- ▶ www.womenveterinarians.org