



American College of Veterinary Dermatology

CULTURAL HUMILITY REPORT

The ACVD working group on Cultural Humility has met once this past year and continue to communicate via email sharing various resources related to DEI among its members. It currently consists of Drs. Tiffany Tapp, Jacqueline Gimmler, Joya Griffin, Curtis Plowgian, Carine Laporte and Catherine Outerbridge. Dr Outerbridge has served as chair for the past 3 years.

Catherine received an email from Dr. Chi-Yen Wu, recent ACVD diplomate and Clinical Assistant Professor of Veterinary Dermatology at the College of Veterinary Medicine at the University of Florida sharing her interest in joining the group. We do not currently have a policy on the maximum number of allowed committee members or how often new members would be added. Catherine shared with the group she felt a new chair was likely reasonable to appoint and she would be willing to remain on with the group.

We have shared that other specialty colleges have implemented DEI statements, programs, policies: ACVIM, IVCECCS, ACVR. Most refer to it as the DEI committee. We also discussed that this ACVD committee/task force needs a mission statement. Some members have noted that not all in the college were supportive when the working group/committee began, so sensitivity would be necessary when crafting a mission statement.

The ACVR mission statement can be found on their website <https://acvr.org/who-we-are/diversity-equity-and-inclusion/>. The AVMA has a mission statement on their website. After our Zoom meeting there was some discussion regarding changing the name of the committee and possibly adding "belonging" to its name to focus on a goal of inclusivity and belonging. Potential name changes included Cultural Humility and Inclusion Committee or Diversity and Inclusion Committee.

It is difficult to write a mission statement without clearer direction from the college leadership

The group remains concerned with how residents, particularly those in a non-university program (assuming most universities with Title IX have anti-harassment education training and protections in place) not have any recourse or tools to navigate a situation of harassment, bullying, or any form of bigotry.

We remain somewhat uncertain as to what the ACVD's expectations are for this working group. We generated a list of potential ideas to consider and a reference list of books, videos, and paper about DEI. Since that initial report in 2021, aside from being asked to provide names for possible DEI speakers for NAVDF, there has been no guidance as to what further directions or initiatives the college wishes this group to pursue. Consequently, the working group has functioned for its members as an outlet to share ideas about DEI and relevant resources.

Sincerely submitted,

A handwritten signature in black ink, appearing to read "Cath Outerbridge". The signature is written in a cursive, flowing style with some overlapping letters.

Catherine Outerbridge DVM , MVSC, DACVIM (SAIM) DACVD
Chair Cultural Humility Working Group