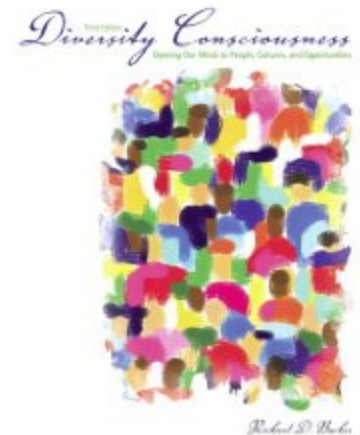


Making Excellence Inclusive: A Diversity of Perspectives

Presented by
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Defining Diversity and Inclusion in the Context of Animal Health and Welfare

- Diversity is individual differences (e.g., personality, learning styles, and life experiences) and any group/social differences (e.g., race/ethnicity, class, gender sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

Inclusion

- The *active*, *intentional*, and *ongoing* engagement with diversity in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social cultural, geographical) with which individuals might connect---in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact with systems and institutions (e.g., field of Animal Health and Welfare)

Equality versus Equity

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



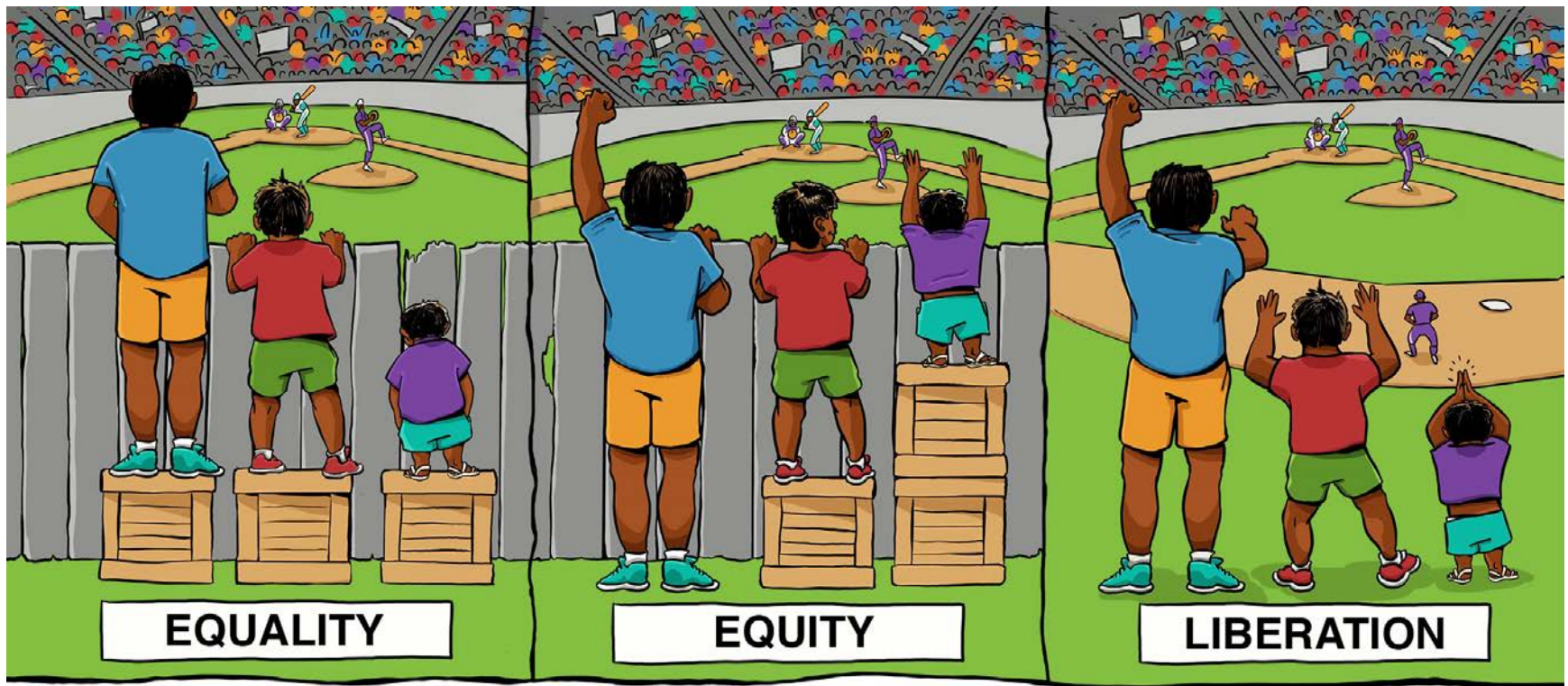
Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Change the Story: Don't just tell a different version



Connecting Diversity and Educational Quality

- Establish diversity and inclusion as *hallmarks* of academic excellence and institutional effectiveness,
- *Operationalize inclusion* in all spheres and at all levels of the organization,
- Create a reinvigorated, *21st century educational process* that has diversity and inclusion at the center.

Notions of Excellence

- As noted in a study by Williams et al. (2005), in higher education as in other institutions, excellence has been conceived in terms of “inputs” with little accounting for “value added organizational processes”.
 - Narrow notion of excellence limits both expansion of educational opportunities
 - Limits transformation of educational environments, resulting in too few people from historically underrepresented groups entering in particular fields.

Changing Cultural Landscape

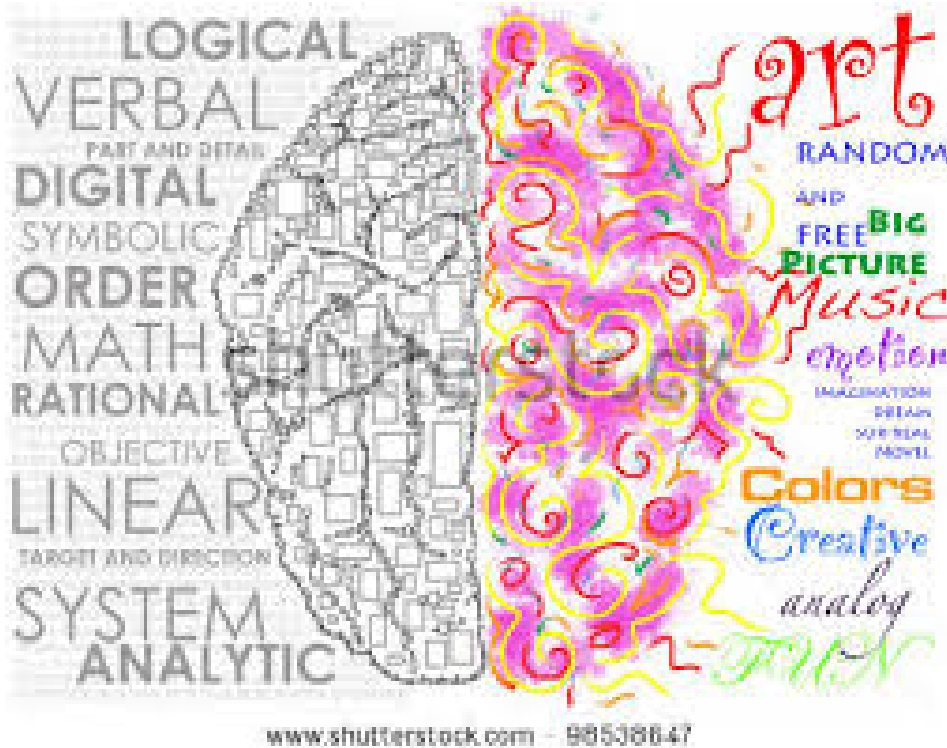
- The real voyage of discovery consist not in seeking new landscapes but in having new eyes

• -----Marcel Proust

Stepping Outside of Ourselves

- Double consciousness - awareness of own perspective and perspective of others
 - an essential life skill
 - (Perspective shifting)

Perspective Shifting



- It's about thinking *differently*. Thinking *differently* helps you to understand and appreciate the perspective of others.

Flexibility in perspective develops *Cultural Competence* and *Cultural Elasticity*

The Danger of a Single Perspective

- https://www.youtube.com/watch?v=VrSUe_m19FY

is limiting and makes us misinterpret people, their backgrounds and their lives. It can also lead to judgement, disconnection, and conflict.

Diversity Empowers Science and Innovation

- Validity in the sciences involves much more than just attending to the canons about the need for proper controls, replicability and the like.
- It involves making choices about what problems and populations to study and what procedures and measures to use.
- Diverse *perspectives and values* are important in these choices. (Example)

Diversity Empowers Science and Innovation

- *Let's think about this:* If participation in cultural practices is central to our development as humans, then these practices will influence how we learn and practice science.
- A diversity of thought and perspective is important for reducing bias and for providing different ways of looking at the world

Traditional Stakeholders

- Farmers and ranchers
- Global and national food retailers, processors and packers
- Legislators/governmental organizations
- NGOs, including animal activists
- Academics
- Related corporations (e.g., animal health companies)
- Consumers/ member of the lay public

IMPORTANT Question

- Who is NOT at your table? What voices are being left out of the conversation?

Final Thoughts

- Science, like a painting, necessarily has a perspective. To the extent that we can remove our biases and learn from multiple perspectives, we will then begin to understand the world.

Questions

- Thank you!
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- Medin, D., Lee, C.D., & M. Bang. (2014). Point of view affects how science is done: Gender and culture influence research on a fundamental level. *Scientific American*.
- Williams, D.A., J.B. Berger, & S.A. McClendon. (2005). Toward a model of inclusive excellence and change in postsecondary institutions. Washington, DC: Association of American Colleges and Universities.