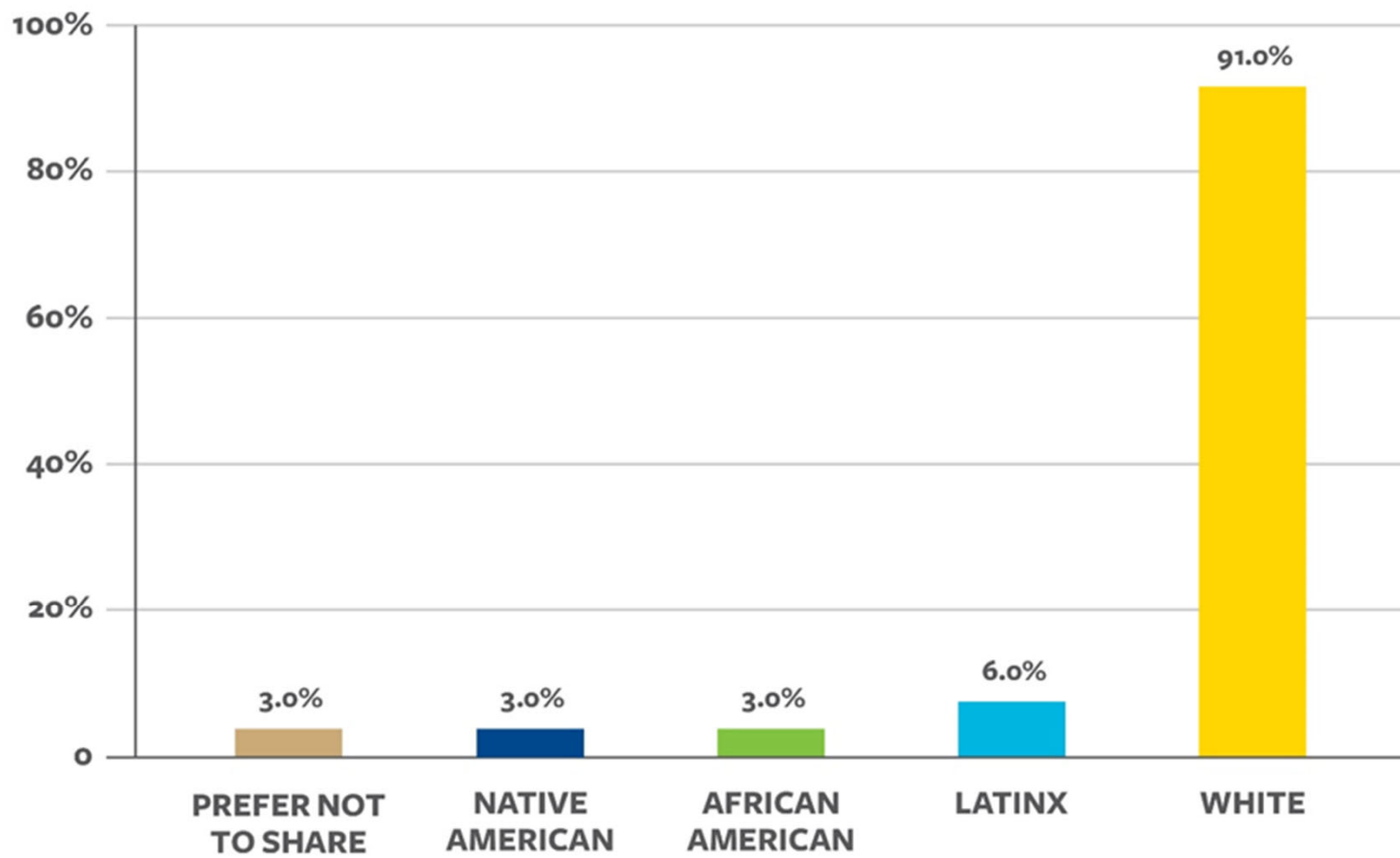




Pets for Life

Introduction to Diversity, Equity, and Inclusion in
Animal Welfare

- **According to the Bureau of Labor, 97.3% of veterinarians in the workforce are white.**
 - The most homogeneous profession in the country
- **2017 study analyzed the executive staff of the largest U.S. nonprofits and foundations and found that 87% of leadership was white**
- **Based on a report from the Council on Foundations, 75% of staff in the philanthropic sector are white**
- **An Oregon State University study looked at adopters from a local shelter and two rescue groups and found that 93% of adopters were white**



Diversity, Equity, and Inclusion: Our Goal

Pets for Life recognizes the biases that people in underserved communities and communities of color often face. There is an immense need for animal welfare to take a deeper look at systemic issues that create barriers to pet services and how the demographics of our field influence programming, policy making, and overall effectiveness. To achieve a more equitable industry, varied backgrounds and perspectives must be considered and embraced.

Common Definitions

Diversity: Having people with a range of backgrounds in race, ethnicity, socioeconomics, and culture as well as various lifestyles, experience, and interests.

Equity: A fair and just distribution of the resources and opportunities

Inclusion: A process of involvement and empowerment where the inherent worth and dignity of all people are recognized.

Common Definitions

Social Justice: A world which affords all individuals and groups fair treatment and an equitable share of the benefits of society; eradicating unjust systems and unfair privileges.

Cultural Humility: The humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Common Definitions

Privilege: Unearned, non-merited advantages granted to members of a group by powerful social, institutional, and cultural systems. Privilege allocates resources, value, immunity, benefits or access to social power made available to some people as a result of their membership in a dominant social group. The absence of discrimination and oppression is one form of privilege.

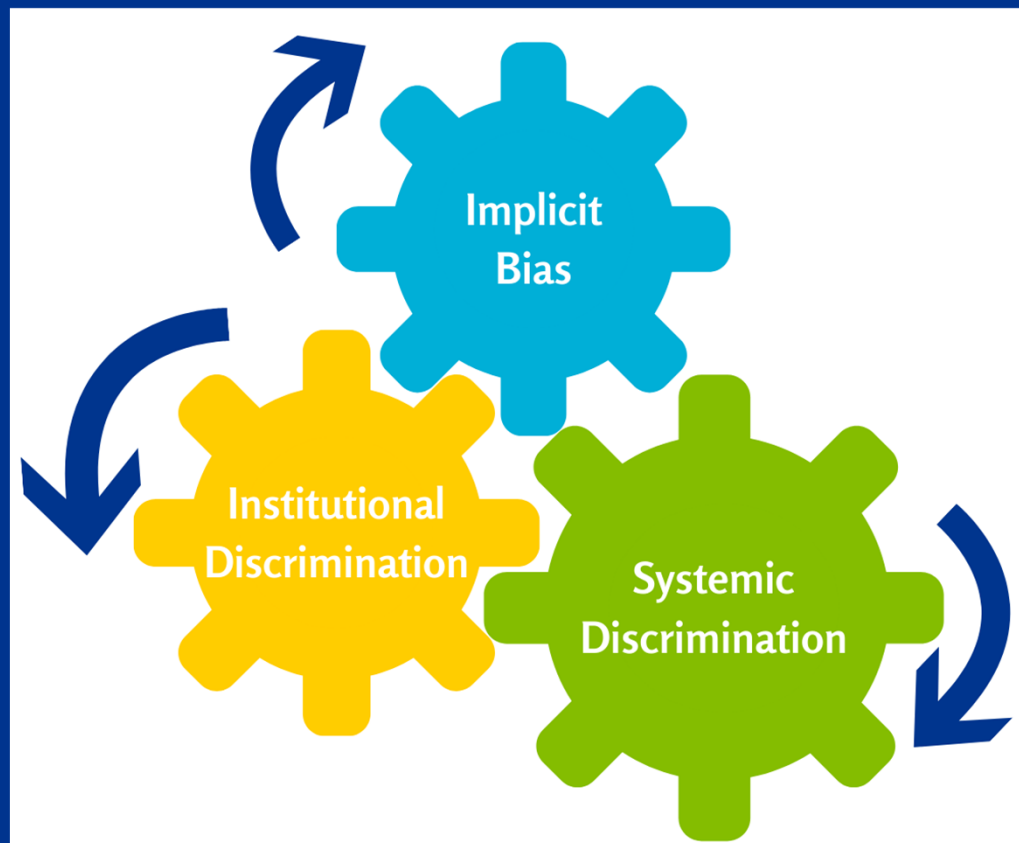
Oppression: A systemic and institutional abuse of power by one group at the expense of others and inflicting harm on others.

Common Definitions

Ally: A person who uses their privilege to advocate on behalf of someone else who does not hold the same privilege.

Implicit Bias Explained

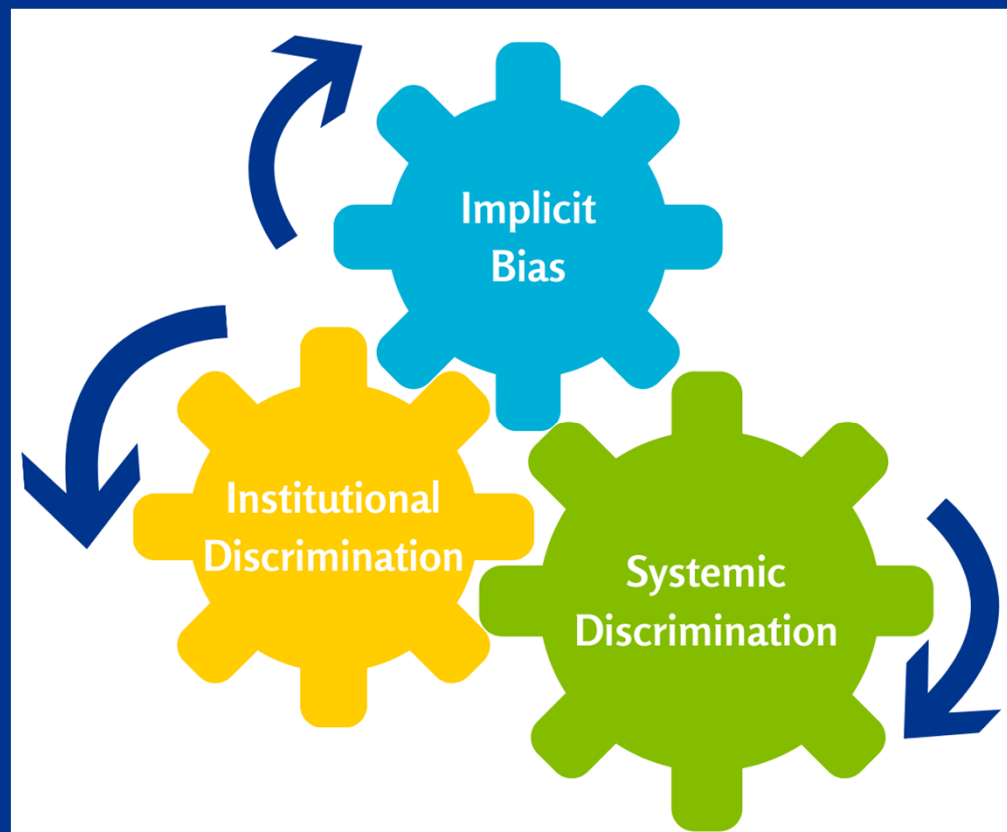
Laws
Customs
Norms
Traditions



Entire system
that results

Example 1

Institutional Discrimination:
Exaggerated
Police Presence
in communities
of color



Implicit Bias:
Communities of
color are less
safe

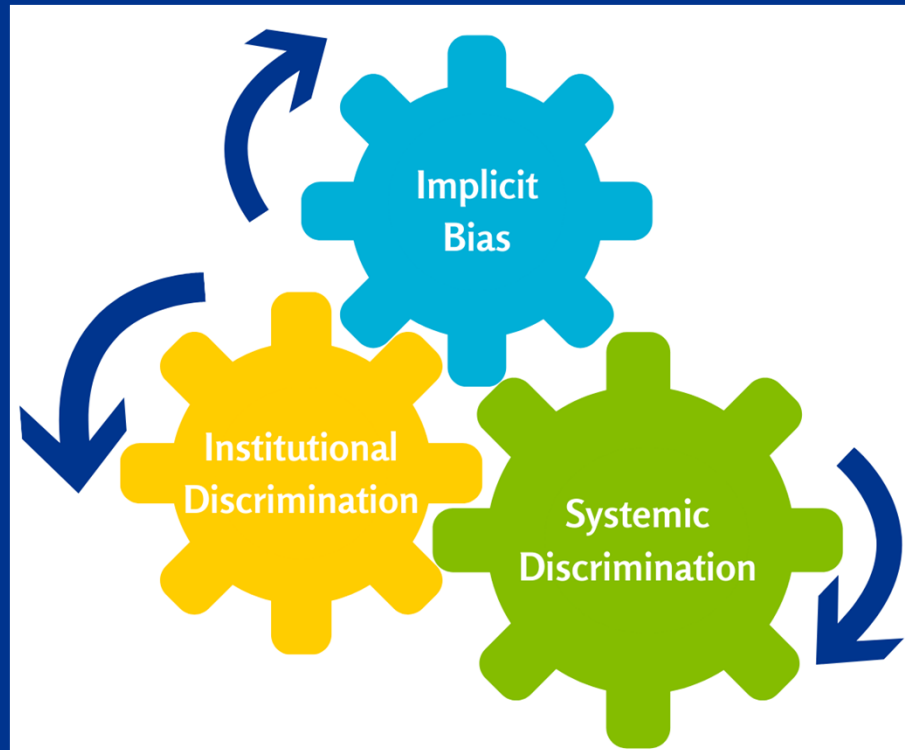
Systemic Discrimination:
Resulting in
disparities in arrest
rates and
prosecution

Example 2

Institutional Discrimination: Response may be to interpret symptoms differently and provide less medical treatment to black patients

Implicit Bias: Chief health complaints from black people not viewed as serious

Systemic Discrimination: People of color are less likely than white people to be given appropriate medical care for a variety of illnesses and ailments resulting in health disparities



Implicit Bias within Messaging



Ap Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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AFP 3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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Implicit Bias Wrap Up

As with all areas of society, animal service providers have implicit biases that impact programming, policy work, and decision making. Acknowledging and addressing implicit bias is crucial to eliminating current institutional and systemic discrimination in animal welfare and preventing further inequitable outcomes.

Allyship

Allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. Most importantly, allyship is not self-defined—work and efforts must be recognized by those you are seeking to support or uplift.

How to Be an Ally

1. An ally listens
2. An ally takes action
3. An ally is not a self-proclaimed identity, rather, the community you are supporting chooses you
4. An ally does not take breaks
5. An ally constantly seeks information
6. An ally does not need to be in the spotlight

Nine ways to be a better Ally

7. An ally holds accountable those who share their identity

8. An ally apologizes and takes accountability when criticized or called out for a mistake

9. An ally does not make it about themselves or monopolize the emotional energy of others

Organizational and Cultural Shifts for Equity in Animal Welfare

Successful DEI work in animal welfare requires internal organizational development as well as external facing strategies that impact society at-large. Both shifts are important, and one cannot occur genuinely and effectively without the other.

- Inward Facing Shifts
- Outward Facing Shifts

Inward Facing Shifts

- Equitable hiring practices
- Inclusive job descriptions and Equal Employment Opportunity (EEO) language
- Strong commitment to searching for qualified candidates from underrepresented backgrounds
- Diversity at every level of leadership, not just entry-level or non-salary positions
- Employee retention practices that value different perspectives, marginalized backgrounds, and include non-retaliatory grievance policies

Inward Facing Shifts

- Space for upward feedback
- Safe and culturally competent work environments in which all employees can thrive
- Board Development that is inclusive
- Avoidance of tokenism
- Update of organizational culture and values
- Recognition of and addressing workplace micro-aggressions, implicit bias, white privilege and white fragility
- Assessment of organizational policy for equitable service provision (i.e return-to-owner, open adoption and owner present euthanasia practices)

Outward Facing Shifts

- Input from underrepresented communities in animal welfare is welcomed and valued
- Full participation and shared power of all identity groups in decision making
- Disparity in consequences from policy making is considered – how low income and/or communities of color experience disproportionate law enforcement
- Short and long-term goals for programming and policy work consider “intent vs. impact” on communities of color and/or low-income communities

Outward Facing Shifts

- Metrics of success are based on comprehensive community engagement and support services
- Narratives do not perpetuate stereotypes or myths and bring people together instead of creating divisiveness
- Intentional fundraising that honors the human-animal bond across demographics and does not present a limited definition of compassion
- Support for and collaboration with equity work in other movements outside of animal welfare

What's next?

- Full DEI Resource Guide for Animal Welfare Organizations
- A deeper understanding of intersections of oppression, also known as intersectionality
- Baseline overview of how race, economic injustice, the criminal legal system play a role in the lives of people and their companion animals.
- Sharing key findings about the human-animal bond and the impact of One Health
- Sharing lessons learned from other fields and movements (e.g. Criminal justice reform, harm-reduction models.)

What's next?

- Coalition Building across sectors to raise animal welfare awareness and the intersections of other issue-based work
 - Housing security, food security, Income inequality, workforce develop
- The Who, What, When, Where, Why, and How of DEI in AWO

Questions?

