



BVNA Council update

Members supporting a sustainable future for the veterinary nursing profession



VN Diversity, Inclusivity and Widening Participation (DIWP) Working Group

Overview VN Futures initiative, led by BVNA, to actively address diversity and inclusivity in veterinary nursing

It is generally acknowledged that there is a lack of diversity in the VN profession, so we need to attract people with varying backgrounds and experiences. Your Council members have created the VN Diversity, Inclusivity and Widening Participation (DIWP) Working Group to explore how we can encourage people from different backgrounds, ethnicity, experience and abilities into the veterinary nursing profession.

The group aims to enlist allies and role models to help drive change within the veterinary nursing profession, through education, building awareness and creating career aspirations in veterinary nursing for everyone.

We will work with the RCVS Diversity and Inclusion Group (RCVS DIG) and other allies and parties who are striving for the same goal. This will help to ensure that messages are consistent and that we are all working in alignment when exploring solutions for widening participation in the profession.

Diversifying our workforce means we can better represent the clients who come into the practice. The profession will also benefit from a broader range of perspectives, which will strengthen teams and ultimately benefit the welfare of animals and improve the experiences of their owners.

How do role models make a difference?

Role models from a range of social backgrounds, ethnic groups and with different life experiences will inspire others to join the veterinary nursing profession by providing a focus for aspiration. This visibility prompts change and growth; it opens the next door.

We would like to share stories to inspire others to join the profession and widen participation, and show those already in the VN profession they are not alone. We hope to open up conversations, address challenges and change the culture of the veterinary profession.

Who are our role models?

- **RVNs who have entered nursing from a challenging socio-economic background or entered the veterinary nursing profession as a second career**
- **Black, Asian and minority ethnic RVNs**
- **Male RVNs**
- **LGBTQIA+ RVNs**
- **RVNs suffering from chronic illness**
- **RVNs who have a disability**
- **RVNs with mental health challenges**
- **Neurodivergent RVNs and those with additional learning needs**

What has the DIWP Working Group done so far?

GENDER IDENTITY BILL OF RIGHTS (USA)

We hope to support the PrideVMC Gender Identity Bill of Rights for the Veterinary Profession by becoming a signatory. You can find out more about the Bill and the rights it encompasses at <https://pridevmc.org/gibor/>.

ROLE MODELS CAMPAIGN

The campaign champions our inspirational role models and gives you the space to share stories and experiences. Check out the BVNA website to see our role models' stories at <https://bvna.org.uk/working-for-you/>.

VN FUTURES SCHOOL AMBASSADORS

This group supports DIWP and the role models campaign by using diverse imagery, case studies and career pathway demonstrations to provide the representation and visibility needed to foster widening participation in the profession.

How can you get involved?

Share the videos, podcasts and stories from our role models, so people can see for themselves that veterinary nursing is accessible to all.

Join the VN Futures School Ambassador scheme to access resources you can take to schools to promote the veterinary nursing profession. Find out more on the VN Futures website at www.vnfutures.org.uk.

