

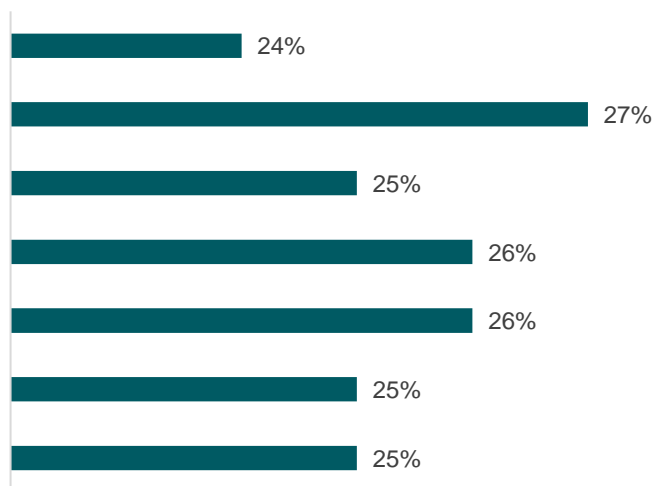
BVA report on discrimination in the veterinary profession

Background

Throughout the many and varied conversations during the Vet Futures project, workforce issues have been prominent, and many of the recommendations within the [Vet Futures report](#) related to better understanding our work-related challenges. When the Vet Futures Action Plan was published in July 2016, BVA embraced the task of undertaking a veterinary workforce study that would provide evidence to help inform the development of resources, guidance and recommendations to foster and maintain a happy, healthy profession.

workforce studies we carried out in conjunction with the University of Exeter in November 2018, [Motivation, Satisfaction, and -to-day work experiences, showed that](#) the creation of an environment where individuals feel they fit in and ensuring that employees feel valued and admired for the work that they do would likely improve the experiences of vets and improve the retention of skilled and motivated staff.

When it comes to the gender balance, the veterinary profession has already passed the 50:50 mark. Our second workforce report, [Gender discrimination in the veterinary profession: A brief report of the BVA](#), offers a compelling piece of evidence that even when everything about two vets is equal, their gender can still significantly impact upon how they are perceived, treated, and paid. It highlights that those who do not perceive gender discrimination to be an issue are most likely



However, as the graph below shows, there are significant differences in the experiences of different demographic groups. Younger vets are significantly more likely than older vets to have personally experienced discrimination in the past year. Female vets are significantly more likely to have experienced discrimination than male vets (19% and 8% respectively).

The **Voice Survey** showed incidence of discrimination is higher amongst vets from a range of minority ethnic backgrounds, and more than one in four vets (27%) who described their sexual orientation as bi, gay or lesbian had personally experienced discrimination in the past year; almost double the incidence amongst vets describing themselves as heterosexual or straight (15%).

Although we received a number of responses stating that discrimination is not an issue in the profession, the results of both surveys suggest otherwise.

What characteristics are being discriminated against?

While colleagues were most commonly responsible for most types of discrimination, clients were most commonly responsible in the

How concerned is the profession?

The **Voice survey** asked vets how concerned they were about discrimination and diversity in the profession. Only 45% of vets said they were concerned about diversity in the profession, and 56% said they were concerned about discrimination.

These results suggest a lack of awareness and/or acceptance of the problem and therefore there is an opportunity to educate a large proportion of the profession on this topic.

As the graphs below show, employed and locum vets were significantly more likely to be concerned about these issues than those who were self-employed/partners/practice owners. Concern about discrimination was particularly high amongst vets working in non-clinical roles and students.

What are examples of good practice?

The surveys also gave respondents the opportunity to highlight areas of good practice and suggest resources and campaigns which may be helpfulaid they were

