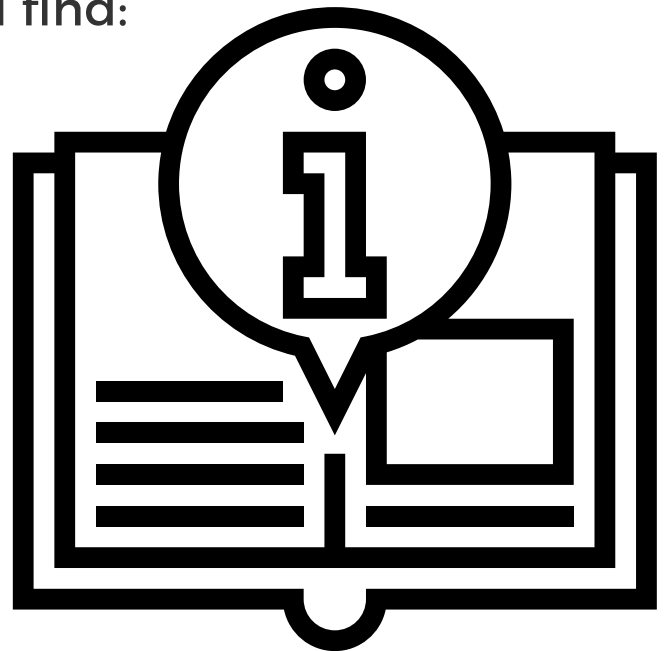


# STUDENT CHAPTER WELCOME PACKET

## **ABOUT:**

This packet is meant to provide you with the resources necessary for your student chapter to prosper. Inside you will find:

- i. Event ideas
- ii. Publicity Materials
- iii. Code of Conduct
- iv. Sample Constitution



Please do not hesitate to contact the Student Director  
([wvldistudents@gmail.com](mailto:wvldistudents@gmail.com)) with questions!



**Women's Veterinary**  
Leadership Development Initiative

# WHAT DO WE DO?

## ***INCREASE AWARENESS***

WVLDI strives to increase awareness about the systemic, cultural, psychological, and economic barriers preventing women from attaining leadership roles.

## ***INCLUSIVITY***

Men are a key part of the movement towards increasing women's leadership, and therefore, they should be included in the conversation.

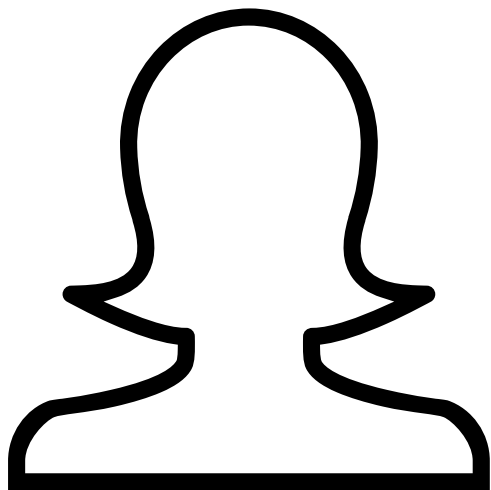
## ***PROVIDE OPPORTUNITY***

WVLDI seeks to provide women and men with the skills they need to achieve success in private practice, academia, industry, government leadership... or anywhere!



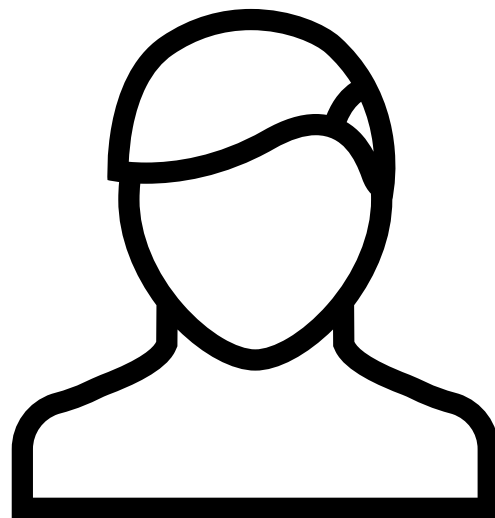
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# WHY DO WE NEED WVLDI?



## **WOMEN**

Not likely to apply for a position if they don't meet 100% of the requirements



## **MEN**

Will apply for positions if they meet 60% of the job requirements

(Julie Kumble)



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# WHY DO WE NEED WVLDI?



## **OUTPERFORMED**

Companies with more women board of directors outperformed those with the least on return on sales (16%) and return on invested capital (26%)

(Catalyst)

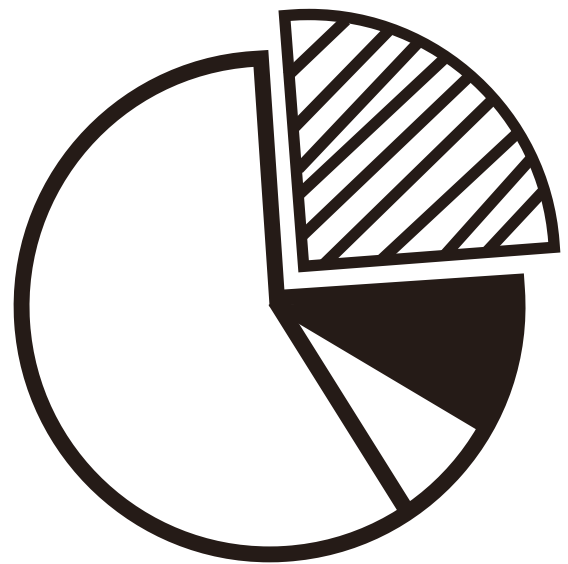


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# WHY DO WE NEED WVLDI?

## **LESS THAN 25%**

Women make up 55% of US veterinarians and 75% of veterinary students, but hold less than 25% of AVMA House of Delegates and State Veterinary Medical Association seats.



(Dr. Donald Smith, Julie Kumble)

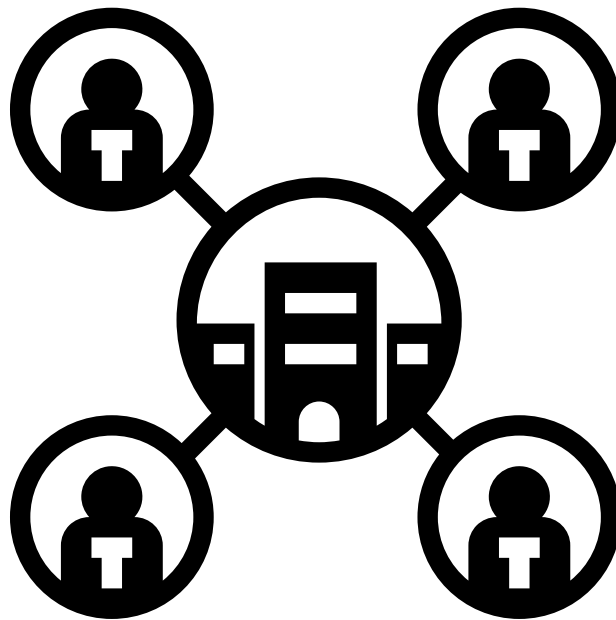


**Women's Veterinary**  
Leadership Development Initiative

# WHY DO WE NEED WVLDI?

## ***ASSOCIATES OR PRACTICE OWNERS?***

Women are more likely to be associates than practice owners, and associates make much less than practice owners. In 2009, woman vets earned 66% of what men did.



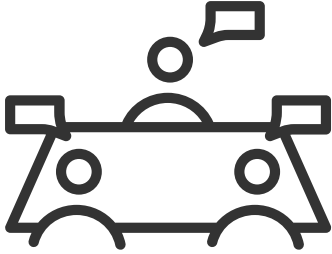
(DVM360 Magazine)



**Women's Veterinary**  
Leadership Development Initiative



# STUDENT CHAPTER EVENT IDEAS

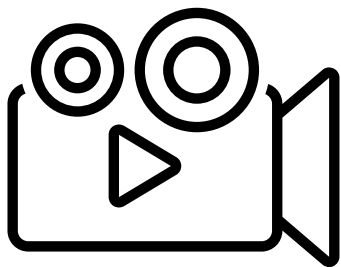
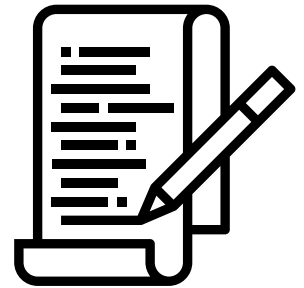


## PANEL DISCUSSIONS

Panel discussions with successful women across your university and community are a great way to hear multiple perspectives and foster mentorship relationships. Sample topics of discussion include: imposter syndrome, work-life balance, and practice ownership.

## WORKSHOPS

Workshops allow students to develop leadership skills that they can carry with them into their careers. Sample topics include: public speaking, contract negotiation, resume critiques, conflict resolution and mock interviews.



## MOVIE SCREENING & DISCUSSION

Ted Talks: "Your Body Shapes Who You Are" & "Why We Have Too Few Women Leaders"

[Miss Representation](http://film.missrepresentation.org) ([film.missrepresentation.org](http://film.missrepresentation.org))

## BOOK OR JOURNAL CLUBS

Announce books before winter or summer break to give students time to read!

[Lean In](#) by Sheryl Sandberg

"Recline, Don't 'Lean In' (Why I Hate Sheryl Sandberg)" by Rosa Brooks

[The Confidence Code](#) by Katty Kay and Claire Shipman





**% Mothers in  
Labor Force**



**% Fathers in  
the Labor Force**

**Sources**

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BLS, unpublished tabulations from the 2012 Current Population Survey, "Table 6. Employment status of persons by presence and age of own children, sex, race, Hispanic or Latino ethnicity, and marital status," Annual Averages 2012 (2013).

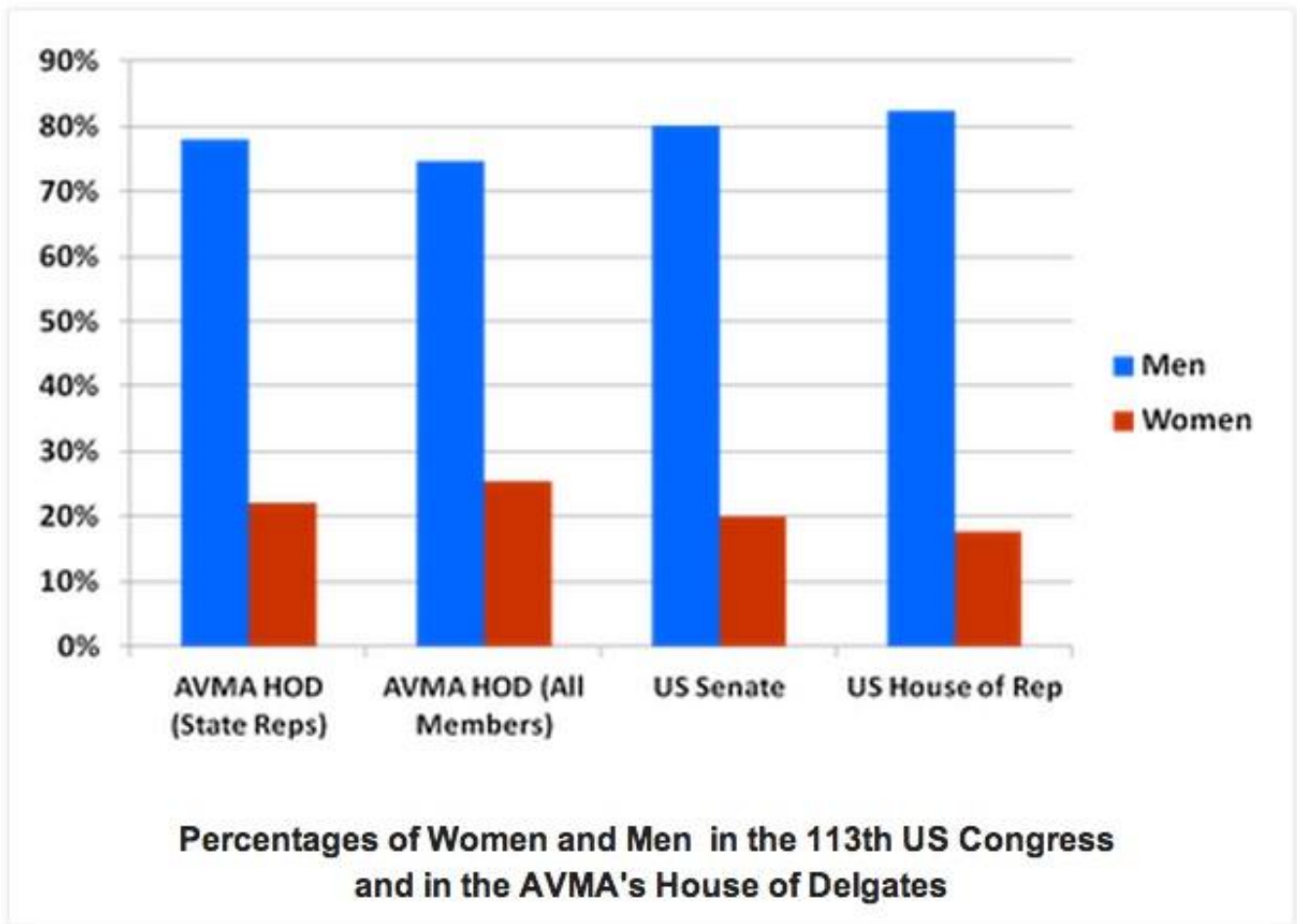


# U.S. Mother's Participation Rate in the Labor Force



catalyst.org

Source: [Current Population Statistics, Archived News Releases, "Employment Characteristics of Families," Spouses, and Race and Hispanic Origin of the Reference Person: 2011"](#) (2011).



SMITH, DONALD, AND JULIE KUMBLE. "WOMEN'S LEADERSHIP IN THE U.S. CONGRESS AND THE AVMA'S HOUSE OF DELEGATES: EXPLORING PARALLELS AND LOOKING FORWARD." VERITAS DVM BLOG. N.P., 28 APR. 2013. WEB. 1 APR. 2014. <[HTTPS://WWW.VERITASDVMBLOG.COM/WOMENS-LEADERSHIP-IN-THE-U-S-CONGRESS-AND-THE-AVMAS-HOUSE-OF-DELEGATES-EXPLORING-PARALLELS-AND-LOOKING-FORWARD/](https://www.veritasdvmblog.com/womens-leadership-in-the-u-s-congress-and-the-avmas-house-of-delegates-exploring-parallels-and-looking-forward/)>.



## **WVLDI STUDENT CHAPTER CODE OF CONDUCT**

*Approval Date: November 20, 2017*

The mission of the Women's Veterinary Leadership Development Initiative (WVLDI) is to support women in seeking and achieving leadership, policy, and decision-making positions within all areas of professional veterinary activity. Its vision is to develop leaders for the benefit of the profession and to deliver on the promise of veterinary medicine to society. The WVLDI is committed to nurturing inclusive leadership by developing inclusive leaders. Thus, membership on the Board of the WVLDI and participation in WVLDI leadership activities are not restricted by gender; all are welcome!

WVLDI Student Chapters around the nation have been supporting WVLDI by exposing veterinary students to the conversation, and educating veterinarians and students about the importance of developing inclusive leaders and increasing diversity in veterinary leadership at all levels. Your participation is welcome and strongly encouraged, as it is an integral part of the mission.

Below, you will find a set of regulations to which WVLDI Student Chapters are expected to adhere. Should you have questions, please contact our Student Director ([wvldistudents@gmail.com](mailto:wvldistudents@gmail.com)).

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### *RECOGNITION OF STUDENT CHAPTERS BY THE WVLDI*

As student chapters are being developed, they should be in close contact with the WVLDI Student Director ([wvldistudents@gmail.com](mailto:wvldistudents@gmail.com)) to ensure that the WVLDI Board of Directors is kept informed. Established student chapters should also keep in contact with the WVLDI Student Director to ensure open lines of communication with the WVLDI Board. In this way, new and established student chapters can be recognized by the WVLDI Board, which will then make them and their student members eligible for benefits outlined below.

### *CHAPTER EVENTS*

Chapter events need to reflect the WVLDI mission to support and develop leaders in the veterinary profession. Speaking events and workshops should focus on topics that introduce and help develop leadership skills. Topics may include, but are not limited to: imposter syndrome, diversity in the veterinary profession, contract negotiation, teamwork facilitation, resilience, setting professional boundaries, self-care, etc.

### *LOGO*

Use of the WVLDI logo by recognized student chapters is permitted for chapter correspondence, meeting notices and other routine communications consistent with the mission and message of the WVLDI. Use of the logo on other promotional material (clothing, etc.) requires prior approval from the WVLDI Board of Directors. Inappropriate use of the WVLDI logo will result

in the student chapter immediately ceasing such use and may result in revocation of the chapter's recognition by the WVLDI Board of Directors. Any questions regarding logo use can be directed to the WVLDI Student Director at [wvldistudents@gmail.com](mailto:wvldistudents@gmail.com).

*ANNUAL REPORT*

The WVLDI student chapter will be responsible for submitting an annual report of their chapter's events, activities, and officer and chapter advisor information to the WVLDI Student Director. Such reports should be submitted at the conclusion of a school year (e.g., May or June, typically).

*BENEFITS*

Adherence to this code will grant student chapters continued recognition by the WVLDI Board of Directors. Members of WVLDI recognized student chapters will be eligible to apply for any WVLDI-supported events and programs targeting students (e.g., travel grants, leadership workshops, awards). The WVLDI Board of Directors will also make every attempt to provide a speaker to each student chapter each year to support the chapter's mission and at no or minimal cost to the student chapter.

Print: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Constitution

### Student Chapter of the Women's Veterinary Leadership Development Initiative

- I. Article I. Organization Name
  - ❖ The name of this organization shall be the Student Chapter of the Women's Veterinary Leadership Development Initiative
  
- II. Article II. Purpose of the Organization
  - ❖ The purpose of this organization shall be to achieve leadership excellence in every sector of veterinary medicine that fully reflects the diversity of the profession and society
  - ❖ This organization shall support women in seeking and achieving leadership, policy, and decision-making positions within all areas of professional veterinary activity
  - ❖ This organization shall provide support and opportunities for students to learn leadership skills, and develop mentoring relationships
  
- III. Article III. Membership
  - ❖ Membership in this chapter is limited to veterinary students at Cornell University College of Veterinary Medicine
    - i. Membership shall be based upon expressed interest
    - ii. Members shall maintain good standing by paying dues annually
    - iii. There shall be no hazing
  
- IV. Article IV. Officers
  - ❖ Officers shall be as follows:
    - i. President
    - ii. Vice President
    - iii. Treasurer
    - iv. Secretary
    - v. Historian
  - ❖ Terms of office shall be for one year, with elections to be held in the spring semester
  
- V. Article V. Duties of the officers
  - ❖ President
    - i. Preside over all meetings
    - ii. Call special meetings
    - iii. Carry out the provisions of the Constituion
    - iv. Appoint committees and chairpersons
    - v. Oversee all committee activities
    - vi. Represent the organization on public occasions
  - ❖ Vice President
    - i. Assume the duties of the president in the event of an absence

- ii. Act as publicity chair
- iii. Act as liaison to other student chapters of WVLDI
- iv. Perform any duties delegated by the President

❖ Treasurer

- i. Administer funds and finances for the club
- ii. Keep financial records and collect dues
- iii. Pay bills and release funds as voted by the general membership
- iv. Make financial reports when called upon to do so
- v. Work with Advisor to ensure that funds are properly collected, deposited, and accounted

❖ Secretary

- i. Keep accurate minutes of meetings
- ii. Responsible for correspondence
- iii. Distribute agendas and minutes for meetings

❖ Historian

- i. Maintain a list of women leaders as potential mentors
- ii. Keep a historical record of women veterinarians
- iii. Maintain the club bulletin board
- iv. Keep photographic records of club events
- v. Submit materials to the yearbook committee

VI. Article VI. Impeachment and replacement of officers

- ❖ Impeachment of officer is based upon:
  - i. Failure to complete the duties of office
  - ii. Withdrawal from the College of Veterinary Medicine
- ❖ Impeachment may be initiated by any member of the organization by:
  - i. Stating the intent to impeach in writing to all other officers
  - ii. The matter shall be discussed in a private meeting by the other officers
  - iii. A majority vote is required to complete impeachment proceedings

VII. Article VII. Meetings

- ❖ Meetings shall be held according to need
- ❖ All membership is welcome to attend any meeting however this is not required
- ❖ Officer attendance is required as schedule allows, acceptable absences include:
  - i. Classes
  - ii. Clinics

VIII. Article VIII. Advisor(s)

- ❖ The advisor(s) must be a College of Veterinary Medicine faculty or staff
- ❖ The advisor(s) shall be selected by the officers

IX. Article IX. Responsibilities

- ❖ This organization accepts full responsibility for all activities which bear its name as an official sponsor, and will adhere to all University and College policies and procedures

X. Article X. Amendments to the Constitution

- ❖ Any amendment requires a  $2/3$  vote at a general meeting
- ❖ Proposed amendments may be submitted to the officers in writing for consideration at future meetings
- ❖ Officers reserve the right to make adjustments to proposed amendments