



WVLDI

THE LEADERSHIP GAP: WHY IT MATTERS AND HOW YOU CAN HELP

BRIEF HISTORY

- Started July 2013 on social media



- Logo and website created:
womenveterinarians.org
- Formed an advisory board
- Secured support and funding from AVMA
November 2014
- NFP status obtained January 2014



BRIEF HISTORY

- Corporate support from Ceva Animal Health
February 2014



PLACES WE'VE BEEN AND WHERE TO FIND US NEXT



WHAT IS THE LEADERSHIP GAP?



“The under representation of qualified women in leadership positions has created a gender gap that exists not only in education but in many areas of the workplace. Society has determined that only males make good leaders; therefore it continues to deny easy access for women seeking leadership roles because they do not fit the norm. Women who seek leadership positions face barriers and many times give up because they become overwhelmed in dealing with obvious barriers.”

LEADERSHIP GAP STATISTICS

American women hold almost 52 percent of all professional-level jobs, yet when it comes to their representation in leadership positions:

- They are only 14.6 percent of executive officers, 8.1 percent of top earners, and 4.6 percent of Fortune 500 CEOs.
- They hold just 16.9 percent of Fortune 500 board seats.

LEADERSHIP GAP STATISTICS

- In the financial services industry, women make up 54.2 percent of the labor force, but are only 12.4 percent of executive officers, and 18.3 percent of board directors. None are CEOs.
- American women account for 78.4 percent of the labor force in health care and social assistance but only 14.6 percent of executive officers and 12.4 percent of board directors. None, again, are CEOs.

LEADERSHIP GAP STATISTICS

- In the legal field, they are 45.4 percent of associates—but only 25 percent of nonequity partners and 15 percent of equity partners.
- In medicine, they comprise 34.3 percent of all physicians and surgeons but only 15.9 percent of medical school deans.
- In information technology, they hold only 9 percent of management positions and account for only 14 percent of senior management positions at Silicon Valley startups.

WHAT ARE THE CHALLENGES IN THE VETERINARY PROFESSION?

78% of veterinary graduates are female

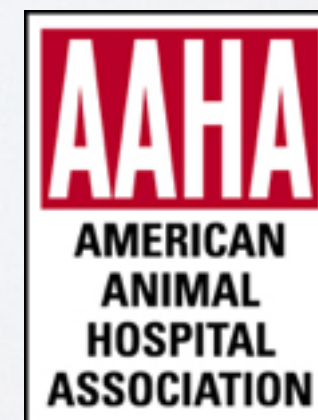
55% of United States veterinarians are female



VETERINARY ASSOCIATIONS

Vetlandia

- noun, often attributive \ vet'landia\
- Our homeland, where the whole of the veterinary profession lives and works
- A state where citizenship is earned by virtue of a degree—where you go when you graduate!
- A place where everyone is entitled to an opinion
- It has a decentralized government where not everybody has a voice



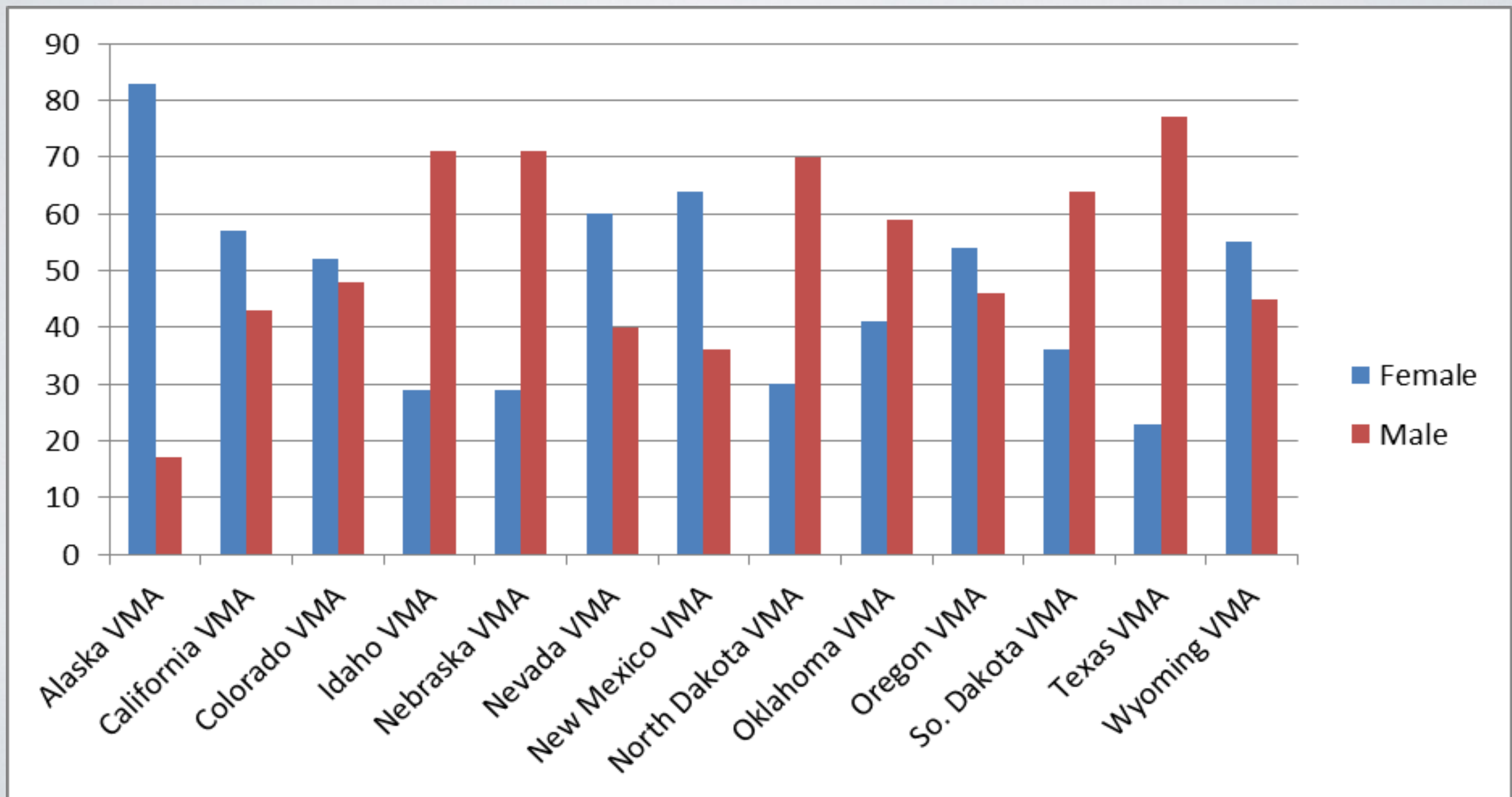
VETERINARY ASSOCIATIONS

(AVMA)

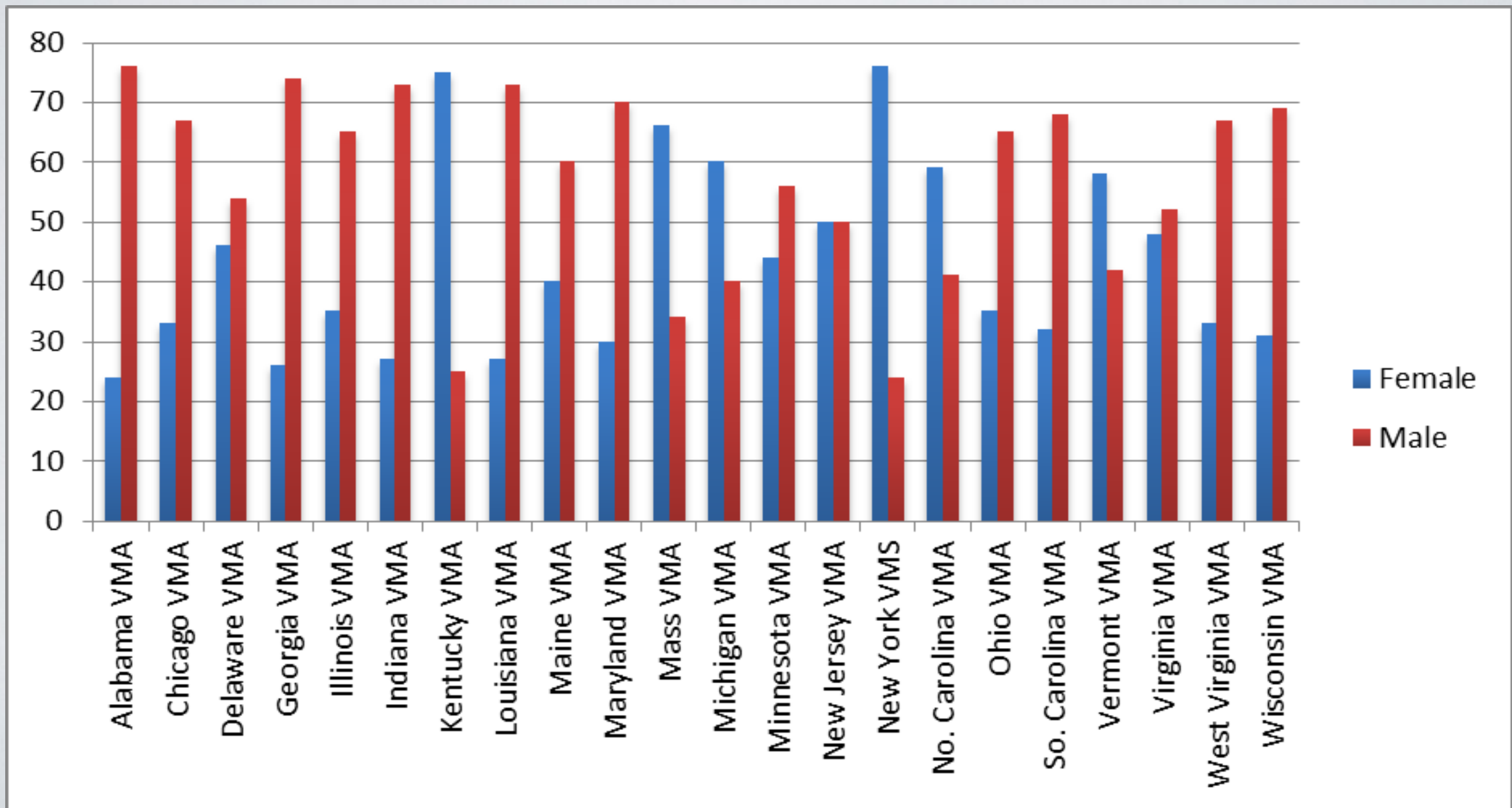


- AVMA Officers
 - 3 Female Past Presidents
 - 3 Female Past Vice Presidents (current is female as well)
- AVMA Board of Directors
 - 1 of 11 district directors is female
 - 2 of 15 voting members is female
 - Current treasurer is female (non-voting position)
- AVMA House of Delegates (HOD)
 - Total voting delegates is 15.5%
 - Total alternate delegates (non-voting) and delegates is 33% female

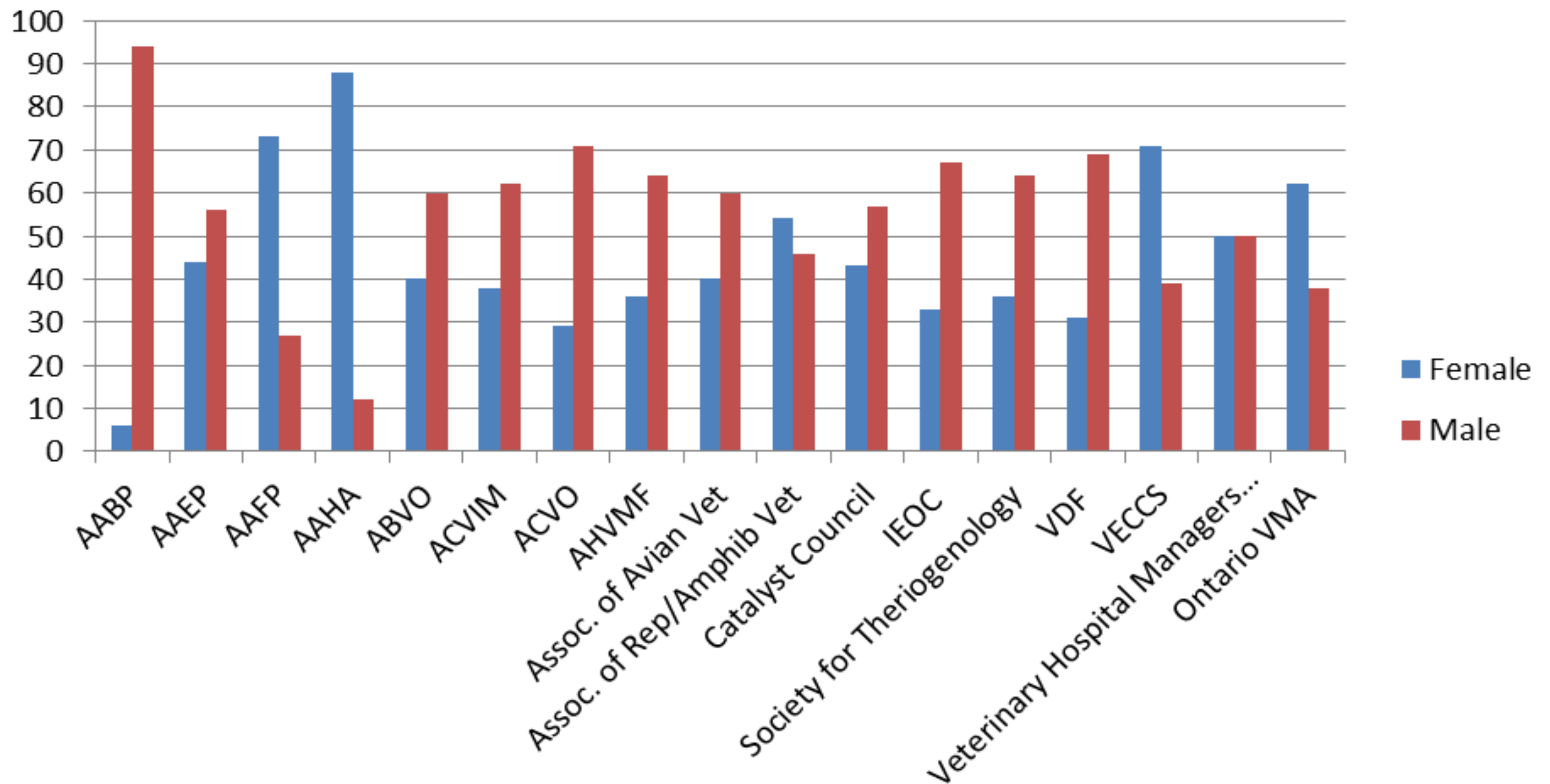
VETERINARY ASSOCIATIONS (STATE AND ALLIED)



VETERINARY ASSOCIATIONS (STATE AND ALLIED)

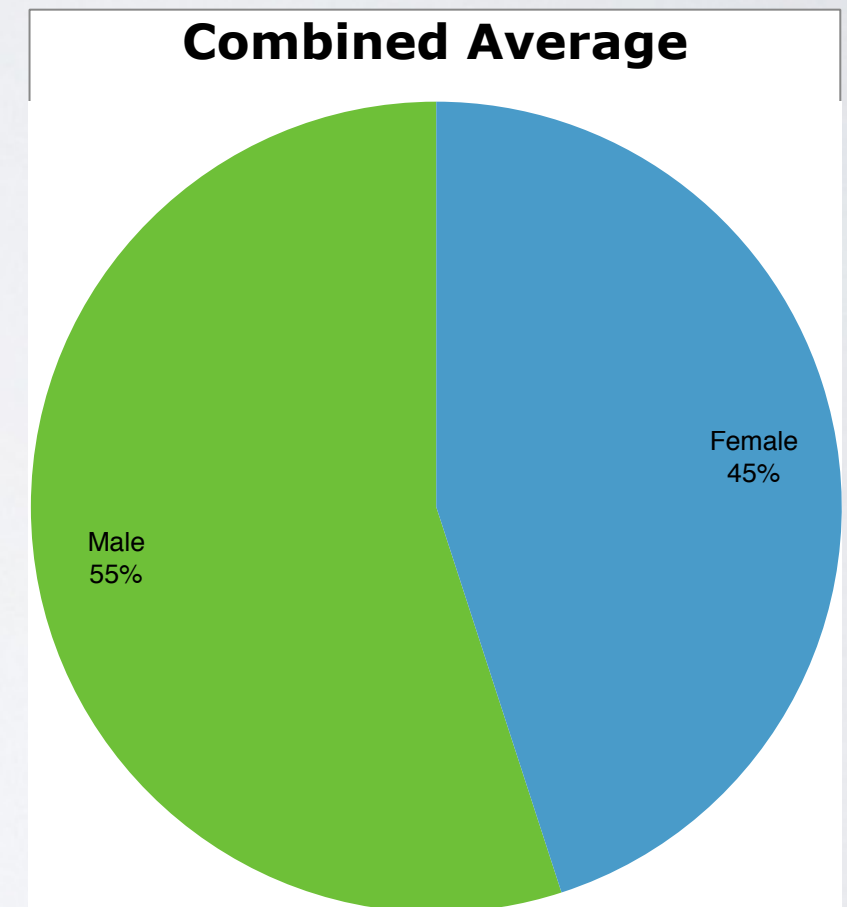


VETERINARY ASSOCIATIONS (STATE AND ALLIED)



VETERINARY ASSOCIATIONS (STATE AND ALLIED)

- 64% of responding geographic-based VMAs have predominantly male veterinarian leadership
- 73% of non-geographic or specialty-based VMAs have predominantly male veterinarian leadership



VETERINARY ASSOCIATIONS

Why is it important to be active outside of your day job?

- Veterinary medicine is your profession
- Advance your career opportunities
- Networking
- Build new personal relationships
- Make your professional life more interesting and fulfilling
- Expand your life and experiences beyond the office
- It is a part of who you are



VETERINARY ASSOCIATIONS

Professional organizations tend to follow various templates to identify leaders, often hierarchical structures based on:

- Baseball (local → state → national)
- Earning your stripes – experience/reputation
- Age - wisdom of the elders(?)
- Indicators of status
- Established relationships
- Enthusiasm



WHERE WILL YOU GO IN VETLANDIA?



The AAEP Executive Committee: Drs. R. Reynolds Cowles Jr., treasurer; Eleanor M. Green, president-elect; Douglas G. Corey, president; Harry W. Werner, vice president; and Thomas D. Brokken, immediate past president

Courtesy of AAEP

CORPORATE VETERINARY MEDICINE

Data from a few websites reveals that women constitute:

- 2 of 12 Hill's executives
- 1 of 8 Zoetis board members
- 1 of 11 executive officers at Elanco
- VCA Antech: 0 (John, John, John, Frank, and CEO Robert)
- Merck 2 of 12 board members are women



VETERINARY COLLEGES

6 out of 30 veterinary college deans are women

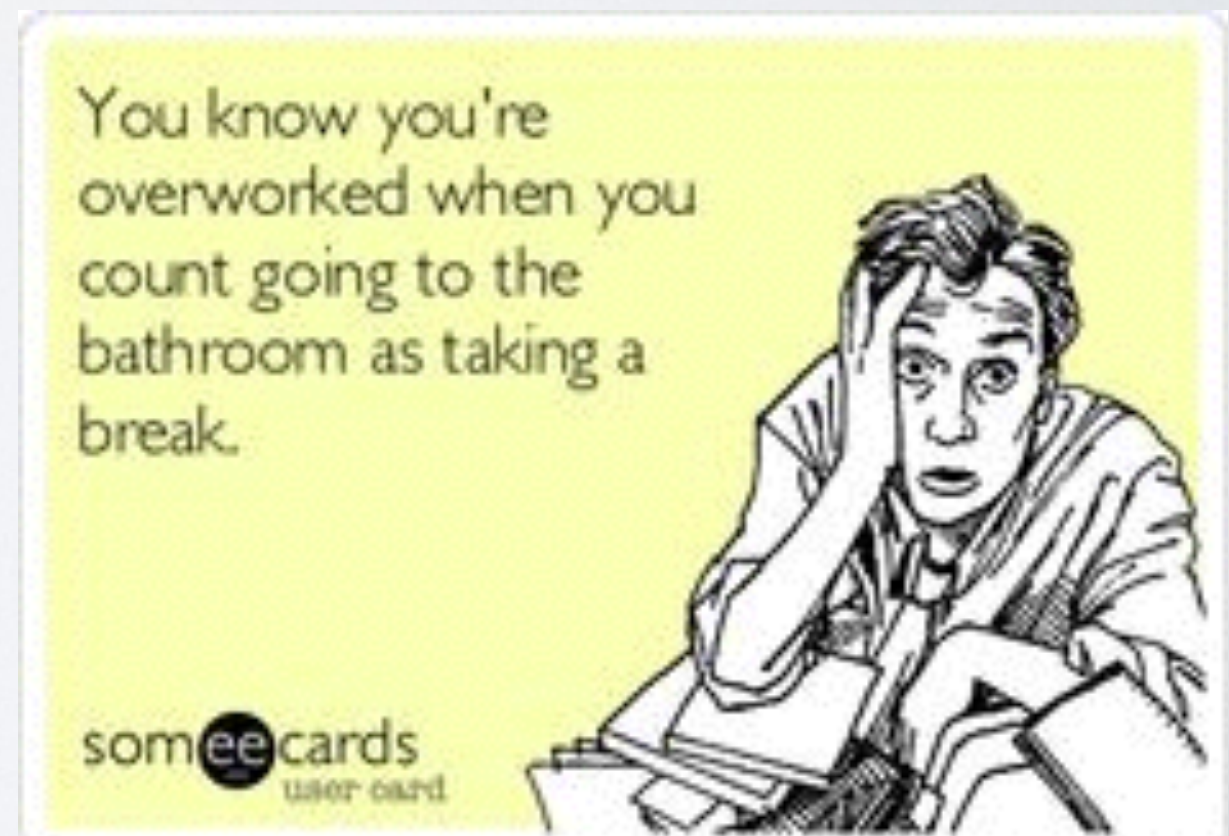
From an article about the Advancement of Women Physicians and Scientists in the Journal of Women's Health:

“The paucity of women leaders inhibits the ability of academic medicine to adequately meet the needs of an increasingly diverse body of students, faculty, staff, and patients. Research indicates that until a critical mass of women with sustained success as leaders is achieved, it is unlikely that this deficit will be corrected.”

THE OVERWORK PHENOMENON

“Occupations that most value long hours, face time at the office and being on call — like business, law and surgery — tend to have the widest pay gaps. That is because those employers pay people who spend longer hours at the office disproportionately more than they pay people who don’t...”

(NY Times article)



THE OVERWORK PHENOMENON

“Overwork rests on a social foundation that is itself highly gendered: employees who work long hours can only do so with the support of other house-hold members, usually women, who shoulder the lion’s share of unpaid-work obligations” (Acker 1990; Hochschild [1989] 2003; Lips 2013; Ridgeway 2011).

“Under this system, women are less likely than men to be able to work long hours or to enjoy the rising wage payoff to long hours. The emergence of long work hours as part of the “new normal” in some occupations, the professions and management in particular, builds on and perpetuates old forms of gender inequality.”

WHY IS THIS IMPORTANT?

You have a unique lens through which you view the world—is it represented at the decision-making tables?

Where is your voice?

It's not just women who care about trying to balance work and life demands.

If we are to shift vet med from a profession that highly values the overwork phenomenon, where more hours worked and less flexibility is rewarded, we must work together.

PRIORITIZE: CHANGE THE CULTURE OR GET WOMEN INTO LEADERSHIP ROLES?

When women see other women in leadership roles, they are more likely to seek these out, to see themselves in these roles.

- Women accounted for just 16 percent of all the directors, executive producers, producers, writers, cinematographers, and editors who worked on the top-grossing 250 domestic films of 2013, and were just 28 percent of all offscreen talent on broadcast television programs during the 2012-13 primetime season.
- When, however, there are more women behind the camera or at the editor's desk, the representation of women onscreen is better: Films written or directed by women consistently feature a higher percentage of female characters with speaking roles.

IMPORTANCE OF ROLE MODELS

“The prominence of women in several popular television shows, such as "CSI" in its various iterations, produced those counterstereotypes in forensic science. While men are overrepresented (as a percentage of the overall population) in scientific studies, in forensic science programs 78% of the students were women as of 2008.”

PRACTICE OWNERSHIP/ SMALL BUSINESS

"Potential buyers will need to see some role models of owning veterinarians who are happy and have a good work-life balance," she says. "I know they're among us, but they'll need to be proactive in mentoring potential buyers."—Shawn Finch, DVM, Omaha, Neb

A significantly greater percentage of men (69/93 [74.2%]) than women (242/499 [48.5%]) indicated they expected to own a practice.

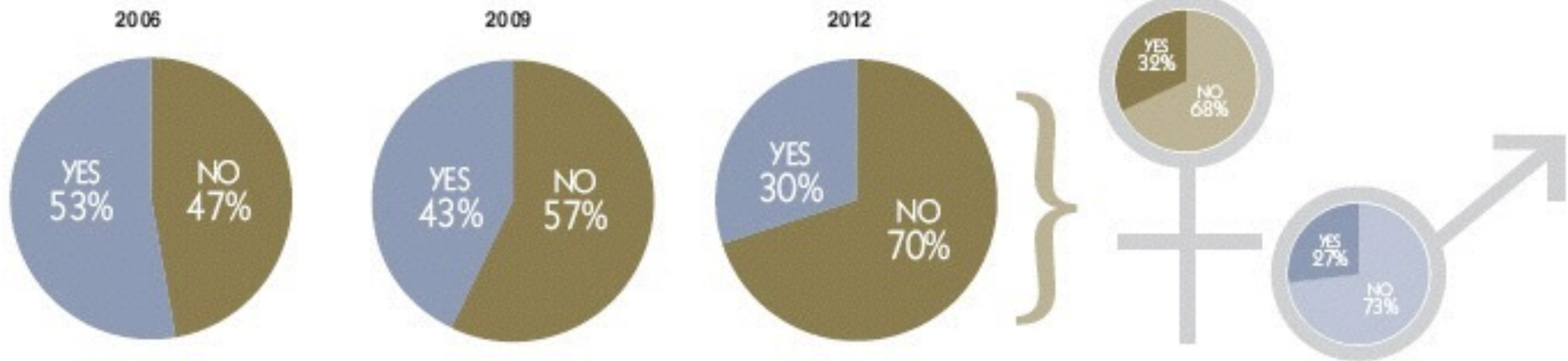
PRACTICE OWNERSHIP/ SMALL BUSINESS

dvm TABLE 1

PRACTICE OWNERSHIP ASPIRATIONS

Q: Is veterinary practice ownership one of your aspirations?

Veterinarians have shown a decreasing desire to own a practice over the years—and in 2012 there wasn't much difference between men's and women's views.



Source: DVM Newsmagazine State of the Profession Survey, 2006-2012

PRACTICE OWNERSHIP/ SMALL BUSINESS



In a JAVMA article from August 2011 on gender differences in veterinary salaries, practice owners make an average of \$58K more than associates.

PRACTICE OWNERSHIP/ SMALL BUSINESS

- Are there new ways to purchase a practice?
- Get owners to “think outside the box” when it comes to selling
- Owner financing a win-win in most cases
- Stimulate the conversation—make a practice owner say, “I never thought of that option.”
- You don’t have to do it all by yourself—look for support from colleagues and family (accountant, lawyer, business advice can be invaluable).

PRACTICE OWNERSHIP/ SMALL BUSINESS

- A good practice manager and bookkeeper are essential to reducing your stress and letting you focus on the medicine and veterinary team
- Success in business does not mean sacrificing good medicine
- Practice transition starts years before the actual purchase date—get to know the business side of the practice when you are an associate

COMMON GOALS

How can men champion women leaders? (to quote Doug Aspros, DVM)

What can everyday male practitioners (and students) do to support their female colleagues?

COMMON GOALS

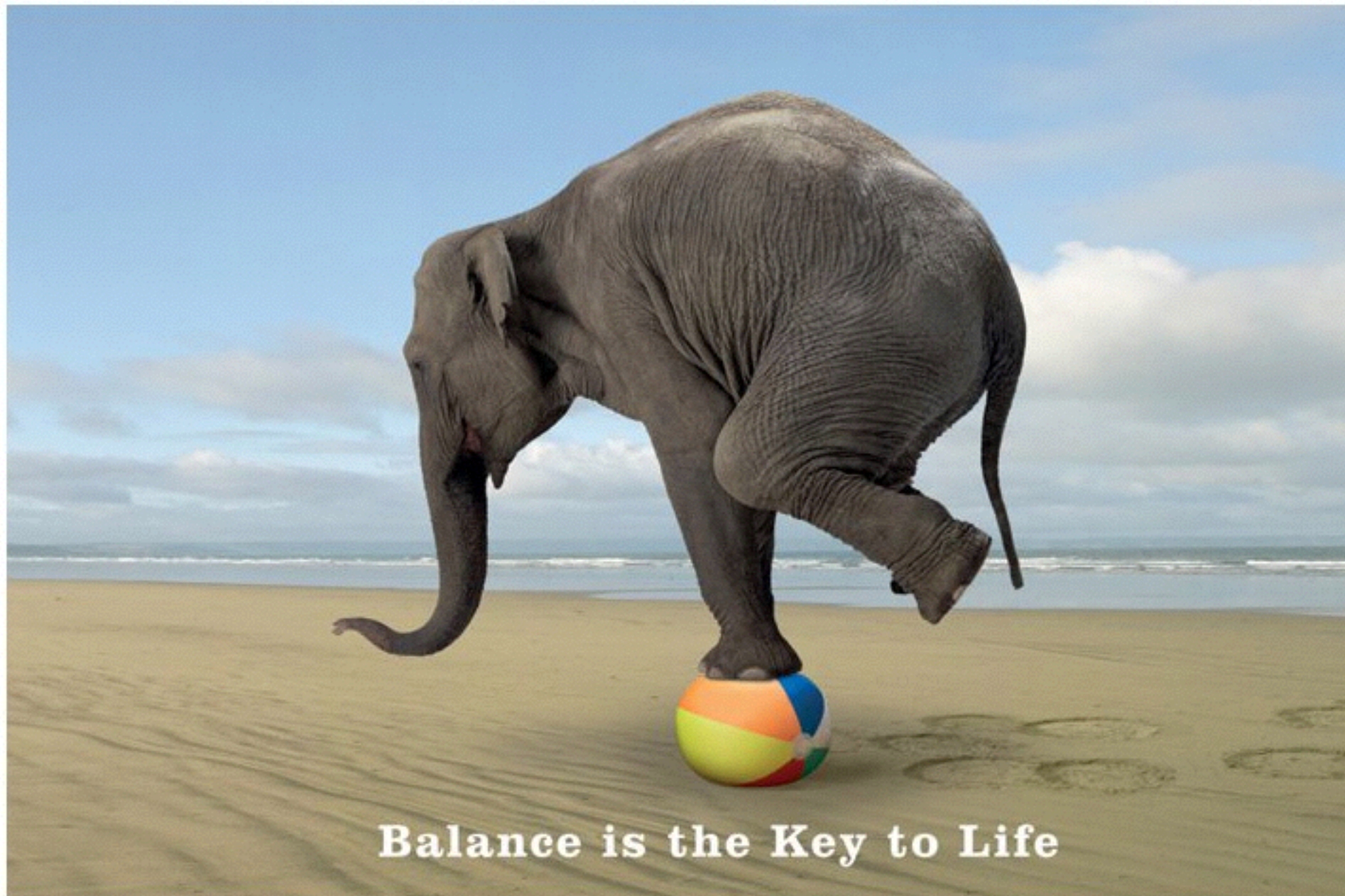
- Importance of daughters
- Mentors and Sponsors are keys—be one or the other
- All families benefit when women are paid equally to men
- The profession benefits from a healthy, balance workforce

http://usatoday30.usatoday.com/money/companies/management/2009-08-04-female-executives-male-mentors_N.htm

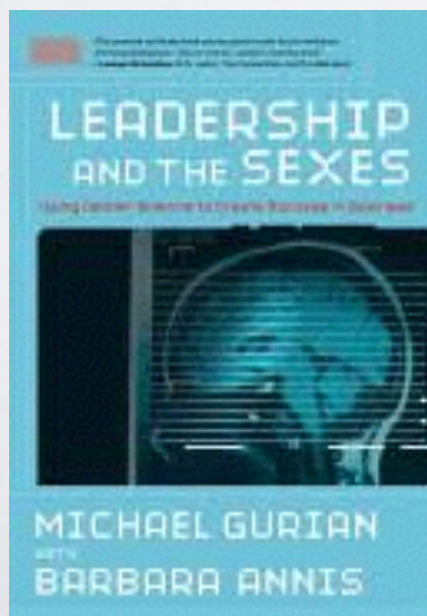


COMMON GOALS

This will benefit men and women in the end



START A BOOK OR JOURNAL CLUB



START A VIDEO CLUB

The Conversation

The Top 10 TED Talks Every Woman Should See

By [Caitlin Moscatello](#) • MARCH 5, 2014



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Today, **TED** announced that **Charmian Gooch**, an anti-corruption activist who cofounded the watchdog organization **Global Witness**, is this year's winner of the \$1 million TED Prize. (Gooch will explain on March 18 how, specifically, **she will use the money to make her "wish" for the world a reality.**) You can watch her incredible TED talk—and read through her detailed annotations—on [ted.com](#). But that's just one of many TED talks given by women that have inspired us. To celebrate Gooch's win, and TED's 30th anniversary (yes, TED turns 30 this year!), we asked Anna Verghese, deputy director of the TED Prize, to curate the top 10 moments for women in TED that we all need to see.



STEM Women: How Men Can Help, with Dr Yonatan Zunger

categories: [Male Perspectives](#), [Videos](#)

Last week we had our second STEM Women Hangout, from the series How Men Can Help.

Our guest was [Dr Yonatan Zunger](#) who spoke to us about how leaders can work to be more inclusive of women in their teams. Yonatan is the chief architect of social at Google, and he is in charge of everything 'social' at the company. He has an academic background, with a PhD in string theory from Stanford University. He was kind enough to join our discussion as himself, and **not** in an official capacity representing Google. This is a topic he is very clearly passionate about, as you can see from the video below.



**KEEP THE CONVERSATION
GOING!**



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