

Federation of Veterinarians of Europe

## FVE activities on veterinary Mental Well-Being and Diversity, Equity and Inclusiveness

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Chair of the Mental-Wellbeing and Diversity, Equity and Inclusiveness Working Group





#### THE FEDERATION OF VETERINARIANS OF EUROPE



## 46 national associations

38 European countries

- 4 Sections UEVP (*Practitioners*)
  - UEVH (*Hygienists Public Health Officers*)
  - EASVO (*Veterinary State Officers*)
  - EVERI (*Education, Research, Industry*)

#### <u>FVE's mission</u>

The European veterinary profession, embodied by FVE, enhances animal health, animal welfare, public health and protect the environment by promoting the veterinary profession.

Together with its members, FVE supports veterinarians in delivering their professional responsibilities to the best possible standards and ensures that veterinary expertise is recognised and valued by society.



## \* • V V T P S F FT M

#### The culture of veterinary medicine



### Challenges of the veterinary profession





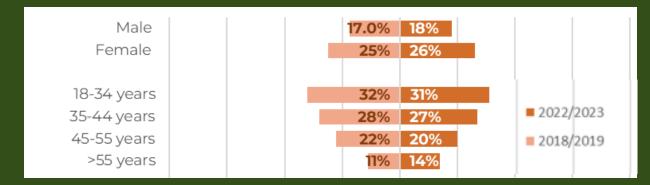
#### Veterinary Mental health is severely impacted

Two consecutive representatives FVE surveys in 2018 and 2022 investigated the state of the profession

- Early career and female veterinarians were most at risk in both surveys
- The overall stress levels of veterinarians, need for medical leave due to decreased MWB and well-being scores remained consistently high, though stable

#### Medical leave needed due to decreased mental well-being

2018	2022
Av. of 22%	Av. of 23%



#### What did FVE do so far on Mental well-being, Diversity, Equity and inclusiveness?







## FVE activities so fare & & m & & m

2021: Zoetis project to map resources, including a global survey, interviews and webinars 3,970 total views and downloads In the top 25% of all Frontiers articles.



2023: DEI campaign '<u>FVE-</u> <u>United in Diversity</u>' FVE/FECAVA/IVSA Working Group on MWB and DEI

137 survey participants, thereof 79 Veterinary organisations 150 webinar participants 2400 views on the FVF website 2022: <u>Scientific</u> <u>publication</u> and launch of the report

ORIGINAL RESEARCH article Front. Vet. Sci., 29 July 2022 Sec. Veterinary Humanities and Social Sciences Volume 9 - 2022 (https://doi.org/10.3369/tvets.2022.888189

Mental well-being and diversity, equity, and inclusiveness in the veterinary profession: Pathways to a more resilient profession

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Free rederation of Veterinarions of Europe Organisation		terinary clinics	FET TT
Legal support services	Non-institutional MWB helplines and DEI ombudspersons, MWB/DEI peer-to-peer support	support	Individual
	Tailored MWB and DEI awareness campaigns/ training/ webinars for specific groups	Dedicated MWB/DI working groups/committee	sdr
Regular investigation of MWB and DEI among employees (e.g. MMI Kite App, SafeVet Smart Booklet, levitated through research grants)		cluding MWB and DE he mission/vision/ int (e.g. AVMA Workp (	ernal rules



# Conclusions and recommendations

- → Results from the English-speaking countries spotlighted the importance of veterinary MWB and DEI, but we need to delve into details in many other countries
- ➔ More research is needed to design an objective and universally applicable MWB scales and a scoring system to rate effectiveness in healthcare professions
- → Change will also be needed in the veterinary culture and work environment!



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## MWB DEI Working Group

With a total of 15 Members, the Working Group will steer and follow up on the objectives of

- 1. Outreach programme 'Vet for a Day' especially targeting adolescent from underserved communities, incl. the parents
  - Work with vet schools and member associations on a framework to set up a network of student ambassadors and veterinary mentors
- 2. Annual award for 'Great Veterinary Workplaces'
  - Map existing initiatives for great DEI and MWB workplaces and develop criteria











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