



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*)

## FVE's mission

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.



# The culture of veterinary medicine



Role models  
and rituals



Traditional  
values



Tacit  
assumptions



# Challenges of the veterinary profession



Demanding  
work life  
balance

Lower  
income  
compared to  
other  
medical  
professionals



Lack of  
diversity,  
equity, and  
inclusiveness

Challenging  
client  
communi-  
cation

Long  
working  
hours



High student  
debt



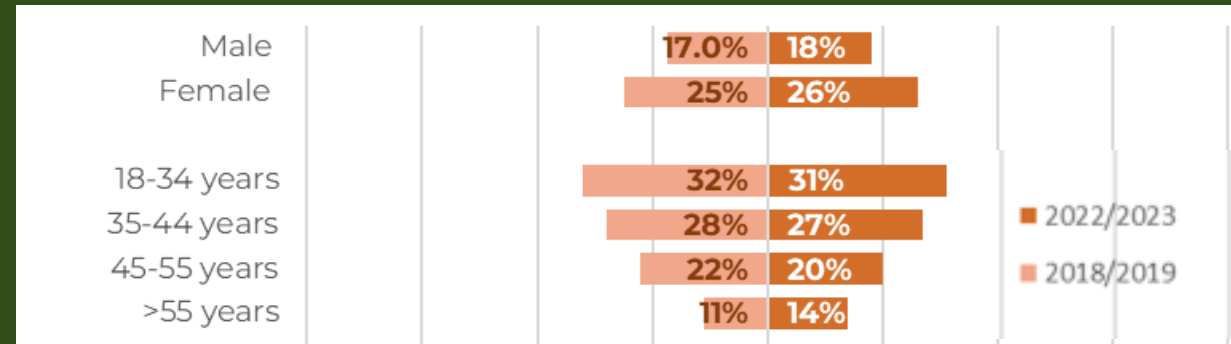
# Veterinary Mental health is severely impacted

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?





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.

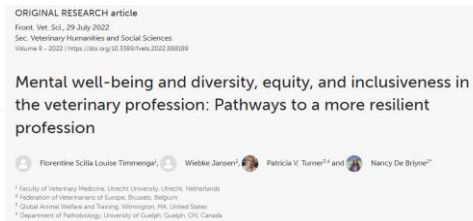


2023: DEI campaign 'FVE-United in Diversity'

FVE/FECAVA/IVSA Working Group on MWB and DEI

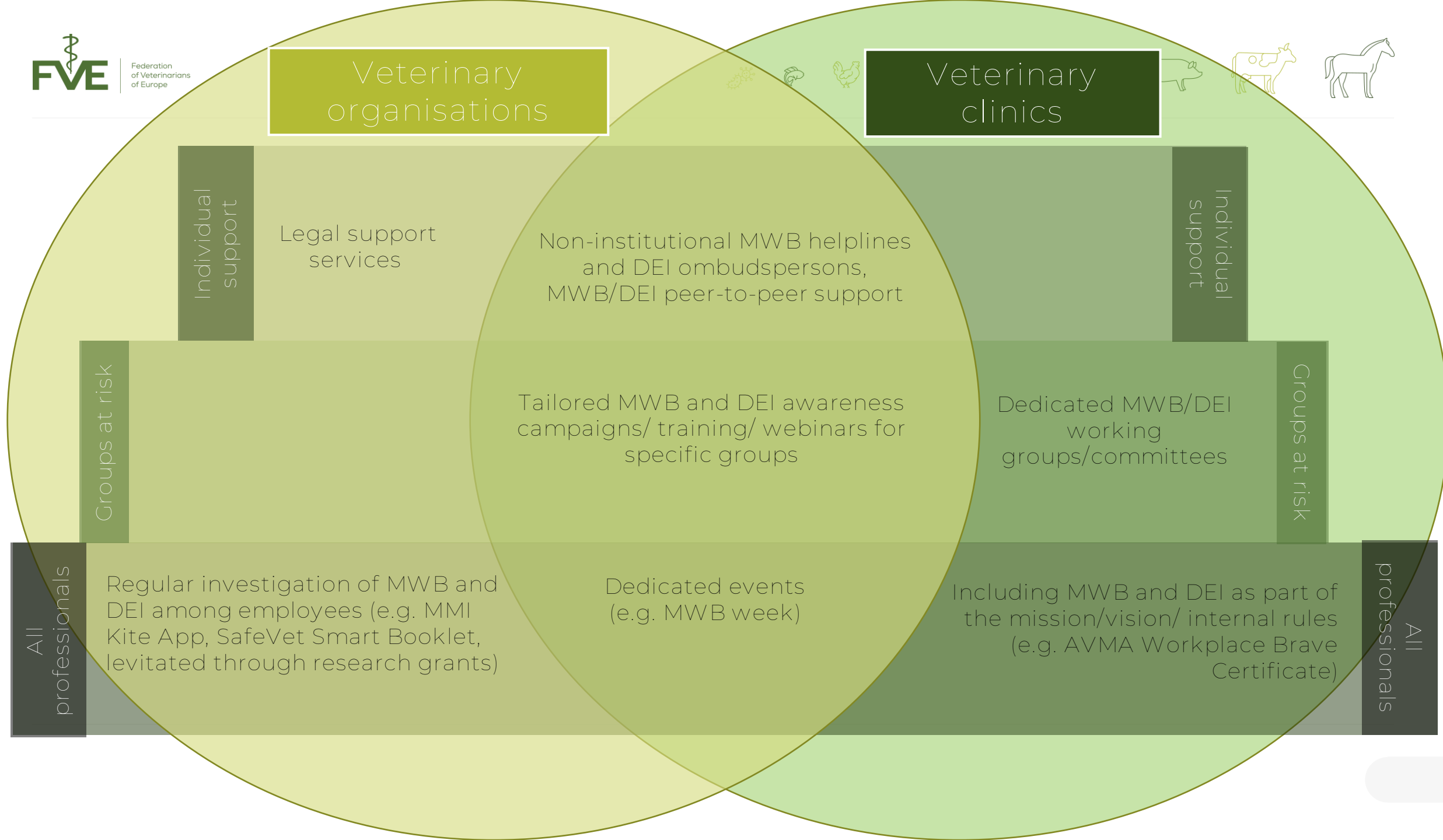
137 survey participants, thereof 79 Veterinary organisations  
150 webinar participants  
2400 views on the FVE website

2022: Scientific publication and launch of the report



17 Veterinary organisations  
>16,248 impressions on social media  
727 engagements

2023-2026: Zoetis project 'Vet for a Day' and 'Great Veterinary Workplace Award'





## 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!

Link to the full publication [HERE](#)

# FVE activities so far..



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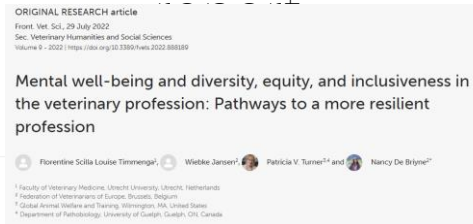


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# MWB DEI Working Group

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



UNITED IN  
DIVERSITY

THANK YOU!

## CONTACT US

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Website: <https://fve.org/>

## WHERE WE ARE

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