



Canadian Veterinary  
Medical Association  
Association canadienne  
des médecins vétérinaires



Faculté de médecine vétérinaire



## **Joint Statement from the Deans of Canada's Veterinary Colleges and the Canadian Veterinary Medical Association**

**September 11, 2025**

### **Our Commitment to Diversity, Equity, Inclusion, and Belonging in Veterinary Medicine**

As the deans of Canada's veterinary colleges, we reaffirm our unwavering commitment to advancing diversity, equity, inclusion, and belonging [DEIB] in veterinary education and across the profession. We are committed to cultivating learning and working environments that are inclusive, culturally safe, and psychologically supportive spaces. Creating areas where all students, faculty, staff, and community members feel welcomed, heard, valued, and supported, creating a true sense of belonging that empowers them to participate fully. We approach this work with humility, knowing that inclusion is not a one-time achievement, but a continuous process that requires listening, reflection, and action.

We reaffirm our commitment to DEIB as the American Veterinary Medical Association, Council on Education (AVMA, COE®), the accrediting body for all five Canadian veterinary colleges has recently revised its standards to comply with laws currently applicable in the United States, replacing statements on DEI and bias with other language, such as non-discrimination, belonging, and unlawful discrimination. Colleges are still expected to report on these related activities, and our commitment remains steadfast. The principles of diversity, equity, inclusion, and belonging are foundational to excellence in education, and the long-term sustainability of the veterinary profession. Meaningful and tangible DEIB actions have a vital role in ensuring equitable, accessible, high-quality veterinary care that advances animal health and welfare, and enables the profession to serve its diverse client base.

This commitment is not ours alone; it is echoed nationally. The Canadian Veterinary Medical Association (CVMA) likewise re-affirms that creating an inclusive and equitable environment where individuals of all race, indigeneity, ethnicity, gender, nationality, sexual orientation, gender expression and identity, age, religious affiliation, ability or disability, and any other aspects of one's individual identity feel seen, supported, and valued is essential to the sustainability, and excellence of our

profession. CVMA's Strategy Map (2023) and its 2024 DEI statement embed diversity, equity, inclusion, accessibility, and wellness at the heart of its actions and priorities.

Together, Canada's veterinary colleges and the CVMA stand united in an unwavering commitment to advance meaningful DEIB actions, allowing our profession and the care we deliver to be accessible for every community.



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