



**RISE**

**2021**

# **MCVMA ANNUAL CONFERENCE**

NOVEMBER 13-14, 2021

- VIRTUAL -

PRESENTED BY



**MCVMA**

Multicultural Veterinary  
Medical Association



# Welcome to our inaugural, one-of-a-kind conference!

The Multicultural Veterinary Medical Association

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**Already purchased your ticket?  
You can join us TODAY!**

**On your computer**



**On your mobile device**





# President's Note



The last 18 months have been transformative for the world, and that has definitely been the case for MCVMA. When I joined the founding board in 2017, it was five people with a vision to improve veterinary medicine by supporting underrepresented BIPOC (Black, Indigenous, People of Color) veterinary professionals. We wanted support that we hadn't had and possessed the drive to create it ourselves. To say that some of our big ideas are finally starting to come to fruition is an understatement. I didn't think we'd come so far so fast, and I am so incredibly proud of all the work the MCVMA team has done to get us here. I am humbled to have the opportunity to lead this incredible team through so much growth in 2021.

One of the changes in the last 18 months is the update to our mission statement. When we discussed updating our mission statement, we wanted to ensure we were clear about what we stand for and what we want to do. The in-depth, thoughtful discussions we had during the process showed me how important it is to have a clear message. In a society where we have been taught to be uncomfortable talking about race, MCVMA is here to talk about it and how it affects our lives and our profession. We want to support BIPOC

veterinary professionals, diversify our field, and educate our colleagues about how we can be a more diverse, equitable, and inclusive profession.

The RISE 2021 Conference gives us the opportunity to meet many of those goals. This is the first veterinary conference in the US, to our knowledge, to feature all BIPOC speakers. We wanted BIPOC veterinary professionals to look at our speaker list and say "hey, they look like me", maybe for the first time. We also wanted to elevate the voices of BIPOC in our field and give them a platform that may not have been available to them before. This is the equity we are looking for in veterinary medicine.

The RISE theme was born out of a desire to encapsulate multiple aspects of DEI in veterinary medicine. Our Resource track will educate about DEI. The Inclusion track will explore how we can make our field more inclusive. The Support track focuses on veterinary medicine's impact in the community and the role DEI takes. The Elevate track covers medicine and practice management topics from BIPOC professionals.

Aside from the tremendous amount of work the MCVMA board and our volunteers have done to make this conference a reality, we've also been busy with many other projects. This year we've created general membership, worked on multiple research projects, and launched our Equity in Pet Health Grant with PetDesk, to name just a few of our projects. We hope to continue this momentum going forward and continue expanding our work, as there is still so much work to do. I hope this weekend's sessions can be the early steps for others to join our mission to improve our field and work toward the racial and ethnic DEI we desperately need.

Thank you to the MCVMA Board, our volunteers, and our sponsors for making this conference a reality. And thank you to our attendees for giving us the chance to make veterinary medicine better.

**MARIE SATO QUICKSALL, DVM, CVA**  
MCVMA PRESIDENT 2021





The Multicultural  
Veterinary Medical  
Association exists to lead  
veterinary medicine  
towards the racial and  
ethnic diversity, equity, and  
inclusivity that our  
profession needs to serve a  
multicultural society.

MCVMA MISSION STATEMENT



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## PROGRAM

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Visit

[MCVMA.ORG/RISECONFERENCE2021](https://mcvma.org/riseconference2021)

to download this program to  
your device!





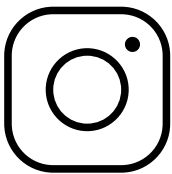
# CONTACT MCVMA



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Multicultural Veterinary Medical Association - MCVMA



@multiculturalvma



Multicultural Veterinary Medical Association (MCVMA)



MCVMA Multicultural Veterinary Medical Association



<http://www.mcvma.org>



# MCVMA UPDATES

## RESEARCH

### Studying the impact of COVID-19 on small animal veterinarians in the U.S.

For nearly 2 years, COVID-19 has drastically altered our professional, financial, and personal lives. Within the general population, recent research has shown that women and people from under-represented communities have been disproportionately impacted. As COVID-19 imposed additional unique challenges to the veterinary profession, MCVMA and Tufts University have teamed up to study the differential effects of the pandemic across gender, race, and familial differences among small animal veterinarians. We anticipate that this study will shed light on significant challenges not widely perceived in our profession. Your input into this survey is thus invaluable! Please access the survey via the QR code to participate. Thank you for your contribution!



**Tufts**  
UNIVERSITY | Cummings School  
of Veterinary Medicine



**MCVMA**  
Multicultural Veterinary  
Medical Association



Scan this QR code to access the survey



# OUR TEAM

The 2021 MCVMA Board is comprised of 14 remarkable veterinary leaders spearheading many active MCVMA initiatives such as Mentorship, Research, Community Outreach, Education, and Social Justice.



**Marie Sato Quicksall,**  
DVM, CVA  
she/her/hers  
President, Founding Board Member



**Christina V. Tran**  
DVM  
she/her/hers  
Immediate Past President, Founding Board Member



**Cherese N. Sullivan**  
DVM, MS  
she/her/hers  
President-Elect





**Cara Williams**

DVM, DACVPM

she/her/hers

Executive Director, Co-Founder



**Willie Bidot**

DVM, DACLAM (Lab Animal)

he/him/his

Treasurer/Secretary

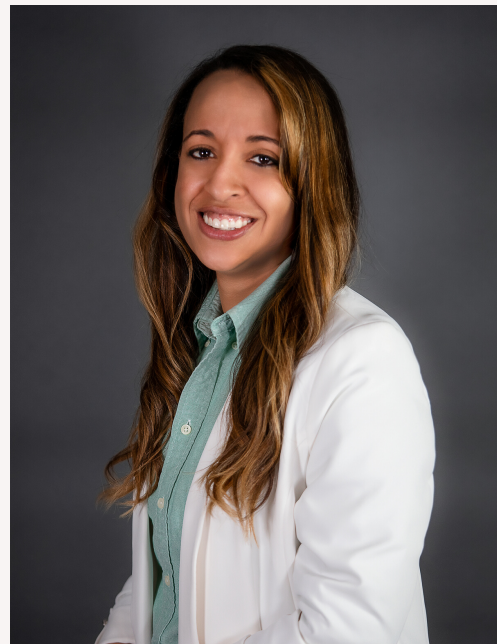


**Karryssa Fenderson**

DVM

she/her/hers

Digital Communications Director



**Ashleigh Davis-Bergsohn**

DVM, CVA

she/her/hers

Student/Affiliated Organizations Liaison



**Stéphanie-Anne C. Dulièpre**

DVM

she/her/hers

Community Outreach Chair



**Micha Simons**

DVM

she/her/hers

Mentorship/Leadership Opportunities Chair



**Marissa Rothenbaum**

DVM

she/her/hers

Scholarships/Awards/Grants Chair



**Melody Martínez**

CVT

she/her/hers

Social Justice Chair





**Sohaila Jafarian**

DVM, MPH

she/her/hers

Continuing Education Chair



**Weihow Hsue**

DVM, DACVIM (Cardiology)

he/him/his

Research & Publications Chair



**Cherice Roth**

DVM, MS

she/her/hers

Volunteer/Special Projects Chair

To read more about our board members, find their bios on our website at







# 2021 Sponsors



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Transforming Lives™



**BRONZE**

\$2,000+





# SCHEDULE AT A GLANCE

| Saturday November 13th, 2021 |  |   |   |  |
|------------------------------|--|---|---|--|
| Tracks                       | Resource   | Inclusion   | Support   | Elevate  |
| 10:00 - 11:00 AM             | A Paradigm Shift: Understanding Wellness in Context of Oppression<br><i>Angie Arora</i>  | Walk 5,130 Miles in a Foreign Veterinarian's Shoes<br><i>Mariana A. Pardo</i>                             | Opportunities Abound: Non-clinical Careers in Veterinary Medicine<br><i>(Panel)</i>   | Building a Career in One Health Practice (One Health)<br><i>Heather N. Fowler</i>  |
| 11:00 - 12:00 PM             | Building Wealth as a BIPOC Veterinary Professional<br><i>Grace Kim</i>   | Identifying Barriers: Access to Care in Veterinary Medicine<br><i>(Roundtable)</i><br><i>Sumeet Gupta</i> | Community INreach: The Answers are Already There<br><i>(Panel)</i>                    | Vetpreneurship: Things You Should Know When Starting Your Own Hospital (Practice Management)<br><i>Ashley T. Randall</i> |
| 12:00 - 12:30 PM             | Veterinary Medical Colleges Admissions Selection Processes: Justice in Admissions<br><i>(Roundtable)</i><br><i>Hilda Mejia Abreu</i> |   | Let's Talk Career: A Student-Focused Q&A Session<br><i>Micha Simons, Cherice Roth</i> | Emergency Fluid Therapy (Emergency & Critical Care)<br><i>Mariana Pardo</i>  |
| 12:30 - 1:00 PM              |  | The Amphibious Tranquilizing Dart Rifle: OMOHOW Tool for Healing Ecosystems<br><i>Horace E. Walcott</i>   |   |  |
| 1:00 - 2:00 PM               | Lunch  |   |   |  |
| 2:00 - 3:00 PM               | Keynote  |   |   |  |



| Saturday November 13th, 2021 |   |  |  |   |
|------------------------------|---|--|--|---|
| Tracks                       | Resource  | Inclusion  | Support  | Elevate   |
| 3:00 - 4:00 PM               | Lessons Learned in Leading Vet Med Affinity Organizations in 2020 ( <i>Panel</i> )              | Msomi in the Kijiji: Improving Health Through Access to Education<br><i>Katherine Fogelberg</i>                        | The Roadmap to Developing Black Affinity Student Coalitions ( <i>Panel</i> )                               | BIPOC in Equine Medicine (Workshop) (Equine)<br><i>Jean-Yin Tan</i>   |
| 4:00 - 4:30 PM               |   |  |  |   |
| 4:30 - 5:00 PM               | Break   |  |  |   |
| 5:00 - 5:30 PM               | 3 Tips for Getting Started in DEI<br><i>Marie Sato Quicksall</i>                                | Empathy Through Struggle: How Marginalized Individuals Can Also Practice Allyship<br><i>Stéphanie-Anne C. Dulièpre</i> | Dialogue Skills for Supporting Greater Inclusion (Workshop)<br><i>Anna M. Yeakley, Teresa Graham Brett</i> | Deconstructing Bias to Build Bridges in Animal Welfare Advancement: A Case Study Of The “Puppy Mill” Problem (Animal Welfare)<br><i>Candace Cronney</i> |
| 5:30 - 6:00 PM               | Development of a College Level Response to Address Bias Incidents<br><i>Liara M. Gonzalez</i>   |  |  |   |
| 6:00 - 7:00 PM               | Humane Workplaces, Humane Leadership and Your Humanity<br><i>Chumkee Aziz, Sohaila Jafarian</i> | Increasing Diversity in Zoological Medicine ( <i>Panel</i> )   |  | How to Beat Veterinary Burnout with 5 Simple Steps (Wellbeing)<br><i>Quincy L. Hawley</i>   |
| ...<br>7:30 - 9:00 PM        | Affinity Organizations Networking Event   |  |  |   |

ALL TIMES ARE IN EST



**MCVMA**  
Multicultural Veterinary  
Medical Association

# SCHEDULE AT A GLANCE

| Sunday November 14th, 2021 |  |   |   |   |
|----------------------------|--|---|---|---|
| Tracks                     | Resource   | Inclusion   | Support   | Elevate   |
| 10:00 - 11:00 AM           | Neurodiversity and Inclusion in Veterinary Medicine ( <i>Roundtable</i> )<br><i>Issa Robson, Erika G. Lin-Hendel</i> | Caring for Life: Education as a Tool for Inclusion<br><i>Pei Su</i>                 | What a Relief! Integrating Or Transitioning to Veterinary Relief Work<br><i>Cherese Sullivan, Adria S Flowers</i>                                 | Can You Help My Yelp?!: How To Handle Online Haters, Bullies, And More (Practice Management)<br><i>Eric D. Garcia</i> |
| 11:00 - 12:00 PM           | DEI Lessons the Veterinary Profession Can Learn from Sociology<br><i>Adilia James</i>                                | Cultural Competency and Inclusivity in TCVM Practice<br><i>Marie Sato Quicksall</i> | Communication Challenges in Veterinary Practice<br><i>Jennifer Frey</i>   | Ten Tips and Tricks That Could Save Your Orthopedic Exam (Orthopedics)<br><i>Courtney A. Campbell</i>                 |
| 12:00 - 1:00 PM            | Leading with Purpose: BIPOC Leadership in Veterinary Medicine ( <i>Panel</i> )                                       | Global Veterinary Perspectives of Racism ( <i>Panel</i> )                           | Implications of the Racial Wealth Gap on Veterinary Medicine, Trending Solutions, and Possibilities ( <i>Workshop</i> )<br><i>Melody Martinez</i> | Updates on Pain Management (Anesthesia)<br><i>Stephen J. Cital</i>  |
| 1:00 - 2:00 PM             | Lunch  |   |   |   |
| 2:00 - 2:30 PM             | MCVMA Address  |   |   |   |
| 2:30 - 3:00 PM             | Award Ceremony   |   |   |   |

ALL TIMES ARE IN EST



## Sunday November 14th, 2021

| Tracks         | Resource   | Inclusion   | Support   | Elevate  |
|----------------|--|---|---|--|
| 3:00 - 4:00 PM | The Veterinary Profession Dissected: Limitless Opportunities but Limited Diversity<br><i>Timbrala Marshall</i>               | Elevating Gender Identity and Queer BIPOC Intersectionality in Veterinary Communities<br><i>(Workshop)</i><br><i>Erika G Lin-Hendel</i> | Building Cultural Competence and Communication Skills with the Latinx Community<br><i>Mariacamila Garcia Estrella</i> | Cannabinoids in the Clinic: Practical approaches (Cannabinoids)<br><i>Stephen J. Cital</i> |
|                | 4:00 - 4:30 PM   |   | Student Experience and Ethnic Diversity<br><i>Grace H. Chung</i>  |  |
| 4:30 - 5:00 PM | Break  |   |   |  |
| 5:00 - 6:00 PM | BLEND: The Future of Hospital Culture in Veterinary Medicine<br><i>Niccole Bruno</i>   | Decolonization in the Veterinary Sector<br><i>Navaratnam Partheeban</i>   | NSALA- Shelter Medicine and Community Animal Health in Practice<br><i>Marina Tejada</i>                               | Paying Off Debt Without the Overwhelm (Finance)<br><i>Grace Kim</i>                        |
| 6:00 - 7:00 PM | #MentorshipMatters: Mentoring BIPOC Students for Success and Finding BIPOC Mentors<br><i>Cherese Sullivan, Micha Simmons</i> | Who is the Authority on Conservation Medicine and Why?<br><i>Stéphanie-Anne C. Dulièpre</i>   | Access to Veterinary Care: A National Family Crisis<br><i>Michael Jerome Blackwell</i>                                | Pets Gone Viral (Neurology)<br><i>Evelyn M. Galban</i>                                     |

ALL TIMES ARE IN EST



# Schedule by Track

## RESOURCE

### SATURDAY, NOVEMBER 13

☐ 1 CE Hour

**10:00 - 10:50 am EST**

A Paradigm Shift:

Understanding Wellness in  
Context of Oppression

*Angie Arora*

Our understanding of self-care is often shaped by individualistic frameworks that do not address how lived realities of oppression impact our well-being. Black, Indigenous and racialized folks studying and working in veterinary medicine are faced with discrimination and exposure to secondary trauma of those they support as well as their communities at large which can contribute to more nuanced experiences of compassion fatigue. This session will highlight how trauma and oppression are inextricably linked to wellness and will explore both self-care and community care strategies in light of this context.

☐ 1 CE Hour

**11:00 - 11:50 am EST**

Building Wealth as a BIPOC  
Veterinary Professional  
(Finance)

*Grace Kim*

Building wealth as a veterinary

professional can be challenging, but BIPOC individuals face additional challenges on the road to financial wellness and success. This presentation will cover the key steps to wealth building, then discuss ways in which members of the BIPOC community can overcome specific challenges and obstacles along the way. In addition, participants will understand essential concepts that promote building generational wealth.

☐ 1 CE Hour

**12:00 - 12:50 am EST**

Veterinary Medical Colleges  
Admissions Selection  
Processes: Justice in  
Admissions (Roundtable)

*Hilda Mejia Abreu*

☐ 1.5 CE Hours

**3:00 - 4:20 pm EST**

Lessons Learned in Leading  
Vet Med Affinity  
Organizations in 2020

Panelists: *Christina V. Tran,*  
*Tyra Davis Brown,*  
*Navaratnam Partheeban,*  
*Kelly Hewitt*

Moderator: *Melody Martinez*

Join leadership from the  
Multicultural Veterinary Medical

Association (MCVMA), National Association for Black Veterinarians (NABV), Veterinarians for One Inclusive Community for Empowerment (VOICE) and British Veterinary Ethnicity and Diversity Society (BVEDS) in an engaging dialogue focused on how the year 2020 impacted their respective organizations. Learn how we can do our part to support veterinary medical affinity organizations and the Black, Indigenous and People of Color (BIPOC) communities they serve.

☐ 0.5 CE Hour

**5:00 - 5:25 pm EST**

3 Tips for Getting Started in  
DEI

*Marie Sato Quicksall*

Veterinary medicine is one of the least diverse fields when it comes to race and ethnicity, and DEI is critical to changing that. Getting started, maintaining momentum, and ensuring meaningful action are challenges when it comes to growth, but they can be overcome. Committing to doing the work is the first step. Learn from the president of the Multicultural Veterinary Medical Association how to keep taking steps towards a more diverse, equitable, and inclusive veterinary profession.



## Schedule by Track – Resource

□ 0.5 CE Hour

**5:30 - 5:55 pm EST**

Development of a College Level Response to Address Bias Incidents

*Liara M. Gonzalez*

This presentation will describe the creation of a Bias Incident Response protocol at NC State College of Veterinary Medicine. This protocol is depicted as a chart that serves as a resource of who to contact when a bias incident occurs, what occurs following the report of a bias incident, all individuals involved in decision making and what action steps occur. The main goal of the Bias Incident Response protocol is to create transparency within the community and to strive for better communication and effective action to address incidents of bias.

□ 1 CE Hour

**6:00 - 6:50 am EST**

Humane Workplaces, Humane Leadership and Your Humanity

*Chumkee Aziz, Sohaila Jafarian*

This presentation explores nonprofit workplace culture, focusing on the importance of both leadership and self-advocacy in creating humane workplaces. The teachings of Brené Brown and Simon Sinek will be incorporated into our discussion to convey the importance of humane workplaces and humane leadership. Practical tips will be offered for both leaders and staff to foster a workplace environment of inclusion, respect, transparency, compassion, and self-awareness.

### SUNDAY, NOVEMBER 14

□ 1 CE Hour

**10:00 - 10:50 am EST**

Neurodiversity and Inclusion in Veterinary Medicine

*Issa Robson, Erika G. Lindendel*

Neurodiversity advocacy and inclusion is an often overlooked but essential conversation that is needed within veterinary medicine, both in educational and places of work. Neurodiverse individuals often face discrimination and lack of support and which can significantly hinder their ability to thrive and can have negative impacts on their mental health. This program will provide context to challenges and barriers neurodiverse students and veterinary professionals face and spark discussion on focus issues and solutions that can be implemented for equity in this space.

□ 1 CE Hour

**11:00 - 11:50 am EST**

DEI Lessons the Veterinary Profession Can Learn from Sociology

*Adilia James*

I have spent several years interviewing US veterinary students and professionals about diversity, equity, and inclusion (DEI) issues in their work field. In my talk, I make the case that sociologists who study work, occupations, and organizations offer theories that can help stakeholders make sense of

the underrepresentation and marginalization of people of color in the veterinary profession. I also explain how stakeholders can turn to empirical evidence from sociological studies of institutional diversity training programs as they seek to develop more effective DEI solutions for the veterinary profession.

□ 1 CE Hour

**12:00 - 12:50 pm EST**

Leading with Purpose: BIPOC Leadership in Veterinary Medicine (Panel)

*Panelists: Gerelyn A. Henry, Kimberly C. Simmons, Colena Johnson, Niccole Bruno*

*Moderator: Laura P. Clark*

□ 1 CE Hour

**3:00 - 3:50 pm EST**

The Veterinary Profession Dissected: Limitless Opportunities but Limited Diversity

*Timbrala Marshall*

The veterinary profession has limitless opportunities. Our professionals can branch into almost every area of science, medicine, agriculture and industry however, the opportunity to enter the profession is not afforded to all. Let's change the narrative and discuss ways to open the doors for the future of veterinary medicine.



## Schedule by Track – Resource

☐ 1 CE Hour

**4:00 - 4:50 pm EST**

Student Experience  
and Ethnic Diversity

*Grace H. Chung*

A presentation of the publication: Student Experience and Ethnic Diversity: The Experiences of Underrepresented Minority Students at a Veterinary University in the United Kingdom (<https://jvme.utpjournals.press/doi/pdf/10.3138/jvme.2020-0101>). This research project was carried out during my final year of veterinary school at the Royal Veterinary College.

☐ 1 CE Hour

**5:00 - 5:50 pm EST**

BLEND: The Future of Hospital  
Culture in Veterinary  
Medicine

*Niccole Bruno*

This presentation will introduce an innovative approach (BLEND) to incorporate diversity, equity and inclusion training within veterinary hospitals to transform hospital culture for veterinary professionals, staff and clientele.

☐ 1 CE Hour

**6:00 - 6:55 pm EST**

#MentorshipMatters:  
Mentoring BIPOC Students  
for Success and Finding  
BIPOC Mentors

*Cherese Sullivan, Micha  
Simmons*

Mentorship is a vital component of professional development in veterinary medicine. However,

BIPOC students interested in veterinary medicine often have trouble connecting with other BIPOC mentors. This presentation will be a panel discussion of mentors and former mentees to discuss how to be successful in finding, developing, and maintaining mentor relationships.

### Track Description

#### RESOURCE | DEI IN ACTION

DEI is the new "hot topic," but what does it really mean to increase diversity, equity, and inclusion? How do we take a deep look at our practices, veterinary schools, workplaces, and ourselves to unlearn damaging biases and make transformational change in veterinary medicine? How do we avoid pitfalls such as action bias and being performative? How do we approach DEI with intention and how do we ensure our work leads to measurable impact? This track will provide universities, organizations, and individuals resources for this ongoing endeavor. While these topics may elicit discomfort and vulnerability, the goal of these sessions is to educate and empower attendees with actionable takeaways that they may implement anywhere.



# INCLUSION

## SATURDAY, NOVEMBER 13

☐ 1 CE Hour

**10:00 - 10:50 am EST**

Walk 5,130 Miles in a Foreign Veterinarian's Shoes

*Mariana A. Pardo*

Every year hundreds of foreign veterinarians apply to validate their veterinary degrees in the United States in the hopes of working, studying, or specializing in the United States. Foreign veterinarians frequently encounter implicit bias, racism, and most frequently imposter syndrome. Understanding the process and journey of these foreign veterinarians and embracing their experiences as assets enhances the inclusivity, multilingualism, and diversity of any professional environment.



☐ 1.5 CE Hours

**11:00 - 12:20 pm EST**

Identifying Barriers: Access to Care in Veterinary Medicine (Roundtable)

*Sumeet Gupta*

In this roundtable discussion, we will introduce the discipline of Veterinary Cultural Epidemiology to the group, reviewing the overarching idea, and the research needed to identify risk factors for disease and limiting access to care. Following a brief overview, the presenter will open the floor to the

audience for discussion on the information reviewed. This will continue in an alternating presentation - discussion format for 75 minutes, ending with a call to action and establishing next steps for the Global Veterinary Cultural Epidemiology Society.

☐ 0.5 CE Hour

**12:30 - 12:55 pm EST**

The Amphibious Tranquilizing Dart Rifle: OMOHOW Tool for Healing Ecosystems

*Horace E. Walcott*

The amphibious tranquilizing dart rifle (ATDR) is discussed as a tool for one medicine, one world, one health (OMOHOW). As a tool of OMOHOW and the veterinary armamentarium, it consists of a dual function dart rifle, cartridges, which are loaded robotically with hydrogen and oxygen, the propellants for the darts. The propulsion mechanism for the dart syringes mimics the human-forced expiratory volume used by indigenous hunters to launch darts from a blowpipe. Other parts of the kit include a special diving mask with thermal infrared imaging goggles, mermaid fins, and blowpipes with mouth pieces.

☐ 1.5 CE Hours

**3:00 - 4:20 pm EST**

Msomi in the Kijiji: Improving Health Through Access to Education

*Katherine Fogelberg*

This presentation will discuss the

non-profit Msomi Academy for Girls and its new initiative, Msomi-INK, that we hope to launch in 2022 in the Rift Valley of Kenya. We will also cover the goals of the organization and the value that being a veterinarian contributes. It is lecture-based but will incorporate many opportunities for interaction. Hope to see you there!

☐ 1 CE Hour

**5:00 - 5:50 pm EST**

Empathy Through Struggle: How Marginalized Individuals Can Also Practice Allyship  
*Stéphanie-Anne C. Dulièpre*

Allyship has long been seen as an act strictly reserved for what society calls well-meaning white individuals. Challenging this notion, this session is designed for members of marginalized group to learn about the ways in which they can also participate in allyship. Participants will learn about implicit biases and how they negatively impact those around us. This session will highlight the importance of allyship and how when practiced by all, it becomes in and of itself an act of social justice.

☐ 1 CE Hour

**6:00 - 6:50 pm EST**

Increasing Diversity in Zoological Medicine (Panel)

Panelists: *Margarita Woc Colburn, Carlos Sanchez, Budhan Pukazhenth*

Moderator: *Tamara Kruse*



## Schedule by Track – Inclusion

Ethnic and racial diversity within the zoological medicine field is lacking. The panelist in this discussion will be talking about their paths to become zoo veterinarian and will discuss the challenges they have faced as well as how they were able to overcome it. They will also offer insights into ways to help the next generation of BIPOC zoo veterinarians achieve their goals.

### SUNDAY, NOVEMBER 14

☐ 1 CE Hour  
**10:00 - 10:50 am EST**  
 Caring for Life: Education as a Tool for Inclusion

*Pei Su*

This presentation informs of ways in which NGO's can work with veterinary professionals, within their national context. Standards of veterinary training vary from country to country, but ACTAsia's programmes: Continuing Professional Development(CPD) and Train the Trainers, provide a blueprint which can be adapted for use in any country.

In China, ACTAsia organises the logistical aspects and Vets for Compassion(VFC) Australia, design training manuals and materials applicable for the understanding of trainees. Many are unfamiliar attending to companion animals - having worked exclusively with farm animals, and concepts such as animal sentience and animal welfare are not always clearly understood.

☐ 1 CE Hour  
**11:00 - 11:50 am EST**  
 Cultural Competency and Inclusivity in TCVM Practice  
*Marie Sato Quicksall*  
 Acupuncture and Traditional Chinese Veterinary Medicine (TCVM) are growing and gaining wider acceptance within veterinary medicine. As TCVM grows, practitioners should take time to ensure they are practicing inclusivity and cultural competence within their practice. Join the President of the Multicultural Veterinary Medical Association in a session about TCVM, inclusivity, cultural competence, best practices, and common pitfalls.

☐ 1 CE Hour  
**12:00 - 12:50 pm EST**  
 Global Veterinary Perspectives of Racism (Panel)  
 Panelists: *Mariana Pardo, Issa Robson, Dayle Poitras-Oster*  
 Moderator: *Erika G. Lin-Hendel*

Racism is experienced by veterinarians around the world. In this panel, BIPOC veterinarians from around the world will discuss the experiences that we have in common, and the things that are different from country to country. Panelists will be invited to share what they see working well in their countries, what are important focus issues, and what are core issues that need paradigm shifts.

☐ 1.5 CE Hours  
**3:00 - 4:20 pm EST**  
 Elevating Gender Identity and Queer BIPOC Intersectionality in Veterinary Communities  
*Erika G. Lin-Hendel*  
 Veterinary medicine stands at a crossroads in the trajectory of LGBTQ+ and BIPOC community rights and empowerment. That intersectionality should play a significant role in shaping how progress is made in our profession. The PrideVMC DEI (diversity, equity, and inclusion) Working Group released a gender identity bill of rights in June, 2021 as part of a focused effort to address inequality and discrimination in veterinary spaces. Join us for a discussion of how multiple facets of our identities are integral to comprehensive DEI initiatives.

☐ 1 CE Hour  
**5:00 - 5:50 pm EST**  
 Decolonization in the Veterinary Sector  
*Navaratnam Partheeban*  
 Knowing our history is important to understand more about the structures and barriers that shape our lives. Colonialism is a large part of this and is central to a lot of what we see today. Colonialism still shapes a lot of the veterinary practices that go on from veterinary education to international veterinary research. This discussion will explore these themes with the aim of developing actions we can takeback and try and use to support our sector.

## Schedule by Track – Inclusion

□ 1 CE Hour

**6:00 - 6:50 pm EST**

Who is the Authority on Conservation Medicine and Why?

*Stéphanie-Anne C. Dulièpre*

Whether explicitly or implicitly, the pursuit of conservation medicine or anything involving wildlife, both in the context of veterinary medicine and without, have been ascribed to a particular group in our society. Notably white individuals of higher socioeconomic status. This session will challenge these perception and offer an introspective analysis of how conservation practices has come to exclude marginalized communities. This session will also leave participants with an opportunity for self reflection and to develop tools to elevate and empower marginalized communities conservation and wildlife medicine.

### Track Description

#### INCLUSION | CULTURAL AWARENESS AND GLOBAL CONNECTIONS

The social makeup of the United States is ever changing, and with change comes the unique opportunity for the veterinary profession to develop the resiliency and adaptability needed to best serve all communities. As we broaden our understanding of the world and welcome more voices to the table, we begin the process of challenging our previous views and re-evaluating past practices that may have caused undue harm for generations, both in our communities at home and in our outreach efforts abroad. As immigration shifts and veterinary hospitals, specialty centers, universities, and industries become more open to the prospects of employing veterinarians from other countries, our field must be cognizant of the barriers faced by veterinarians trained outside of the United States and learn how to best support them. From identifying and addressing the barriers related to US licensure, understanding the unique experiences of recent, first, and second generation immigrants, to looking at past harm in our approaches to some domestic and international cross-cultural efforts, these sessions take a deep look at these challenges and offer better strategies to tackle our outreach efforts and to recruit and retain these individuals in the profession.





# SUPPORT

## SATURDAY, NOVEMBER 13

☐ 1 CE Hour

**10:00 - 10:50 am EST**

Opportunities Abound: Non-clinical Careers in Veterinary Medicine (Panel)

Panelists: *Christina V. Tran, Cara Williams, Cherice Roth*  
Moderator: *Ashleigh Davis-Bergsohn*

Join our panelists and learn about the wide array of non-clinical opportunities available to veterinary professionals including careers in industry, academia and government. Learn how these careers can offer fulfillment as well as challenges. We will also provide insights into where to search for non-clinical veterinary positions as well as advice on applying for these career opportunities.

Whether you are ready to make the transition or simply curious to know what lies beyond private practice -- there is something for everyone in this session. Open your eyes to all the things that veterinary professionals can do!

☐ 1 CE Hour

**11:00 - 11:50 pm EST**

Community INreach: The Answers are Already There (Panel)

Panelists: *Callie R. Harris (Foley), Awanook Bratvold*  
Moderator: *James Evans*

Join CARE in a conversation about how we can be effective change.

agents in the Animal Welfare field. The panel will consist of Executives and Community members talking about how to build a stronger community that will help save more animal lives while treating people with dignity and valuing their opinions.



**Maddie's Fund**

☐ 1 CE Hour

**12:00 - 12:50 pm EST**

Let's Talk Career: A Student-Focused Q&A Session

*Micha Simons, Cherice Roth*

Following a "lead in presentation" of the panelists' stories, participants can ask questions related to their training and/or career aspirations. Answers will be provided by panels and further discussion around training for veterinarians will occur in this safe and supportive forum.

☐ 1.5 CE Hours

**3:00 - 4:20 pm EST**

The Roadmap to Developing Black Affinity Student Coalitions

Panelists: *Darius Statham, Donovan Odelugo, Brittany Carter-Stewart*

Moderator: *Jaylon Rankins*

This session is designed to serve as a step-by-step "How-to" guide for creating thriving black affinity groups including, but not limited to, veterinary schools and undergraduate programs. We will begin the session with a lecture presentation covering the

importance of these organizations, our experiences, and ways others can support. The session will conclude with a Q&A panel discussion to answer questions or further elaborate on any of the points made during the presentation..

☐ 0 CE Hours

**5:00 - 7:00 pm EST**

Dialogue Skills for Supporting Greater Inclusion (Workshop)

*Anna M. Yeakley, Teresa Graham Brett*

As veterinary medicine looks to address issues of diversity, equity and inclusion, increasing numbers alone without creating inclusive environments will result in little to no real change. This workshop will focus on exploring how to use dialogue skills to move from diversity (increasing representation) to creating greater inclusion. We will be exploring topics such as the difference between diversity and inclusion, how to create an environment that supports greater inclusion, and how to effectively respond to offensive comments or microaggressions.

## SUNDAY, NOVEMBER 14

☐ 1 CE Hour

**10:00 - 10:50 am EST**

What a Relief! Integrating Or Transitioning to Veterinary Relief Work

*Cherese N Sullivan, Adria S Flowers*

The demand for relief practitioners

## Schedule by Track – Support

and technicians in veterinary medicine is extremely high. Relief practice can be both a rewarding full-time career or a very lucrative "side-gig". Another added benefit is the ability to support colleagues with practices that you actually align with. This presentation from experienced relief vets will show you the ropes and discuss the pros and cons of becoming a relief vet (or technician). Full time burnout led us to start our own relief veterinary companies and we will share the lessons we learned along the way.



☐ 1 CE Hour  
**11:00 - 11:50 am EST**  
**Communication Challenges in Veterinary Practice**  
*Jennifer Frey*

This 50 minute discussion focuses on communication breakdowns that can occur in daily practice and how effective communication can help decrease the risk of malpractice claims and veterinary license complaints. Closed claim examples will be used to show common communication pitfalls. We will also discuss how to talk with a client when dealing with a difficult situation as well as the steps to take when filing a claim.

**AVMA LIFE®**

**AVMA PLIT®**

☐ 1 CE Hour  
**12:00 - 12:50 pm EST**  
**Implications of the Racial Wealth Gap on Veterinary Medicine, Trending Solutions, and Possibilities (Workshop)**  
*Melody Martínez*

Despite meaningful increases in educational attainment for people of color, veterinary medicine is still one of the least racially and ethnically diverse professions in the country. In this session, participants will explore the roots of the racial wealth divide and its influence on the racial and ethnic makeup of the veterinary profession. We'll also discuss current initiatives to increase diversity, access, and retention in veterinary medicine, their potential benefits and/or harms, and explore opportunities and large-scale disruptions necessary to ensure successful diversity, equity, and inclusion efforts. Participants will have a chance to discuss ideas and brainstorm solutions as a group.

☐ 1 CE Hour  
**3:00 - 3:50 pm EST**  
**Building Cultural Competence and Communication Skills with the Latinx Community**  
*Mariacamila Garcia Estrella*

This presentation is aimed at advocating for more Spanish communication courses to be implemented in veterinary school curriculums across the U.S. Come learn about the importance of building cultural competence and basic Spanish language skills among veterinary professionals to

improve relationships with Latinx clients, colleagues, and other animal caretakers in the industry. A lecture from a proposed pilot Spanish communication course will be workshoped and feedback from the audience is welcomed and encouraged to help improve the quality of the format and content.

☐ 0.5 CE Hours  
**4:00 - 4:25 pm EST**  
**Telehealth and Telemedicine: A Vision for an Inclusive Future**  
*Cherice Roth, Sohaila Jafarian*

This 50 minute discussion focuses on communication breakdowns that can occur in daily practice and how effective communication can help decrease the risk of malpractice claims and veterinary license complaints. Closed claim examples will be used to show common communication pitfalls. We will also discuss how to talk with a client when dealing with a difficult situation as well as the steps to take when filing a claim.

☐ 1 CE Hour  
**5:00 - 5:50 pm EST**  
**NSALA- Shelter Medicine and Community Animal Health in Practice**  
*Marina Tejada*

North Shore Animal League America has been rescuing animals since 1944. Since its creation, its goal of providing homes to homeless animals has expanded



## Schedule by Track – Support

to include affordable cost medical services to the local community, TNR programs, referral for low spay/neuter services nationally, local community outreach via therapy animals, and an innovative national education curriculum for grades Pre-K-Grade 12. Utilizing a multifactorial approach, NSALA has established a comprehensive program to achieve their goals of rescue, nurture, adopt, and educate.

□ 1 CE Hour

**6:00 - 6:50 pm EST**

### Access to Veterinary Care: A National Family Crisis

*Michael Jerome Blackwell*

Everyone deserves access to healthcare, including non-human family members, regardless of their socio-economic status. Yet millions of families with pets cannot access veterinary care, primarily due to insufficient funds, disproportionately affecting BIPOC families. Not providing veterinary care negatively impacts the pet, the pet's family, veterinary care teams, and the community. Access to veterinary care is veterinary medicine's social justice issue.



**Maddie's  
Fund**

## Track Description

### SUPPORT | VETERINARY MEDICINE IN THE COMMUNITY

As the cost of veterinary care continues to climb, the need for affordable veterinary care and humane education outreach continues to grow as a result. The field of veterinary community medicine is viewed as an avenue to address these issues and continues to evolve. While this is a positive movement within veterinary medicine, when interacting with vulnerable communities, it is easy to unintentionally cause harm. Sessions in this track will explore current best practices within veterinary community medicine, and offer useful tools to work with communities toward a common goal of collecting human and animal health and welfare.



# ELEVATE

## SATURDAY, NOVEMBER 13

□ 1 CE Hour

**10:00 - 10:50 am EST**

Building a Career in One Health Practice (One Health)

*Heather N. Fowler*

The concept of One Health has slowly been gaining popularity among professionals in the areas of human, animal, and environmental health as they work to address emerging and complex public health issues. But, what does One Health really mean and how can young professionals prepare themselves for a career in this space in the future? Join Dr. Fowler as she provides clarity to these often murky topics. Learn about her own personal and ongoing journey in the One Health arena, as well as career options and opportunities for interested students in the human, animal, and environmental health sectors.

□ 1 CE Hour

**11:00 - 11:50 am EST**

Vetpreneurship: Things You Should Know When Starting Your Own Hospital (Practice Management)

*Ashley T. Randall*

This session discusses “vetpreneurship” and what you need to know before starting your own hospital.



**ANTECH**

□ 1 CE Hour

**12:00 - 12:50 pm EST**

Emergency Fluid Therapy (Emergency & Critical Care)

*Mariana Pardo*

The amphibious tranquilizing dart rifle (ATDR) is discussed as a tool for one medicine, one world, one health (OMOHOW). As a tool of OMOHOW and the veterinary armamentarium, it consists of a dual function dart rifle, cartridges, which are loaded robotically with hydrogen and oxygen, the propellants for the darts. The propulsion mechanism for the dart syringes mimics the human-forced expiratory volume used by indigenous hunters to launch darts from a blowpipe. Other parts of the kit include a special diving mask with thermal infrared imaging goggles, mermaid fins, and blowpipes with mouth pieces.



□ 1.5 CE Hours

**3:00 - 4:20 pm EST**

BIPOC in Equine Medicine (Workshop) (Equine)

*Jean-Yin Tan*

Surveys show that BIPOC make up 5.5% of equine veterinarians, compared to 10.8% of general veterinary survey respondents. In this 75-minute session, we will brainstorm and discuss pathways in equine practice and one person's journey to specialization in equine internal medicine.

□ 1 CE Hour

**5:00 - 5:50 pm EST**

Deconstructing Bias to Build Bridges in Animal Welfare Advancement: A Case Study Of The “Puppy Mill” Problem (Animal Welfare)

*Candace Croney*

This lecture will cover ethical issues associated with commercial dog breeding and the ethical imperative to include diverse people and perspectives in addressing and communicating about complex animal welfare problems.

□ 1 CE Hour

**6:00 - 6:50 pm EST**

How to Beat Veterinary Burnout with 5 Simple Steps (Wellbeing)

*Quincy L. Hawley*

In this talk, wellbeing enthusiast and veterinarian, Dr. Quincy Hawley, will reveal his 5-Step formula that can lead veterinary professionals to a life and vet career of their own design! Burnout doesn't have to be a reality for veterinary professionals, and wellbeing can be achieved without settling and without leaving the profession! If you want to discover a sound, battle-tested, and simple strategy for ethically getting your way in life and in vet med, then you should attend this session!



## Schedule by Track – Elevate

### SUNDAY, NOVEMBER 14

☐ 1 CE Hour

**10:00 - 10:50 am EST**

Can You Help My Yelp?!: How To Handle Online Haters, Bullies, And More (Practice Management)

*Eric D. Garcia*

From the beginning of sites like FourSquare (anyone remember this?!), Yelp, and Google Reviews there have been wannabe critics, complainers, and even trolls. It can be difficult to know the difference sometimes between real criticism and online harassment, especially when you're talking about something so deeply personal as your own practice. But believe me, there is a difference. In this session, we'll be talking about how to handle online hate, and what you can do about it. I will be sharing real-life stories of veterinary practices that have come to me with problems in the past, and what my advice was and is for when things have gotten really bad. Learning how to take criticism with a grain of salt, and to grow from it is important...but so is learning how to overcome cyberbullying and online haters. This talk is about how to navigate the online reviews and let your practice thrive.



☐ 1 CE Hour

**11:00 - 11:50 am EST**

Ten Tips and Tricks That Could Save Your Orthopedic Exam (Orthopedics)

*Courtney A. Campbell*

Acute and chronic musculoskeletal injuries are commonly seen in in veterinary practice. Due to patient temperaments, ability to obfuscate pain, and propensity for stoicism (fear-induced) many orthopedic ailments can be commonly missed. Common movements that are performed during an orthopedic exam are ubiquitously known however the tips and tricks that we discuss today are essentially hidden orthopedic gems that will help you localize pain more easily and offer better care for your patients. These techniques will help you place diagnostics like radiographs in proper context.

☐ 1 CE Hours

**12:00 - 12:50 pm EST**

Updates on Pain Management (Anesthesia)

*Stephen J. Cital*

This lecture will discuss current human and veterinary consensus on different pain medications in development. We will also discuss newer uses of medications for receiving chronic pain in animals.

☐ 1.5 CE Hours

**3:00 - 4:20 pm EST**

Cannabinoids in the Clinic: Practical Approaches (Cannabinoids)

*Stephen J. Cital*

This lecture will discuss current human and veterinary consensus on different pain medications in development. We will also discuss newer uses of medications for receiving chronic pain in animals.

☐ 1 CE Hour

**5:00 - 5:50 pm EST**

Paying Off Debt Without the Overwhelm

*Grace Kim*

The thought of paying off debt can be overwhelming, especially for veterinarians who are juggling multiple types of debt, such as student loan debt, a mortgage, a car loan, and credit card debt. By following a systematic approach to debt, participants will learn how to best manage their debt and develop a plan that focuses on long-term financial wellbeing.

☐ 1 CE Hour

**6:00 - 6:50 pm EST**

Pets Gone Viral

*Evelyn M. Galban*

Pets take the social media world by storm and to the untrained eye they are mysterious, sometimes comedic, or even extraordinarily intelligent. Together, we will examine these viral videos through a neurology lens, and we will begin to unravel the reasons behind their curious behavior.

## Schedule by Track - Elevate

### Track Description

#### ELEVATE | BIPOC SPECIALISTS IN VETERINARY MEDICINE

In a profession that continues to lack diverse representation, MCVMA RISE provides a unique opportunity to learn from Black, Indigenous, and People Of Color specialists and subject matter experts. By showcasing racially and ethnically diverse resenterers, we not only increase our knowledge base but also elevate ourselves and each other. Sessions in this track include topics such as One Health, animal welfare, surgery, emergency medicine, internal medicine, practice management and more.







# RISE 2021 Speakers

MCVMA EXPRESSES SINCERE GRATITUDE TO ALL SPEAKERS FOR THEIR KNOWLEDGE, TIME, AND VULNERABILITIES IN SHARING WITH THE REST OF THE VETERINARY COMMUNITY AND BEYOND.

**Mehnaz Chumkee Aziz, DVM,  
DABVP** (*she/her/hers*)  
Board President  
Association of Shelter Veterinarians

**Angie Arora, MSW, RSW**  
(*she/her/hers*)  
Veterinary Social Worker, Professor  
Seneca College

**Priya Bapodra-Villaverde,  
BVetMed (Hons) MSc Dipl. ACZM  
MRCVS** (*she/her/hers*)  
Senior Veterinarian  
Columbus Zoo

**Teresa Graham Brett, JD**  
(*she/her/hers*)  
Interim Senior Associate Dean  
University of Arizona, College of  
Veterinary Medicine

**Michael Jerome Blackwell, DVM,  
MPH** (*he/him/his*)  
Director Program for Pet Health  
Equity  
University of Tennessee

**Awanook Bratvold** (*she/her/hers*)  
Assistant Professor of Indigenous  
Sustainability Studies  
Bemidji State University American  
Indian Resource Center

**Niccole Bruno, DVM**  
(*she/her/hers*)  
Chief of Staff  
Vector

**Courtney A. Campbell, DVM,  
DACVS-SA** (*he/him/his*)  
Small Animal Specialty Surgeon  
VetCandy/VetSurg

**Brittany Carter-Stewart, BS**  
(*she/her/hers*)  
Veterinary Student  
The Ohio State University College  
of Veterinary Medicine (Dr. J. H.  
Bias Black Affinity Group)

**Grace H. Chung, BS, BVetMed**  
(*she/her/hers*)  
Zoological Medicine Intern  
Oklahoma State University

**Stephen J. Cital, RVT, SRA, RLAT,  
VCC, CVPP, VTS-LAM**  
(*he/him/his*)  
Lab Manager  
Stanford University/HHMI  
Veterinary Cannabinoid Academy

**Laura P. Clark, DVM, PhD**  
(*she/her/hers*)  
Academic Affairs Manager  
Zoetis

**Candace Croney, PhD**  
(*she/her/hers*)  
Professor, Animal Behavior & Well-  
being, Director Center for Animal  
Welfare Science  
Purdue University

**Tyra Davis Brown, DVM**  
(*she/her/hers*)  
President  
National Association for Black  
Veterinarians

**Ashleigh Davis-Bergsohn, DVM,  
CVA** (*she/her/hers*)  
Student/Affiliated Organizations  
Liaison  
Multicultural Veterinary Medical  
Association (MCVMA)

**Stéphanie-Anne C. Dulièpre, DVM**  
(*she/her/hers*)  
Community Outreach Chair  
Multicultural Veterinary Medical  
Association (MCVMA)

**James Evans** (*he/him/his*)  
CEO  
CARE

**Adria S. Flowers, DVM, MPH**  
(*she/her/hers*)  
Veterinarian  
A Plus Vet Care PLLC

# RISE 2021 Speakers

**Katherine Fogelberg, DVM, PhD, MA** *(she/her/hers)*  
Associate Professor, Director,  
CIVET; CEO Msomi  
Lincoln Memorial University College  
of Veterinary Medicine  
Msomi Academy for Girls

**Heather N. Fowler, VMD, MPH, PhD, DACVPM, PMP** *(she/her/hers)*  
Director, Producer and Public  
Health  
National Pork Board

**Jennifer Frey, DVM** *(she/her/hers)*  
Trust Veterinarian  
AVMA Trust

**Evelyn M. Galban, DVM, MS, DACVIM (Neurology)** *(she/her/hers)*  
Associate Professor Of Clinical  
Neurology and Surgery  
University of Pennsylvania  
Native American Veterinary  
Association

**Eric D. Garcia, Information Management** *(he/him/his)*  
Digital Strategist  
Simply Done Tech Solutions

**Mariacamila Garcia Estrella**  
**BS Animal Science, MPH** *(she/her/hers)*  
DVM Student  
Cornell University College of  
Veterinary Medicine

**Liana M. Gonzalez, DVM, PhD, DACVS** *(she/her/hers)*  
Associate Professor of  
Gastroenterology and Equine  
Surgery  
North Carolina State University

**Sumeet Gupta, DVM** *(he/him/his)*  
Founder, Chief Medical Officer,  
and Director  
Global Veterinary Cultural  
Epidemiology Society

**Callie Harris, DVM** *(she/her/hers)*  
Veterinary Communications  
Manager  
Nestle Purina PetCare

**Quincy L. Hawley, DVM** *(he/him/his)*  
Veterinarian, Speaker, Coach, Co-  
founder  
Get MotiVETed  
North Carolina Association of  
Minority Veterinarians

**Gerelyn A. Henry, DVM, MBA, DACFE** *(she/her/hers)*  
CEO, President  
YW August Companies

**Kelly Hewitt, BS** *(she/her/hers)*  
Treasurer  
Association of Asian Veterinary  
Practitioners (AAVMP)

**Sohaila Jafarian, DVM, MPH** *(she/her/hers)*  
Continuing Education Committee  
Chair  
Multicultural Veterinary Medical  
Association (MCVMA)  
ASV DEI Task Force

**Adilia James, PhD** *(she/her/hers)*  
Assistant Professor of Sociology  
Endicott College

**Colena Johnson, DVM, MS, DACLAM** *(she/her/hers)*  
Director  
Merck & Co

**Grace Kim, DVM** *(she/her/hers)*  
Financial Coach and Educator  
Richer Life DVM

**Tamara Kruse, DVM, MS** *(she/her/hers)*  
Assistant Director of Veterinary  
Care  
San Antonio Zoo

**Erika G. Lin-Hendel, VMD, PhD** *(they/them/theirs)*  
Veterinarian  
PrideVMC  
NOMV

**Timbrala Marshall, DVM** *(she/her/hers)*  
Director, Veterinary Equity, Inclusion  
and Diversity Programs  
VCA Animal Hospitals

**Melody Martínez, CVT** *(she/her/hers)*  
Social Justice Chair  
Multicultural Veterinary Medical  
Association (MCVMA)

**Hilda Mejia Abreu, BS, MPA, PhD** *(she/her/hers)*  
Associate Dean  
Michigan State University

**Donovan Odelugo, BS** *(he/him/his)*  
Veterinary Student  
Cornell University College of  
Veterinary Medicine (Black DVM  
Network)

**Mariana A. Pardo, BVSc, MV, DACVECC** *(she/her/hers)*  
Criticalist  
Veterinary Emergency Group

**Navaratnam Partheeban, BVM&S MRCVS** *(he/him/his)*  
Veterinary Dairy Technical  
Specialist  
Phibro Animal Health

**Budhan Pukazhenth, BVSc, MS, PhD** *(he/him/his)*  
Reproductive Physiologist  
Smithsonian Institution

**Ashley T. Randall, DVM** *(she/her/hers)*  
Owner/ Veterinarian/ Entrepreneur  
West End Animal Wellness Center  
West End Cares



# RISE 2021 Speakers

**Jaylon Rankins** *(he/him/his)*

President  
LSU Pre-Veterinary Student  
Chapter

**Issa Robson, BVM&S**

*(she/her/hers)*  
Co-founder BVEDS, Veterinary  
Clinical Teaching Fellow  
British Veterinary Ethnicity &  
Diversity Society  
University of Surrey

**Cherice Roth, DVM, MS**

*(she/her/hers)*  
Volunteer/Special Projects  
Committee Chair  
Multicultural Veterinary Medical  
Association (MCVMA)

**Carlos Sanchez, DVM, MSc (Wild  
Animal Health)** *(he/him/his)*

Head Veterinarian  
Oregon Zoo

**Marie Sato Quicksall, DVM, CVA**

*(she/her/hers)*  
President  
Multicultural Veterinary Medical  
Association (MCVMA)

**Kimberly C. Simmons, DVM**

*(she/her/hers)*  
CEO  
Simmons Consulting Group, LLC

**Micha Simons, VMD**

*(she/her/hers)*  
Mentorship/Leadership  
Opportunities Chair  
Multicultural Veterinary Medical  
Association (MCVMA)

**Darius Statham, BS** *(he/him/his)*

Veterinary Student  
Louisiana State University School of  
Veterinary Medicine (National  
Association for Black Veterinarians)

**Pei Su, MA** *(she/her/hers)*

Chief Executive Officer & Founder  
ACTAsia

**Cherese N. Sullivan, DVM, MS**

*(she/her/hers)*  
President-Elect  
Multicultural Veterinary Medical  
Association (MCVMA)

**Jean-Yin Tan, DVM, DACVIM-  
LAIM, Cert. Prof. Mgt**

*(she/her/hers)*  
Senior Instructor, Equine Clinical  
Sciences  
University of Calgary

**Marina Tejada, DVM**

*(she/her/hers)*  
Supervising Veterinarian  
North Shore Animal League  
America

**Christina V. Tran, DVM**

*(she/her/hers)*  
Immediate Past President, Founding  
Board Member  
Multicultural Veterinary Medical  
Association (MCVMA)

**Horace E. Walcott, DVM, MSPH,  
MSc, DHSc**

*(he/him/his)*  
Weston Research Mentor, Science  
Educator  
Brooklyn Tech

**Cara Williams, DVM, DACVPM**

*(she/her/hers)*  
Co-Founder, Executive Director  
Multicultural Veterinary Medical  
Association (MCVMA)

**Margarita Woc Colburn, DVM**

*(she/her/hers)*  
Associate Veterinarian  
Nashville Zoo

**Anna M. Yeakley, PhD, MSW**

*(she/her/hers)*  
Consultant, Trainer, and Facilitator  
Anna Yeakley Consulting



# KEYNOTE

## PAMELA ABNER, MPA, CPXP

Pamela Abner has over fifteen years of experience working with industry leaders to establish best practices, strategic framework and innovative programs to instill diversity, equity and inclusion across business lines. As a certified patient experience professional, a certified unconscious bias and an

inclusion trainer, Ms. Abner strives to establish inclusive and culturally aware environments based on promoting anti-racist behaviors. Utilizing research methodologies, creating education curriculum, and applying best practices, she continuously seeks to help organizations identify

discriminatory practices and disparities. She specifically focuses on eliminating barriers to care, employment and education for underserved and underrepresented groups as well as fostering relationships with community partners.

Currently, Ms. Abner holds the position of Vice President and



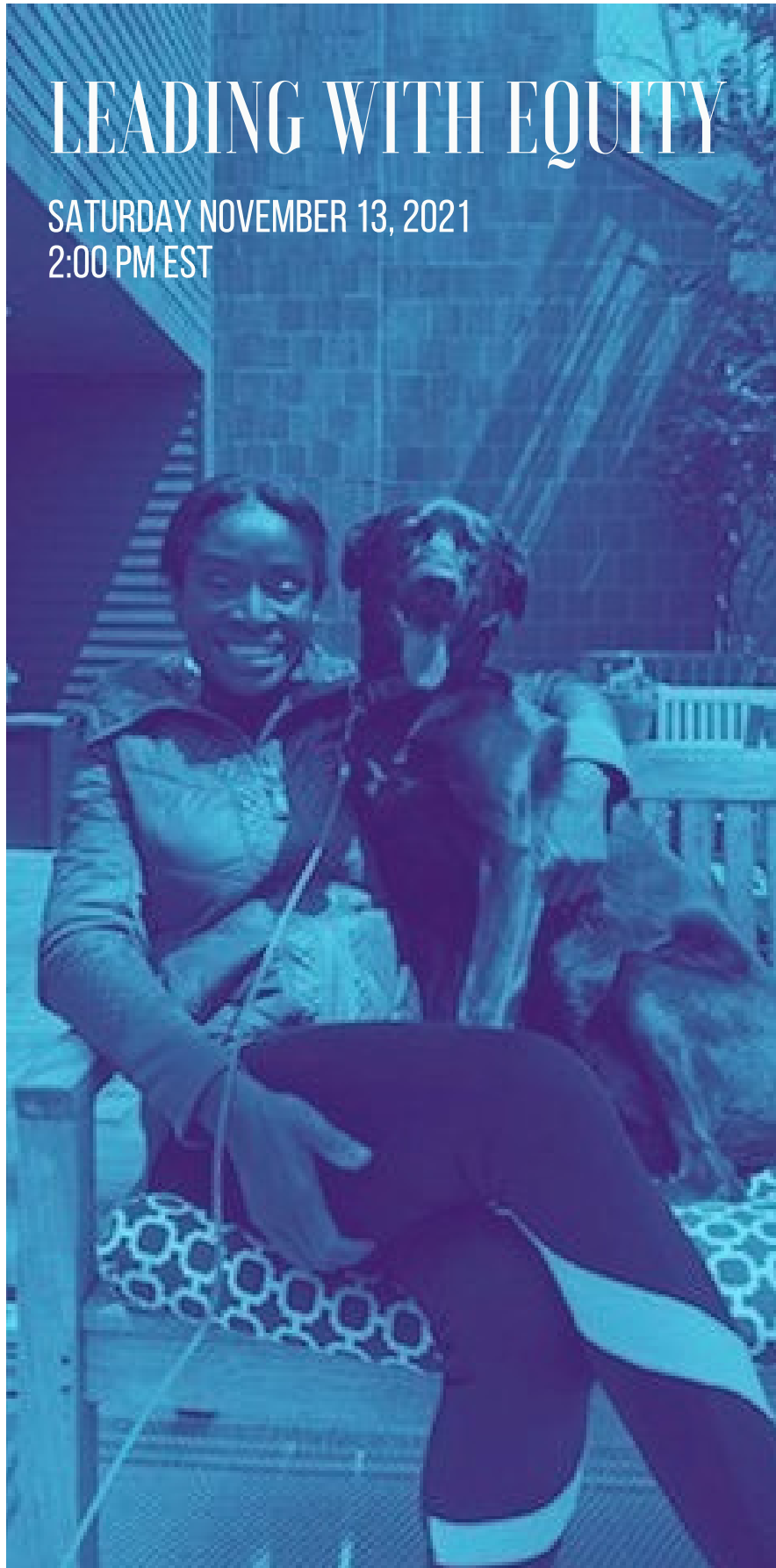
Chief Diversity Operations Officer for Mount Sinai Hospital Groups within the Mount Sinai Health System in New York. With regard to prominent accomplishments, her thought-leadership and strategic management guidance was fundamental to Mount Sinai Health attaining national ranking as the #1 health and hospital system on the *Forbes* 2019 list of Best Employers for Diversity and maintaining leading status for five consecutive years ranking #1 in 2017 and 2018 on the DiversityInc Top Hospital System list.

Among her many distinctions, in 2019 *Savoy Magazine* named Ms. Abner as one of the Most Influential Women in Corporate America and recently Crain's New York Business 2020 honored her as a Notable Women in Talent Resources.

Pamela received her bachelor's degree from Brown University and her Master's degree in Public Administration from Columbia University. She is a member of the Board of Trustees at Phillips School of Nursing Mount Sinai Beth Israel; a member of the Board of Advisors for MBE Capital Partners; a member of the National Center for Healthcare Leadership Diversity and Inclusion Council; and a volunteer for Brown University's Alumni Interviewing Program.

# LEADING WITH EQUITY

SATURDAY NOVEMBER 13, 2021  
2:00 PM EST



# Thank you!

## To all of our RISE 2021 volunteers

For helping make this inaugural conference a reality.

## To the veterinary schools who offered student sponsorship

Colorado State University College of Veterinary Medicine  
Cornell University College of Veterinary Medicine  
Iowa State University College of Veterinary Medicine  
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The Ohio State University College of Veterinary Medicine  
Tufts University Cummings School of Veterinary Medicine  
University of Georgia College of Veterinary Medicine  
University of Wisconsin-Madison School of Veterinary Medicine  
Western College of Veterinary Medicine, University of Saskatchewan

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**Like** us on Facebook, YouTube, LinkedIn, Twitter, and Instagram @multiculturalvma to join the family and stay up to date on all things MCVMA.





# MCVMA

Multicultural Veterinary Medical Association

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