



THE VETERINARY KALEIDOSCOPE

The Veterinary Kaleidoscope Summit

5 and 6 April 2025

DOING THE IMPOSSIBLE!

DAY 1 - Panel discussions, group work and presentations! (9am to 5pm)

SESSION	PRESENTATION
9.00am	<p>Welcome to Country Creating a Safe Place to do the impossible! <i>Jodie Wilson</i> A safe place allows everyone to truly feel as if they can contribute. When we feel safe to share our full selves we can achieve our best not just today in our learning but always.</p>
9.30am	<p>Kaleidoscope Voices - Part One <i>Arlo Hay, Amanda Pool, Jodie Wilson (facilitator)</i> Learning from Lived Experience: What does intersectional life in the veterinary industry look like for our younger members?</p>
10.00am	<p>TVK - aiming to do the impossible! <i>TVK Committee</i> Hear how TVK committee members have used their own experiences of diversity and intersectionality to achieve what many considered to be impossible - making a difference to all veterinary lives.</p>
10.30am	MORNING TEA
11.00am	<p>Is it Neurodivergence or is it Trauma? <i>Jodie Wilson</i> While it's patently untrue that "everyone is a little bit autistic", there is a significant overlap of characteristics between neurodivergence and trauma. How can we tell the difference? And what should we do about it?</p>
11.30am	<p>This is Fine: Thriving when the world is burning. <i>Jodie Wilson</i> The current world political climate is negatively impacting us all, and it adds to our already heavy loads. What are some concrete things we can do on an individual level so our minds and bodies can continue to support us as we fight the good fight, or is stress really going to kill us?</p>
12.00pm	<p>Show me the evidence - a Literature review of DEI in the veterinary world <i>Alex Harrison</i> We are scientists, professionals and we base our decisions on research and evidence don't we?</p>



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	Is there actually any evidence for all this DEI stuff? We will go through the published research and evidence and how that provides a basis for DEI work.
12.30pm	LUNCH
1.30pm	Strategic Inefficiency - it's not you, the system really IS broken <i>Alex Harrison, Kate Toyer</i> Strategic inefficiency is how systems and organisations resist change stopping people from getting the things they need in order to thrive. This session will help you recognise strategic efficiency and develop strategies to work around it.
2.00pm	Direct Action - Petitions to Protests. Dismantling institutional bureaucracy <i>Alex Harrison, Kate Toyer</i> There are times when you need to recognise that you can't work with the system. Learn strategies to force the system to firstly acknowledge that change has to happen and then make that change happen.
2.30pm	Conflicting Needs: When universal design is not so universal. <i>Jodie Wilson, Alex Harrison</i> The principals of universal design tell us that with the right approach, solving a problem for one person should benefit everyone. Is this true? What happens when one person's accommodations directly conflict with the accommodations required by another person in the same workplace? Can we really "solve for all"?
3.00pm	AFTERNOON TEA
3.30pm	Diversifying Veterinary Student Recruitment - a catalyst for transforming our veterinary profession. <i>Suff Suharju</i> Join us for a dynamic discussion on diversifying our veterinary student population. Hear firsthand how inclusive strategies spark real change, challenge the status quo and generate wins for the profession.
4.00pm	Making accommodations - what's needed and are they helpful? <i>Channy McGowan, Caitlin Pfeiffer</i> Considering other people is a good thing but making accommodations without consultation can be ineffective or even negative. Do we know what students need? Have we asked our colleagues? Do we have the right people in the right roles in our practices?
4.30pm	Kaleidoscope Voices Part Two <i>Kate Toyer, Jodie Wilson</i> Join us for a moderated discussion as we open the floor for attendees who wish to share their lived experience of accessible and inclusive wins with the rest of our Kaleidoscope community.

