



THE VETERINARY KALEIDOSCOPE

..... the first ever event in Australia dedicated to exploring diversity and inclusion in veterinary science.

The Veterinary Kaleidoscope Summit

27 and 28 February 2023

The TVK Summit brings together veterinary leaders from across the country with lived experience of all forms of diversity, sharing their stories and working with delegates to identify and return with new skills to enhance inclusion in their workplaces and communities.

Day 1:

Time	Title	Content
8.30	Welcome to Country and Introduction to TVK <i>Cam Raw, Kate Toyer, Tara Cashman</i>	
9.00	Storytelling starters (CALD, Aboriginal and POC) - interview panel <i>Sharmilla Kumaran, Chelene Lee, Bindee Davis</i>	Panelists tell their stories and experiences of being a veterinarian from a diverse background.
9.30	Storytelling starters (LGBTIQA, Invisibly Diverse, Intersectionality) - <i>Julien Grossmaire, Dhash Perera, Suffien Suharju</i>	Panelists tell their stories and experiences of being a veterinarian from a diverse background.
10.00	Disability starters and Practicing with a disability - presentation <i>Alex Harrison, John Baguley</i>	What are the challenges and legalities of being a veterinarian with a disability such as a mental health condition or deafness?
10.30	Morning Tea	
11.00	Diversity Euphoria - Panel presentation <i>Kate Toyer, Cam Raw, Andrew Thompson, Suffient Suharju</i>	We often hear about the challenges of being diverse but not always about the joys and triumphs. This session focuses on those positives.
11.30	Appreciative Enquiry - Discovery <i>Jodie Wilson</i>	Group workshoping of what has worked well in the past, what strengths already exist in our diverse veterinary communities
12.00	You can't ask that Q&A - interview panel <i>Morning panellists</i>	Following the style of the successful ABC TV show "You Can't Ask That" questions sent in by attendees before the summit will



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		be answered by “the experts”
12.30	Lunch	
1.30	ARVA Beyond Facebook - presentation <i>Kate Toyer, Tara Cashman</i>	Australian Rainbow Veterinarians and Allies started and principally existed as a Social Media support organisation. What more does it and should it be doing?
2.00	Being a good Ally - What is good allyship? - presentation and group discussion <i>Tara Cashman</i>	Being an ally isn’t just a case of a few “likes” on a Facebook post. What can allies do to make a real benefit to the lives of people from diverse minorities?
2.30	Inclusive Education - presentation / group discussion <i>Jaime Gongora</i>	What does truly inclusive education for all mean and look like? This session will discuss this from the point of view of an educator.
3.30	Afternoon Tea	
4.00	Inclusive Design and Technology - presentation <i>Alex Harrison, Cam Raw</i>	How can we use technology and design to be more inclusive and make our workplaces more accessible for people with diverse backgrounds?
4.30	Appreciative Enquiry - Dreaming <i>Jodie Wilson</i>	A chance for all attendees to get creative on dreaming what an inclusive veterinary profession looks like.
5.00	TVK Dreaming - group discussion <i>Channy Mcgowan</i>	The Veterinary Kaleidoscope started as a concept, then a podcast, now a summit. Where to next for TVK?
5.30	Close	



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Day 2:

Time	Title	Content
8.30	Acknowledgement, Treaty, Uluru Statement what does it mean? - presentation <i>Cam Raw</i>	Recognise and understand critical issues that affect First Nations peoples and their relevance to your business.
9.00	GIBOR (Gender Identity Bill of Rights) in the Veterinary workplace - presentation <i>Kate Toyer</i>	Understand the importance of this document and how to implement GIBOR meaningfully into your workplace.
9.30	Do animal rights trump cultural rights? - presentation <i>Anne Quain</i>	What is legally correct may come into conflict with our personal beliefs. Is there a way to navigate this complex dilemma?
10.00	You Should Know This - group discussion <i>Cam Raw, Kate Toyer, Tara Cashman</i>	Facilitated small group work brainstorming the issues of diversity and inclusion that everyone in the profession should understand.
10.30	Morning Tea	
11.00	Let's Talk about Privilege - interactive presentation <i>Sue Crampton</i>	Led by a celebrated veterinary business leader and trainer, be challenged to accept the position of privilege we hold as a profession and how that influences the way we view inclusion.
11.30	The power of Mentoring <i>Julien Grossmaire and Nic Steep</i>	Whether giving or receiving mentoring is beneficial to all. Learn how diverse communities can support and enhance each other.
12.00	5 Key tips for getting your message heard <i>Jackie Turner</i>	Learn how to develop an effective and impactful strategy to get your message heard and achieve your goals
1.00	Lunch	

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2:00	Appreciative Enquiry - Design <i>Jodie Wilson</i>	Workshopping and trialling ideas on how we might make it happen
2.30	Communication: It's not all in English (Multilingual session) - presentation <i>Cherlene Lee and Magdoline Awad</i>	Learn from colleagues how they have used their multicultural background to enhance communication in practice. Hear tips on how to communicate with clients whose first language is not English.
3.00	Online media: Using it and controlling your narrative on social media <i>Cherlene Lee</i>	Social media can be a powerful marketing technique but can present some serious challenges if handled incorrectly. Understand how you can control the story that people hear about your business.
3.30	Dealing with the flak <i>Andrew Thompson</i>	Not everyone will agree with your different view especially if you are challenging the status quo. Identify ways you can handle negative feedback.
4.00	Afternoon Tea	
4.30	Principled Insubordination <i>Jodie Wilson</i>	Understand how to constructively present conflicting opinions in the workplace that appear to "fly in the face of convention".
5.00	Appreciative Enquiry - Destiny <i>Jodie Wilson</i>	Group work exploring what changes we want to see and how we are going to be accountable for making them happen.
5.30	TVK What next? <i>Channy McGowan</i>	Following on from the day 1 session we will review where and how the profession can improve diversity and inclusion.
6.00	Wrap up!	Concluding remarks and open discussion time by attendees.



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