As we began this project, our ultimate goal was to create a resource that could
be used to positively impact one of the least diverse of all health care profes-
sions, veterinary medicine. We envisioned a book that would guide the thought-
fulness of veterinary professionals and others about being inclusive. We hoped the
end result would be a call for action, accompanied by a defined strategy that any-
one could use to make progress in diversifying not only the veterinary profession,
but any profession. As we researched this book, what we already knew became
amplified. The sluggishness of progress in this area became even more apparent.
This led to some frustration on our collective part, and we apologize if this is dis-
cernible in certain areas of the book. We hope that the reader will understand this
is because not enough is happening, and that the headway that has been made has
been all too slow.

As we moved forward, we realized that there is not one defined strategy to
accomplish our goal. Everyone will take his or her own path, but through this
book, our intention is to assist people in navigating the way. We hope that you,
the reader, find this book useful and that it is helpful to you as we all work to over-
come these challenges together and hasten the progress toward achieving our goal
of diversity and inclusion.

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