



## Overview/description

### Creating a culture of belonging: Practical ways to foster DEIB in the workplace

A sense of belonging is one of the strongest predictors of wellbeing and lower burnout among veterinary professionals. **That's why Diversity, Equity, Inclusion, and Belonging (DEIB) are not just buzzwords—they are essential for building a supportive, thriving workplace culture.**

During this webcast, veterinary wellness advocate and **Thrive!** collaborator, **Dr. Marie Holowaychuk** will discuss practical strategies to cultivate a culture where every team member feels valued and empowered. She will also discuss concrete steps that individuals, leaders, and teams can take to ensure everyone has a voice, reduce bias, and build a sense of connection within the workplace.

## Speaker's bio and credentials



### **Marie Holowaychuk, DVM, Dipl. ACVECC, CYT**

Dr. Marie Holowaychuk is a board-certified small animal emergency and critical care specialist and passionate advocate for veterinary team wellbeing. She lives in Calgary and travels worldwide as a speaker, consultant, and locum. Marie has spent more than 15 years practicing emergency and critical care medicine in academic and private referral hospital settings. She has been primary or co-author of more than 30 manuscripts published in peer-reviewed journals. Outside of veterinary practice, Marie is a certified yoga and meditation teacher and has completed a mindfulness-based stress reduction course for professionals. She facilitates wellness workshops and retreats for veterinary clinics or organizations and offers individual or group wellbeing sessions for veterinary team members. Marie has Compassion Fatigue Training from the University of Tennessee School of Social Work, as well as Mental Health First Aid Training from the Mental Health Commission of Canada and Applied Suicide Intervention Skills Training from the Centre for Suicide Prevention. Marie is also a certified life coach and writes a monthly blog and e-newsletter on pertinent issues related to veterinary wellness. She has authored dozens of articles and recorded a multitude of podcast interviews related to personal and professional wellbeing.



## Questionnaire

**1. What are the key components of a healthy work culture identified in the Merck Animal Health Veterinary Wellbeing Study?**

- Competitive salaries, high client satisfaction, flexible work hours and advanced technology.
- A strong sense of belonging, high trust in the organization, candid and open communication and sufficient time for high-quality patient care.
- Regular team outings, high degree of autonomy, minimal oversight and flexible schedules.
- Extensive training programs, access to mental health resources, clear career progression and diverse workplace policies.

**2. Belonging is about hiring people from diverse backgrounds to achieve representation.**

- True
- False

**3. What does "inclusion" in the workplace primarily focus on?**

- Ensuring representation from diverse backgrounds.
- Fair and equitable practices for all employees.
- Valuing and integrating diverse contributions and perspectives.
- Ensuring everyone receives the same opportunities and resources.

**4. Which of the following strategies supports inclusive hiring practices?**

- Using standardized interview questions for all candidates.
- Requiring candidates to adapt to existing workplace culture.
- Avoiding accommodations to ensure fairness for all candidates.
- Focusing on the fastest hiring process possible.

**5. What is the primary difference between equity and equality?**

- Equity focuses on providing the same resources for everyone, while equality provides different resources based on need.
- Equity ensures fairness tailored to individual needs, while equality provides the same opportunities for everyone.
- Equity refers to diversity metrics, while equality ensures cultural belonging.
- Equity applies to hiring, while equality applies to promotions.



6. Which of the following is NOT an allyship role described by Karen Catlin in Better Allies?
- Sponsor
  - Amplifier
  - Upstander
  - Negotiator
7. What is an example of a concrete action leaders can take to promote DEIB?
- Assume underrepresented groups will provide input without being asked.
  - Explicitly encourage diverse candidates to apply for open roles.
  - Avoid challenging team members who exhibit biased behaviour.
  - Focus exclusively on DEIB training for managers.
8. Which of the following is a key principle outlined in the acronym CARE for fostering DEIB?
- Confidence
  - Awareness
  - Respect
  - Excellence
9. What does hiring for "culture add" instead of "culture fit" aim to achieve?
- Ensuring all employees feel comfortable and similar to one another.
  - Enhancing the team with diverse perspectives and experiences.
  - Reducing the amount of training needed for new hires.
  - Speeding up the hiring process by focusing on similarities.
10. Structured interviews can help reduce bias during the hiring process.
- True
  - False



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**PERSONAL INFORMATION:**

**First name:**

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**Last name:**

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**Type:**

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*(Veterinarian, Technician)*

**Licence number:**

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**Province where you practise:**

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**Email:**

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## **CERTIFICATE OF COMPLETION**

**Educational webcast**

**Creating a culture of belonging: Practical ways to foster DEIB in the workplace**

**Presented by**

**Marie Holowaychuk, DVM, Dipl. ACVECC, CYT**

**This document confirms that**

***Dr. Lorem Ipsum***

has viewed the above-mentioned webcast and has answered and submitted the questionnaire meant to evaluate the understanding of the content.

Date:

Province of licensure:

Licence number:

**CE credit (s) earned: 1**