

# 2024 ANNUAL REPORT

Pawsibilities Vet Med



Founding Sponsors

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PRIDE VMC  
The LGBTQ+ Veterinary  
Medical Community

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Transforming Lives



# Letter from the Founders

It's been a busy year for us at Pawsibilities Vet Med! At the beginning of 2024, we opened our virtual community to users between 13 and 17, extending our support even earlier in the pipeline to veterinary medicine. We launched our learning center, ensuring that our professional development events from over the years can help our present users. At the same time, we hosted many more live events, continuing to expand our events library. We expanded our Zoetis funded internship program, bringing in two great veterinary students who helped publish our PreVet guide. Valerie presented at multiple conferences, educating the wider veterinary community on inclusive mentorship. And all the while, we've been working behind the scenes to improve how we serve our community.



It's a challenging time for many of us. In the face of rollbacks to diversity, equity, inclusion and belonging (DEIB) across the government and private sectors, we remain committed to our mission. All our programs will continue as they have. Additionally, we plan to host multiple live networking and support events throughout 2025, focusing on providing safe spaces to our members as well as reaching out to the wider community. We also recognize that our required training to access the community can be difficult for busy veterinary professionals to complete. We aim to reduce this barrier to our services by offering additional options to complete the training as well as expanding access to our available services. We want anyone who needs our help to be able to get it.

- Dr. Valerie C. Marciano, DVM, Ph.D., DACPV and Dr. Seth Andrews, Ph.D

**Pawsibilities Vet Med is fueling a pipeline with veterinary professionals and experts to educate, encourage and support individuals by providing a safe space.**

## OUR MISSION

To diversify all roles within the veterinary profession by providing mentorship, professional development, and resources to all intersecting identities including but not limited to ability, ethnicity, gender identity, non-traditional paths, race, sexual orientation, socioeconomic background, religion, and veteran status.

## OUR VISION

A robust and thriving community that fuels an inclusive veterinary profession which mirrors the diversity of society.

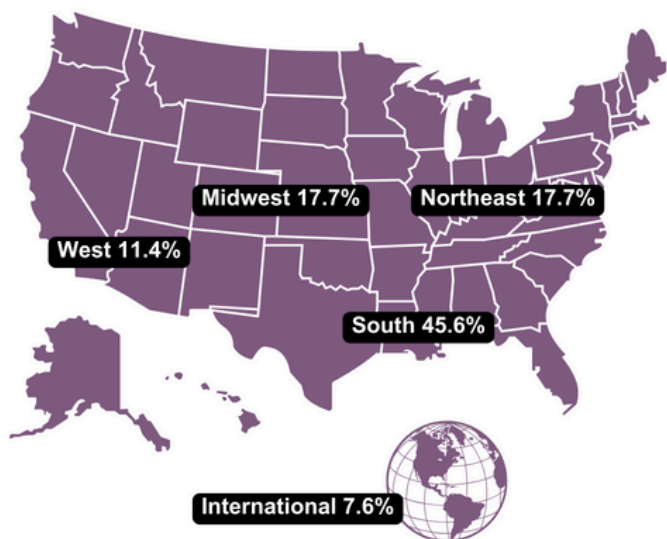


# Impact & Accomplishments

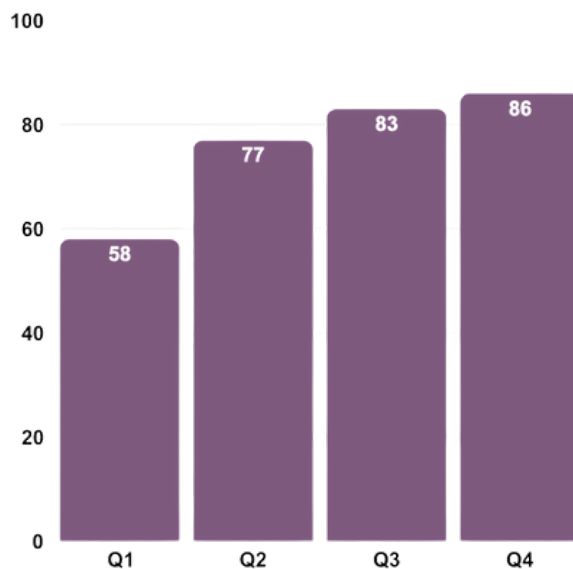
## VIRTUAL COMMUNITY

The virtual community is a private social media platform where individuals from historically marginalized communities and allies can ask questions, find support, exchange ideas, and move toward a culture of inclusion and belonging. Last year, we reset our membership as we implemented background checks to guarantee a safe space for our incoming minors. We've been welcoming new and past members since! Also, Pawsibilities Vet Med is based in the US, but our virtual community welcomes all international members.

### Virtual Community Membership Growth by Region



### Virtual Community Growth

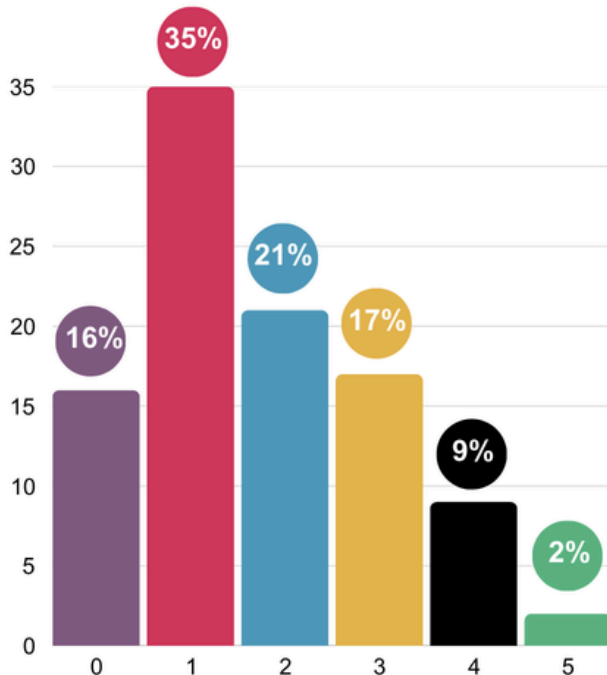


### Our virtual community features:

- Affinity organizations business directory
- Career development events
- Curated database of external resources
- Discussion forum
- Job and scholarship opportunities board
- Monthly newsletter
- Networking and mentoring opportunities
- Private topic-specific groups
- Professional and career development live events

Nearly 50 percent of our virtual community members have multiple marginalized identities. A person may have intersecting identities that are historically marginalized, including but not limited to race, ethnicity, religion, disability, sexual orientation or identity. Often, people with intersecting identities face their own unique experiences of discrimination, which is why the support of our community helps address a critical need.

### Intersectionality in Our Virtual Community

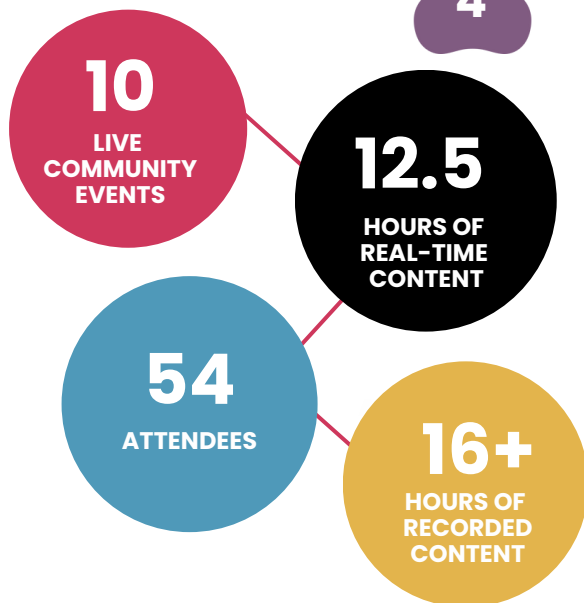




## EVENTS & LEARNING CENTER

This year we launched our Learning Center, where community members can access over 16 hours of recordings of our past professional development events!

We hosted numerous live events for our community members featuring professionals from various backgrounds to emphasize that anyone can be part of the veterinary field. Topics range from the career paths in the veterinary profession to time management, communication skills, and well-being.



## TRAINING

To ensure positive mentoring experiences, we require that everyone completes our training before entering the virtual community.

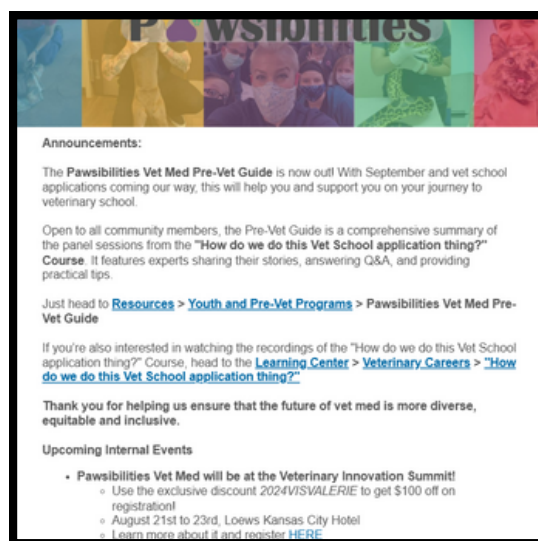
### Our training courses include:

1. Joining the Pawibilities Vet Med Community.
2. Fundamentals of Inclusive Mentoring.
3. Mentoring Community Access Requirements.
4. Introduction to the Community Profile.



## NEWSLETTER

A monthly newsletter is sent to all virtual community members. Our newsletters are filled with valuable announcements, a curated list of upcoming community events, highlights from the broader veterinary community, scholarship opportunities, and important news and resources to empower and uplift all members.



82% Newsletter emails opened

## COMMUNITY RESOURCES

We have 150+ community resources within the following categories:



- LGBTQ+
- Pre-vet programs
- Racism
- Religious discrimination



- Careers
- Debt
- Mental health
- Mentoring



- Continuing education
- Scholarships
- Veterinary organizations
- Veterinary podcasts

## STORIES & TESTIMONIALS

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*[The community] truly feels like the veterinary medicine I dreamt of being a part of when I was younger. Pawsibilities Vet Med gave me hope again in veterinary medicine...I was even considering a career shift at one point, but Pawsibilities Vet Med reminded me of why I fell in love with this field in the first place.*

**Abd-elrahman Radwan**



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*When I joined Pawsibilities Vet Med, I was still in high school about to graduate. Finding out that the community was open for 13 to 17 years old was huge. Within vet med, there aren't a lot for students this age... This is a gateway for students alike to get the resources and information needed...Fortunately, the community has been a great resource in locating opportunities for my age, especially with the Pre-Vet guide being released.*

**Rianna O'Shea**

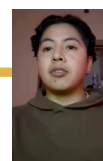


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*I've been volunteering with the Pawsibilities Vet Med virtual community for three months now... It's been really helpful to me. I've been able to network with a lot of different veterinarians I didn't even know existed... The ease of access platform the platform has [been] ... really beneficial for me in my future careers.*

**Jose Ortega**



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*I was drawn to the mission and inclusive atmosphere of Pawsibilities... I was super grateful and surprised as to how many mentors were willing to offer their time and expertise to me. I made several mentoring connections, each with a professional from different disciplines... Learning from so many experts, who clearly wanted to see me succeed, empowered me which confirmed my decision to apply [to vet school]. They indelibly shaped my perspective on how important it is to seek mentors and become one for others.*

**Andrew Fahman**



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*I was still in vet school when I initially joined Pawsibilities, so I signed up to be either a mentee or a mentor... I have rarely been able to find other South Asians in veterinary medicine, so I lacked the community...Pawsibilities provided a more structured way for me to expand on this community with its growing directory of underrepresented veterinary professionals.*

**Mithila Noronha**



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*Pawsibilities Vet Med opening up to individuals ages 13 to 17 like myself was really amazing... Being able to experience a warm welcoming community while feeling lost in the huge world of vet med as someone young was refreshing. Not to mention with the little amount of Hispanic vets in America ... being Mexican it felt a little difficult to connect at times with such a high percentage of Caucasian vets in America. Pawsibilities Vet Med being diverse and opening up to young people like me is something I couldn't put a price on. It has changed my journey...!*

**Sofia Manriquez**



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*Before I joined Pawsibilities Vet Med, I was in a phase of my veterinary journey where I was feeling imposter syndrome and a little lost on my veterinary path as I did not have a mentor who I could relate to or ask for advice. By using Pawsibilities Vet Med, I felt that I had connected with a mentor who really understood what I was going through and the challenges faced by South Asian women in this industry.. I did not grow up in an area where there was a lot of South Asian representation, let alone South Asian representation in veterinary medicine. I believe Pawsibilities Vet Med is such a great platform for connecting veterinary professionals to each other and I am grateful for the connections and relationships it has brought me as a South Asian woman in the veterinary field.*

**Khushi Patel**



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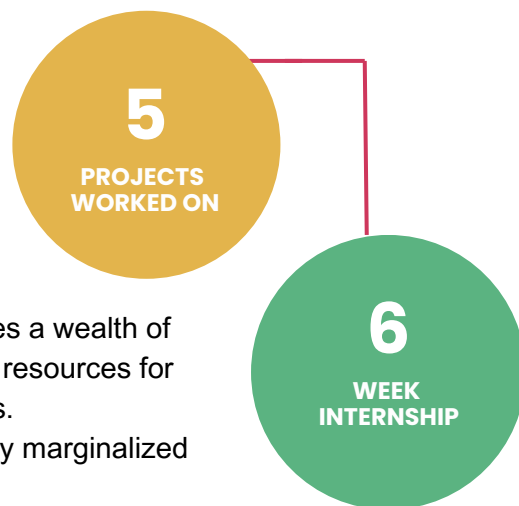


## OUR INTERNSHIPS

Zoetis has sponsored the Pawsibilities Vet Med Internship Program since its launch in 2021. This program is a transformative resource for individuals aspiring to become veterinarians or veterinary technicians. It offers invaluable exposure to nonprofit management, DEIB efforts in veterinary medicine, and inclusive mentorship practices.

## OUTCOMES

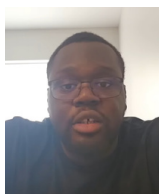
- We received 16 vet and vet tech applications for our internship program in 2024 compared to 4 in 2023, marking a 300% increase.
- The program strengthened the interns' personal, professional, and interpersonal skills by an average of 27%.
- The interns supported and produced a Pre-Vet Guide, which provides a wealth of wisdom on the veterinary school application process in the US, with resources for mental and financial wellness, DEIB concerns, and reapplication tips.
- They updated our resources database for individuals from historically marginalized communities pursuing their dreams in veterinary medicine.
- Also, they developed the foundations for a Vet Youth Outreach Database for individuals 13-17 years of age and undergraduate students.



## OUR INTERNS



**Keertti Sinnan** (she/her/hers) is a first-year student at Cornell University CVM. Pawsibilities Vet Med has helped her connect with a mentor with similar experiences. Click [here](#) to hear from Keertti about the ripple effect of the internship's impact on her and those around her in vet school.



**Zachary Inniss** (he/him/his) is a first-year student at The Ohio State CVM. He aspires to become a veterinary surgical oncologist. Go to this [video](#) to hear about his passion for youth outreach, inclusive mentorship, and promoting DEIB in the veterinary profession.

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*I had a wonderful time with the Pawsibilities Vet Med [team].. [I] really built my confidence, and had open and honest conversations about work-life balance and team dynamics... I've been able to translate [these skills] when speaking with my peers, faculty members, and university partners about these [areas]... And about accessibility in certain fields within the profession and my own sense of belonging here in vet school.*

Keertti Sinnan

PAWSIBILITIES VET MED

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# MENTORVET SCHOLARSHIPS



Dr. Marciano (Pawsibilities Vet Med) and Dr. Reinhard (MentorVet) at the 2024 Veterinary Leadership Conference.

Since 2022, MentorVet has provided nearly \$11,000 worth of scholarships for early-career veterinarians from the Pawsibilities Vet Med community to participate in the MentorVet Leap program. MentorVet is an evidence-based initiative designed to support veterinarians as they transition into the profession by offering peer support, coaching, and mentorship. The five-month virtual program fosters well-being through a comprehensive approach, including professional skills training, financial and mental health coaching, and guided mentorship.

## OUR OUTREACH TO THE VETERINARY COMMUNITY

In 2024, our outreach included:

### Conferences

- Annual North Carolina Veterinary Conference
- American Veterinary Medical Association (AVMA) Convention
- AVMA's DEIW Summit
- VMX Conference and Expo
- Veterinary Leadership Conference
- Vet Innovation Summit

### Types of Outreach

- Articles
- Book chapters
- Conference attendance
- Podcast appearances
- Seminars and workshops
- Student outreach at veterinary, high, and middle schools

14  
LECTURES

### Topics Held 14+ seminars and workshops

- Access to veterinary care
- Allyship and performative allyship
- Basics of DEIB
- Inclusive mentoring
- Generational differences and mentoring
- Mentoring skills
- Recruitment and retention
- Socioeconomic privilege
- Poultry diseases for the NAVLE
- Wellbeing and oppression

30+  
HOURS

### Hosts Worked with 12+ organizations

- BlendVet
- Blackwell's Five-Minute Veterinary Practice Management Consult
- LVMA & VOICE at ISU CVM
- MSU CVM
- My Veterinary Life Podcast
- Not One More Vet
- Riverside High School
- So You Are A Vet ... Now What? Podcast
- Today's Veterinary Practice
- VBMA at NCSU CVM
- Vetcetera
- Veterinary Medical Association Executives



## MAJOR DONORS & SPONSORS

*"We believe the strength of any community is defined by welcoming a culture rich in diversity and support for each other. Pawsibilities Vet Med brings together veterinary professionals from historically underrepresented and marginalized communities through their innovative platform, providing support for those interested in pursuing new opportunities in veterinary medicine and strengthening our industry. We're so proud to partner with this organization as we work towards a brighter future for the veterinary profession."*

**- Mita Malhotra  
President, Chewy Health**

*"PrideVMC is thrilled and honored to have been with Pawsibilities Vet Med since its inception! At the same time Pawsibilities Vet Med was launching, the PrideVMC mentoring working group was analyzing mentoring platforms and programs to provide to our members. When we learned about Pawsibilities Vet Med's goals and approach, we knew we had a winner. Thank you Pawsibilities Vet Med Team for all that you have done and continue to do to increase inclusion and equity in veterinary medicine!"*

**- Dr. Dane Whitaker, DVM, MPVM (he, him)  
Past President, PrideVMC**

*"Hill's is proud to actively support a variety of initiatives that will help diversify the veterinary profession and make it one where all professionals can thrive. This is important for us, as a profession, to best serve the diverse needs of both animals and their human companions. By actively promoting inclusivity and providing support for individuals from diverse backgrounds, we not only enhance the quality of care, but also foster a more equitable and compassionate veterinary community. Personally, I have a strong passion for mentoring others, as I recognize the important role that mentors have played in my own career journey. By providing a community that facilitates mentoring connections, Pawsibilities Vet Med is doing very important and impactful work."*

**- Karen Shenoy, DVM  
Chief Veterinary Officer, Hill's US**



**Maddie's  
Fund**

#ThanksToMaddie



Transforming Lives





# Financial Summary

## SUPPORT, REVENUE & EXPENSES

In 2024, our team worked diligently behind the scenes as we launched our learning center and opened our community to youth aged 13-17. Our community is a safe space for current and future veterinary professionals of all ages and backgrounds. With over half of our funding going directly into our programs and services, Pawsibilities Vet Med is securing a long-term strategy and a diverse future in veterinary medicine. Thanks to all our donors, sponsors, and grassroots supporters, we are helping us to reach our goals.



## OUR FUNDING SOURCES

Giving Tuesday (the Tuesday after Thanksgiving) is a global movement that aims to harness the power of people and organizations to transform communities.

Our Giving Tuesday campaign was an opportunity for us to engage our community, Board, and supporters. So many of you shared our campaign page and created inspiring reels or posts to help spread the word about what we do. Chewy Health matched every dollar donated, doubling the impact of everyone's support. In 2024, 64 supporters raised nearly \$10,000 for our cause. Thank you to all for your support.

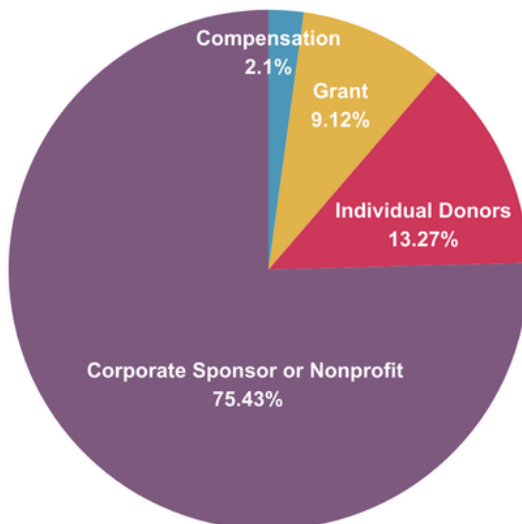
Along with our corporate or nonprofit sponsors, Pawsibilities Vet Med is supported by grants, compensation for services, and many individual donations from community members.

**A huge thank you to Vets of all Colors, who donated over \$9,000 to Pawsibilities Vet Med in 2024.**

Thanks to everyone's generous support in 2024, we are now able to focus on long-term fundraising strategies and initiatives.



### Total Funding Sources



# Leadership & Staff

## STAFF

Heather Rosario  
 Francella Macabata  
 Steve Shay  
 Sarah Sharaski  
 Sharema Williams  
 Ruby Leslie

## BOARD OF DIRECTORS

Valerie Marcano, DVM, PhD  
 Seth Andrews, PhD  
 María José Navarrete Talloni, DVM, MPVM, PhD  
 Alyssa C. Mages, BS, CVT  
 Antonia Nickleberry, DVM, MBA  
 Karla Bradley, BA

## VOLUNTEERS

Jackie Barber  
 Rianna O'Shea  
 Jose Ortega

## INTERNS

Keerti Sinnan  
 Zachary Inniss

## ADVISORY BOARD

Addie Reinhard, DVM, MS  
 Dane M. Whitaker, DVM, MPVM  
 Jennifer Hayden, DVM  
 Lara Clark, DVM, PhD  
 Marissa Farkas, DVM-PhD Student  
 Mia Cary, DVM  
 Monique Y. Wells, VMD, MS, DACVP,  
 DECVP, DABT  
 Nia Chau, RVT, VTS  
 Niccole Bruno, DVM  
 Shadi Ireifej, DVM, DACVS

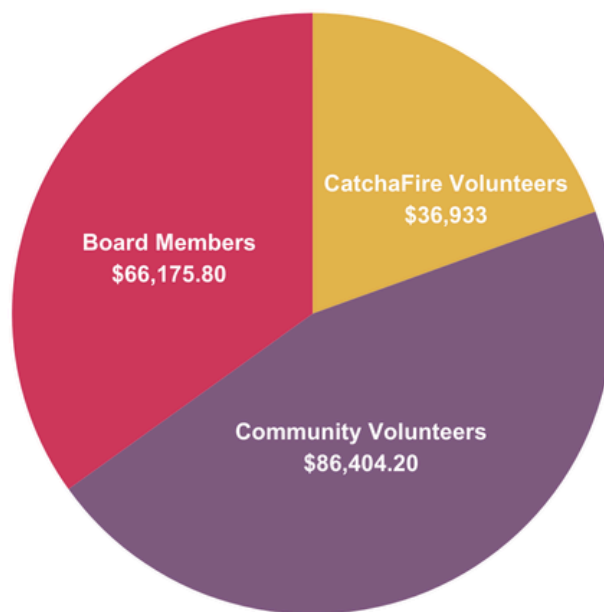


Our Board of Directors continued to evolve this year. Karla Bradley joined us to serve as Treasurer. Karla has a wealth of nonprofit experience, further diversifying the BoD's perspective. We also welcomed Antonia Nickleberry, the founder of TwoPointOne Vet Med. Our two organizations were founded at similar times and for similar purposes, and she brings further strength of purpose to our mission. Unfortunately, we also said goodbye as Alyssa Mages stepped down from the Board. Alyssa has been a fierce supporter and advocate of Pawsibilities Vet Med since its inception and joined our original Board of Directors in 2021. We thank Alyssa for her years of service on the Board and know that we will continue to work together in our mission to make this profession the best it can be.

# THANK YOU TO OUR VOLUNTEERS

Our volunteers play a crucial role in advancing our mission, contributing valuable time and expertise. With over 6,000 hours contributed by our Board and other volunteers — valued at the national volunteer rate of \$33.49— this collective support has strengthened our organization’s ability to serve. Every volunteer hour translates into real impact. We estimated over \$189,000 in pro bono services, allowing us to empower more current and future veterinary professionals. We are deeply grateful for the generosity and expertise of these dedicated individuals who help turn our vision into reality.

## Total Volunteer Contributions in USD



The advisory board have promoted Pawsibilities Vet Med across the US at 50 conferences and events.



## GET INVOLVED

If you want to give back to veterinary medicine, we have a variety of ways that you can help support individuals from historically underserved communities. With your help, they will have an increased access to education, professional development, and resources to further their veterinary career and dreams.

### Get involved with Pawsibilities Vet Med:

Join our virtual community

Partner with us

Share your story

Attend our events

Donate today!

Share resources or an opportunity

# A CAREER IN VETERINARY MEDICINE IS PAWSIBLE

