

PAWSIBILITIES VET MED 2025

ANNUAL REPORT



Pawsibilities



TABLE OF CONTENTS

2025

PAWSIBILITIES VET MED ANNUAL REPORT



Introduction	03
Virtual Community	04
Learning Center	05
Resources	06
Professional Development	07
Newsletters & Our Internship	08
Partnerships & Collaboration	09
Outreach & TwoPointOne	10
Thank You to Our Volunteers	11
Financial Summary	12
Staff & Leadership	13

LETTER FROM THE FOUNDERS

2025



Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek."
Barack Obama, 44th President of the United States

Pawsibilities Vet Med was created as a space for current and aspiring veterinary professionals to find support and community. To say this past year was difficult is an understatement. Huge swings in policy and rhetoric have led many institutions to cut back on their efforts to create equitable and inclusive workspaces. Our own funding has dropped significantly – but our commitment remains. **We continue to provide a safe and inclusive community for all in veterinary medicine.**

Community is how we will get through times like these. In 2025, we doubled down on our engagement with our community, driving meaningful– and sometimes difficult- discussions while forging connections. We supported both members and non-members through monthly live community check-ins while continuing to improve our offerings. **Our Learning Center, Opportunities Board, and curated Resources Library have significantly expanded, and our Resource Library is now available to the public.**

Finally, and most importantly, we are thrilled to welcome Dr. Antonia Nickleberry as a co-founder of Pawsibilities Vet Med through our merger with TwoPointOne Vet Med. For years, TwoPointOne has provided educational, financial and mental health resources for aspiring and current Black veterinary students. Dr. Nickleberry earned her MBA from Concordia University-Texas and her D.V.M. from St. George's University School of Veterinary Medicine, bringing both business acumen and a deep dedication to belonging. Like Drs Marcano and Andrews, Dr. Nickleberry brings a passion for animals, people, and the advancement of veterinary medicine. Together, we will continue to provide a community where belonging and opportunity are available to all. **Thank you for helping us build a profession where we can all thrive.**

Sincerely,

Antonia Nickleberry MBA DVM

Seth Andrews MEng PhD

Valerie C. Marcano DVM PhD DACPV



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



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 5 YEAR-ANNIVERSARY

September 2025 was our 5th anniversary! In 2020, we started Pawsibilities Vet Med with a dream to remove barriers to the veterinary profession through our three key pillars: mentorship, resources, and professional development. Our virtual community was designed to do just that- helping all veterinary professionals, at any stage of their careers, to access these pillars. Thereby helping individuals from historically marginalized communities overcome socioeconomic and geographic barriers and achieve their dream of working in the veterinary industry.

Thank you to everyone who has supported us for the first 5 years of our journey. We can't wait to have you join us for the next 5 years! Together, creating a stronger, more inclusive, and compassionate veterinary profession.



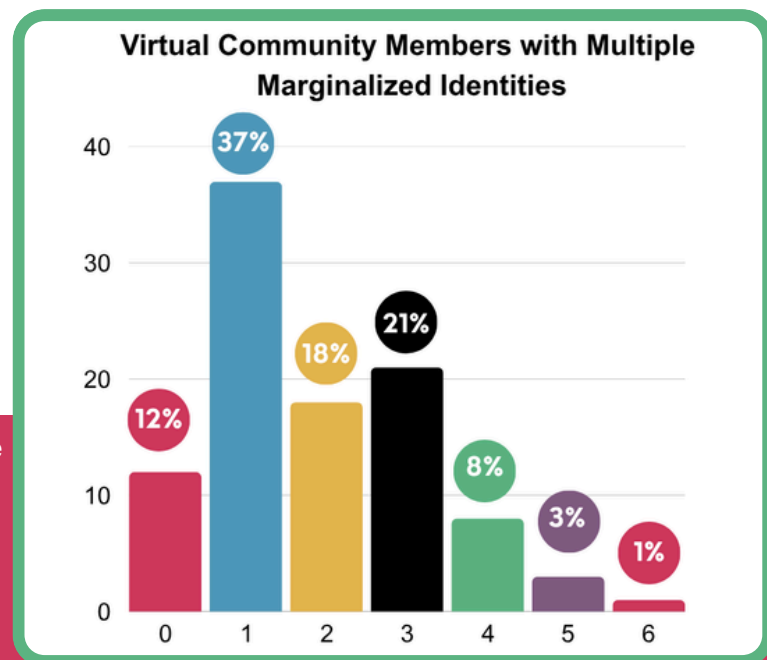
PROGRAM STATISTICS

Our virtual community is a private social media platform where aspiring and current veterinary professionals from historically marginalized communities and allies can network, find mentors, ask questions, exchange ideas, and move toward a culture of inclusion and belonging. One year **after the relaunch of our virtual community, we've had over 40% growth in platform membership.** Overall, join rates to our virtual community remained consistently strong across 2024 and 2025. Pawsibilities Vet Med is based in the United States (US), but our virtual community welcomes all international members. As of 2025, we are proud to have connected community members across 31 US states and 6 countries through our virtual community

OUR VIRTUAL COMMUNITY FEATURES:

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

Over 50% of our virtual community members have multiple marginalized identities. Often, people with intersecting identities face their own unique experiences of discrimination, which is why the support of our virtual community helps address a critical need.





LEARNING CENTER

2025

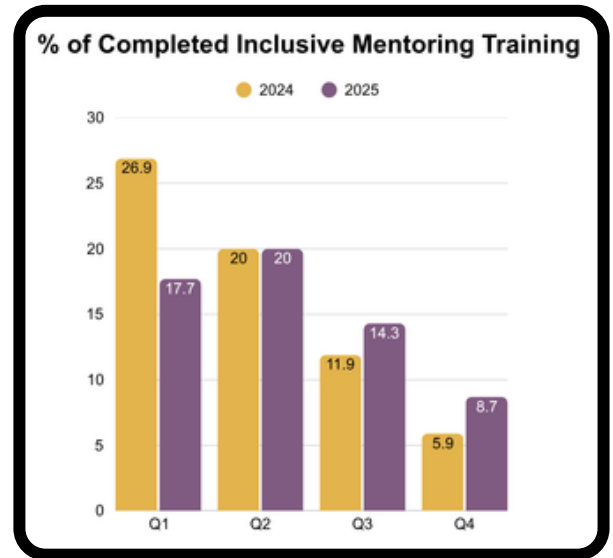
TRAINING

The Pawsibilities Vet Med Learning Center offers training courses on giving and receiving inclusive mentorship.

Before joining our virtual community, individuals must complete the courses listed below.

- Joining the Pawsibilities Vet Med Community.
- Fundamentals of Inclusive Mentoring.
- Mentoring Community Access Requirements.
- Introduction to the Community Profile.

Inclusive mentoring programs provide training and resources for both mentors and mentees regarding diversity, equity, inclusion, and how to equally support people from all intersecting identities. However, veterinary professionals are seldom provided training in communications, leadership, management, and inclusive mentorship. Pawsibilities Vet Med's virtual and free inclusive mentoring training fills in this vital learning gap for veterinary professionals, while also overcoming geographic and economic barriers. **Our inclusive mentoring training is an online certificate course** that covers mentoring and how to be inclusive of underrepresented groups. This course is free and open to all. This training is also required to access the Pawsibilities mentoring platform.



Inclusivity is so important to me. Seeing people who look like me in a field where that is not usually the case is SO empowering. It really gives me hope and determination to fulfill my dreams.
-Community Member

MENTORSHIP

Over 60% of our community members are open to helping others. Over 50% have offered to serve as mentors. **Our mentors come from a variety of industries, including**

- Administration
- Anesthesia
- Animal welfare
- Business development
- Client/customer services
- Consulting
- Education
- Health care providers
- Human resources
- Laboratory animal medicine
- Management
- Marketing and advertising
- Mental health care



- Preventative medicine
- Public relations and communication
- Radiology
- Regulatory
- Research and development
- Shelter practice
- Students
- Surgery
- Operations
- Writing/editing
- Other





RESOURCES

2025

RESOURCES

When surveyed, our members said that free access to resources was the top reason why they joined our virtual community, and our increased access to free resources for veterinary professionals keeps growing! In 2025, we added 58 resources to our virtual community, for a total of 183 free resources.



This platform has helped me connect with doctors in helping to hear their stories and how they became a DVM. Seeing so many doctors willing and wanting to mentor pre-vet students like myself is inspiring and makes me want to do the same in the future.

-Community Member

Our resources include:

- General learning tools
- Podcast and media
- Veterinary professionals
- Courses & Workshops
- DVM, Vet Tech, & Post Grad Students
- Pre-Vet and Pre-Vet Tech



- Financial Wellness
- Mental Health
- Community & Membership
- DEIB
- Scholarships & Programs
- Mentoring Resources
- Platform Resources
- Veterinary Profession Resources



NEW RESOURCES PAGE

In partnership with TwoPointOne, we launched our Resources page to the public in December 2025! Together, we combined over 100 of our joint resources, categorized them into groups, and then published them for free on our website. Users can now filter and sort by different career levels, demographics, educational, financial, mental health, mentorship, community, and career. Our Resources page was created with the goal of supporting individuals from different backgrounds and career levels who are exploring or already involved in veterinary medicine to easily navigate free resources as they need. Anyone may submit resources to Pawsibilities Vet Med that they think are useful. Submit your resource(s) [here](#) for us to review and potentially publish them.

Check below on how to submit resources.



Go to our website



Go to our RESOURCES page



Submit your resources



This is a very important resource for me, especially because it is a great way to network, stay updated, and find new opportunities!

-Community Member



PROFESSIONAL DEVELOPMENT EVENTS

In 2025, we launched 5 new courses in our Learning Center, totaling 5 hours, with support from our intern:

1. Dr. Addie Reinhard, *“Helping the Helpers: Techniques to Support Veterinary Professionals in Suicidal Distress”*
2. Panelists, *“Through the Lens: Journeys of Latinx and Hispanic Vets and Vet Techs”*
3. Dr. Heidi Houlon, *“Saving Ourselves So We Can Save Others”*
4. Panelists, *“Through the Lens: Journeys of Native American and Indigenous Vets and Vet Techs”*
5. Dr. Laila Proçena, *“What it Takes to Become a ZooMed (Exotics) Specialist”*

Keep an eye out for the additional 8 courses that our intern worked on, scheduled to release throughout 2026!

1. Dr. Maria Jose Navarrete Talloni, *“Paws and Purpose- Finding Motivation”*
2. Panelists, *“Through the Lens: Journeys of Black and African American Vets and Vet Techs”*
3. Dr. Niccole Bruno, *“Cultivating and Leading a Diverse, Equitable, and Inclusive Culture in Veterinary Medicine”*
4. Dr. Niccole Bruno, *“Diversity in The Workplace”*
5. Panelists, *“Through the Lens: Journeys of Asian and Asian American Vets and Vet Techs”*
6. Dr. Quincy Hawley, *“Support Networks 101: How to Create a Robust Wellbeing Army for Veterinary Success”*
7. Dr. Quincy Hawley, *“Well-Being Solutions for the Veterinary Community”*
8. Deborah Harlow, *“Active Listening”*

Also in 2025, we introduced monthly Check-Ins, Town Halls, and Vet Med Huddles, which provide opportunities for our members and non-members to meet and support one another.



86 People Registered



56 People Attended

NEWSLETTERS & OUR INTERNSHIP

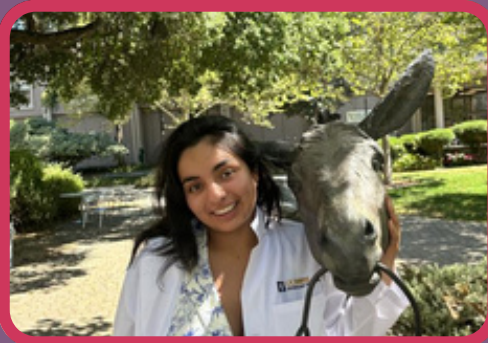
2025

The average open rate for newsletters was 75%, which is over 35% higher than the industry average reported in the Global Social Media Report! Our newsletters aim to support aspiring and future veterinary professionals with increased access to the opportunities and resources that they need to succeed. Also, compared with other institutions' virtual platform averages and benchmarks, Pawsibilities Vet Med's virtual community shows high engagement, views, and user rates, such as a 66.1% engagement rate over 6 months.



ZOETIS-SPONSORED SUMMER INTERNSHIP

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.



ROSARIO ROSALES — OUR INTERN

Rosario Rosales is a recent college graduate from Dartmouth College. They majored in Biology and Women, Gender, and Sexuality Studies. During their time in college, they actively organized LGBTQIA+ life and community. Rosario is from Los Angeles, CA, and hopes to attend veterinary school in the future. After their recent completion of the Rx One Health program with the UC Davis School of Veterinary Medicine, their goal is to pursue a One Health focused career as a veterinarian.

Other undergrad vet med activities included completing the Summer Enrichment 2024 program with UC Davis School of Veterinary Medicine, taking care of lab Zebrafish during their entire undergrad experience, and volunteering/working as an assistant in a general practice hospital. During their upcoming gap year, Rosario hopes to complete their final prerequisites for veterinary school while continuing to gain additional veterinary experience.



The Pawsibilities Vet Med Internship introduced me to important skills that are applicable to both my career and professional goals. I learned more about what it means to work on a team for a cause and what it takes to make an impact in veterinary medicine. I hope to carry what I learned throughout my journey and to share it with others as well.

-Rosario Rosales

OUTCOMES

- We received a total of 27 vet and vet tech applications for our internship program in 2025, compared to 16 in 2024, marking a 69% increase.
- Rosario expanded the resources database for our website and virtual community, which are now published.
- They also helped us schedule a series of self-paced professional development courses for our Learning Center in 2025 and 2026.
- They helped to increase engagement in our virtual community feed by introducing “Curiosity Corner” and “Mentor of the Month” initiatives to honor and recognize the outstanding contributions of our mentors.
- **You can see their impact across many programs in this report!**



PARTNERSHIPS & COLLABORATIONS

2025

MENTORVET SCHOLARSHIPS

Since 2022, MentorVet has provided multiple MentorVet Leap scholarships for early-career veterinarians from the Pawsibilities Vet Med community. 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.



One big takeaway I have had so far in the MentorVet program is the importance of being my own advocate and recognizing my value as a veterinary professional. The program has helped me build confidence, embrace my unique journey, and understand that leadership can be rooted in empathy, teamwork, and emotional intelligence... It's been incredibly meaningful to connect with others who understand the challenges of veterinary medicine, and to have a safe space where I can grow personally and professionally while feeling seen, heard, and encouraged.
-Community Member

NAVLE & VTNE SCHOLARSHIPS

In collaboration with EdCetera, Pawsibilities Vet Med launched our VetPrep and VetTechPrep Course Scholarships in August. These scholarships aim to reduce the financial barriers for vet students and vet tech students who are looking to apply for the NAVLE or VTNE. The scholarships provide students with 180-day access to the required VetPrep or VetTechPrep materials, helping them prepare for the NAVLE and VTNE.

NAVC PARTNERSHIP


Pawsibilities Vet Med partnered with the North American Veterinary Community (NAVC) on a joint series that will feature 6 high-quality, research-based articles that highlight underrepresented experiences and perspectives in veterinary medicine in 2025 and 2026. Our first article for NAVC was written by Dr. María José Navarrete Talloni.

In the article, she discusses what being a first-generation veterinary professional means to her and reflects on her experiences as a veterinarian from Chile who studied, trained, and practiced across three continents! Read the article [here](#).

To read future published articles, follow us on social media and join our virtual community!



ANNOUNCEMENT



First-Generation, Far From Home: Navigating Veterinary Medicine Without a Map

An article by Dr. María José Navarrete Talloni reflecting on her journey in vet med and redefining what being first-generation means through her experiences studying and working across countries.

NAVC YOUR VETERINARY COMMUNITY | **Pawsibilities**



As the first (potential) vet in my family orgs like Pawsibilities Vet Med are crucial to my success and the reason I have been able to stay connected, engaged, and informed about the Vet Med Community.
-Community Member

OUTREACH & TWOPOINTONE

2025



OUR OUTREACH TO THE VETERINARY COMMUNITY

In 2025, our outreach included:

Conferences

- American Association of Avian Pathologists (AAAP) Meeting
- American College of Laboratory Animal Medicine (ACLAM) Forum
- American Animal Hospital Association Conference
- American Veterinary Medical Association Convention
- Humane Society of United States- Animal Care Expo/
- Mars Veterinary Health Pet Healthcare Industry Summit
- VMX Veterinary Conference and Expo



Types of Outreach

- Conference Attendee
- Exhibitor
- Moderator
- Podcast
- Speaker



This is incredibly important to me to show other Indigenous Peoples that we can make a difference and grow in our communities and educate those around us.

-Community Member

MERGER WITH TwoPointOne

Dr. Antonia Nickleberry's experiences and obstacles that she faced as a Black first-generation college student led her to create **TwoPointOne** Vet Med in August 2020. Her vision for TwoPointOne Vet Med is to provide educational, financial, and mental health resources to aspiring and current Black veterinary students. In 2025, Pawsibilities Vet Med and TwoPointOne Vet Med merged to increase awareness and access to resources and scholarships. Already, our merger has achieved great success with the launch of our combined **Resources Page** in December 2025, increasing access to hundreds of resources for future and current veterinary professionals. We are excited to see what this merger will achieve in 2025, and we are very grateful to have Dr. Nickleberry as a part of our team.



This community is built on the promise that you will be celebrated and supported in vet med. This is very refreshing because {in} other settings we are met with animosity, competition, and judgement. We joined this field to help animals and their owners. A lot of us, especially minorities, already face a lot at home and then work can be another worry. I have been in the vet med field for years and have worked at diverse locations. I have yet to feel accepted in this field or have stability after obtaining my Master's. I am looking to find resources to see if I can remain in this field.

-Community Member

THANK YOU TO OUR VOLUNTEERS

2025

OUR VOLUNTEERS

Our dedicated volunteers, like the individual featured below, have strengthened our work and created a definitive impact using their expertise and insights in 2025. We are incredibly grateful to our volunteers who help us transform our visions into reality. With over 1,828 hours contributed by our Board and other volunteers- valued at the national volunteer rate of \$34.79- this collective support has strengthened Pawsibilities Vet Med’s ability to serve.

Different ways that you can volunteer with or support Pawsibilities Vet Med



Join Us



Partner with Us



Share Your Story



Attend our Virtual Events



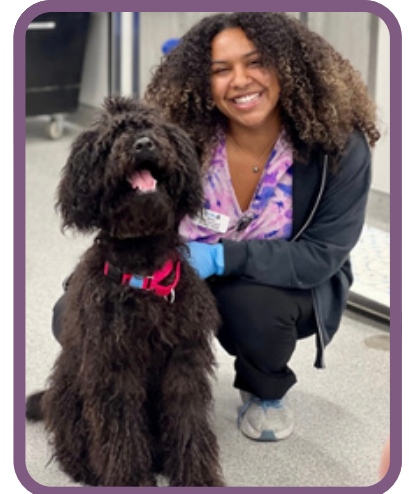
Donate Today!



Share Resources or Opportunities

MEET EHANI! SHE’S ONE OF OUR MOST DEDICATED VOLUNTEERS WHO MADE SIGNIFICANT CONTRIBUTIONS IN 2025

For over half of 2025 and into 2026, our dedicated volunteer, Ehani, a virtual community member and veterinary professional, has continuously designed once-a-month posts for our social media. Her posts provide in-depth insights into her experiences of representation in the veterinary field, the lessons that she’s learned, and how she has grown as a veterinary professional. Our team is incredibly grateful for Ehani’s commitment and how she’s using her experiences to help other veterinary professionals from all backgrounds. **THANK YOU EHANI** for all your hard work, effort, and dedication to empowering aspiring and current veterinary professionals. Your help has meant so much to us!

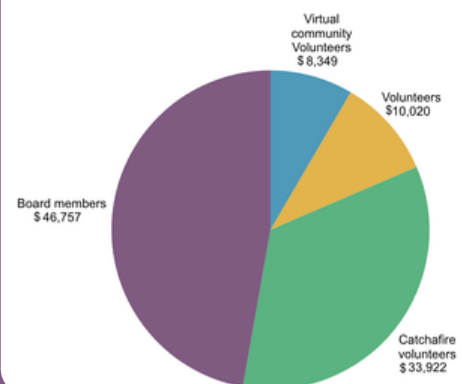


“2025 brought many valuable lessons. I’ve learned from others, embraced new opportunities, and grown more confident in my work.”

LAUNCHED OUR VOLUNTEER PROGRAM

In April 2025, for National Volunteer Month, we launched our volunteer program from a few dedicated volunteers to a structured program with a campaign and a virtual event- “Volunteer Office Hours”! During the virtual event, our team presented on what we do, the different areas that people could help with, and answered questions from several people interested in volunteering with Pawsibilities Vet Med.

\$99,048 in Total Volunteer Contributions



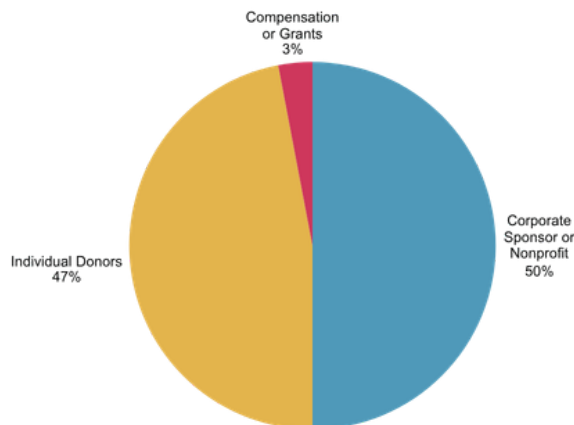
FINANCIAL SUMMARY

2025

JOIN OUR MISSION

Along with our corporate and nonprofit sponsors, Pawsibilities Vet Med is supported by grants, compensation for services, and many individual donations from community members. **Thank you to everyone** for your generous support in 2025 and continued support in 2026. Whether your donations are monthly or one-time, such as on Giving Tuesday or as an annual birthday fundraiser, your generosity will help Pawsibilities Vet Med continue to gain momentum and empower a growing number of aspiring and current veterinary professionals.

Total Funding Sources



Here are different ways that supporters can get involved with Pawsibilities Vet Med:

- Organize a walk-a-thon, fitness challenge, or 5k run
- Hold a fashion show, crafts night, quiz night, or movie night
- Create a bake sale or a corporate drive on Benevity
- Ask people to donate to Pawsibilities Vet Med for your birthday on social media!



How can you organize a fundraiser?



Contact Us



Choose Your Fundraiser



Get Started



Support Our Community!

MAJOR DONORS & SPONSORS



FINANCES

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 again to all our donors, sponsors, and grassroots supporters, for helping us to reach our goals.



\$27,647.36
Administrative



\$66,406.73
Programs



\$18,410.93
Fundraising



You all matter to me because we need more representation in vet med!!!

-Community Member

STAFF & LEADERSHIP

LEADERSHIP & STAFF

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



BOARD OF DIRECTORS

Valerie Marcano, DVM, PhD, DACPV
 Seth Andrews, MEng, PhD
 María José Navarrete Talloni, DVM, MPVM, PhD
 Antonia Nickleberry, DVM, MBA
 Karla Bradley, BA



ADVISORY BOARD

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

THANK YOU

PAWSIBILITIES VET MED
 ANNUAL REPORT 2025



Pawsibilities has helped me to feel like I'm not so lost in the vet world, and I have a strong, warm, welcoming foundation to start up in.
 -Community Member