Oral presentations

Gender diversity in invited speakers 2010–19 and abstract presenters 2014–2019 at BSAVA congress

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OBJECTIVES

To determine the gender diversity of lecturers 2010–2019 and abstract presenters 2015–2019 at BSAVA Congress.

METHODS

A cross-sectional analysis examined presumed gender of invited speakers in the veterinary surgeon stream 2010–2019 and abstract presenters 2015–2019 at BSAVA Congress. Data were extracted by visual inspection of

Congress proceedings and proportion of males to females were calculated and compared between the years. Data are presented as median and range. Gender was compared within number of speakers, and also the total number of presentations. Gender diversity was compared with the 2014 RCVS employment survey.

RESULTS

There were a median of 93.5 (71–142) invited speakers per year and a median of 100 (96–161) abstract presenters. A median of 52.5 male (37–82) and 36.5 (27–65) female invited speakers was observed per year. For abstract presenters, a median of 39 (35–48) male and 62 (55–113) female abstract presenters was noted per year. The proportion of female invited speakers has fluctuated minimally over the years with the median percentage of female speakers being 46% (38.01–53.24%). In 2014 the proportion of female vets in the UK was 53.8%.

STATEMENT (CONCLUSIONS)

Gender equity is a prominent issue in science. The proportion of female invited speakers at BSAVA congress over the last 10 years is less than that in the industry and has not increased in line with changes in the profession. Abstract presenters have an increased proportion of women. Reasons for this need to be examined.

Just Mistakes? Understanding mistake handling in the UK Veterinary Profession

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OBJECTIVES

A Just Culture can be thought of as an enabler of safety culture. It aims to move away from a blame culture and fosters principles of balanced accountability. Mistake handling processes are under researched in the Veterinary Profession. This study aims to define perceptions of

mistake handling in UK Veterinary Practices and explore how it could be improved.

METHODS

A convenience sample of clients, employees, managers, leaders and regulators were invited to participate in focus groups and semi-structured interviews. The data was recorded and transcribed intelligent verbatim, and inductive thematic analysis performed and themes identified.

RESULTS

Qualitative analysis highlighted a lack of consistency and perceived fairness in the way that mistakes are handled in Veterinary Practices. Participants voiced the need for a process to enable the open discussion of mistakes.

STATEMENT (CONCLUSIONS)

This study provides evidence to contribute to the design of a mistake handling tool, conducive to Just Culture principles, for use in Veterinary Practices. Empowering proactive participation in safety, without fear of unfair judgement is core to developing a just and fair culture ultimately improving safety which is beneficial to all stakeholders of the profession.

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