

The American Association of Avian Pathologists (AAAP) strives to be an inclusive community for all. The AAAP stands strong with our black community. We must work to ensure every single member feels safe and respected within our community.

George Floyd's wrongful death at the hands of a Minneapolis police officer on May 25, 2020, is only the most recent example of violence against the black community in the US. Let us not forget those who have come before:

Ahmaud Arbery, Breonna Taylor, Trayvon Martin, Keith Scott, Atatiana Jefferson, Jonathan Ferrell, Jordan Edwards, Stephon Clark, Amadou Diallo, Renisha McBride, Tamir Rice, Sean Bell, Walter Scott, Philando Castile, Aiyana Jones, Terrence Crutcher, Alton Sterling, Freddie Gray, John Crawford, Michael Brown, Jordan Davis, Sandra Bland, Botham Jean, Oscar Grant, Corey Jones, Eric Garner, Laquan McDonald, Antwon Rose.

Let us remember their names. These wrongful deaths are inexcusable. Our hearts go out to the black community. The tragedies in the black community and loss of lives, are deeply affecting many of us. The heartache and sorrow many of us feel after the recent events cannot compare to the frustration, anger, and pain that people of color feel in their personal and professional lives.

We must raise awareness and have open, honest, and heartfelt conversations that lead to action and social reform. While part of the AAAP mission is to provide statements regarding poultry health, the gravity of this situation calls for urgent action. Lack of action helps perpetuate the dysfunction in our current system. We hope to stimulate thought and action that improves AAAP, the poultry industry, and the world around us. We condemn acts of racism, violence, and discrimination. The AAAP affirms that: We see you. We hear you. We support you and stand with you. We empathize with you. We will listen to you and educate ourselves. Resources are available on the following [link](#). Be on the lookout as the AAAP will also be hosting future events to foster inclusion in our profession.

Black Lives Matter. Black Poultry Professionals Matter.

"Not everything that is faced can be changed. But nothing can be changed until it is faced"
- James Baldwin

Sincerely,
The American Association of Avian Pathologists (AAAP)

Ways to contribute:

- Educate yourself: reach out to the Diversity and Inclusion Committee for resources
- Donate to social Justice
- Support black owned businesses
- Join the discussion
- Join veterinary groups that foster diversity within the profession
- Protest social injustice
- VOTE! Your vote counts.

AAAP's Diversity and Inclusion Committee

The mission of the **AAAP's Diversity and Inclusion Committee** is to promote and encourage a climate supportive of all AAAP members regardless of age, gender, race, sexual orientation, religion, socioeconomic or educational backgrounds in order that all members can fully participate in all aspects of the organization. We strive to ensure representation of all AAAP members receiving awards or scholarships, participating in committees, and receiving professional development appropriately represent our membership base. Additionally, the goals of the Diversity and Inclusion Committee will adapt as the AAAP membership evolves.

Goals

1. To collect and provide demographics on the AAAP members at large and relay that information to the AAAP Board, while following appropriate guidelines for member privacy.
2. To evaluate current AAAP procedures and identify areas of strength and weakness that need to be altered/addressed to promote diversity and inclusion.
3. To assist in the development of AAAP's position on diversity and inclusion.
4. To encourage and guide policies to promote diversity and inclusion as the demographics of AAAP change.

How do you get involved?

- Contact Committee chair Dr. Valerie Marcano at ValCMarcano@Gmail.com
- Fill out voluntary AAAP registration/ survey information
- Look out for future surveys and events!