

## **ABTC DEI Working Group Message**

The ABTC Diversity, Equity & Inclusion Working Group would like to share a message at this time to all our member organisations and practitioners, as well as the wider community.

As part of our aim to promote ethics and welfare and increase standards within the animal training and behaviour sector, we would like to again highlight the importance of upholding the values of Diversity, Equity, and Inclusion.

We believe that it is imperative to extend the compassion that we have for animals to our fellow human beings. ABTC practitioners work to a code of practice that includes being respectful towards all people regardless of their race, ethnicity, gender identity, sexual orientation, immigration status, disability, religion or age.

There is never a place for racism, sexism, homophobia, transphobia, ableism, xenophobia or any other type of discrimination in the animal training and behaviour sector.

As ABTC practitioners and member organisations it is our job to foster an inclusive and supportive industry for our peers, clients, and other pet professionals in order to address the marked lack of diversity within the field. Collaboration and connection with a wide range of people improves the work we do as animal training professionals as well as strengthening our community.

We would like to highlight our Accessibility and Inclusivity guide as an introductory resource for developing awareness and education around these issues:

<https://abtc.org.uk/wp-content/uploads/2024/05/Accessibility-Inclusivity-Guide.pdf>

We would also like to highlight our DEI statement, which states the mission and values that underpin the efforts of our Working Group:

<https://abtc.org.uk/wp-content/uploads/2022/08/ABTC-DEI-statement-August-2022.pdf>

Additionally, we have discontinued posting on the platform X, and will not be using AI-generated images due to the ethics and environmental impact around these.

We welcome you to offer your feedback and views, and encourage people who belong to groups that are underrepresented in the animal training and behaviour sector to share any experiences or perspectives that they would like to be heard.

It is up to all of us to shape the direction of the industry in the right direction, so that we can make it a welcoming space for all.