



World Organisation
for Animal Health

SKETCHING CHANGE

TALES FROM VETERINARIANS ACROSS ASIA-PACIFIC



CAPTAIN TAD



Scan the QR code to access the comic stories in this publication in digital format, and to read several others.

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ABOUT THIS VOLUME

The World Organisation for Animal Health (WOAH) is committed to strengthening gender equality, disability and social inclusion (GEDSI) within the veterinary sector. Our recent work in Asia and the Pacific has shown that, while there is a growing number of qualified women and diverse professionals in the sector, many still face barriers shaped by longstanding norms, insufficient adjustments and unequal opportunities.

As noted in regional studies conducted by WOAH in Asia-Pacific, gender stereotypes influence perceptions within the veterinary sector, and the absence of reasonable accommodations reinforces the exclusion of persons with disabilities. These findings highlight the need for continued awareness and action across institutions, training systems, and professional communities.

To foster this change, WOAH has expanded its GEDSI initiatives, including awareness raising events and partnerships with veterinary associations and networks in Asia and the Pacific region, in particular the Federation of Asian Veterinary Associations (FAVA), the Asian Association of Veterinary Schools (AAVS) and the International Veterinary Students' Association (IVSA). The Comics Competition Promoting GEDSI in the Veterinary Sector, organised between December 2025 and January 2026, invited veterinary students and professionals to reflect creatively on what an inclusive profession looks like.

The competition aimed to celebrate storytelling, artistic talent, veterinary commitment and GEDSI values, and to inspire dialogue through accessible and engaging narratives. Among the winning submissions, the comic presented here captures the imagination, concerns, and aspirations of veterinarians in different parts of the Asia and the Pacific region. The story reminds us that inclusion is not only a policy goal—it is a shared cultural commitment that strengthens the profession and the communities it serves. While we could not award all participants with prizes, we appreciated all entries and will be sharing additional comic stories of note on our website (see QR code on the cover inner page).

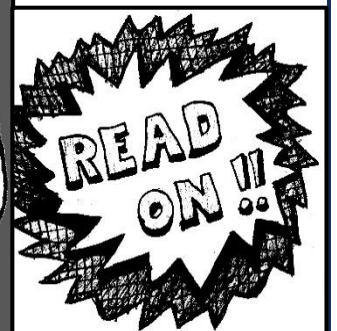
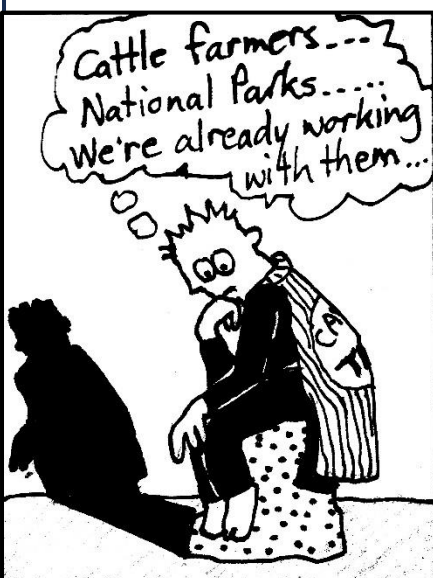
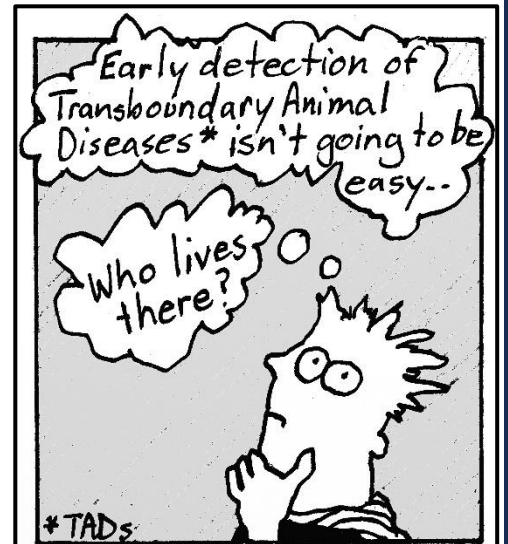
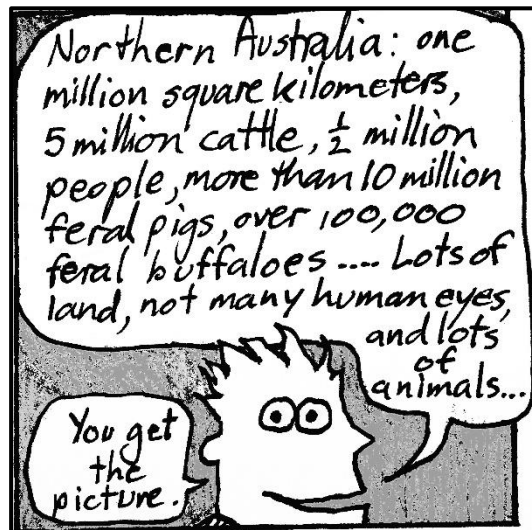
We extend our heartfelt congratulations to the winners of this competition, and thank all participants for adding their voices to this important conversation. This comic enriches WOAH's ongoing efforts to promote a veterinary sector where everyone can thrive, advancing our mission to improve animal health and welfare globally and ensure a better future for all.

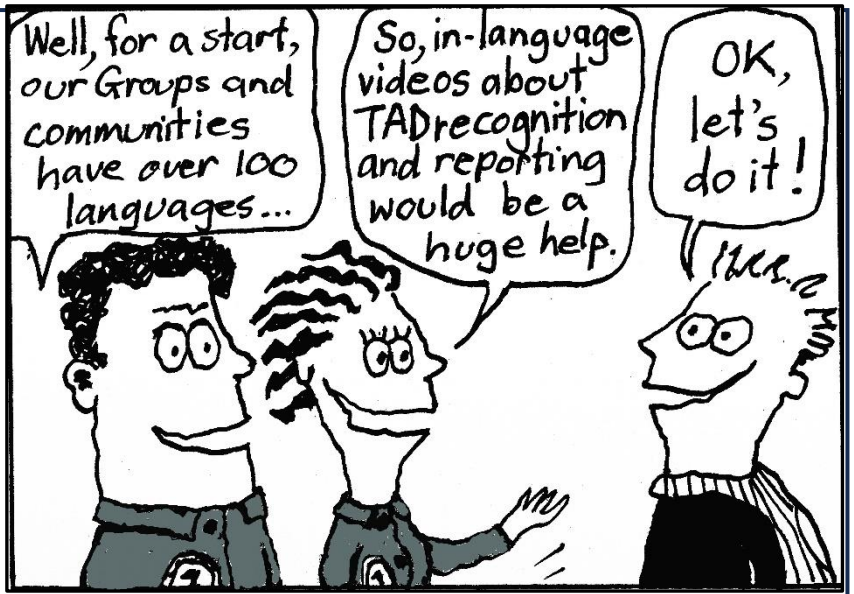


Dr Tomoko Ishibashi
WOAH Regional
Representative for Asia and
the Pacific



Dr Naree Ketusing
WOAH Sub-Regional
Representative for South-East Asia





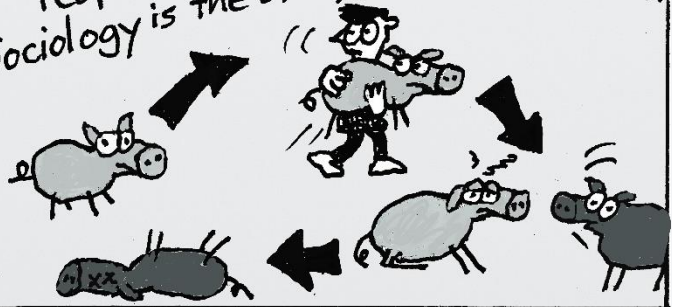
NEXT ADVENTURE!!



The World Organisation for Animal Health has a project to map value chains + risk pathways for TAD's in SE Asia, using a sociological approach. A GREAT CONCEPT! Captain TAD is interested!!

BACKGROUND

Animal diseases are moved by the movement of animals + related things.
Animals + related things are moved by people's behaviour,
People move animal diseases.
Sociology is the study of human behaviour.



GOOD BUT MORE WORK TO BE DONE

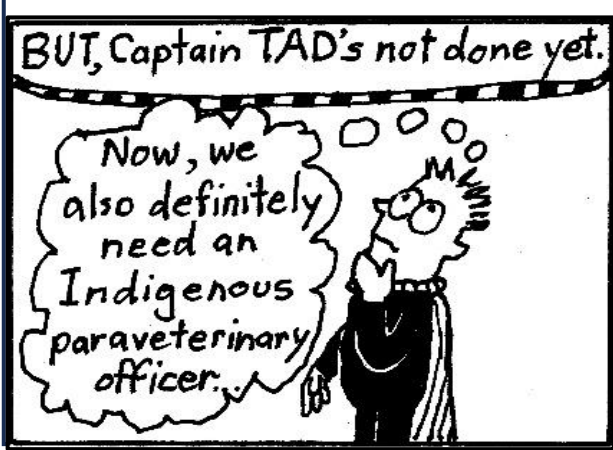
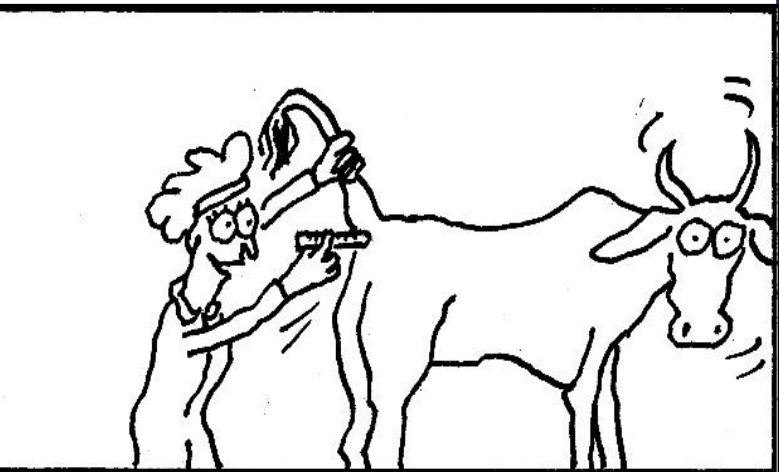


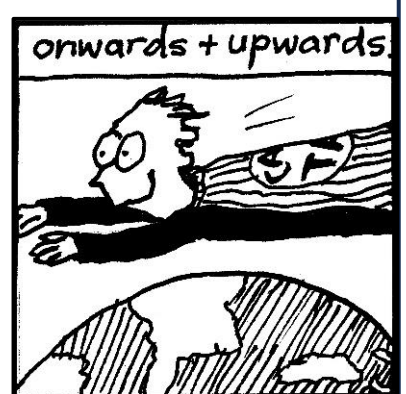
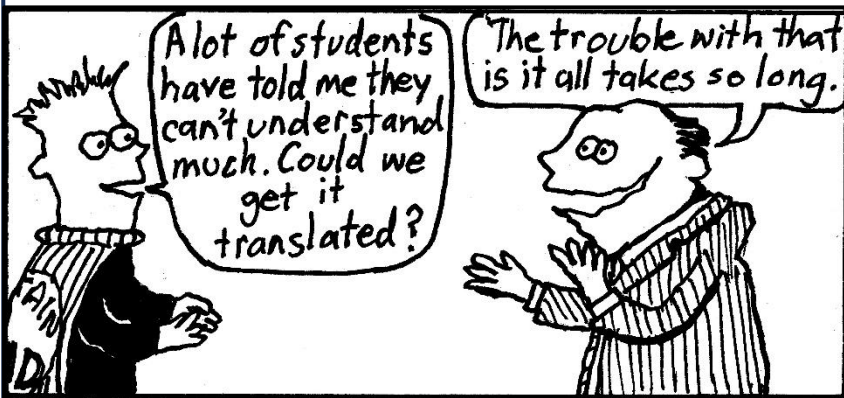
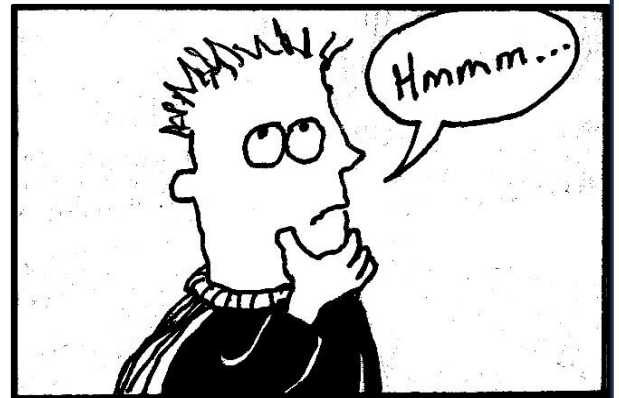
BACK IN NORTHERN AUSTRALIA

IT'S 5:00 PM
TAD'S OFFICE



.before too long.....





A NEW CHALLENGE!!

We need to form a national One Health group: livestock health, human health, our wildlife group, DFAT's transborder surveillance, and disease experts.

CALL CAPTAIN TAD!

Welcome to the new national One Health group.

National wildlife group vet

Department of Conservation

DFAT

TAD expert (not to be confused with Captain TAD).

Department of Health

One Health requires collaboration, respect and listening. But I also want you to be bold and have frank conversations.

PETE

JOE

FRANK

Why my conversations?

FRANK

and now some REST

Hey, can someone wash my cape for me?

WASH IT YOURSELF!!!

CAPTAIN TAD

OH, CAPTAIN TAD!

Just remember, we get the best results when everyone's included!

THE END

ABOUT THE AUTHOR



Dr Malcolm Anderson

CAPTAIN TAD COMIC STORY

A veterinary career re-remembered

The ‘Captain TAD’ story isn’t specifically my veterinary career story, although the tales depicted in it are based on my actual experiences over many years. The cartoon also encompasses the essence of amazing work I have seen throughout the world, during that time, by diverse and incredibly dedicated animal health professionals. If anything, on reflection, I wish that I had conducted more of my work in the spirit of Captain TAD: been even braver and more proactive in the pursuit of empowerment and inclusion of all within my sphere of influence in the veterinary profession. Now, however, I can be certain that, as I hang up my cape, a multitude of Captain TADs will see the benefits of equality and social inclusion for their communities and the profession, and take to the skies...

My story began as a veterinary cadet for the South Australia Department of Agriculture in the national eradication program for *brucella abortus* and *bovine tuberculosis* in 1981. Since then, I have had the great fortune of living a varied and fascinating career (that a veterinary degree can offer). I established a small animal clinic, worked for a company producing rattlesnake antivenom from sheep serum, was the Chief Veterinary Officer in the Northern Territory, conducted biosecurity emergency response training and responses, helped initiate and chaired an inaugural national One Health body, and even (in the darkest times) was the Incident Controller for a plant disease eradication program.

Two highlights over that time have been (1) working with indigenous communities and Rangers in northern Australia, and (2) my work with WOAHP in developing a sociological approach to identifying Transborder Animal Disease risk pathways.




Oh, and (3) the invention of Captain TAD.

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