



World Organisation  
for Animal Health

# **SKETCHING CHANGE**

**TALES FROM VETERINARIANS ACROSS ASIA-PACIFIC**

## **Not Being Heard**

**A SHORT COMIC BY DASHA BAWONO**





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.

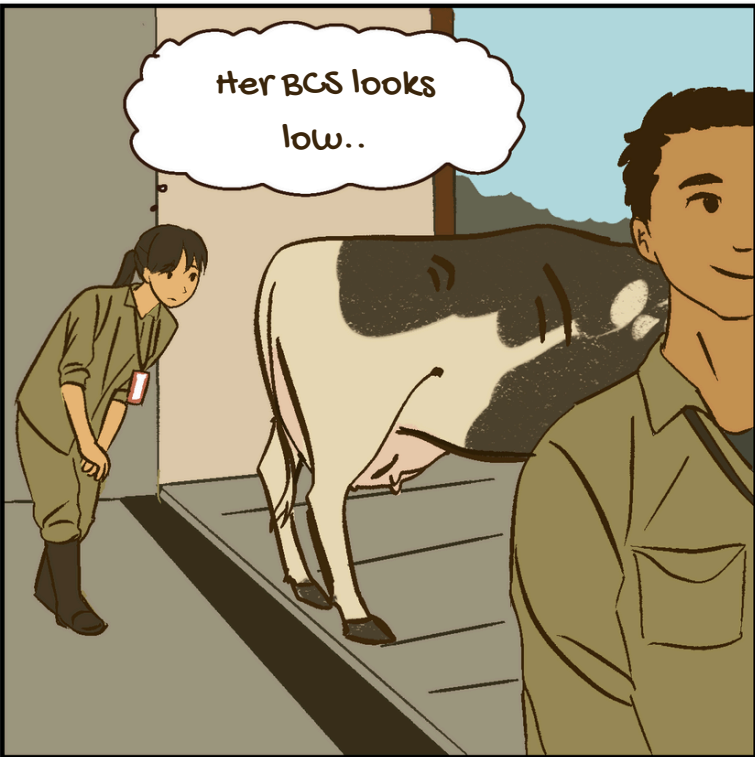


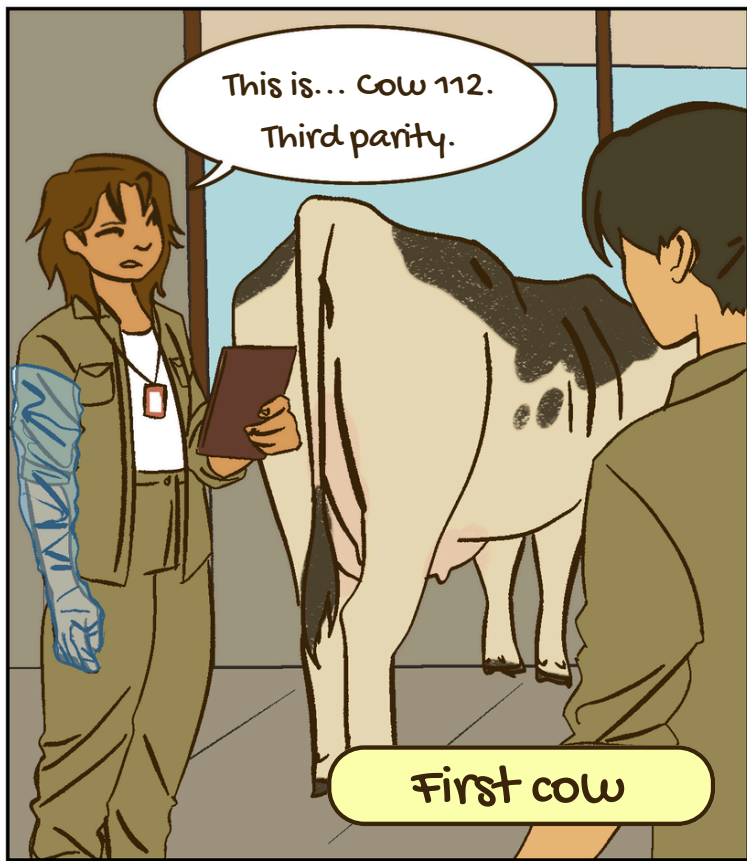
**Dr Tomoko Ishibashi**  
**WOAH Regional**  
**Representative for Asia and**  
**the Pacific**



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

Nora, Emma, and Leo begin their first field rotation. On a real farm, with real decisions.





This is... Cow 112.  
Third parity.

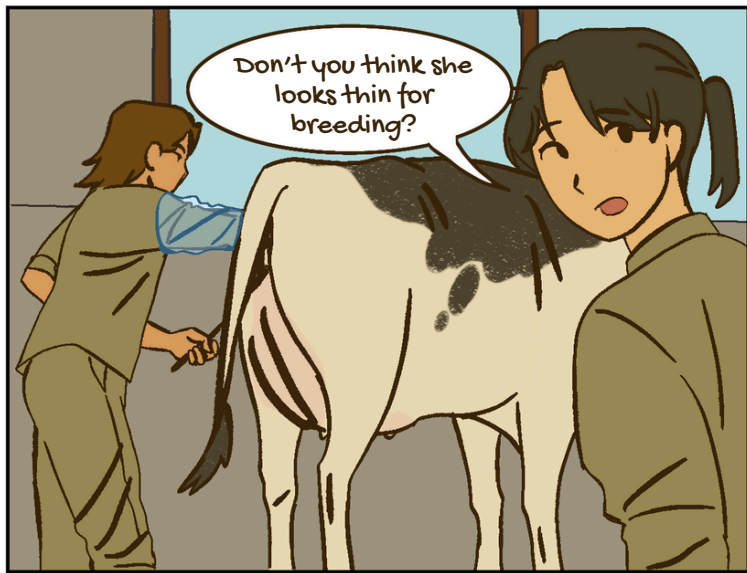
First cow



Looks like  
her BCS is  
3.



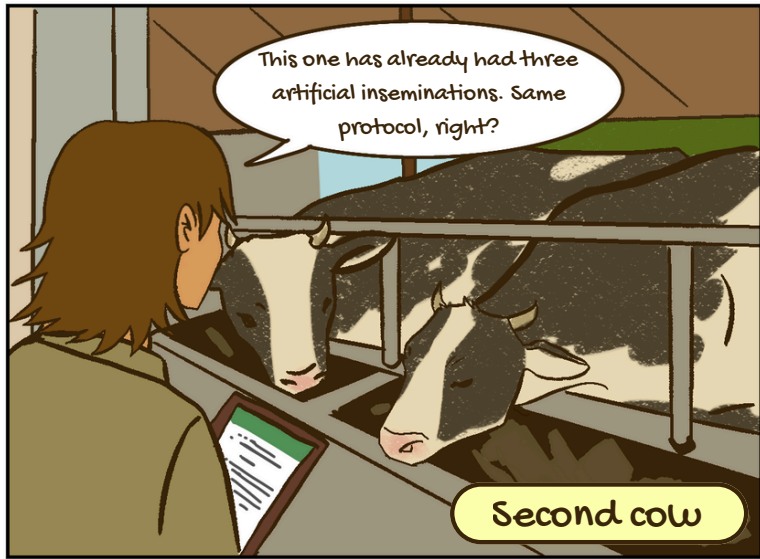
She's fine.



Don't you think she  
looks thin for  
breeding?

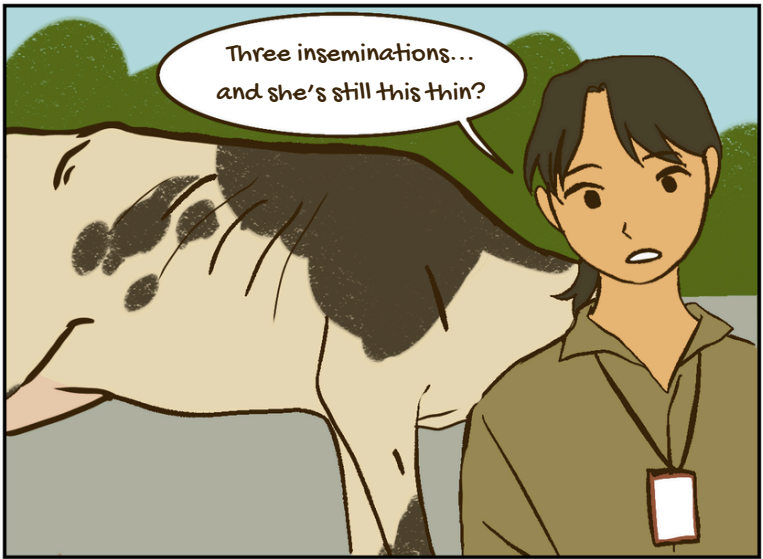


I shouldn't  
interrupt yet.

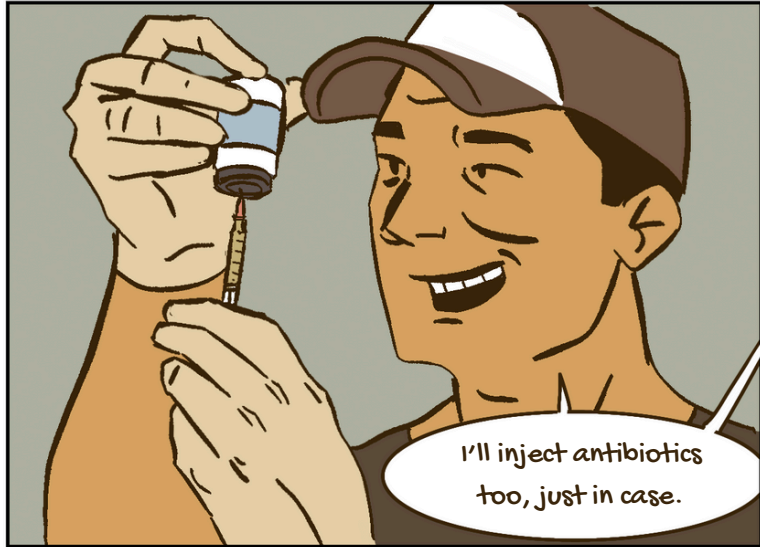


This one has already had three artificial inseminations. Same protocol, right?

Second cow



Three inseminations... and she's still this thin?



I'll inject antibiotics too, just in case.



I usually inject them weekly, since it's preventive.

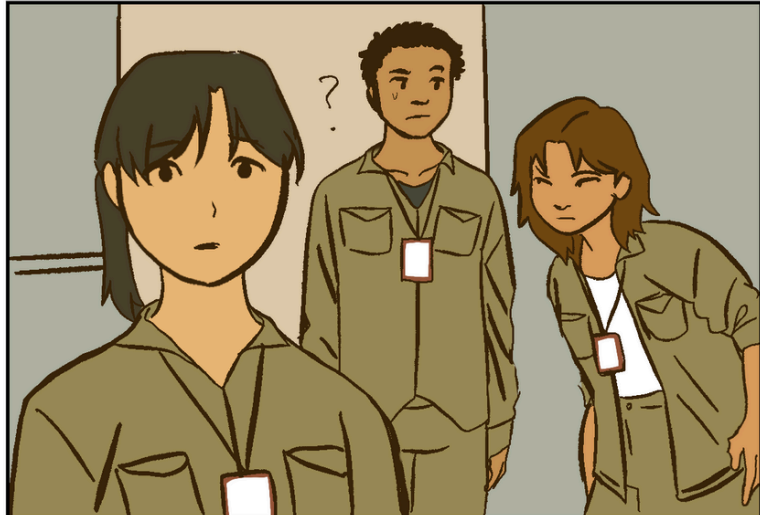
That's... not preventive.



But there's no sign of infection--



You'll understand when you've worked longer.



Infections could drop conception rates fast. I'm sure you'd know that.

Third cow

This should be her fourth insemination attempt.

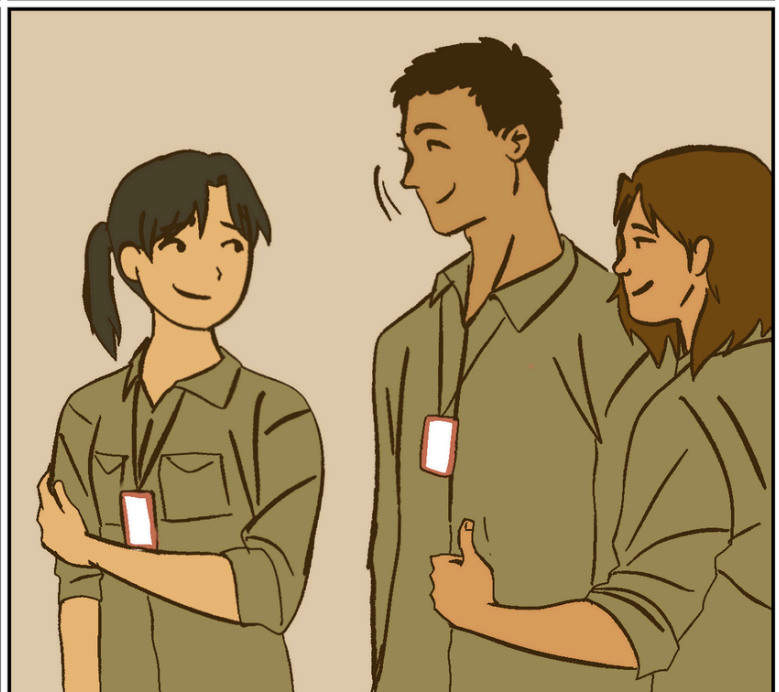
She's in her dry period. Is she getting nutritional support?

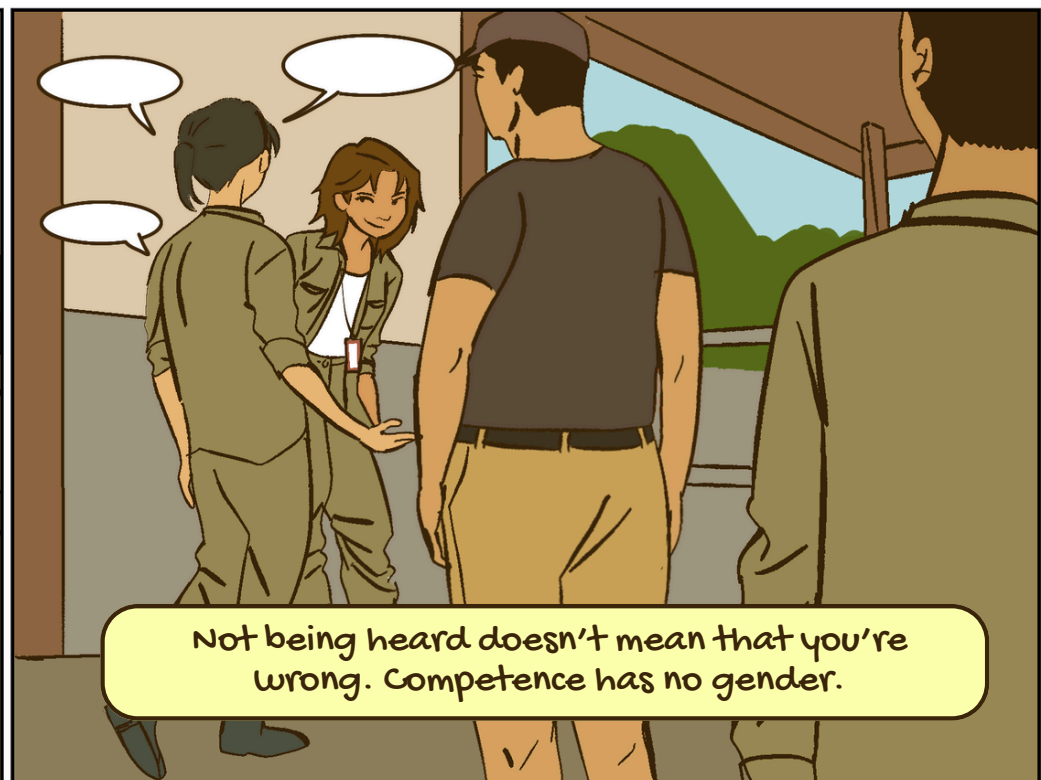


I've been managing this farm longer than you've been studying.

You keep worrying too much, miss.







# ABOUT THE AUTHOR

## Dasha Putri Bawono

Dasha Putri Bawono is an Indonesian second-year student at Gadjah Mada University's Faculty of Veterinary Medicine who practices art as a personal hobby. Besides personal work, she has also engaged in illustrating several short comics for a pet animal organisation, using visual storytelling to promote animal welfare. Comic art is her best medium for depicting issues in veterinary medicine, especially those that are commonly encountered in everyday practice.

### Comic description




This short comic follows three clinical veterinary students and a supervising veterinarian during a farm visit for their first field rotation. When one female student's competence is undermined by the farm owner due to her assumed inexperience, the other students support her assessment using factual data, while the veterinarian remains observant and ultimately encourages her to voice her professional opinion. Through this interaction, the comic emphasises that competence and authority are shaped by factual evidence and collaboration, rather than gender.

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