



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting
March 24 and 25, 2021
Video Teleconference Call

MINUTES

Presiding Officer:	Dr. Tyrrel de Langley
Members present:	Dr. Patricia Alderson Dr. Annatasha Bartel Ms. Gayle Ecker Dr. Lorie Gold Dr. Christine Hickman Dr. Harold Kloeze Ms. Catherine Knipe Ms. Joy Levison Dr. Kerry Lissemore Dr. Paula Menzies Dr. Alana Parisi Dr. Jessica Peatling Dr. Jessica Retterath Mr. Amanpreet Sidhu Ms. Rena Spevack Dr. Susan Warren Dr. Wade Wright
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Staff attending the call:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Policy and Project Specialist Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guests attended the call:	Ms. Brandi Deimling, OVMA Representative Ms. Agnes Pawelek, OMAFRA Representative Ms. Elise Wickett, OAVT

1. Call to order

Due to the COVID-19 pandemic the Council meeting was held via a video teleconference call.

Dr. de Langley called the meeting to order at 9:00 a.m. and welcomed Councillors, guests and observers who were attending via the teleconference call.

It was noted that the Council meeting was live streamed. All guests and observers watched the meeting via streaming.

2. Adoption of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

3. Conflict of Interest

No conflicts were declared.

4. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

- 4.3 Registrar’s Report

be removed from the consent agenda to be discussed separately.

All of the following consent agenda items were approved as presented:

- 4.1 Minutes from the December 2020 meeting and Annual Council Meeting
- 4.2 President’s Report
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.2 Registration
 - 4.4.3 Complaints
 - 4.4.4 Discipline
 - 4.4.5 Executive
 - 4.4.6 Quality Assurance
 - 4.4.7 Governance, Audit and Risk
- 4.5 Ratify Executive Committee Motions

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 4.3 to be discussed separately.”

CARRIED

4.3 Registrar’s Report

The Registrar and CEO reported that the town hall meetings, which were to be hosted in early spring, will now be planned for the end of May or early June. Due to heavy workloads

and stressors within the veterinary community, a decision was made to postpone them to a later date.

It was noted that the College reached out to the Ontario Veterinary Medical Association (OVMA) with the profession's questions related to the topic of telemedicine. A webinar is being planned by the OVMA.

The Registrar and CEO reported that the Ontario Fairness Commissioner will be publishing a report on best practices of regulators. The College was excited to hear that the report will include two of the College's Registration practices.

The Registrar and CEO provided an update on a meeting she attended, along with the President, with a senior policy advisor at the Minister's office, Ministry of Agriculture, Food and Rural Affairs.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the Registrar's Report as presented."

CARRIED

5. Strategic Alignment

5.1 Evaluation

- December 2020

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on December 9 and 10, 2020.

5.2 Strategic Plan

5.2.1 Strategy 2023 – Year 1 Tactics

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

The first year tactics of Council's Strategy 2023 were completed at the March meeting.

The document was provided to Council for information.

5.2.2 Strategy 2023 – Proposed Year 2 Tactics

Council approved its current strategic framework in 2020. Each year new tactics are proposed for Council consideration and approval.

As Council enters year two its aim is to finish its tactical work related to Year 1 and to project its thinking forward to a next year plan. Council was provided with proposed year two tactics.

The Registrar and CEO reviewed the proposed tactics within each objective. Council discussed the tactics and provided its feedback.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Year Two Tactics as amended.”

CARRIED

5.3 Policy Review and Project Priorities Update

The Policy and Project Tracking Chart was provided for information.

5.4 Performance Measurement

5.4.1 Key Performance Indicators

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine.

Council is provided with a Dashboard on a quarterly basis.

5.4.2 Strategic Risks

Ms. Catherine Knipe, Chair of the Governance, Audit and Risk Committee, introduced this agenda item and Ms. Shilo Tooze, Associate Registrar, Licensure, joined the table to answer any questions.

The Governance, Audit and Risk Committee (GAR), as part of its mandate, reviews leading risks and strategic risks. At its meeting in February, the Committee reviewed both leading and strategic risks identified by staff in the last quarter to determine those which are of highest priority and in need of elevation to Council.

The Committee made a decision to bring forward one strategic risk to Council's attention. In this quarter, the identified risk is related to the veterinary shortage in the province of Ontario.

The College regularly hears reports from different parts of the province about members of the public unable to access care for their animals and veterinarians unable to manage new clients. Access to a primary care veterinarian is challenging in some parts of the province and access to emergency/after-hours veterinary care is difficult in many areas of the province. This problem is not confined to only Ontario; it is a global issue.

The College is actively engaged with other stakeholders to explore areas where the College can have a positive impact on mitigating this risk. The College will continue to pursue mitigation strategies related to this risk.

5.5 Outcomes Focused Regulation

5.5.1 General Update

The Registrar and CEO reported that the Impact Strategy Unit meets after every Council meeting. There were no new reports to update.

5.6 Council Roundtable

Trends – Media, Regulatory, Legal, and Public

Councillors were provided by staff with the top trends relating to media, regulation, recent legal cases, and public. Staff answered questions posed by Councillors.

General Trends

Councillors were given the opportunity to raise any matter that they believe is relevant to the College and its activities. Comments included:

- issues with the term “specialist” vs. “board certified”
- increased suicide rate in the United States – reflects the many stressors on veterinarians
- increase in abandoned animals during pandemic – linked to costs and animal behavioral issues
- VCA Canada has banned several cosmetic surgical procedures from being performed
- challenges accessing veterinary care

6. Registrar’s Performance Review (in-camera session)

It was noted that the in-camera session will be held at the end of the meeting on day one.

7. Finance

7.1 Financial Statements ending January 31, 2021

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending January 31, 2021.

These documents are presented as information only.

7.2 Allocations Related to New Space

In September 2020, Council made a final determination to proceed with leasing new office space. The Registrar and CEO provided a presentation to Council – updating its understanding of actions taken and completed to date.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve an allocation of no more than \$175,000 for purposes of moving forward with the lease agreement, and that the allocation be approved from reserve, if necessary.”

CARRIED

8. Public Policy

8.1 Draft Position Statement – Use of Non-Conventional Therapies in the Practice of Veterinary Medicine

The Registrar and CEO introduced this agenda item, and Ms. Sarah Kirby, Policy and Project Specialist, joined the table to answer any questions.

In August 2020, the proposed draft Position Statement on Use of Non-Conventional Therapies in the Practice of Veterinary Medicine was presented to the Executive Committee for its review and consideration. The Executive Committee directed that the draft position statement be presented to Council for its consideration.

In September 2020, the proposed draft Position Statement was presented to Council. Council directed that the proposed draft statement be circulated for public consultation.

Council robustly discussed and provided its feedback on a proposed draft Position Statement, feedback received during the consultation period, and an analysis.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the proposed draft Position Statement on Use of Non-Conventional Therapies in the Practice of Veterinary Medicine be returned to staff for further refinements.”

1 Abstention
CARRIED

The agenda was reordered at this time to ensure timely decision making.

9. Organizational Policy

9.1 Diversity Statement and Action Plan

Dr. Lorie Gold, 1st Vice President, introduced this agenda item.

At its December 2020 meeting, Council accepted the recommendations of its Customer Diversity Task Force. One of these recommendations was to develop a public statement on its denouncement of systemic discrimination on any grounds and publish such statement with a Council approved action plan to foster partnerships and processes that reduce bias and racism and promote equity.

Council considered a draft statement on the College’s commitment to inclusion and action plan. The draft was previously reviewed by the Executive Committee, and the College’s government relations firm.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft statement and action plan on the College’s Commitment to Inclusion.”

CARRIED

The Registrar and CEO informed Councillors that College staff have developed a policy on gender recognition and that a form has been developed relating to gender pronouns. It was noted that the form will be circulated to Councillors to complete if they wish to do so.

9.3 Advisory Panels Composition

Dr. Lorie Gold, 1st Vice President, introduced this agenda item.

As part of the College’s Year 1 tactics for Strategy 2020, Council approved the establishment of two community reference panels – one veterinarian and one non-veterinarian.

In September 2017, Council reviewed and approved the Terms of Reference for both the Veterinary Practice Advisory Panel and the Public Advisory Panel. The inaugural Advisory Panels were formed after a formal recruitment process in Spring 2018. Membership on a panel will be for three years and each member permitted to have their term renewed once, though this is not a guarantee.

The Executive Committee, at its meeting in November, reviewed several options for moving forward with the next terms for both of the Advisory Panels. The suggestions provided by the Executive Committee were brought forward to Council.

Council considered and provided its feedback on options provided to establish new Advisory Panels.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the continuance of the Veterinary Practice Community Reference Panel and the Public Community Reference Panel.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the revised Terms of Reference for the Veterinary Practice Community Reference Panel and the Public Community Reference Panel.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario support the appointment of brand new membership for the Veterinary Practice Community Reference Panel and the Public Community Reference Panel.”

CARRIED

9.4 Pre-Hearing Chairs Appointments

Dr. Susan Warren introduced this agenda item.

The College has been using Pre-Hearing Chairs for many years to assist in the discipline process. The Rules of Procedure of the Discipline Committee of the College of Veterinarians of Ontario describe the fact that the Discipline Committee Chair may appoint a Discipline Committee member or any other person to serve as a Pre-Hearing Chair in a specific case.

A number of the College’s Pre-Hearing Chairs have moved on from this role after serving for a number of years. It was determined that it would be helpful to have criteria for appointment, define the ongoing responsibilities of a Pre-Hearing Chair and more generally, that the appointment process should be more formalized. It was determined that an annual re-appointment process conducted by Council would be consistent with how other important roles within the College are managed.

The Executive Committee reviewed and provided feedback on the Pre-Hearing Chair Role Description.

Council considered and provided its feedback on a draft Pre-Hearing Chair Role Description and a list of suggested names for Pre-Hearing Chairs for 2021.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario adopt the draft Pre-Hearing Chair Role Description as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Dr. Patricia Klymas, Dr. Patricia Lechten, Dr. Natalie Soligo and Dr. Darren Stinson as Pre-Hearing Chairs for 2021.”

CARRIED

Dr. Susan Warren thanked those members who have served as Pre-Hearing Chairs.

8.6 Veterinary Wellness

Dr. Patricia Alderson, Chair of the Quality Assurance Committee, introduced this agenda item and Dr. Kim Lambert, Associate Registrar, Quality Practice, joined the table to answer any questions.

Professional wellness is a topic that has been discussed by the Quality Assurance Committee over the last several years. Regulators have a mandate to assure the public that their registrants are fit to practice, and this includes mental and emotional wellbeing.

Through partnerships with other organizations, the College is aware of several initiatives that focus on mental health and wellness for veterinarians. The College is also aware of the work on this topic by the Royal College of Veterinary Surgeons (RCVS).

The Quality Assurance Committee has contemplated whether there is anything that can be added to the College's quality assurance scheme related to wellness. At its meeting in February, the Quality Assurance Committee moved to request Council's approval to undertake research on wellness and develop recommendations related to the College's role and resources.

Council considered information provided, including pros and cons of undertaking this research.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario approve the Quality Assurance Committee's request to research a regulator's role in wellness and develop recommendations related to the College's role and resources."

CARRIED

At this time the President announced that the meeting was ending for the day. All Councillors, staff, guests and observers exited the teleconference call.

Councillors were asked to call in after they exited the Council teleconference meeting to discuss agenda item 6. Registrar's Performance Review. This was an in-camera session and only Councillors were in attendance.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move to go in-camera to discuss the Registrar's Annual Performance Review."

CARRIED

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario move to go out of in-camera."

CARRIED

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario received the Registrar's Performance Review report as presented."

CARRIED

8.2 Draft Professional Practice Standard – Conflict of Interest

Ms. Sarah Kirby, Policy and Project Specialist, introduced this agenda item.

In June 2020, Council reviewed a proposed draft Professional Practice Standard: Conflicts of Interest in the Practice of Veterinary Medicine. Council directed that the proposed draft standard be circulated for public consultation.

Council robustly discussed and provided its feedback on a proposed draft Professional Practice Standard, feedback received during the consultation period, and an analysis.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the proposed draft Professional Practice Standard on Conflicts of Interest be published as presented.”

CARRIED

8.3 Draft Professional Practice Standard – Euthanasia

Ms. Sarah Kirby, Policy and Project Specialist, introduced this agenda item.

Council last reviewed the Professional Practice Standard: Veterinary Euthanasia in June 2019. In January 2020, the *Provincial Animal Welfare Services Act (PAWS)* came into effect. This resulted in the review of all College policies and resources to ensure uniformity with the new provincial legislation.

A proposed amended draft Professional Practice Standard: Euthanasia was presented to Council in September 2020. Council directed that minor amendments be made and the proposed draft statement be circulated for public consultation.

Council robustly discussed and provided its feedback on a proposed draft Professional Practice Standard, feedback received during the consultation period, and an analysis.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the proposed draft Professional Practice Standard on Euthanasia be published as amended.”

CARRIED

8.4 Draft Policy Statement - Criminal Records Check

Dr. Paula Menzies, Chair of the Registration Committee, introduced this agenda item.

In September 2019, Council reviewed and discussed a briefing note pertaining to criminal record checks at initial licensure and licence renewal. Council was informed that the Registration Committee had recommended that criminal record checks be added to the initial licensure process but not at licence renewal. Council indicated support of the Registration Committee’s recommendation for the addition of criminal record checks as a legislated requirement for initial licensure. Council directed the Registration Committee to continue work on the criminal records checks project.

Council discussed and provided its feedback on a draft Policy Statement on Criminal Records Checks.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Policy Statement on Criminal Records Checks, as presented, for publication.”

CARRIED

8.5 Draft Policy Statement – Competency Examination and Assessment Pathways

Dr. Paula Menzies, Chair of the Registration Committee, introduced this agenda item.

Applicants for licensure must demonstrate that they have met competency requirements through completion of approved examinations or alternative assessment pathways. Regulation 1093 is out of date and no longer accurately reflects the processes to demonstrate competency required for licensure. The Regulation details when an applicant is required to complete the North American Veterinary Licensing Examination and Clinical Proficiency Examination but does not address the Basic and Clinical Science Examination and the Preliminary Surgical Assessment that were introduced in 2007 and 2017 respectively.

The provincial licensing bodies and the Canadian Veterinary Medical Association – National Examining Board agreed to establish alternative pathways for veterinarians to demonstrate entry to practise knowledge, skills and judgment. These alternative pathways came into effect on April 1st, 2020. This came after evaluating the variable needs of veterinarians who have graduated from acceptable unaccredited veterinary schools and recognizing that there is more than one way for a veterinarian to demonstrate competency.

Council previously discussed the new pathways and provided support for the College’s adoption of the alternative pathways.

Council discussed and provided its feedback on the draft Policy Statement on Competency Examination and Assessment Pathways.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft Policy Statement on Competency Examination and Assessment Pathways, as presented.”

CARRIED

9. Organizational Policy

9.2 Enabling Competency-Based Councils and Committees of the Future

Dr. Susan Warren, Past President, introduced this agenda item.

The discussion related to the appropriate composition and size of governing Boards has been a mainstay in governance debates for the last twenty years. The College’s focus on good governance principles and practice has been front and center since 2012. Much

attention has been paid to orientation, codes of conduct, education, capacity building, and Council competencies and evaluation.

Council has previously approved a set of competencies for the Councillor role that are used in orientation. A nominee boot camp was introduced during the election process to assist with the alignment of individual interests with the College mandate. Challenges do remain for the College in relation to Council and Committee composition.

The Governance, Audit and Risk Committee has been considering next steps to assist Council in advancing its continued goal of governance excellence. The Committee proposed proceeding with the hiring of an external consultant to assist with mapping possibilities for Council and Committee of the future.

Council considered and provided its feedback on a draft Project Charter on Enabling Competency-Based Councils and Committees of the Future.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the draft Project Charter on Enabling Competency-Based Councils and Committees of the Future as presented and to allocate \$40,000 to support the framework.”

CARRIED

10. Other Business

No other business was brought forward.

11. Notice of Motion

No notice of motion was brought forward.

12. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

13. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

14. Date of Next Meeting

The next regular meeting of Council will be held on June 16, 2021.

15. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 11:53 am.

Dr. Tyrrel de Langley
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary