



CVO

College of
Veterinarians
of Ontario

Strategy 2026

Vision

Public confidence in
veterinary regulation

Mission

Governing the veterinary
profession in the public interest

Principles

In collaboration, we strive to be:

TRANSPARENT: Ethical, fair, clear and direct

RELIABLE: Competent, well-informed, evidence-based and adequately resourced

RELEVANT: Risk-aware, current, responsive and nimble

INDEPENDENT: Mandate-focused and objective

COMPASSIONATE: Approachable, supportive and adaptable to context

INCLUSIVE: Respectful of all voices, conscious of personal bias, open-minded and committed to learning

ACCOUNTABLE: Performance driven, impact oriented and publicly responsible

Strategic Objectives

Championing legislative reform to affirm an agile future

Partnering for improved access to veterinary services

Creating space for innovation and technology

Promoting the importance of One Health

Focusing regulation on people and context



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Championing Legislative Reform to Affirm an Agile Future

The College has been leading conversations and initiatives to create a receptive environment for modernizing the Veterinarians Act for almost a decade. With current government commitment and the continuing support of important partners such as the Ontario Association of Veterinary Technicians and the Ontario Veterinary Medical Association, reforming the legislation to better meet the public interest is now making significant progress. By 2026 the College of Veterinarians of Ontario will be transformed to a next regulatory model which will support two professionals, veterinarians and veterinary technicians, and better advance animal health and welfare in the province.

Year Two Tactics:

1. to support the Transition Council in assuming its role and oversight of the regulation agenda
2. to support the legacy Council under the existing Act to manage completion of member matters and any outstanding policy decisions
3. to work with Ontario Ministry of Agriculture, Food and Agribusiness to complete the promulgation of new regulations under the new Act by end of 2025
4. to support staff in work plan management and achievement throughout the transition period
5. to assist various audiences, where appropriate, in their understanding of the new Act and its implications for the profession and the public

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Partnering for Improved Access to Veterinary Services

Access to veterinary services is paramount to animal health and welfare in Ontario. While the veterinary workforce has had long standing patterns of abundance versus shortage, the effects of the pandemic, the shifting mindset related to work, and the increased public demand for service have created a crisis impacting access in every area of service.

Over the next three years, the College will continue to lead, convene and influence strategic initiatives that inform improved access to veterinary care for all species and public health purposes.

Year Two Tactics:

1. to complete the pilot phase of the competency assessment tools which support a limited licensure process and determine next steps for adoption of this pathway at both the provincial and national level
2. to consider continued leadership opportunities to partner and influence discussions and actions on new models of veterinary care delivery, team-based care, and spectrum of care options to improve access

3

Creating Space for Innovation and Technology

Understanding, appreciating, and supporting the importance of innovation and the use of existing and emerging technological advances are key for the sustainable future of veterinary medicine in Ontario. The College has long recognized the impact of technology in the delivery of veterinary medicine and ensuring that new approaches are encouraged and fostered in an environment that promotes safety for all.

Year Two Tactics:

1. to complete and publish a guidance document for the profession that supports innovation in practice and complements the Council's position on Embracing Innovation and the Digital Age in Veterinary Medicine
2. to monitor innovation opportunities for consideration by the new Council under the new Act, inclusive of potential regulatory sandboxes, and promote their development as appropriate

1. A Regulatory Sandbox is a tool designed to allow a regulator to relax specific legal and regulatory requirements to create a safe space to experiment with an innovative idea while mitigating any fallout from failure. It is particularly helpful in identifying where existing regulations hinder innovation and where amended rules might better manage public protection.

A Regulatory Sandbox is managed by the regulator, and it is the regulator that permits a project to happen outside normal rules, but within a strict protocol for the duration of the pilot project.

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Promoting the Importance of One Health

Since 2017 the College Council has recognized the importance of broader animal and human health initiative within its strategic considerations. A One Health approach to public policy has gained momentum over the last many years, its importance for animals, humans and the environment is increasingly recognized in broader society. While the College must consider how veterinary regulation intersects with the broad array of issues that are constantly evolving, Council remains committed to its role as a convenor and influencer of discussion and action.

Year Two Tactics:

1. to continue to forge a relationship with the Emergency Management Office of the Ontario government to increasingly understand the role of the profession in declared emergencies, in particular, those related to climate change
2. to develop a potential model for the role of community vaccinators in Ontario and their intersection with veterinary oversight
3. to regularly promote and educate regarding antimicrobial stewardship and the role of veterinary teams

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Focusing Regulation on People and Context

The College recognizes that its trustworthiness is built on its competence, its honesty and its reliability. Its impact, however, is built on its relationships. Relationships come in many forms – direct, indirect, large, small, daily, yearly and so on. Collaboration has been a primary driver in our approach. The recent pandemic, however, has taught our organization that our interests needed additional balancing, setting an importance on veterinary well-being, compassion, and inclusivity. Our aim in this plan is to build on these developing skills and aim for engagement and empowerment for the public good.

Year Two Tactics:

1. to continue initiatives that support well-being in the profession, including leadership of a coordinated provincial approach to veterinary team well-being
2. to continue to embed the College brand with the stated principles of the College, in particular, inclusivity, equity, compassion and collaboration