



College of Veterinarians of British Columbia

COUNCIL MEETING
Video Conference
Friday, December 17, 2021

Minutes of the Open Meeting

Council Members: Dr. Josh Waddington (President), Dr. Michele Martin (Vice President), Mr. Chris Finding (Treasurer), Ms. Lori Charvat, Mr. Gian Sihota, Dr. Doris Leung, Dr. Jane Mancell and Mr. Harinder Mahil

Staff: Dr. Megan Bergman (Registrar & CEO), Dr. Stacey Thomas (Deputy Registrar) and Ms. Rosalee Magcalas (Executive Assistant)

1. CALL TO ORDER

The meeting was called to order by Dr. Waddington at 10:04 a.m.

2. ROUTINE PRELIMINARY BUSINESS

2.1. Territorial Acknowledgement

Council would like to respectfully acknowledge that we work and live on the traditional ancestral and unceded lands of the Coast Salish, Squamish, Sechelt, Musqueam and Tsleil-Waututh nations and we acknowledge all other first nations in British Columbia.

2.2. Approval of the Open Agenda

MOTION: THAT the Open Agenda be approved, with the power to add.

MOVED/SECONDED CARRIED

A request was made to move item 3.2 Telemedicine to the closed meeting.

2.3. President's Remarks

Dr. Waddington thanked everyone for their involvement in the Annual General Meeting. He extended thanks to Dr. Bergman and the office for keeping registrants current with updates on the BC flood situation. In an effort to keep the meeting moving and all members refreshed, he recommended taking a short break at 11:00am and every hour during the meeting.

2.4. Approval of Consent Agenda

MOTION: THAT the Open Consent Agenda be approved with items 2.5, 3.3, 3.9, 3.10, 4.1, 4.2, 4.3, 4.4 and 4.5.

MOVED/SECONDED CARRIED

2.5. Minutes of the October 29th, 2021 Open Meeting

Mr. Sihota requested that an amendment be made to the minutes as Mr. Mahil was in attendance for this meeting, but it was not noted on the register.

MOTION: THAT the Amended Minutes of the October 29th, 2021 Open Council meeting be approved as per the Consent Agenda.

MOVED/SECONDED CARRIED

Direction: For the office to amend the register of participants to include Mr. Mahil and to then publish the approved October 29th, 2021 minutes to the website.

3. ITEMS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION

3.1. BCVTA - Update

Ms. Barker CVBC Liaison with the BCVTA joined the meeting at 10:10am and gave a brief introduction of herself as well as providing some background on the BCVTA itself. In order to become a member of the BCVTA an individual has to graduate from a CVMA accredited program for veterinary technology and successfully complete the Veterinary Technicians National Exam as well as 10 hours of CE per year. Ms. Barker then proceeded to let Council know what the BCVTA has been working on over the past year, with their two main focusses being working towards the development of regulation for BC Registered Veterinary Technologists and the support of the membership during COVID.

She relayed thanks from the BCVTA President, Ms. Gregg for keeping information current and timely during the recent floods and advised Council that the BCVTA Conference and AGM will be held virtually in April 2022.

The CVBC is looking forward to working collaboratively with the BCVTA on regulatory development.

3.2. Telemedicine Update

MOVED TO CLOSED AGENDA

3.3. NEB Update

Accepted and not discussed as per the Consent Agenda.

3.4. Back In Motion

A Career Counsellor from Back In Motion Rehab Inc. reached out to the Deputy Registrar regarding their Career Paths for Skilled Immigrants Program as they were in the final stages of preparing an application for support from the provincial government for continued funding. She believed that support from the CVBC and a commitment to collaboration would improve the strength of the application.

Dr. Bergman will reach out to other colleges to see if they have had any similar requests. Council agreed that endorsement of any one non-government organization would not be appropriate, however supported providing information and guest speakers to share information on CVBC registration requirements.

Direction: To provide Back In Motion with a guest speaker and a point of contact from the CVBC to share information as it pertains to the registration process. Further requests beyond this should be brought back to Council.

3.5. EDI Training - Debriefing

The Registrar shared that feedback was generally good from the office staff and inspectors who, in November, attended 2 2-hour sessions on Equity, Diversity and Inclusiveness. The first session held for Council and Committees did receive mixed reviews with some concerns raised about the content not meeting expectations. The Registrar was able to reach out to CCDI prior to the second session and this was mitigated with a new presenter. While these initial sessions were quite general and provided a foundation on EDI principles, both Council and the Registrar would now like more specific training to be provided, taking into account the needs of the College and developing a road map for the Council approach to EDI.

The cost of having a specific EDI training course developed for the College ranges anywhere from \$10,000 to \$20,000 through other consultants, but CCDI offers a course that would develop a road map for EDI at a cost of \$3,500 and the courses taken previously are prerequisites for this session. While the more expensive options would be more long-term (much like the 3 to 4 year Strategic Plan), the offering by CCDI would assist in developing a road map for the first year and build the foundation for a longer term plan. It would be beneficial to establish a working group to help implement the road map and provide input on the Council EDI planning. The Council agreed that it would be beneficial to initiate a small working group to start the process and develop from there.

Dr. Bergman would like to see the road map near completion by March 2022, so it is available when the new Council members are onboarded. EDI training will now be a part of the onboarding process for new Council members, staff, and Committee members utilizing the available tools through CCDI.

Ms. Charvat and Mr. Sihota volunteered to participate in the development process with Dr. Bergman.

Direction: Dr. Bergman will set up a working group with Ms. Charvat and Mr. Sihota.

Council took a 5 minute break to return at 11:05am

3.6. CCDI 2022 UnConference

Dr. Bergman stated that as an employer partner of CCDI, the CVBC has been allotted 6 seats at their 2022 UnConference. It is a full day conference that is tailored to different levels of knowledge with an intermediate and a beginner stream and there is value in participation. The office is reaching out to the Council to see how these seats should be utilized considering Council, Committees and staff.

The time commitment is a full day and is scheduled for Tuesday, February 8th. There are both beginner and intermediate-level sessions running concurrently, so that all levels of EDI experience and knowledge can be accommodated. Dr. Bergman advised that participants could choose to do beginner or intermediate and feels that participation in both would be beneficial.

Council agreed to identify a blend of Council, IC Committee Members, and Staff to participate. And asked that those that participate collect and share materials that are provided through the conference so that all can benefit.

Direction: Dr. Bergman will co-ordinate participation from the staff and Investigation Committee along with the participation of Drs. Waddington, Bergman, Thomas and Mancell.

3.7. Council Self-Assessment

Dr. Martin recapped what was included with the template for the Council Self-Assessment. The Registrar did take the initial survey and made some changes, specifically putting questions into distinctive categories, making it flow easier. Dr. Martin feels that this is an important part of Council that will let them see where they are in terms of being a Council and to identify opportunities for improvement.

Direction: For the office to make the updates on Survey Monkey based on the feedback received and distribute it, firstly to the Council Executive then to all of Council.

3.8. BC Flood Response

Dr. Bergman provided an update on CVBC activities to support the flood response which included working with the SBCV to identify veterinarians who might be willing to step in and help with veterinary services if needed in the flood impacted areas, facilitating emergency licensure, supporting impacted practice facilities seeking guidance, providing information to the Ministry regarding supply and transportation issues, developing info videos to share information about the current status of the emergency, and coordinating calls with responding veterinarians and the Ministry to discuss any emerging issues or challenges.

The Vice President hopes there will be an opportunity for a ‘lessons learned’ debriefing to help inform disaster planning in BC in the future.

The Council President thanked the College staff for taking on responsibilities that have not typically been undertaken by the College

3.9. BC SPCA

Accepted and not discussed as per the Consent Agenda.

3.10. Quarterly Financial Report

Accepted and not discussed as per the Consent Agenda.

3.11. Past President – Ex Officio

Dr. Waddington explained that it would be beneficial to establish a process which would allow for continuity of historical information and corporate memory in the transition to a new Council President.

Legal advice indicated that formally appointing the past president as a member of the Council would require a regulatory change, however the past president could sit as an invited observer. The College would not be able to compensate him/her under the framework that has been established for Council members.

Council appreciates the intent behind the thought for the Past President being an ex-officio Council member, but the simplest path may involve inviting the Past President as an observer to the first few meetings and compensation could be considered for the expertise as a consultant. This approach would help to ensure that new Council Members could have confidence stepping into the President's role, knowing that they will be fully supported.

Direction: Dr. Bergman to draft a policy document to ensure a clear and transparent process to utilize the expertise of the Past President and ensure a successful Council transition.

3.12. CVBC Blog

Both Drs. Bergman and Thomas receive calls on timely items that could benefit from sharing in advance of scheduled Eblasts and Newsletters. A blog would be a quick way to address this. A blog could be something to direct registrants to on the website to provide timely information on a trending matter Council suggested coming up with an engaging and inviting name for the blog.

3.13. SBCV Animal Welfare Committee

The Vice President wanted to update the Council regarding the SBCV's Animal Welfare Committee's policy regarding the use of images of extreme breeds in their communication materials.

The SPCA uses a 'style guide' for their communications and the SBCV AW Committee has discussed adopting a similar plan that would include a commitment to not using images of animals that have extreme conformation, such as bulldogs or Boston terriers, in communication materials. The SBCV AWC would like to encourage CVBC support for adopting this as a communications policy, to present a unified approach with communication materials, to avoid inadvertently promoting extreme breeds.

Council discussed and supported this idea as visual representations are important and having a communication standard would be valuable.

3.14. Registration Committee – Registration Hearing Policy

The *Veterinarians Act* establishes a role for registration hearings but does not prescribe the conduct of those hearings. The Registration Committee and the Registrar's Office have worked with external legal counsel, Mr. Andrew Gay, to develop a Registration Hearing Policy to provide clear guidance for how registration hearings will be structured and conducted.

At its December 15th meeting, the Registration Committee approved the Policy as written and approval by Council is being sought so we have an approved process in the event a registration hearing is required.

MOTION: THAT the Registration Hearing Policy, as approved by the Registration Committee at its December 15th, 2021 meeting, be approved as presented.

MOVED/SECONDED CARRIED

Direction: For the office to publish this Policy on the CVBC website.

3.15. Holiday Greeting to Registrants

The Registrar is seeking Council's input on the Holiday greeting to be sent to all registrants by Eblast. Council approved of the messaging

Direction: For the office to send out this Eblast to all registrant.

3.16. Committee Renewal

The CVBC Committees have had some turnover throughout 2021 and some Committee members will be reaching the end of their final term in 2022. CVBC staff would like to identify all the Committee members who are timing out, along with committee members who do not want to renew after their first term, so a full recruitment and selection process can be undertaken to fill all of the existing or upcoming vacancies for 2022. As per the 2021 policy, the Committee Member Nomination Working Group would need to be initiated to undertake the review process to identify committee members for consideration by the Council. In addition to the terms ending, the College should look at adding another member to the PFAC in order to address quorum issues that have arisen.

Direction: To determine the number of vacancies in Committees that need to be filled and to convene the Committee Members Nomination Working Group to begin the process of identifying new Committee members for recommendation to the CVBC Council.

4. REPORTS RECEIVED FOR INFORMATION

- 4.1. Report on New Registrants – Accepted and not discussed as per the Consent Agenda.
- 4.2. Change of Registration Class Report – Accepted and not discussed as per the Consent Agenda.
- 4.3. Name Approvals – Accepted and not discussed as per the Consent Agenda.
- 4.4. Report on Facilities, Closed, New & Reaccredited – Accepted and not discussed as per the Consent Agenda.
- 4.5. Task List – Accepted and not discussed as per the Consent Agenda.

5. ADJOURNMENT

5.1. Next Meeting Date

The next meeting is scheduled for Friday January 28th, 2022 at 10:00 a.m.

MOTION: THAT the Open meeting be closed at 12:15 p.m.

MOVED/SECONDED CARRIED

Council broke for lunch until 12:45 p.m.