



# College of Veterinarians of British Columbia

## COUNCIL MEETING

In Person Meeting

Friday, March 3<sup>rd</sup>, 2023

### Minutes of the Open Meeting

- Council Members:** Dr. Jane Pritchard (President), Dr. Michele Martin (Vice President), Mr. Gian Sihota (Treasurer), Mr. Chris Finding, Mr. Harinder Mahil, Ms. Christine Arnold and Dr. Justin McLash
- By Zoom:** Dr. Josh Waddington
- Staff:** Dr. Megan Bergman (Registrar & CEO), Dr. Stacey Thomas (Deputy Registrar), and Ms. Rosalee Magcalas (Executive Assistant)
- Guests:** Ms. Amanda Barker, BCVTA, Mr. Brian Mills, Vantage Point at 10:40am and Mr. Greg Cavouras 1:00pm

#### 1. CALL TO ORDER

The meeting was called to order by Dr. Pritchard at 10:00 a.m. Council did a round of introductions.

#### 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 Agenda be approved with the power to add.

**MOVED/SECONDED**

**CARRIED**

##### 2.3. President's Remarks

Dr. Pritchard started by stating that this has been a long week and there are a few items that will be discussed in the closed portion of this meeting. She advised Council that Ms. Barker will play a more active role at the Council meetings by providing reports on what is happening at the BCVTA starting at the next meeting. Both Ms. Arnold and Mr. Sihota have been reappointed to their public positions on Council and this will be Mr. Finding's last meeting. We are still awaiting a replacement for him.

##### 2.4. Discussion of Consent Agenda

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

**MOVED/SECONDED**

**CARRIED**

## 2.5. Minutes of the January 13<sup>th</sup>, 2023 Open Council Meeting

**MOTION:** THAT the Minutes of the January 13<sup>th</sup>, 2023 Open Council meeting be approved as distributed.

**MOVED/SECONDED**

**CARRIED**

**Direction:** To post the approved January 13<sup>th</sup>, 2023 open meeting minutes.

## 3. ITEMS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION

### 3.1. Election of Officers

The President explained the procedure for nominating members to sit on the Council Executive, that a member may nominate themselves or someone else, but the person being nominated must accept the nomination and there does not need to be a seconder. The floor was then opened to nominations for the position of Council President, Mr. Sihota nominated Dr. Pritchard and she accepted the nomination; Dr. Waddington asked Dr. Martin if she would accept a nomination, and she declined. Nominations for President were closed, and Dr. Pritchard was acclaimed as Council President.

Both Dr. Pritchard and Mr. Sihota nominated Dr. Martin for the position of Vice President, and she accepted the nomination. Nominations for Vice President were closed, and Dr. Martin was acclaimed as Council Vice President.

The floor was open for nominations for Treasurer with Mr. Finding nominating Mr. Sihota, who accepted his nomination. Nominations for Treasurer were closed, and Mr. Sihota was acclaimed as Council Treasurer.

**Direction:** To post the Council Executives to the website. Put in the next CVBC Newsletter.

### 3.2. Terms of Reference

The Registrar advised Council that the Investigation Committee approved their Terms of Reference at the meeting held yesterday and PFAC had previously approved their updated terms of reference. Primary changes were to the holding of virtual meetings and adding panels to support functions of the Investigation Committee. Dr. Waddington asked if the panels were set at 3 members and after a brief discussion, it was agreed upon to change that wording to 'a panel of at least 3 members.'

**MOTION:** TO approve the PFAC Terms of Reference as presented with the edit as suggested.

**MOVED/SECONDED**

**CARRIED**

**MOTION:** TO approve the IC terms of Reference as presented.

**MOVED/SECONDED**

**CARRIED**

**Direction:** To update the website and advise IC and PFAC that the Terms of Reference were approved. Change the PFAC Terms to reflect 'a panel of at least 3 members.'

### 3.3. Dates for Council Meetings

Dr. Pritchard gave some background as to why there are changes being made to the time between meetings and that having the meetings scheduled five weeks apart do not allow enough time for the Registrar and Deputy Registrar to make purposeful strides in items being worked

on. There was concern with the meeting set for September 15 as this may be too early to facilitate Council approval of financials before they are presented to the registrants and included in the annual report. It would be possible for the Council to approve these in a condensed meeting prior to the roundtable meeting tentatively scheduled for October 13th or 20th.

The meeting dates that work best for Council for 2023/2024 are:

- April 21, 2023
- June 16, 2023
- July 28, 2023
- September 22, 2023
- December 15, 2023 (if needed)
- February 2, 2024
- March 22, 2024

**Direction:** To update the website and advise all committees of the dates.

### 3.4. Best Care

Dr. Bergman advised Council that she has provided feedback to Ms. Van't Haaff on the collaborative work with the SBCV and the CVBC to develop a poster to share information about an owner's responsibilities in ensuring veterinary care, as well as the role of the veterinarian. This was adapted from the document developed by the Council of Canadian Veterinary Registrars. The SBCV will be making changes to format and working, and the new version will be shared when available.

**Direction:** To share the updated version with Council when available and in advance of distribution.

### 3.5. Strategic Plan

*Mr. Brian Mills from Vantage Point joined the meeting at 10:30 a.m.*

There was much discussion on what the Council felt the College was achieving, and the overwhelming answer centered around the reform of the complaints process, with EDI also being mentioned by some as a success. While the answer to where things could have been done differently focused on better governance processes and the strong need to continue to integrate EDI, as well as mechanisms to address concerns associated with EDI.

Most effective strategies identified:

- as engaging and informing stakeholders through timely and effective communications
- assessing and reforming the complaint process through transparency.

The most challenging areas identified:

- insufficient impact were achieving onboarding the RVTs
- reviewing, refining and tweaking goals on an ongoing basis.

Council performed an exercise to mark down what they had learned from the action areas in the Strategic Plan and what was raised in the survey, what was learned, what went well and what did not go so well. The largest single area identified is that the College needs to

communicate better regarding the development of the EDI plan and the communication and management of the AGM.

EDI is an important component to all workplaces now. Council must continue to acknowledge discrimination that occurred in the past and should be asking questions of registrants to see what their needs are and be open to these conversations which can at times be difficult. The CVBC needs to demonstrate the commitment to EDI through action. What does the College want to keep doing, change or stop doing, specifically in terms of EDI,

- There should be a different way of reaching out and obtaining input from registrants, especially on the EDI plan. This is such an important issue and Council was asked what the College might do to process this information in the coming months so that they can develop this plan.

While the College is waiting for the EDI survey to be launched by the EDI Advisory Group and registrant input to be gathered, it would be beneficial to formalize a strategy developed to deal with EDI related complaints so there is a template of sorts to deal with them in transparent and fair manner. Consideration should also be given to a mediated conversation with respectful dialogue when issues arise.

The Registrar would like to focus on continuing to build on communication through the use of town halls, either virtually or by telephone, in an effort to keep the registrants informed. This platform will allow registrants to join if they want or view the recording afterwards. In addition, Dr. Bergman would like to see an overarching governance manual developed to help better define the College processes that are not prescribed in bylaw.

***Council broke for lunch at 12:07 p.m. to return at 1:00 p.m.***

***Mr. Cavouras and Mr. Walsoff joined Council for lunch and item 3.6.***

**3.6. Amendments to the Health Professions & Occupations Act (HPOA) & Discussion re. Veterinarians Act**

Mr. Cavouras spoke with Council regarding changes to the HPOA and how they could influence the College in looking at possible revisions to the Veterinarians Act. He gave several examples of the public having declining confidence in self-regulated industries, where the governments had to step in to take control resulting in the loss of the ability of a profession to self-regulate.

Last October Adrian Dix tabled this legislation and Mr. Cavouras says that is it a very detailed document that rebalances the powers and acknowledges the impact and changes that must come about to align with the Declaration of the Rights of Indigenous People Act. Under the new, there are no more elections for Council members, these positions are appointed by government, and more regulatory tools are available including a separate central tribunal for discipline matters that is not part of the individual College.

As Colleges amalgamate, bylaws will have to be drawn up for each, but they will have to be consistent with the overarching Act and Mr. Cavouras believes that all of the Colleges will come together and have provisions in their bylaws in common but this most likely will not be done until the Act comes into effect. If the Veterinarians Act is changed, it would be likely

that some of the changes seen in the HPOA may come into play as this is the direction of government.

***Council broke at 2:17 p.m. for 10 minutes.***

Mr. Cavouras raised some key considerations if the Council is considering revisions to the Veterinarians Act:

- Is the Act impeding the College from carrying out the public protection mandate;
- Is it harmful to public confidence in regulating the processions;
- is there something in the Act that is inconsistent with other legislation or legal requirements;
- are the revisions the tool that the College needs or can it be handled through a bylaw.

As someone who does not work within the Act, Mr. Cavouras brought up three major things that stand out in the Veterinarians Act:

- The duty to report is not within the Act, but rather the bylaws and as such there is no ‘whistle blower’ protection included
- . There is no provision for registration of firms/facilities in the Act where it would be more appropriate, but again is addressed in the bylaws
- bylaw changes must be approved by registrants

. In order for the College to have a serious conversation on changing the Act, these three things must form part of the conversation, amongst other things.

***Mr. Cavouras, Ms. Barker and Mr. Walsoff left the meeting at 3:00 p.m.***

#### **4. REPORTS RECEIVED FOR INFORMATION**

- 4.1. Report on New Registrants – Accepted and not discussed as per the Consent Agenda.
- 4.2. Report on Change of Registration Class – 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 April 21, 2023 at 10:00 a.m.

**MOTION: THAT** the Open meeting be closed at 3:00 p.m.

**MOVED/SECONDED**

**CARRIED**