



College of Veterinarians of British Columbia

COUNCIL MEETING

Video Conference

Friday, April 21st, 2023

Minutes of the Open Meeting

Council Members: Dr. Jane Pritchard (President), Dr. Michele Martin (Vice President), Mr. Gian Sihota (Treasurer), Dr. Josh Waddington, Mr. Harinder Mahil, Ms. Christine Arnold and Dr. Justin McLash

Staff: Dr. Megan Bergman (Registrar & CEO) & Dr. Stacey Thomas (Deputy Registrar)

Guests: Ms. Amanda Barker, BCVTA and Dr. Elaine Klemmensen (for Item 3.7)

1. CALL TO ORDER

The meeting was called to order by Dr. Pritchard at 10:03 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 Agenda be approved with the power to add.

MOVED/SECONDED

CARRIED

2.3 President's Remarks

There is a potential that Dr. Klemmensen joining us later in the open agenda and Dr. Bergman will monitor the waiting room to see if she is able to join. The Council is down one member with Mr. Finding's term ending on April 1.

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 March 3rd, 2023 Open Council Meeting

MOTION: THAT the Minutes of the March 3rd, 2023 Open Council meeting be approved as distributed.

MOVED/SECONDED

CARRIED

Direction: To post the approved March 3rd, 2023 open meeting minutes.

3. ITEMS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION

3.1. Update from the BCVTA

Ms. Barker provided Council with an update on the BCVTA. She thanked the Registrar and Deputy Registrar for attending the BCVTA's annual general meeting in Kamloops. The AGM and conference had great attendance, and their members were happy to have the CVBC in attendance to speak with and show their support of BCVTA as they work together towards bettering veterinary medicine in BC.

The BCVTA is currently working on verifying VTNE results and also discussing veterinary technicians that may have completed their schooling but either never wrote the VTNE or didn't maintain their registration, and whether there are any options for assessing their skills and knowledge to support their future registration with the CVBC other than writing/re-writing the VTNE.

The BCVTA Board has now staggered appointment terms to ensure continuity as terms end and new members start.

Ms. Barker reported that the President resigned and as a result the Vice President stepped into this position from 2023 to 2025, leaving the VP position open.

Dr. Bergman thanked Ms. Barker for inviting the CVBC to the conference and noted that Ms. Amber Gregg (Executive Director) did a great job chairing the AGM.

3.2. Best Care Poster (SBCV & CVBC)

The SBCV made the changes to the Best Care poster that were requested by Council at the last meeting. Council was reminded that this document is the SBCV's BC-specific adaptation of a document developed by the CCVR to address apparent confusion among the public about veterinarians' responsibilities regarding availability for care after hours, which is being felt across the profession by veterinarians, the associations and the regulators. The CCVR thought it would be beneficial to put something together, driven by regulatory requirements, articulating the responsibilities of the veterinarian as well as those of the pet owner, and how they can collaboratively manage veterinary care.

MOTION: TO accept the Best Care Poster as presented.

MOVED/SECONDED

CARRIED

Direction: To advise the SBCV of the CVBC's acceptance and to post on our website.

3.3. Unowned & Stray Animal Practice Standard

Council recognized the value of the information in the draft standard and guidelines to veterinarians in practice and appreciate the thoughtful effort that went into its development, particularly in crafting the definitions.

It was recommended that the very first question that should be addressed in the guidelines is whether a veterinarian is obligated to accept a stray animal, brought to their clinic, into their custody and care? The conclusion was that the veterinarian should use their judgement and make an effort to determine if the animal is in distress of a sort that requires veterinary attention – if not, then there is no need for veterinary care and no obligation to take the animal

into their custody; if there is evidence of distress (overt or identified upon examination) requiring veterinary care, then the veterinarian has a professional obligation to provide veterinary care. Once they take the animal into their custody or otherwise agree to provide care, then the responsibilities set out in the standard and guidelines are triggered.

It was questioned how the standard applies to wildlife presented to a veterinarian. The Registrar explained that this standard relates to the requirements of the *Prevention of Cruelty to Animals Act*, and doesn't apply to wildlife, which falls under different legislation. The CVBC has resources and contact information for the public regarding animals that don't fall under the CVBC's jurisdiction, which can also be shared with registrants.

MOTION: TO accept the Unowned & Stray Animal Practice Standard as written.

MOVED/SECONDED

CARRIED

Direction: To make the discussed update to the Guideline and arrange to post both documents on the website for use.

3.4. Website Publication Policy & Flow Chart

The CVBC has come to recognize that its public-focussed mandate should extend to its communications policies, and that there is very little that might be published on our website that should not be available to the public as well as to registrants. Before embarking on a revamp of the CVBC's website, it was decided that a clear policy should be developed to guide consistent and transparent decisions about publication decisions.

The current draft policy and flow chart have been developed in collaboration with the Cayton Working Group and with feedback from Council on an earlier draft. The intention is that these documents will be circulated to all veterinarians and made available to the general public; and they will guide all decisions about what level of access a published item should have.

Council was satisfied with the current version and did not request any further changes.

This discussion also prompted a related conversation about the CVBC's current Online Registry and improvements that could be made to consolidate registration, scope of practice activities, facility, and disciplinary details all within a registrant's Online Registry entry (Ontario's registry was noted as an example to emulate). The Registrar confirmed that this is a planned improvement being explored with Pilotfish, noting that the Cayton Report was critical of the CVBC's current website arrangement, where information on veterinarians is distributed between several places on the CVBC website, not all within the online registry.

MOTION: TO accept the Website Publication Policy & Flowchart as written.

MOVED/SECONDED

CARRIED

Direction: To distribute this to registrants and post on the website.

3.5. Non-Therapeutic Devocalization Survey Results

The recent survey received a healthy response from the registrant body, with overwhelming (though not unanimous) support for the proposed banning of surgical devocalization. Yet it was surprising to discover that there are still some veterinarians performing these surgeries.

While the response provides confidence for moving ahead with a prohibition, the Registrar plans to first share the survey results with registrants and invite any additional feedback. Legal counsel (Mr. Greg Cavouras) has reviewed current prohibitions (tail docking and ear cropping are explicitly prohibited in Part 4 without any contemplation of any other procedures; feline declawing was prohibited through a standard) and has advised that the CVBC's bylaws should be amended so that all non-therapeutic, cosmetic procedure prohibitions are uniformly addressed within a single bylaw section and that care should also be taken in clearly defining "therapeutic". A scan of other jurisdictions' regulations will be done to see what definitions are being used. Mr. Cavouras is preparing draft materials for the working group to look at and in the meantime, the Spring Newsletter will include an item sharing the survey results and advising registrants of their intention to pursue a prohibition through bylaw amendment.

Direction: To put the results of the devocalization survey in the Newsletter for any additional registrant comments.

3.6. Council Self-Assessment

Although results were shared only as a summary last year, this year they are being shared in full. As this is the 2nd year the Assessment has been done, there is now data for year-over-year comparison. Highlights of feedback/comments provided include:

- There is still a vacant public member seat. Dr. Bergman advised this is still an active pursuit.
- Council meetings need a timekeeper to help the meeting run smoothly and on time.
- Greater scrutiny of what needs to Council input vs. is only included for information purposes. Council was reminded that members always have an option to request to move an item to the Consent Agenda if they don't feel it requires discussion.
- The Council identified diversity of Council and Committee members as an ongoing priority.
- Suggestion for a process for a Council member to be able to anonymously raise issues for discussion so that Council does not miss an opportunity to address someone's concern just because they didn't feel comfortable raising them in the group or with the Registrar. It was suggested that Ms. Magcalas could receive concerns and relay them (anonymized) to Council for discussion.
- There was some confusion among respondents in interpretation of the term College Executive within the survey (Q35, section 4.11) – was this meant to reference *Council Executive (President, Vice-President & Treasurer)* or *Executive Staff (the Registrar, CFO, Deputy Registrar)*? It was clarified that it was intended to refer to executive staff and it will be made clearer in future surveys. As 2 respondents in this survey are no longer on Council and not able to contribute to the discussion in light of this information, the President will reach out to them to explore their responses.

Direction: Dr. Pritchard to reach out to Dr. Mancell and Mr. Finding to see if the clarification of meaning impacts their responses to this survey question at all and if they have any comments. Dr. Bergman will make changes to question 35's language to make it clearer that it is referring to CVBC staff executives.

Council broke for 10 minutes at 11:01 a.m.

3.7. Council and Committee Fall Workshop

Before Dr. Klemmensen joined the call, Council briefly discussed their goals for a training session. Ms. Barker attended the session that Dr. Klemmensen provided for the ABVMA and commented that the session was very engaging with valuable content and that she heard excellent feedback from other attendees as well.

Dr. Klemmensen joined the meeting at 11:20 a.m.

Dr. Klemmensen is a veterinarian and leadership coach and joined the meeting as a preliminary discussion for development of a workshop for Council and Committee members focused on building trust as a critical component for effective leadership. After brief introductions, Dr. Klemmensen invited questions from Council and there was discussion about what a presentation from Dr. Klemmensen would be like and what will be needed to develop the content.

Dr. Klemmensen explained that she prefers to not just lecture, but to follow a presentation with interactive “open space” discussions where participants are invited to share ideas and feedback and her role is to gather and organize the ideas that are raised. The actual presentation that she gives will be developed once she understands what Council hopes to achieve.

Council intends for the session to include Council as well as all Committee members – the most valuable and rewarding part of last year’s pre-AGM training session were the group discussions with Committee members which allowed them to get to know one another and to establish a sense of community and connectedness beyond the individual committee or council group. Council would like to build upon the groundwork laid at last year’s session and foster an environment that will allow participants to have tough conversations and feel safe to speak frankly. Dr. Klemmensen offered that comfort in speaking up can be difficult to achieve in a larger group, and she incorporates several different ways for people to contribute to the discussions, such as an option for participants to write down their answers and comments, to be relayed to the group. She also suggested that starting with smaller group discussions can help encourage ‘quieter voices’ to speak up and build a foundation for a feeling of safety within the larger group discussions.

With his years on Council and on Committees, Dr. Waddington agreed that some may not feel as comfortable in speaking up and how would Dr. Klemmensen make people feel that they can engage. Dr. Klemmenson advised that there is no simple answer to this question, if there is low trust, it will be difficult to build this, but by doing this slowly and in smaller groups, some voices that may be quieter may come out. When sending out the invitation, the College must make the attendees feel excited that they are being asked to join.

Council needs to think about three things:

- What does Council want participants to walk away with (what is the intended outcome)
- To think about a session title – Council is encouraged to come up with something that will excite invitees and set expectations.
- What role does Council want Dr. Klemmensen to play? Presenting content/steering discussion vs. being more in background as recorder and interpreter while the evolution of the discussion is determined by the group?

Council recognized that they need to develop a strategy for moving this process forward from today’s meeting, as the information shared by Dr. Klemmensen is a starting point for Council discussions about the planned workshop.

Two potential dates were proposed for the session and Council agreed on Friday October 20th. Council will discuss this proposed session and will let Dr. Klemmensen know if they decide to engage her; if so, they will get answers to her as soon as possible with a proposal from Dr. Klemmensen coming shortly after that.

Dr. Klemmensen left the meeting.

This will come back to Council for the next meeting and Dr. Bergman will circulate some questions in the form of a survey to Council so they can provide input after having some time to think about it some more.

Direction: Dr. Bergman will put together questions for Council to look at for Council's expectation of the session.

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 June 16th, 2023 at 10:00 a.m.

MOTION: THAT the Open meeting be closed at 12:11 p.m.

MOVED/SECONDED CARRIED

Council broke for lunch to return at 12:55 p.m.