



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



1

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 Three Tactics:

1. To support the Transition Council in fulfilling its mandate through responsible financial allocation.
2. To support the Legacy Council in concluding its policy and member matter agendas in keeping with the projected proclamation date of the VPA.
3. To support staff as they manage the transition period, inclusive of ensuring appropriate staff resources to manage the accompanying workload.
4. To continue to maintain and develop key partnerships in veterinary regulation to assure a smooth transition.
5. To provide varied communication tools and pathways to engage and educate the veterinary community on the new Act.

2

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 Three Tactics:

1. To fully implement a limited licensure pathway for veterinarians, inclusive of integration of the assessment process at a national level.
2. To publish baseline data on the adoption of team-based care within veterinary care that will provide data for the new Council of the CVPO to demonstrate positive future change under the new Act.
3. To extend the podcast series on the Future of Veterinary Teams to include veterinary technician examples and voices in what is possible.
4. To continue to promote the spectrum of care in College communications and through our practice advisory service.
5. To develop a plan to collect and report on standardized consistent and comparable demographic, geographic, education and employment information to support improvements in workforce planning initiatives.

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 Three Tactics:

1. To confirm the continuation of the Innovation and Technology Panel inclusive of setting its next set of tactics.
2. To monitor existing approved Legacy Council sandboxes and provide recommendations to the Transition Council on their continuance at the time of proclamation.
3. To support the development and recommendations of the inaugural Advisory Circle for animal health care on the Mattawa First Nations.

4

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 Three Tactics:

1. To determine opportunities to support veterinary involvement in provincially declared emergencies, particularly those related to climate change.
2. To complete research related to veterinary prescribing behaviors and antimicrobials that informs a set of recommendations for a stewardship strategy involving veterinarians and veterinary technicians.

5

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 Three Tactics:

1. To support the change of brand of the College through consistent and engaging communications to the profession and the public.