

Minutes

Legacy Council Meeting

March 17, 2025

2-71 Hanlon Creek Blvd.

In-Person Meeting

Presiding Officer: Dr. Jessica Retterath

Members present: Dr. Patricia Alderson
Dr. Claire Beauchamp
Ms. Cathy Hecimovich
Dr. Louise Kelly
Ms. Catherine Knipe
Dr. Lena Levison
Dr. Sean Marshall
Dr. Sami Qureshi
Mr. Douglas Reynolds
Ms. Rena Spevack
Dr. Yashvir Varma
Dr. Wade Wright
Dr. Michael Zigler

Regrets: Dr. Kathleen Day Dunbar
Dr. Clayton MacKay
Dr. Alana Parisi

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending: Ms. Kim Huson, Director, Communications & Engagement
Ms. Sarah Kirby, Director, Policy
Dr. Kim Lambert, Associate Registrar, Regulatory Programs
Ms. Kali Pieters, Policy & Projects Coordinator
Ms. Lesley Rankin, Director, People & Resources
Ms. Shilo Tooze, Deputy Registrar
Ms. Alice Couto, Executive Assistant

1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Retterath called the meeting to order at 9:00 am and welcomed Councillors.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

4. Conflict of Interest

No conflicts were declared.

5. Consent Agenda

Councillors reviewed the consent agenda.

The following consent agenda items were approved as presented:

- 5.1. Approval of Minutes
 - December 4, 2024 Legacy Council Meeting
 - December 4, 2024 Annual Council Meeting
- 5.2. President’s Report
- 5.3. Registrar’s Report
- 5.4. Committee Reports
 - 5.4.1. Accreditation
 - 5.4.2. Registration
 - 5.4.3. Complaints
 - 5.4.4. Discipline
 - 5.4.5. Executive
 - 5.4.6. Quality Assurance
 - 5.4.7. National Examining Board

MOTION: It was moved and seconded,

“That the Consent Agenda be approved as presented.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

Dr. Jessica Retterath introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held in December 2024.

6.2 Strategic Plan

6.2.1 Strategy 2026 – Year 2 Tactics

Ms. Jan Robinson, Registrar introduced this topic and provided Councillors with a summary from Year 2 Tactics to date.

The Registrar answered questions from Council members.

6.3 Performance Measurement

6.3.1 Key Performance Indicators

Ms. Shilo Tooze, Deputy Registrar joined the table.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine. Council is provided with a Dashboard on a quarterly basis.

6.4 Outcomes Focused Regulation

6.4.1 Update

The outcomes focused regulation updates were provided for information.

7.0 Finance

7.1 Financial Statement ending January 31, 2025

Ms. Lesley Rankin, Director, People and Resources joined the table. Ms. Shilo Tooze introduced this topic. Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending January 31, 2025.

Ms. Tooze and the Registrar answered questions posed by Council members.

The documents are presented as information only.

8. Public Policy

8.1 Position Statement on Maintaining Appropriate Boundaries

Dr. Kim Lambert, Associate Registrar, Regulatory Programs joined the table. Dr. Patricia Alderson introduced this topic. At its June 2024 meeting, Council directed that a draft position statement on maintaining appropriate boundaries be developed to mitigate the risks associated with boundary crossings in the veterinary profession.

At the February 2025 Quality Assurance Committee meeting, the Committee noted that the position statement, currently focused on veterinarians, was being developed under the CVO. It

may be revised in the future under the CVPO to include veterinary technicians. The Committee also considered the need for the position statement to clearly define inappropriate or unprofessional behaviour, while avoiding being too prescriptive and allowing for flexibility. Staff incorporated the feedback into a draft position statement which was provided to Council for its review and consideration.

A discussion ensued and the Registrar and Dr. Patricia Alderson answered questions posed by Council members.

MOTION: It was moved and seconded,

“That Council direct that the draft Position Statement: Establishing and Maintaining Appropriate Professional Relationship Boundaries in Practice be published as amended.”

CARRIED

8.2 Revisions to the Code of Ethics

Dr. Patricia Alderson introduced this agenda item. She noted that following the September 2024 Council meeting, staff completed research on language used in codes of ethics of other regulators and brought this to the November 2024 Quality Assurance Committee. Staff developed proposed revisions to the Code of Ethics and consulted with Rainbow Diversity Institute (RDI). Staff presented the proposed revisions to the Quality Assurance Committee in February 2025. The proposed revised Code of Ethics were presented for Council's review and consideration.

A discussion ensued.

MOTION: It was moved and seconded,

“That Council approve the proposed revised Code of Ethics for publication.”

CARRIED

9. Organizational Policy

9.1 Governance Policy on Reviewing the Accreditation Standards for Veterinary Facilities in Ontario

Ms. Aneeta Bharij, Principal, Accreditation joined the table virtually. Ms. Cathy Hecimovich discussed the College's IDEA Action Plan initiative. An overview of the environmental scan conducted on other health regulators and organizations was provided. A proposed Governance Policy which requires periodic review of the Accreditation Standards was provided to Council for its consideration.

A discussion ensued and Ms. Cathy Hecimovich and the Registrar answered questions posed by Council members.

MOTION: It was moved and seconded,

“That Council approve the proposed governance policy to review the Accreditation Standards for Veterinary Facilities in Ontario as presented, with the recommendation to review this standard every two years.”

CARRIED

9.2 Council and Committee Member Use of AI Tools

Ms. Shilo Tooze joined the table. Ms. Tooze noted the importance of providing guidance for Council and Committee members on how to safely adopt AI tools to seek efficiencies in their work. A proposed governance policy on Council and Committee Member Use of Artificial Intelligence (AI) tools was presented to Council for its review.

A discussion ensued and Ms. Tooze and the Registrar answered questions posed by Council members.

MOTION: It was moved and seconded,

“That Council approve the proposed governance policy on Council and Committee Member Use of Artificial Intelligence (AI) Tools as amended and that this policy be brought to the Transition Council for its review.”

CARRIED

10. Council Roundtable

Media, Regulatory, Legal and Public Trends

Councillors were provided with the top trends relating to media, regulation, recent legal cases, and public feedback.

Councillors reviewed the trends that were brought forward.

General Trends

Councillors were given the opportunity to raise any matters that they believe is relevant to the College and its activities. Comments included:

Cost of Caring – American PBS

<https://www.pbs.org/video/the-cost-of-caring-q6oifV/>

Supply and Demand for Veterinarians – UK Report

<https://www.vettimes.com/news/business/human-resources/surge-in-vets-and-nurses-predicted-over-next-10-years>

National Post Article

<https://nationalpost.com/news/canada/college-of-veterinarians-of-ontario>

Business Travel to the US on the decline. CVO withdrew from the AAVSB Conference in Kansas City but will attend virtually where possible.

Professional Standards Authority. The Registrar was invited to participate in a review of Right Touch Regulation 3.

11. Notice of Motion

A Notice of Motion is the way in which a Councillor can request Council take action on an issue, as per Robert's Rules.

No notice of motion was made by any Councillor.

12. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

13. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

14. Date of Next Meeting

The next regular meeting of Council will be held on June 18, 2025

15. Adjourn

MOTION: It was moved and seconded,

"That the meeting of Council be adjourned."

CARRIED

The meeting adjourned at 11:15 am.



Dr. Jessica Retterath
President



Jan Robinson
Registrar and CEO



Alice Couto
Recording Secretary