



**Public confidence**  
in veterinary regulation

# **Strategy 2026**

## Year 3 Outcomes Report

## Vision

Instilling public confidence in veterinary regulation

## Mission

Governing the practice of veterinary medicine

## 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

This report on Strategy 2026, Year 3 concludes the third and final year of the College's strategic plan focused on five objectives over the period of June 2025 to June 2026. This report demonstrates Council's attention on making progress in all areas and its focus on continuous quality improvement.

The report provides a summary of the work completed on each strategic objective.

## **Objective 1**

Championing legislative reform to affirm an agile future

Achievements include:

- Legacy Council set a budget to support implementation work of the *Veterinary Professionals Act*.
- The Transition Council developed and consulted on its first set of by-laws.
- Policy development is underway with a planned approach approved by the Transition Council.
- The new CVPO logo and brand guide have been established.
- Minor amendments to the *Veterinary Professionals Act* are included in Bill 109.
- Legacy Council continues to oversee the completion of member matters through its statutory committees.
- College programs continue the development of processes to support the timely proclamation of the new legislation.
- Communications, including newsletters, townhalls, website content, and attendance at conferences, have focused on celebrating the history of the College and providing information to build excitement for the new legislation.
- Liaising with varied partners remains a priority, including the Ontario Veterinary Medical Association (OVMA) and the Ontario Association of Veterinary Technicians (OAVT), to support understanding of the new Act.

## Objective 2

### Partnering for improved access to veterinary services

Achievements include:

- A national pilot project to produce competency assessment tools for limited licensure was completed and adopted by Legacy Council in 2025. The National Examining Board has assumed leadership to ensure that full implementation of this important licensure pathway occurs in the coming months.
- The College is involved in a project focused on leveraging team-based care in veterinary medicine with the Alberta Veterinary Medical Association.
- Education of veterinarians on the spectrum of care philosophy remains a priority. The College's Innovation Panel is discussing how the College can further support a spectrum of care delivery model.
- There are now seven podcasts focused on innovations in team-based care and the future of veterinary medicine.
- A Workforce Data Advisory Group has been launched to explore the College's role in collecting workforce data.
- A Shelter Medicine Advisory Group has been implemented to support new approaches that enhance animal health care in shelters.

## **Objective 3**

### Creating space for innovation and technology

Achievements include:

- The Ontario Veterinary Regulatory Innovation Panel meets regularly and has been involved in discussions related to the use of artificial intelligence in veterinary practice, including record keeping scribes; the use of regulatory sandboxes to test different approaches to practice in a safe environment; and the general promotion of innovation in veterinary medicine.
- A number of regulatory sandbox projects related to innovative approaches to veterinary care delivery models continue to be approved and monitored by Legacy Council.

## Objective 4

### Promoting the importance of One Health

Achievements include:

- College staff have been engaged in discussions to determine how the College can work with the Ontario government to better serve the public and their animals in emergencies. Municipalities are the current focus but not a priority at this time.
- The Matawa Advisory Circle recommendations were approved by Council in September 2025. Work groups are addressing the six approved objectives. This work is supporting improving access to veterinary care in nine First Nations Communities in Northern Ontario.
- A report on antimicrobial stewardship and its recommendations were approved by Legacy Council. The report has been posted on the College's website and shared with partners. The Position Statement: Responsible Prescribing of Antimicrobial Drugs in Animal Health Care through Antimicrobial Stewardship was updated. A current consultation on whether requiring antimicrobial stewardship programs should be an obligation to meet the facility accreditation standards is underway.

## Objective 5

Focusing regulation on people and context

Achievements include:

- A new CVPO Brand Guide and visual identity has been developed. The Brand Guide includes references to tone and voice, and how to promote compassion in regulation.
- The College's work on the Ontario Collaborative for Well-being in Veterinary Medicine has continued with OVC, OVMA and OAVT partners.
- Council, Committee members and staff have completed further training on inclusivity.
- There is an ongoing review of program communication to support greater clarity, accessibility and inclusive language.
- Quarterly learning circles with College staff explore IDEA topics such as power, privilege and positionality, and equity-centered work.
- A 'people and context' lens has been integrated as a guiding tool for staff to ensure College's programs and policies consistently focus on context-informed and equitable outcomes.