

Minutes

Legacy Council Meeting

November 26, 2025

2-71 Hanlon Creek Blvd.

In-Person Meeting

Presiding Officer: Dr. Jessica Retterath

Members present: Dr. Patricia Alderson
Dr. Kathleen Day Dunbar
Mr. John de Bruyn
Ms. Cathy Hecimovich
Dr. Louise Kelly
Ms. Catherine Knipe
Dr. Sean Marshall
Dr. Clayton MacKay
Dr. Alana Parisi
Dr. Sami Qureshi
Mr. Douglas Reynolds
Dr. Yashvir Varma
Dr. Wade Wright
Dr. Michael Zigler

Regrets: Dr. Lena Levison

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending: Ms. Kim Huson, Director, Communications & Engagement
Dr. Kim Lambert, Associate Registrar, Regulatory Programs
Ms. Kali Pieters, Policy & Projects Coordinator
Ms. Lesley Rankin, Director, People & Resources
Ms. Lindsay Sproule, Director, Regulatory Programs Performance
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 9:02 am and welcomed Councillors and guests.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as presented.”

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

- September 25, 2025 Legacy Council Meeting

5.4. Committee Reports

- 5.4.1. Accreditation
- 5.4.3. Complaints
- 5.4.4. Discipline
- 5.4.5. Executive
- 5.4.6. Quality Assurance

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Consent Agenda with items, 5.2 – President’s Report, 5.3 – Registrar’s Report and 5.4.2 – Registration to be discussed separately.”

CARRIED

5.2 President’s Report

Dr. Retterath provided an update to the President’s Report. She noted that she and the members of the Executive Committee attended the OVMA | CVO Liaison meeting at OVMA’s offices in Milton. The Executive Committees from both organizations had a very successful meeting.

Dr. Retterath noted that at the last Executive Committee meeting, there was a dialogue regarding continuity of the Executive Committee since there is no Proclamation date yet. The Committee agreed that no changes would be made to the Executive Committee nomination process at this time.

5.3 Registrar's Report

The Registrar updated Council on the Canadian Council of Veterinary Registrars (CCVR) meetings that she, Dr. Kim Lambert, and Ms. Shilo Tooze attended in Edmonton. She noted that due to the incorporation of the CCVR they are working on administrative items, including opening a bank account and reviewing By-Laws.

The Registrar provided an update on various outcomes from the meetings; including, concerns related to the Pre-Surgical Assessment. The CCVR has asked the National Examining Board (NEB) to conduct an independent review. Assessment agencies are currently being reviewed. Language Benchmarks were accepted by the NEB and the Complaints Study public facing report was crafted and is available on the Council intranet site. The Registrar also noted that a very constructive meeting with the NEB took place.

5.4.2 Registration Committee

Dr. Kim Lambert, Associate Registrar, Regulatory Programs joined the table and Dr. Alana Parisi introduced the item related to the *Ontario Labour Mobility Act*. Dr. Lambert noted that as of January 2026, the "As of Right" framework will be introduced which allows a worker certified under another province the ability to apply to work in Ontario for a 6-month period. She noted that the fee will remain the same as the application fee.

A discussion ensued and the Registrar answered questions posed by Council

MOTION: It was moved and seconded,

"The Council of the College of Veterinarians approve Consent Agenda items 5.2, 5.3 and 5.4.2."

CARRIED

6. Strategic Alignment

6.1 Evaluation

Dr. Jessica Retterath introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on September 25, 2025.

6.2 Strategic Plan

6.2.1 Year-3 Tactics Progress Report

Ms. Shilo Tooze, Deputy Registrar joined the table and introduced this topic. Ms. Tooze provided Councillors with the Summary from Year-3 Tactics.

Ms. Tooze and the Registrar answered questions from Council members.

6.3 Performance Measurement

6.3.1 Key Performance Indicators

Ms. Tooze introduced this topic.

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.

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

7.0 Finance

7.1 Financial Statement ending October 31, 2025

Ms. Lesley Rankin, Director, People and Resources joined the table. Council reviewed the Variance Report, Balance Sheet, and Revenue and Expense Statement ending October 31, 2025.

The Registrar answered questions posed by Council members.

The documents are presented as information only.

8. Registrar's 2026 Goals (in-camera)

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario and the Registrar move to go in-camera to discuss the Registrar's 2026 goals."

CARRIED

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario and the Registrar move to go out of in-camera."

CARRIED

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians received the Registrar's 2026 Goals document."

CARRIED

9. Public Policy

9.1 Advisory Group on Shelter Medicine and the VCPR

The Registrar introduced this agenda item. She noted that Shelter medicine is an area of special interest and commitment for some veterinarians and veterinary technicians. They would like to see equity in the services provided and in the quality of outcomes. With the development of the new regulations for the *Veterinary Professionals Act*, there is an opportunity to explore the current context of the sheltering of animals in Ontario.

Council was given a set of Terms of Reference that outlined the formation of an advisory group to explore the current challenges of providing animal care in the shelter sector in Ontario.

A discussion ensued and the Registrar answered questions posed by Council. Council recommended that a Council member be added to the Advisory Group and that there be a representative from OVMA and OAVT.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the Terms of Reference be accepted as amended.”

CARRIED

9.2 Workforce Data Project

Ms. Lindsay Sproule, Director Regulatory Programs Performance and Ms. Tooze joined the table. Ms. Tooze introduced this agenda item. She noted that at its June 2025 meeting, Legacy Council approved the Year Three Tactics for Strategy 2026. Under the objective ‘Partnering for Improved Access to Veterinary Services’ there is a tactic to develop a plan to collect and report on standardized consistent and comparable demographic, geographic, education and employment data. This initiative aims to support improvements in workforce planning initiatives. Ms. Tooze outlined the draft Terms of Reference, including a list of activities and deliverables that the advisory group would engage in.

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

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the request to establish a Veterinary Professionals Data Advisory Group and accept the proposed Terms of Reference as presented.”

CARRIED

9.3 Antimicrobial Stewardship Project Recommendations

Dr. Lambert joined the table. She noted that at its September 2024 Council meeting, Legacy Council reviewed a set of project objectives and deliverables and accepted the antimicrobial project recommendations.

The College engaged with ACER Consulting to begin the project which included two phases of work. The first phase involved a literature review, followed by key informant interviews to explore the current state of knowledge and gather insights from subject matter experts. The second phase of the project involved the facilitation of a series of focus groups with veterinarians practicing in the equine and companion animal sectors.

The preliminary update was provided to Council in June. ACER Consulting completed the project and issued a report called, "Opportunities for the Enhancement of Antimicrobial Stewardship in Companion Animal and Equine Medicine in Ontario."

At this time, Dr. Lambert introduced Ms. Laura Zehr and Mr. Steve Roche from ACER Consulting and they presented a summary of their report to Council with focus on the Executive Summary which outlined specific opportunities in the advancement of antimicrobial stewardship. Dr. Lambert outlined the proposed potential recommendations. A discussion ensued and Ms. Zehr and Mr. Roche answered questions posed by Council.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario direct that the report be accepted and that the proposed recommendations be approved as amended with the addition of posting the ACER report and publishing in a peer-reviewed journal."

CARRIED

9.4 Policy Statement Facility Director, Accreditation – Definitions and Responsibilities

Dr. Kim Lambert joined the table. Ms. Cathy Hecimovich, Chair of the Accreditation Committee introduced this agenda item. She noted that in July 2022 changes to the facility accreditation regulations included the requirement that a facility director be engaged in the practice of veterinary medicine conducted in or from the veterinary facility. At that time Council approved a new Policy Statement Facility Director – Accreditation – Definition and Responsibilities. At the time the College did not define how often the facility director must work at or be on-site at the facility.

After the Policy Statement was published, the College received inquiries about the requirements to be engaged in the practice of veterinary medicine and developed guidance for facility directors. In the last 2-3 years, it has become apparent that not having clear parameters in place is problematic. The Accreditation Committee was asked to consider recommendations on the parameters for a facility director to meet the requirements of being engaged in the practice of veterinary medicine conducted in or from the facility. The recommendations were provided to Council for consideration.

A discussion ensued and Council provided its feedback. Dr. Lambert, the Registrar and Ms. Hecimovich answered questions posed by Council.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the parameters be accepted as written and approve the addition of the parameters to the Policy Statement Facility Director – Accreditation – Definition and Responsibilities.”

CARRIED

10. Council Roundtable

10.1 Public Trends

Councillors reviewed public trends that were provided by staff.

10.2 General Trends

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

- New Legislation re. medical unnecessary surgeries
- Measles Vaccines
<https://www.nytimes.com/2025/10/27/science/vaccines-pets-dogs-cats.html>

11. Other Business

There was no other business added.

12. 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.

13. 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.

14. 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.

Councillors were reminded to submit their expense reports in a timely manner.

15. Date of Next Meeting

December 17, 2025, Annual Meeting of the Legacy Council followed by Election of the 2026 Executive Committee. This meeting will be virtual.

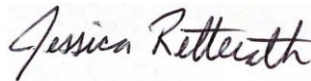
16. Adjourn

MOTION: It was moved and seconded,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 11:54 am.



Dr. Jessica Retterath
President



Jan Robinson
Registrar and CEO



Alice Couto
Recording Secretary