



**Public confidence**  
in veterinary regulation

# **Strategy 2026**

## Year 1 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 1 concludes the first year of the College's strategic plan focused on five objectives over the period of June 2023 to June 2024. 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:

- Provided support to the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) in their introduction of Bill 171, including attendance at focus groups, liaising with OMAFRA team members weekly to answer questions, reviewed proposed legislation, attended at the Committee of the Interior to support the Bill and provided a submission to the Committee
- Bill 171 Passed Third Reading on May 27, 2024!
- Ongoing collaboration with the Ontario Association of Veterinary Technicians (OAVT) related to scope of practice and licensure of veterinary technicians
- Continued collaboration with the Ontario Veterinary Medical Association (OVMA) related to strategic considerations of the proposed legislation
- Liaised with varied stakeholders to answer questions, primarily related to authorized activities

## Objective 2

### Partnering for improved access to veterinary services

Achievements include:

- A national project to produce competency assessment tools for limited licensure is nearly complete. The tools have been developed and are currently being piloted by candidates and assessors in Ontario and Alberta. A project evaluation report is expected this summer. Discussion related to potential implementation with the National Examining Board continues.
- Work continues on the increased focus on team-based care under our new legislative model. The College has hired a consultant to assist us with this work, including development of persona work to better understand how to support team-based care.
- Focused communications related to the Council's position on balancing access to veterinary care with options, including e-update, inclusion in a College webinar, and web-based materials
- Ontario Veterinary College (OVC), OVMA and the College held a series of conversations aimed at providing vision for the future delivery of veterinary medicine in Ontario. Deloitte assisted in providing a summary report with recommendations. A decision to hold a broader symposium was not supported by the lead team. Instead plans are in development to release a series of podcast case studies focused on the evolution of teams.
- At its December meeting, Council directed that the Registration Committee oversee development of additional tools to support the integration of newly licensed members into practice. A new [webpage](#) has been launched and Council has approved a research project to study how the Peer Advisory Conversation might be used to build confidence in new graduates.

## **Objective 3**

Creating Space for innovation and technology

Achievements include:

- The Ontario Veterinary Regulatory Innovation Panel has met four times and assisted in developing a list of initiatives for Council consideration.
- A position statement on Embracing Innovation and the Digital Age was approved at the March 2024 Council meeting and a guide is under development. A guide on the use of thought partnership tools such as AI is in development with expected completion this fall.
- Council has approved its first two sandbox proposals in the last year related to innovative approaches to veterinary care delivery in Northern Ontario. Three others have had early discussion and feedback.

## Objective 4

Promoting the importance of One Health

Achievements include:

- A provincial interagency dialogue on One Health opportunities has been supported this year – this is the third and final year of this initiative.
- A One Health communications and education strategy has been launched: a risk sheet has been developed for farm families with an anticipated release this summer, and a One Health Kit was promoted at the OVMA and OAVT conferences and through postcards to companion animal facilities. A coordinated social media promotion continues in cooperation with OVMA and OAVT.
- The Lock Label Locate campaign continued to focus attention on separation of expired drugs, proper disposal of drugs, and management of controlled drugs. There has been great interest in the toolkits. Data from facility inspections continues to demonstrate the effectiveness of this approach in reducing related deficiencies.
- The College wrote a letter to Emergency Management Ontario to express our interest in supporting the work in this area. Initial discussions have been had with the Director of this office. Follow up will continue to determine opportunities for involvement and support for animal care during disaster relief efforts.
- Exploration of work being completed related to community vaccinator programs has taken place. In particular, Manitoba has implemented a full-scale program run through the Manitoba Veterinary Medical Association that is interesting to consider. A national guide on this topic is to be released by the Chief Veterinary Officers prior to yearend. Once this document is distributed, opportunity to consider next steps at both the national and provincial level will be clearer.

## Objective 5

Focusing regulation on people and context

Achievements include:

- Communications work has focused on communicating compassionately and explaining why and how the College intends to implement its decisions.
- A new website was launched to better reflect our brand. Interestingly, this year the College has received many unsolicited positive comments on our interactions with the public and with licenced members.
- The College's action plan on inclusivity, diversity, equity and accessibility is in Year 2. Tactical progress this year included anti-racism training for Council, Committee and staff, and a refresh of our commitment statement.
- Relationship building with equity seeking veterinary groups remains a priority.
- Staff training on tone and voice related to compassion supports our ongoing attention to this work.
- The Ontario Collaborative for Wellbeing in Veterinary Medicine has formed a working group focusing on a campaign to raise awareness and importance of mental health in veterinary workplaces and reduce stigma that is a barrier to help-seeking behaviours. A project scope with deliverables has been developed. Campaign messages have been developed, and materials will be available to distribute when the campaign is launched in the fall of 2024.
- Programmatic changes focused on people have been implemented, including successful strategies in the Investigations team related to the Navigator role, and grief webinars to support those struggling with pet loss