



# College of Veterinarians of British Columbia

## COUNCIL MEETING

Video Conference

Friday, April 23, 2021

### Minutes of the Open Meeting

- Council Members:** Dr. Josh Waddington (President), Dr. Michele Martin (Vice President), Mr. Chris Finding (Treasurer), Ms. Lori Charvat, Mr. Gian Sihota and Dr. Doris Leung (10:08 a.m.)
- Regrets:** Dr. Jane Mancell and Mr. Gary Kobayashi
- Staff:** Dr. Jane Pritchard (Interim Registrar), Dr. Stacey Thomas (Deputy Registrar) and Ms. Rosalee Magcalas (Executive Assistant)

#### 1. CALL TO ORDER

The meeting was called to order by Dr. Waddington at 10:05 a.m.

*Council would like to respectfully acknowledge that we work and live on the traditional ancestral and unceded lands of the Coast Salish, Squamish, Sechelt, Musqueam and Tsleil-Waututh nations and we acknowledge all other first nations in British Columbia.*

#### 2. ROUTINE PRELIMINARY BUSINESS

##### 2.1. Approval of the Open Agenda

**MOTION: THAT** the Open Agenda be approved with the power to add.

**MOVED/SECONDED**                      **CARRIED**

##### 2.2. Discussion of Consent Agenda

**MOTION: THAT** the Open Consent Agenda be approved with items 2.3, 2.4, 3.3, 3.8, 3.9, 4.2, 4.3, 4.4, 4.5, 4.6 and 4.7.

**MOVED/SECONDED**                      **CARRIED**

##### 2.3. Amended Minutes of the February 5<sup>th</sup>, 2021 Open Meeting

Accepted and not discussed as per the Consent Agenda.

**MOTION: THAT** the Amended Minutes of the February 5<sup>th</sup>, 2021 Open Council meeting be approved as per the Consent Agenda.

**MOVED/SECONDED**                      **CARRIED**

**Direction:** For the office to publish the approved February 5<sup>th</sup>, 2021 minutes to the website.

2.4. Minutes of the March 19<sup>th</sup>, 2021 Open Meeting

Accepted and not discussed as per the Consent Agenda.

**MOTION: THAT** the Minutes of the March 19<sup>th</sup>, 2021 Open Council meeting be approved as per the Consent Agenda

**MOVED/SECONDED**

**CARRIED**

**Direction:** For the office to publish the approved March 19<sup>th</sup>, 2021 minutes to the website.

**3. ITEMS REQUIRING COUNCIL ACTION/DECISION/DISCUSSION**

3.1 Introduction of New Registrar – Dr. Megan Bergman

Dr. Megan Bergman the newly hired Registrar, joined the meeting and was thanked for her attendance by the Council President, Dr. Waddington. Council and office staff took the opportunity to briefly introduce themselves.

Dr. Bergman voiced her excitement in joining such a diverse Council and about her move to BC. While her tenure will not start until mid-July, she advised Council that she has been reading the CVBC Bylaws and *Veterinarians Act* so that she can hit the ground running once she steps into the position.

Council enthusiastically offered any support that Dr. Bergman may need both in her transition to the position as well as her move to the lower mainland.

3.2 Provisional Supervised Active Registration Category - Update

Dr. Pritchard gave some background on this matter for the benefit of Dr. Bergman and explained that this category of registration is being implemented to facilitate a smoother entry into the profession for non-AVMA accredited veterinarians by enabling them to gain valuable experience in Canadian practice. This classification of licensure should also help to address the manpower shortage.

The creation of the PSA category could have been done without changing the bylaws, but it would have been very challenging to defend it and more difficult for applicants to navigate so it is being done in a way that is very clear and logical. The College is working closely with the Registration Committee and outside legal counsel to ensure that everything is captured in this change and it is easy to understand. While this rewrite has come a long way, there is still confusion around the different types of supervisors that requires further clarification before being finalized and presented to the registrants.

The lawyer modified some of the terminology around supervisory roles and the bylaw amendments are continuing to be refined in their wording with the Registration Committee, Council and legal counsel to approve the final version before being put to the registrants for a vote.

The Interim Registrar has also prepared 2 supporting documents, a Registrant Supervisor Agreement and the Assessment of a Veterinarian Holding a Provisional Supervised Active (PSA) Registration form.

Dr. Pritchard advised that the assessment document had been adapted from the CVO's form and, while only partially completed at this time, it is her intention to have descriptors placed in all review categories as benchmarks for assessments. It was suggested that descriptors for section H (Written Records & Notes) could be drawn directly from the Practice Standard for Medical Record Keeping. Dr. Martin offered assistance with developing the descriptors for the remaining sections if needed.

It was clarified that there must be 1 supervisor to 1 PSA. Should a clinic have more than 1 PSA on staff but with only 1 supervisor working on a certain day, then only 1 PSA can work that day. The College must rely on the supervisors and PSAs to be honest to ensure that they are being supervised appropriately and the PSA will be required to keep a daily log in addition to the quarterly reports generated.

The College cannot police this constantly but will have the ability to audit a PSA at any time and if the PSA makes an error and a complaint is lodged, the supervisor will be brought into the investigation process. The office is still awaiting some legal opinions regarding how concerns regarding a PSA will be addressed, as we need to ensure procedural fairness for PSA's just as for fully registered veterinarians, and we need to be certain that the Registration Committee is assuming authority through bylaw that is only granted (in the Act) to the Investigations & Discipline Committees. Facility staff must ensure that when presenting the owners with a consent form, it is clearly stated that they are seeing a PSA who is under the supervision of a fully licensed veterinarian in the facility.

The Council feels that there is still some work to be done in this area to clarify the wording and the Interim Registrar will send questions back to legal counsel.

### 3.3 Telemedicine Working Group - Update

Not discussed as per the Consent Agenda.

**The order of the agenda items was changed at this point. Original order noted with new discussion order in ( ).**

### 3.6(4) Resiliency Support of BC Veterinarians (Ms. Corey Van't Haaff – Invited Guest)

Ms. Van't Haaff, Executive Director of the SBCV joined the meeting at 11:01 a.m. and gave a brief introduction of herself and her time with the BCVMA, CVBC and now with the SBCV.

She spoke on the topic of a new peer support program, which was originally brought forth to the Council over a year ago. Ms. Van't Haaff advised Council that the SBCV now has something to present which will be offered to Society members and they are approaching the College to see if they would be willing to support this program monetarily, so that it could be available to all CVBC registrants, not just to Society members.

Since the initial conversation between the College and the Society, the program has been expanded to regulatory, business and personal situations, not just crisis. As the program does not yet exist, the monetary ask is still not known. This program differs from the Homewood Health support program in that it would offer day to day advice and assistance to registrants from their peers and have them be a sounding board for situations like the complaints process.

The SBCV looked at the cost of setting up of this type of program and spoke with the Doctors of BC and the Resident Doctors, who have a similar program in place which is modeled on a military program that was adjusted for them and they were impressed with this model and asked what the cost would be to put a similar program in place for the veterinarians and the cost was prohibitive at \$250,000 a year. They are looking elsewhere for the same type of program which could be adopted for use with veterinarians.

Ms. Van't Haaff advised Council that Society members volunteering to become peer counsellors, would be covered under the SBCV's insurance and members could access these services without charge. Non-members would not be able to use these services unless the CVBC contributes money towards the program and even with the contribution, the CVBC would not be included in decisions about how this program is run and where monies are to be allocated.

Unfortunately, if the College does not wish to contribute funds, non-Society member registrants will not be able to access the support services, nor would they be eligible to act as peer counsellors.

Council was advised that no other jurisdictions have this type of peer counselling program and the SBCV is well underway with launching this. Council asked if there could be a cost-sharing concept considered, ie. have registrants pay a fee to access these services. It could be one of the options to charge non members to use the service, but Ms. Van't Haaff is unsure how the SBCV Board would feel about charging.

With the Society and the CVBC being 2 separate entities, a Council member raised the question that non-member registrants may not feel comfortable in calling the Society but was assured that the Executive Director fields approximately 5 to 10 calls from non-member registrants per week, with many not understanding that the College and the Society have split.

Council was also advised that there has been at least 12 Society members who expressed interest in becoming peer counsellors and there has not even been a call out for volunteers yet.

Council asked Ms. Van't Haaff for an approximation of monies required by the CVBC to enable this program to be offered to all registrants and was provided with an estimate of \$20,000 per year, with \$10,000 of those funds going towards counsellor training each time. The Executive Director will approach their insurance company to see if non-Society members would also be covered as counsellors.

**Ms. Van't Haaff left the meeting at 11:28 a.m.**

Council would like to discuss this matter and its financial implications further in the Closed meeting.

**3.4(5)Communication to Registrants**

The Vice President presented Council with the results from her poll of Council members (3 participants) and colleagues (9 participants) regarding potential topics for her video podcasts.

The topics of interest varied between the Council and colleagues, but with the green light given by Council, the first podcast will be a 'soft' interview with Dr. Bergman, followed by an interview with the Investigation Committee Chair, Dr. Bratty, with the Strategic Plan, with Dr. Waddington and CVBC Hot Topics, with Drs. Waddington and Pritchard, after that.

Dr. Martin will ensure that there is a disclaimer that these are to be viewed as entertainment and not to be taken as legal advice. The interview with Dr. Bratty will be put before Council to ensure that no information that is contained in the podcast, poses any issues.

Once the videos are completed, they will be uploaded to the CVBC website, along with an email address if registrants have feedback or ideas for future podcasts.

**Direction:** To set an email address to be included on the podcast for feedback (ie. the [feedback@cvbc.ca](mailto:feedback@cvbc.ca) email or to set one that Dr. Martin will monitor, ie. [cvbcpodcast@cvbc.ca](mailto:cvbcpodcast@cvbc.ca)).

### 3.5(6) Recommendation for Council Training

The Interim Registrar first raised the issue of Council training at the December 2020 meeting, but this was tabled until this meeting. After some research, Dr. Pritchard advised that the presenter from the 2019 AGM, Mr. Habacon, was fully booked and is looking to Council for suggestions on who could speak regarding equity, diversity and inclusion, as this is a very timely topic.

Ms. Charvat forwarded an email to legal counsel for the College of Physicians & Surgeons for the names of a duo who presented to that College on diversity and will follow up, if Council would like, as well, she has reached out to the College of Nurses, for potential presenters, but they have not yet responded.

In addition to providing this training to Council, they feel that Committee members as well as CVBC staff should be included in this session, which would be approximately 50 people and hold 2 or 3 sessions, designed for our specific needs on bias.

A list of what the Council is looking for in a presentation will be prepared with one of the items being that it be a course that would allow people to gain greater awareness of their bias and provide some practical skills to check their bias and some strategies on how to stay on top of this in regulatory bodies. Council feels that there needs to be an ongoing commitment to training, and for it to be of any real value, must be something that has to be revisited regularly with the same presenter, speaking on different aspects of the same topic.

Council member Mr. Sihota spoke to Council about his attendance at a course given by CABRO and how they presented the course in 5 modules directed at different topics under the same umbrella. Dr. Martin attended the Animal Welfare Conference which had an entire stream of the conference on diversity, equity and inclusion. She noted that we have begun to collaborate with the SBCV regarding development of continuing education opportunities, with the College strongly recommending certain important topics to its registrants, and it would be beneficial to cosponsor a seminar on this topic that all registrants could attend. This is especially timely due to the recent CBC report on a current HRT complaint, which spawned renewed media attention for the College. It is clear that there is still some sentiment (among both the public and our registrant body) that, despite the College's efforts in recent years, there is still systemic bias within the CVBC and in the broader profession.

**Direction:** Ms. Charvat will provide the Interim Registrar with the contact information as well as a list of bullet points of what we are looking for in a training course. Dr. Pritchard will reach out to Mr. Habacon and Council will look at an ongoing series.

### 3.7 Scheduling the 2021 Annual General Meeting

The Interim Registrar advised that the SBCV has scheduled their Annual General Meeting for Saturday, November 6, 2021. As the CVBC is holding the AGM virtually, Council is being asked to consider setting the date for Sunday, November 14, 2021, mid-afternoon.

In addition to the approximate 1 hour AGM, Council is being asked if they would like to see a 1 hour CE session included after the meeting, or schedule for a different time. Council feels that the AGM may run a little longer than the 1 hour at the 2020 AGM and recognizes that people are exhausted from virtual meetings. At the AGM, the College could promote a CE session to be held in the week following.

Moving forward, Council would like to see a return to in-person AGMs, but also have the option for registrants to attend virtually.

**MOTION:** The College of Veterinarians of BC will hold their Annual General Meeting on Sunday, November 14<sup>th</sup> at 2:00 p.m. by ZOOM in 2021.

**MOVED/SECONDED**                      **CARRIED**

**Direction:** Post information on the website for the date.

**Ms. Charvat stepped away from the meeting at 12:00 p.m. Council still had quorum.**

### 3.8 NEB March 2021 Report

Not discussed as per the Consent Agenda.

### 3.9 AAVSB

Not discussed as per the Consent Agenda.

## 4. **REPORTS RECEIVED FOR INFORMATION**

### 4.1 Report on IC Cases

**MOTION: TO** move the Report on IC Cases to the Closed Agenda.

**MOVED/SECONDED**                      **CARRIED**

4.2 Report on New Registrants – Accepted and not discussed as per the Consent Agenda.

4.3 Change of Registration Class Report – Accepted and not discussed as per the Consent Agenda.

4.4 Name Approvals – Accepted and not discussed as per the Consent Agenda.

4.5 Report on Facilities, Closed, New & Reaccredited – Accepted and not discussed as per the Consent Agenda.

4.6 Deputy Registrar's Report – Accepted and not discussed as per the Consent Agenda.

4.7 Task List – Accepted and not discussed as per the Consent Agenda.

**5. ADJOURNMENT**

5.1 Next Meeting Date

The next meeting is scheduled for Friday June 4, 2021 at 10:00 a.m.

**MOTION: THAT** the Open meeting be closed at 12:05 p.m.

**MOVED/SECONDED CARRIED**

Dr. Bergman was thanked for her attendance and will potentially join the meeting in June, if time permits.

**Dr. Bergman left the meeting at this point.**

**Direction:** To extend an invitation to Dr. Bergman to attend the June 4, 2021 Open meeting.

**Council broke for lunch, to return to the Closed Agenda at 12:35 p.m.**