

BCVTA Spring AGM

April 17th 2021

Mission

We are leaders and advocates for Professional Animal Health Care, helping to raise veterinary standards for the protection of the public and the animals of British Columbia.

Vision

Gold Standard of Animal Care

Our vision is for every animal care facility in British Columbia to employ a Registered Veterinary Technologist. We partner in the veterinary healthcare industry to empower our members to utilize their training to deliver the gold standard of care.

Strategic Statement

The BCVTA, acting with integrity, serves to educate and advocate for our members, to advance the profession of veterinary technology.

Strategic Pillars

Educate, Advocate and Advance

Call the meeting to order

Motion to call to order: Daniel Harvey

Second: Kirsten Wilson

Passed

Motion to accept Minutes from Oct AGM: Jennifer Bell-Irving

Second: Amber Greg

Passed

Motion to accept agenda with the power to add: Alisha Goodkey

Second: Nadia Skinner

Passed

Greetings from Shannon Brownrigg (RVTTTC president)

Greetings from OAVT / SAVT / AVTA

President's report - Heather Shannon

This has been an incredible year to be on the BCVTA Board, this is Kirsten and my last day on the BCVTA Board of Directors and we have spent time mentoring new RVT's to continue on and making sure all documentation is up to date and ready to pass on. Everyone has been great about meeting virtually to accomplish this!

Of course, you all know what the challenges of COVID have been like for the veterinary industry and life in general. As a board we have been working to try to keep our social media presence upbeat, we have had contests, Bevvies with the Board evenings and even had a virtual escape room event sponsored by AVP in October - which was a blast! We are looking forward to our fun comedy event after this AGM as well!

Some of the BCVTA Accomplishments since our meeting in October 2020 are:

- We have more webinars for CE on our website; this has been invaluable during this time of COVID for members that have required CE and were updated after our the fall conference
- We have continued to update our policies to align with the bylaws, and have created some new policies to help with every day running of the association.
- This spring we presented the BCVTA RVT of the Year award to Allison Fagan – so well deserved!
- There were also 3 student scholarships given out – one for each vet tech program in BC!
- With people online more we are seeing more traffic on our social media – currently we are on Facebook, Instagram and Twitter, don't forget to tag us and use the #askforRVts.
- We have also upgraded insurance coverage for cyber issues
- Our Website is going through an overhaul and upgrade to the Member365 platform, which the ABVTA and OAVT have used.
- We have met with the CVBC twice this year, which you will hear about from our CVBC liaisons
- All members of the BCVTA Board took diversity, equity and inclusion training this spring. We highly recommend this for any veterinary team, ask your clinics to look into it.
- We have formed 2 committees: complaints & social media. The complaints committee consists of Daniel Harvey, Kim Holbrow and Leanne Schmidt. They are working hard to get documents created. Thanks also to Melissa Boston for her work promoting the conference through social media.
- We have had great interest in the two Board of Directors positions that are opening up which is exciting.

Each member of the BCVTA Board will give a description of what they have been up to since our last gathering. I will let them tell you more about our achievements.

Respectfully submitted,
Heather Shannon, RVT

Vice President report - Amber Gregg

Hi everyone, thanks so much for coming!

This past year as Vice president has been eye opening in many ways! As I become President tonight, I wanted to express my gratitude to Heather for her guidance in the last year. I hope to use the knowledge she has shared with me and use it to improve my skills as a leader, to keep the Association running well. I have enjoyed getting to know my fellow Board members and I can tell you that each one of them has unique skills and talents that make for a collectively strong association. We are lucky to have them and I am grateful to be working with them, and learning from them. They are an impressive crew!

As members of the BCVTA, I know many of you are happy to pay your membership, get your CE, and carry on with your life. If that is all you need, that's great, we will continue to support you! I do enjoy hearing from people, so if you have questions about how the association is managed, why and how decisions are made, have suggestions, or you want to be involved, let us know!

We have a healthy list of goals that we are currently working on including member outreach opportunities, streamlining our thankfully rarely used complaints process, developing a stronger, equitable relationship with the CVBC and exploring opportunities to support RVTs in BC.

Executive Director report - Denise Hitt

Thank you for attending and being patient while we worked through any technical difficulties with the new platform.

Please don't hesitate to get in contact with me if you have questions or concerns.

Your CE certificate for this conference will be emailed after the event

Treasurer Report - Tina Douglas

Bank Balance as of April 10, 2021

Chequing: \$161,960.00

Savings: \$50,321.00

Paypal: \$31,766.00

Comparative Income Statement to the end of February 2021

This statement is only to the end of February, so income and expenses from this conference are not included. Our year end statement will be presented at the fall conference.

It is very hard to come up with a budget in this Covid era, when we don't know if we are able to travel or not. The numbers obviously reflect this. Overall , it looks like income is down, but operating costs are way down as well and we are definitely on our way to a profit for the year.

Proposed Budget for 2021-2022

Next we will have to review and approve the budget for next year. I have based this budget on the assumption that we will have a virtual fall conference and hopefully a 'in person or hybrid " conference in the spring. Not many changes, our RVTTC dues will increase if our membership goes above 1000 ad we are close to that now. Our website costs will increase with the new platform .

Thanks

Tina Douglas, Treasurer , BCVTA

Motion to approve budget: Erika Grey-Gowans

Second: Denise Wiley

Passed

RVTTC Report - Mia Cirotto and Tinille Mackenzie-Wyatt

The Registered Veterinary Technologists and Technicians of Canada (RVTTTC) is a not-for-profit organization uniting veterinary technician and technologist associations across Canada. RVTTTC is also a resource on national and international issues within our global veterinary community. We strive to unite, advance, and strengthen the RVT profession across Canada.

Since its inception in 1989, RVTTTC has grown to encompass seven provincial veterinary technician/technologists associations. ATSAQ, the Quebec association, officially re-joined RVTTTC in January of this year. We are very excited to have all Canadian veterinary technology associations represented in our organization. Engaging provincial associations allows us to collaborate on areas of mutual interest, ultimately helping us to champion the RVT profession on a national level and achieve animal healthcare excellence.

In addition to our board of directors, we also have delegates as volunteer representatives on various national and international committees. These representatives ensure RVTs have a voice on important topics that affect our profession.

We hope to facilitate positive change for RVTs across Canada. It is our firm belief that when RVT associations, and Veterinary Associations work together to improve the animal health care team, we ultimately augment the lives of the patients we care for and improve animal welfare on a global level.

Since October 2020, the RVTTTC has been working hard on many projects, and taken part in virtual meetings and conferences. Some important items to highlight are:

- our Career Ladder project, a tool to highlight expanded career options for RVTs with specific steps, information, and tools to advance in a chosen career pathway. This project continues to evolve and we are excited to share it with you once it is complete.
- We have had the opportunity to provide feedback on several CVMA position statements; adding RVT voices to animal care and welfare.
- Our Executive Director, Shannon Brownrigg, has been invited as a panelist for WSAVA on the Global Impact of COVID-19; a Veterinarian's Perspective.
- We are now in our second year of providing provincial associations and their members via RVT Talk, a monthly newsletter providing updates from Canada's Provincial Associations as well as pertinent animal health news.
- As of December 31, 2020, there are almost 9500 RVTs/TSAcs across Canada
- This October we will be celebrating our 5th annual RVT Month – a truly united celebration of RVTs across Canada

We are fortunate to have the opportunity to network with so many different animal related organizations nationally and internationally. This support and collaboration has a major impact on advancing the RVT profession.

Member at large Report: Kalaya Donchi

I am Kalaya, and have been a member at large on the board for this past year. As a new board member I have been learning lots. I am looking forward to stepping into the RVTTTC representative role, to continue my work promoting technicians on a provincial and federal level.

I have a special interest in veterinary cannabis medicine, and am also working on veterinary business leadership. I hope to take these skills and apply them to my work on the board.

Secretary Report - Kim Holbrow

It is great to see everyone again. Thanks for coming to the meeting and supporting RVT's from within your profession.

This year I am most proud of the work we are doing to develop a current complaints and disciplinary committee. We hope to have a great system in place that we never have to use.

- Disclaimer that I am still sitting on a committee for the CVBC - I recuse myself whenever needed and am hopeful that more technicians in more places mean good things for our relationship with the CVBC

CVBC Liason Report - Kirsten Wilson

CVBC Liaison Report April, 2021

After quite a number of months with no contact, Heather and I were contacted in November to be part of a focus group. Dr. Doris Leung, CVBC Vice President and Ms. Lori Charvat, CVBC Public Council Member were reaching out to various stakeholders, including the SBCV and the BCVTA, to assist in the development of their first ever Strategic Plan. Given that Heather and I were going to be vacating our positions, Amber and Mia attended the January 18 th meeting as well.

We were asked:

What does CVBC do well?

What are the challenges CVBC has?

What can the CVBC do better?

We were very forthcoming with our answers, including the fact that communication and lack of continuity within the CVBC Council were really challenges. We did not pull any punches in discussing some of the history of the working relationship between the BCVTA and the CVBC and that we felt that we were not respected. The public member, despite being on the CVBC Council since 2018 did not know that there was no regulation in place with respect to the practice of veterinary technology, which was a perfect example of the lack of knowledge, even within the CVBC, of what RVTs are faced with.

All that being said, we felt very positive about the meeting overall. Dr. Leung and Ms. Charvat seemed genuinely invested in what we had to say and we believe we were heard when we stated that the CVBC should be working towards improved communication, respecting the RVT profession and providing the same level of protection for the public and animals as other Western Canadian provinces do.

BCVTA was extended an invitation to attend CVBCs open meetings (occurring every 6 weeks). Dr. Leung and Ms. Charvat said they were looking forward to the creation of CVBCs first ever strategic plan so their Council could have a plan to move forward instead of just being reactionary as issues arise. We were told that we could email either of them with any questions we had.

On February 28, the BCVTA received an invitation to the next CVBC Council meeting on March 19 th . Mia and Amber were in attendance. Below is a summary of the meeting, provided by Mia: Upon re-joining

the meeting brief introductions were held. We were questioned as to where Heather and Kirsten were (although we had sent confirmation to Rosalee and Doris on March 8 that only Amber and Mia would be attending the meeting). We were then informed that if we had something to discuss at the meeting it had to have been brought forward prior to the meeting for Council to vote on if we were allowed to speak at the meeting. (Prior to the meeting we had requested to speak during the meeting via email on March 8 and confirmed with Rosalee and Doris our time slot on March 9). Josh noted that CVBC is very busy so it appeared that BCVTA was being ignored over the past year that was not the case; they just had more important issues to deal with. Requested BCVTA to submit monthly update reports to CVBC if we were going to continue to attend their meetings. Proceeded to explain how to write a formal report. Mia said an update could be possible and let them know she was familiar with the process for reporting to other bodies as that has been part of her position with BCVTA/RVTTC.

Josh asked the Council if they had any questions for Amber and Mia.

Questions for BCVTA:

Why did you want to be at this meeting? - introduce ourselves as we are moving in to new positions in April, meeting members of the CVBC Council, begin to forge a positive working relationship with CVBC for the protection/health/welfare of animals and public of BC, promote RVT profession

How many members do you have? - gave ballpark figure, discussed our membership renewal comes up in April

What are the two main concerns/issues for your members? - RVTs facing challenges during the last year (COVID) & wanting regulation for the RVT profession in BC

What happened at the last meeting between BCVTA and CVBC? (alluded that no one on Council knew what had transpired or when the last meeting was) - Minister of Agriculture directed that CVBC work with BCVTA in regards to regulation of RVT profession

We were thanked for our time and informed we were just observers for the rest of the meeting.

In her summary, Mia noted the discussions that were had regarding items on the CVBC Council meeting agenda—I have omitted those here as they are not pertinent.

Mia and Amber were excused from the meeting when the closed portion of the meeting was about to begin.

There were mixed feelings as to how the meeting went overall, some positive, some negative. There was an initial feeling of 'hierarchy' from some on Council, and like they anticipated confrontation from Mia and Amber. When that didn't happen, the tone changed to more collegial. Some members on Council seemed open to change and having RVT relationships considered when decisions are made within the CVBC; others seemed to be reluctant. That being said, those members seemed to have the same reactions to progressive ideas from their fellow Council Members, so it may not be a reaction to RVTs as to progress. Overall the feeling was that we should look to the future with an open mind, while being aware of the work that has already been done, and the challenges that have been faced over the years when working with the CVBC.

It should be noted that the CVBC has engaged a new Registrar and CEO, Dr. Megan Berman, effective July 1, 2021. That will hopefully provide some stability going forward. We also note that there is a new BC Human Rights Tribunal complaint against the CVBC. The previous complaint was one of the reasons that working with the BCVTA was put on the back burner for so long (due to the time and money required for the CVBC to deal with the complaint). The BCVTA board will continue to take steps to work with the

CVBC where possible, but will also be investigating other potential ways for the RVT profession to advance to one that is regulated for the success and protection of our members.

And with that comes an end to my time on the Board. After 18 years, a ton of progress has been made. I remember my first every Board meeting in Tina's hotel room the night before the AGM at the spring conference. I don't think we met more than twice a year back then. To now, we meet once a month via video conference and discuss many topics via email in between. I have learned so much—from watching Board members on other Provincial Executives and thinking “they are so grown up and know soooo much”, to having others say that about me (it's all an illusion BTW). I have enjoyed every minute of it, but it is time for some fresh ideas.

Thank you for allowing me to be an advocate for you and for the profession. I really encourage everyone to be involved in your association. The time commitment is not great, a few hours a month. If you cannot be involved, be informed! Read the emails that are sent out, come to the AGMs and have your voice heard. We are stronger together.

Student Representative Greetings - Alysha Berber/ Erin Kreklevich

Video update with greetings from TRU - call to upcoming second years to consider becoming their student representative

Even with the struggles of moving our education online, the students from Douglas College have been very grateful for the support of our fellow peers, instructors, and industry members. I'd like to thank you all for letting me attend the BCVTA meetings this year as it has provided me with a lot of insight and I have learned a lot. My fellow students and I wish health and safety for all and we look forward to becoming apart of the RVT community.

Old Business

- 1) Registration Numbers: 979 RVT's 14 Non resident, 100 students, 5 retired and 30 sustained
- 2) Strat Plan meeting with Becky Taylor leading was held in November
- 3) Virtual Conference - new platform

New Business

- OD Position changes
- Reminder with new bylaws – members are voted onto the Board and the Board decides on positions
- Heather and Kirsten are leaving the Board as terms are complete
- Amber will be the new President, Mia will be the CVBC Liaison, Tinille and Kalaya are the RVTTC representatives, Tina will remain as treasurer, Kim is the secretary. At a later date BoD will decide on VP position
- Website update
- Conference platform new to allow more attendees
- Voting – 2 new Board of Directors 2 BCVTA members reached out with interest

New Board Members:

Ashley Hansen

Motion to approve as a board member: Nadia Skinner

Second: Alysha Burben

Passed

Leanne Schmidt

Motion to approve as a board member: Daniel Harvey

Second: Denise Wiley

Passed

Any potential board member nominations from the floor?

None at this time

Awards

BCVTA - RVT of the Year - Allison Fagan

Lifetime Achievement Award - Kirsten Wilson

Closing Remarks

Motion to close meeting: Ellyse Bacelic-Grgic

Second: Alysha Berben

Passed