

BCVTA Spring AGM Meeting Minutes

Welcome and Greetings from the RVTTC/ CVBC/ Provincial Associations

Approval of the Agenda with the power to add:

Motion: Heather Shannon

Second: Brandy Linkowski

Carried

Approval of the Fall AGM Meeting Minutes

Motion: Lauri Dew

Second: Daniel Harvey

Carried

Reports

President's Report

We have been very busy since the October 3 General Meeting! In October we welcomed Christa Charbonneau and Amanda Barker to the Board of Directors, and they have been welcome additions to the team, in the Vice-President and CVBC Liaison positions. Director Ashley Hansen has recently stepped down, she was enjoyable to work with during her time on the Board and we hope to work with her again in the future.

There are a few key activities that I would like to share with you:

Strategic Planning session, facilitated by Rebecca Finlay (Show overview of the session, and highlight goals)

Identified short and long term goals and areas to improve on.

Ongoing meetings and discussions with the CVBC regarding regulation, scope of practice, and value of RVTs. These meetings have been productive and positive.

Development of a Professionalism and Ethics course, more information on that later.

Recently hired Sticks Marketing to create our Social Media advertising and consult on marketing strategy. This work can be time consuming but we feel it is important to stay connected, so contracting it to professionals allows Denise and the Board to focus on the day to day operations and vision of the Association.

Creation of the BCVTA Member Support Facebook page, in place of the member forum on the website. The page now has 253 members and is useful for networking, discussions, and information sharing. If you aren't a member already, please check it out. We will continue to post on the general BCVTA page, and member information will still be emailed to you.

Thank you all for your ongoing support and dedication to the RVT profession. I look forward to getting more work done this year, with this awesome team.

Treasurer Report:

The association is coming up to the 2021-2022 fiscal year end. The unpredictability of the COVID-19 pandemic has led to some changes to the regular activities of the association, resulting in some differences in the actual revenue and expenses from previous years. Most notably, conferences and strategic planning meetings were held virtually which decreased the total expenses for the year. Without travel and accommodation costs, the Spring 2021 conference resulted in a surplus which allowed the association to host the Fall 2021 conference for members at no cost. At this time, the association anticipates a surplus of approximately \$70,000.00 which will be allocated to the cost of regulation and advocacy activities.

For the 2022-2023 year, the association plans to resume in-person activities including the Spring 2023 conference and Board of Director Strategic planning. These activities will result in increased expenses to pre-pandemic numbers. At this time, the Board has discussed continuing to offer the Fall Conference virtually, to take advantage of quality speakers while saving money on travel and accommodations. At this time, the association predicts a small surplus of approximately \$11,000 for the upcoming fiscal year. This budget will be monitored and updated on a monthly basis.

Motion to accept budget for 2022/2023: Rebecca Heslop

Second: Heather Kornelsen

Carried

RVTTTC Report

RVTTTC Activities Update – 2021/22

The success and strength of the Registered Veterinary Technology & Technicians of Canada (RVTTTC) is due to collaboration between RVTTTC and its Provincial Association members. We work to Unite, Advance, and Strengthen the Registered Veterinary Technology/ Technician profession across Canada and collaborate on areas of mutual interest, which ultimately helps champion the RVT profession on a national level.

Because of this effort, RVTTTC and its Provincial Association Members collectively represent the almost 10,000 strong RVT profession.

First National Standards of Practice for the RVT profession across Canada Published!

The RVTTTC published its highly anticipated National Standards of Practice for the RVT profession across Canada in August 2021 to support the advancement of the RVT profession. It has been shared with various stakeholders within veterinary medicine, regulatory and government, and we encourage you to use the National Standards of Practice and share with your members to demonstrate RVTs' knowledge and professionalism, the impact they have on veterinary medicine, and the difference they make to a Doctor of Veterinary Medicine's practice. The document:

- Aids in any discussions to support formally recognizing RVTs as a profession.
- Affirms the minimum requirements needed to be designated an RVT; confirms shared performance expectations across Canada; and supports labour mobility throughout North America.

- Protects RVTs from external influences that could deregulate the profession; confirms the collective voice of RVTs across the country; and validates the career as a profession.
- ### National Career Planning and Advancement Website Launched Dedicated to the RVT Profession

In December 2021, RVTTC launched its RVT Career Navigator™, a bilingual national career planning and advancement website dedicated to Registered Veterinary Technologists/Technicians.

The RVT Career Navigator™ will enable high school students, second career/mature students, students of veterinary technology and RVTs to investigate, explore, and create their own career pathway based on their skills, experience, education, interests, and professional goals.

RVTTC encourages veterinary practice owners and managers to use the RVT Career Navigator™ as a retention tool that will help initiate career discussions with your team and find ways to expand their RVT careers within YOUR veterinary practice.

Start exploring the limitless opportunities in the RVT profession today:

<https://rvtcareernavigator.ca/>

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

RVTTC Celebrates RVT Superpowers During 2021 RVT Month

RVTTC celebrated RVT Month in October 2021. Five posters were created and shared to celebrate RVTs' superpowers – their resilience, professionalism, passion and the essential roles they play as dedicated and responsible animal healthcare providers. Celebrating the Canadian RVT of the Year RVTTC selects deserving RVT recipients on an annual basis for the Canadian RVT of the Year. The 2021 recipient who exemplifies the definition of an outstanding individual in the VT profession.

Committed to Diversity, Equity, and Inclusion

As a member of Vet Med Interconnected, RVTTC has engaged in the opportunity to collaborate with similar veterinary organizations and dedicated affinity organizations representing our diverse veterinary community to talk about the current and future Diversity, Equity, and Inclusion initiatives.

On November 28, 2021, the RVTTC Board of Directors unanimously voted to become a signatory for the Gender Identity Bill of Rights for the Veterinary Profession developed by PrideVMC. PrideVMC created the Gender Identity Bill of Rights as part of a focused effort to address how the veterinary profession should conduct itself in regard to gender diversity. The Bill outlines a minimum foundation to identify and eliminate discriminatory practices against transgender, non-binary, and gender non-conforming individuals in the veterinary profession including educational and employment environments. The RVTTC encourages all veterinary associations, groups and teams to consider supporting this initiative!

<https://pridevmc.org/gender-identity-bill-of-rights/>

A new RVTTC Diversity, Equity, and Inclusion Task Force plans to begin in 2022 to develop objectives and implement organizational initiatives for RVTTC members for the inclusion and equity of all members of the veterinary community.

Moving Forward with a New Strategic Direction

The RVTTC Board of Directors underwent a strategic evaluation of the association in 2021 and identified a Value Proposition Strategy that would best suit its members, the provincial veterinary technology associations and the RVT profession. It will be moving towards a trade association model in 2022 as it focuses on the needs and support of its provincial associations and their drive to unite, advance and strengthen the RVT profession.

In July, the RVTTC Board of Directors will be meeting in-person for the first time in 3 years to finalize a years' worth of research, investigation and hard work to determine the strategic future of RVTTC, your national association.

Collaborating with Partners to Enhance RVT Profession

The RVTTC continues to collaborate with the Canadian Veterinary Medical Association (CVMA) in planning continuing education sessions and events for the annual CVMA Convention. Two RVTs representatives are actively engaged in the planning of this annual event, check it out, the 2022 CVMA Convention will be held in Halifax, Nova Scotia July 21-24, 2022.

RVTTC was part of a collaborative initiative organized by the Canadian Animal Health Institute (CAHI) to help change the narrative between veterinary teams and their industry representatives. CAHI created a four-part video series demonstrating animal health industry representatives are also veterinarians, RVTs and industry experts who have real clinic experience and the business acumen needed to support a clinic's needs. Find more detail on the CAHI website: cahi-icsa.ca/supporting-veterinarians.

RVTTC will continue to extend opportunities for RVTs in advocacy positions, expand member benefit opportunities, and continue to increase the involvement of RVTs in the veterinary community.

Thank you for the support and engagement of the RVT profession!

Shannon T. Thompson RVT (she/her)

CEO/Executive Director

Registered Veterinary Technologists and Technicians of Canada/

Technologues et des techniciens vétérinaires agréés du Canada

Committee Nominations

Call for volunteers form the floor

Complaints: Suzanne Destpobal/ Amber Greg/ Daniel Harvey?Kim Holbrow - nominated

Inquiry: Kim Holbrow/ Kalaya Donchi/ Christine - nominated

Motion to welcome new committee members: Kimberly Bailey

Second: Denise Wylie

Carried

Adjourn

Motion to adjourn the meeting: Brynne Hagerman

Second: Kimberly Bailey

Carried