

Ministry of Agriculture
BRIEFING NOTE FOR MINISTER FOR INFORMATION FOR MEETING
with Steve Robinson, Sara Searle and Matthew Robinson on February 25, 2019

Ref: 187981

Date: February 14, 2019

Title: Minister's meeting with Steve Robinson, Sara Searle, and Matthew Robinson

Issue: Steve Robinson, Sara Searle and Matthew Robinson have requested a meeting with Minister Popham to discuss concerns regarding agricultural issues in the communities of Pitt Meadows, Abbotsford, Coquitlam and Pemberton.

Background:

Steve Robinson is co-owner of a cranberry growing and processing operation, the Wild Coast Fruit Company, with farmland in Pitt Meadows, Abbotsford, Coquitlam and Pemberton and a berry processing plant in Abbotsford. The Robinson family has a long history in farming in the Fraser Valley, starting in dairy and beef farming, moving to blueberries and finally into cranberries in 1996, which remain the focus today. Steve Robinson is also co-owner, with Matthew Robinson, of the Pitt Meadows Plumbing Company. Sara Searle is the Executive Assistant at that same business.

In January 2018, MLA Lisa Beare met with Steve Robinson, a constituent in her riding, and offered to facilitate a meeting with Minister Popham to discuss concerns regarding agricultural issues in the communities where they operate their farms. The spring meeting was cancelled due to scheduling conflicts, and parties agreed to re-schedule for fall 2018, and now the meeting has been scheduled for February 2019.

Discussion:

The participants have indicated they wish to discuss with the Minister a broad range of issues that are impacting their agricultural operations in Abbotsford, Pitt Meadows, Coquitlam, and Pemberton. These topics include: home plate and home sizes; migrant worker housing; environmental and ditch management; bear management; and interfaces with public and park issues. They have also indicated that they would like to present a proposal to start up farmer-led boards in each community. Please see **Appendix A** for background information on each of these topics.

Suggested Response:

- It is a priority for our government to support agriculture and ensure agricultural land is available for farming and accessible to farmers.
- In 2018, I established an independent Advisory Committee to provide strategic advice and recommendations on how to help revitalize the Agriculture Land Reserve (ALR) to support the provincial goals of preserving agricultural land and encouraging farming and ranching in British Columbia.
- The Ministry of Agriculture (Ministry) is currently acting on some of the recommendations from the committee's interim report.
- Bill 52, enacted during the last session of the Legislative Assembly, consolidates the ALR back into one provincial zone for agriculture, introduces a limit to house sizes in the ALR, and further protects agricultural land from inappropriate fill and dumping.
- Ministry staff are now reviewing the Advisory Committee's final report and legislative review is ongoing.

Appendices: Appendix A – Background Notes

Contact: Willow Minaker, Director Strengthening Farming, 250-356-2215

DIR/MGR WM ED JE ADM AL DM WS

Appendix A – Background Notes

Home plate and home sizes (farm residential footprint):

- Local governments may implement zoning on the size and siting of residences and accessory facilities (e.g. multi-car garages, swimming pools or tennis courts).
- The Minister's Bylaw Standard (Standard) recommends siting all residences and accessory facilities within a farm residential footprint (a 'home plate') and recommends the maximum size of the farm residential footprint be 2,000m² (21,527 ft²) and that the footprint be located within 60 metres of the front lot line. The Standard also recommends that buildings and structures be located no further than 50 metres from the front lot line and suggests local governments may implement a maximum house size commensurate with the maximum allowed in urban areas or 500m².
- The City of **Coquitlam** does not have a farm residential footprint bylaw and ministry staff are unaware of any plans on the part of Council or staff to develop one.
- The City of **Abbotsford** is undertaking a process to review zoning and Official Community Plan policies concerning agriculture. House size restrictions and farm residential footprint are items which are under consideration, and have been rolled out for public consultation, but have not yet been decided upon.
- The City of **Pitt Meadows** has implemented a farm house footprint maximum of 600m². A farm house may still be 2.5 storeys, which would mean a maximum of 1,672m² (18,000 ft²). This bylaw was prompted by an application for an approximately 31,000 sq. ft. house on Agricultural Land Reserve (ALR) land in the City as well as a spike in applications for other large homes in 2016. The farm house may be located anywhere on the property as the City of Pitt Meadows does not have a farm residential footprint bylaw.
- The Squamish Lillooet Regional District (**Pemberton**) enacted a zoning bylaw amendment in 2018 that introduced a farm residential footprint to Area C (Pemberton). The concept received support from the Area C Agriculture Advisory Committee.
- The farm residential footprint is 2000m² which is consistent with the Minister's Bylaw Standard. However, the rear of the residential footprint can be located a maximum of 85 metres from the lot line (75 metres for the building setback) from which access to the property is obtained, as opposed to 60 metres from the front lot line as recommended by the Minister's Bylaw Standard.
- The bylaw received significant community opposition during the consultation process, primarily from non-farmers, real estate agents, but also the occasional farmer who is opposed to any regulation. As a result, and in spite of the support of the majority of the farming community, the bylaw that was enacted was not quite as restrictive as what was originally proposed.
- Bill 52 enacted a house size limit of 500m² for a principal residence in the ALR. Once Bill 52 is brought into force through regulation, local governments will no longer be able to approve principal residences with floor area greater than 500m² even if their current bylaw allows a larger size. Further work is occurring to look at implementing farm residential footprint regulations at the provincial level.

Temporary farm worker housing (migrant worker housing):

- The *Agricultural Land Commission Act* (Act) and Regulation give local governments the authority to approve housing for temporary farm workers. The Act and Regulation do not set a limit on the number of additional residences for farm help accommodation per parcel, but all residences must be deemed necessary for farm use.
- The local government must be provided with evidence that there is a legitimate need for an additional residence for farm help accommodation, but the Act and Regulation leaves this determination to the local government to make.
- Some local governments have adopted detailed guidelines as a basis for determining legitimacy of a request for additional residences for farm workers, in which a threshold for different types of agricultural operations is specified. Other local governments choose to send applications for farm worker housing to the Agricultural Land Commission for review and input.

- The City of **Pitt Meadows** was one of the earliest adopters of a Migrant Farm Worker Housing zoning bylaw amendment. This bylaw amendment was created prior to the Minister's Bylaw Standard for Temporary Farm Worker Housing, but was developed in consultation with ministry staff.
- The agriculture sector utilizes the federal Temporary Foreign Worker Program, which enables employers to hire foreign workers to fill labour shortages when Canadian workers are not available.
- Many of those residing in temporary farm worker housing are Temporary Foreign Workers.
- In 2017, BC received 7,575 work permits for temporary foreign workers from all agricultural occupations. (This is a 13.7 percent increase from 2016).

Environmental and Ditch Management Issues:

- The Ministry is in the process of revising the Drainage Management Guide to provide up-to-date information on the regulatory approval processes of agricultural ditch maintenance.
- The Ministry has developed a Riparian Management Field Book as part of the Environmental Farm Plan (EFP) process to address riparian protection on agricultural lands.
- There is Beneficial Management Practices funding available for riparian establishment and enhancement under the EFP program that farmers may apply for through BC Agricultural Research and Development Corporation.
- The Ministry through the BC Agriculture Climate Action Initiative completed an "Enhanced Collaboration for Agricultural Drainage and Ditch Management" Project in March 2017 that conducted a high-level assessment of the overall state of agriculture ditches and drainage across the Fraser Valley Regional District, including identifying best management practices for drainage.
- The Fraser Valley Adaptation working group is interested in supporting the implementation of the action items identified in the recently completed report Enhanced Collaboration for Drainage and Ditch Management.
- The Ministry through the BC Agriculture Climate Action Initiative also completed a Drainage Study within the Farm Adaptation Innovator Program. This study was conducted by the University of British Columbia in collaboration with the Delta Farmers' Institute, the Delta Farmland and Wildlife Trust and local (Delta) farmers. The study evaluates practices (drain spacing, cleaning, pumps) for improving on-farm drainage management to reduce impacts of climate change. The main outcomes were a cost-benefit analysis and decision-making tools.
- In **Pitt Meadows** specifically:
 - Largest non-potable water users are mainly berry producers.
 - Nurseries and greenhouses rely heavily on potable water which puts strain on distribution system.
 - Relatively flat topography poses conveyance constraints.
 - Invasive species, in particular Parrot's Feather, and silting have increased in the ditches over recent years resulting in reduced effectiveness of drainage and a substantial financial burden.

Wildlife/Agriculture Interface (bear management)

- The participants have indicated they wish to discuss bear management, presumably with respect to losses suffered to their cranberry crop. Staff do not have any information specific to this issue.
- The Ministry of Forests, Lands and Natural Resource Operations and Rural Development has the mandate for wildlife management, habitat management, range management and wildlife conflict mitigation and prevention (including bear management).
- The Ministry of Environment has responsibility for the enforcement of hunting regulations, preventing and responding to human-wildlife conflicts and problem predator investigations.
- The Ministry through its Business Risk Management Branch delivers programs that help farmers manage risks and the Agricultural Wildlife Damage Compensation program

Interfaces with Public and Park issues

s.13,s.16

- The Ministry of Agriculture's Guide to Edge Planning classifies parks and other recreational land uses as having moderate to high compatibility with agricultural uses. Recreational areas with low numbers of people, low vehicle access, suitable vegetated buffers or fences are likely to have greater compatibility than those with higher numbers of people where there is better access to farm fields.
- Issues that can affect compatibility include trespass, dogs at large, damage to crops and equipment, vandalism of crops and equipment, theft, livestock harassment, fire, spread of weeds and liability for the farmer.
- Best practices for including trails and passive recreation areas into buffered edges include not having the trail exceed one-third of the buffer area and that it should be located away from the agricultural boundary.
- The Ministry has a publication entitled A Guide to Developing Trails in Farm and Ranch Areas which outlines other best practices for developing trails in farming areas.

Agriculture Advisory Committees (Farmer-Led Boards)

- An Agriculture Advisory Committee (AAC) is an advisory body which can be set up by a Municipal Council or a Regional District Board to give advice on agriculture related matters in their community.
- Membership is defined by the local government but always includes representatives of the farming community. AACs can raise the profile of agricultural issues so that farmers are heard in the decision-making process.
- AACs can comment on development applications (rezoning applications, ALR inclusions or exclusions, etc.), long-term planning projects such as Agricultural Area Plans, and engage in education and outreach activities such as farm tours.
- Ministry staff provide support to new and existing AACs by: publishing model terms of reference, hosting AAC workshops around the province, and sitting as non-voting members of AACs.
- **Pitt Meadows** has an Agricultural Advisory Committee and a Farmers Institute.
- **Abbotsford** has an Agriculture, Dyking, Drainage, and Irrigation Advisory Committee which fills the role of an AAC.
- **Coquitlam** does not have an AAC.
- **Pemberton** is served by the Squamish-Lillooet Regional District Electoral Area C AAC. There is also a Pemberton Farmer's Institute.

Ministry of Agriculture
BRIEFING NOTE FOR MINISTER FOR INFORMATION FOR MEETING WITH PRESIDENT OF
CANADIAN HERBALIST ASSOCIATION OF B.C.

Ref: 189747

Date: February 5, 2019

Title: Meeting with the President of the Canadian Herbalist's Association (CHA) of BC.

Issue: Upcoming meeting with the CHA of BC to discuss updates to the current governance regime for complementary, non-veterinary, animal healthcare providers in B.C. At the time of preparing this note, a date was not yet confirmed.

Background: The Canadian Herbalist Association of British Columbia is an organization of herbal practitioners and enthusiasts founded in 1972 as a non-profit association. It is to provide leadership and direction for herbal medicine. Their membership consists of qualified herbal medicine or phytotherapy practitioners trained primarily in western herbal medicine and other modalities of botanical medicine. The association maintains a register of professional members in good standing and has procedures for disciplinary measures. It is one of the oldest self-governing associations of herbal medicine in Canada with the highest levels of educational requirements for professional members.

The *Veterinarians Act* (VA) regulates the practice of veterinary medicine in the Province. Under the VA, the practice of veterinary medicine is restricted to licensed veterinarians, or to persons under the supervision and/or delegation of licensed veterinarians. The definition of 'veterinary medicine' under the VA is broad and captures the practices associated with complementary and alternative modalities (CAM), including herbal medicine or phytotherapy. This means that the practice of CAM activities with a medical focus on animals is deemed to be within the scope of veterinary medicine. As such, this practice can only be legally conducted by a licensed veterinarian or under the supervision of a licensed veterinarian or run afoul of the law.

CAM is an inclusive term that describes a broad variety of treatment and therapy modalities that are not accepted as components of mainstream veterinary education or practice. The modalities include equine and canine dentistry, acupuncture, massage therapy, physiotherapy, hydrotherapy, homeopathy, traditional Chinese medicine, phytotherapy, chiropractic, reiki and behavioural consultants. Many of these modalities are analogous to those provided for human care.

Discussion: CHA of BC is advocating for their services to be exempt from veterinarian oversight. The unregulated practice of veterinary medicine, can pose a risk to the public and its animals.

Licensed veterinarians can be disciplined for various CAM associated activities including inadequate supervision of a CAM practitioner, promoting a CAM practitioner, or not obtaining informed client consent for the CAM. The College of Veterinarians of BC (CVBC) has also successfully petitioned the courts to order CAM practitioners to cease unsupervised practice.

The regulated practice of veterinary medicine includes:

- 1) national or international accreditation of educational institutions by an expert disciplinary organization
- 2) a national competency examination overseen by an expert disciplinary organization, and
- 3) a provincial self-regulation profession (a college) with a defined scope of practice and focus on protecting the public and its animals.

s.13

The College of Veterinarians of British Columbia (CVBC) was approached early in 2016 regarding their perspective on amending the VA and allowing these types of practitioners to operate in BC with the appropriate oversight. There was no support from CVBC at this time this discussion occurred. The demand for any given CAM is likely limited and insufficient to support the infrastructures for the multiple potential regulated veterinary health professions that would be required under this type of model.

Suggested Response:

- Animal welfare is a priority in British Columbia and the BC Government takes seriously the protection of animals from harm.
- Any consideration of allowing complementary and alternate modalities practitioners without veterinarian oversight would need to ensure appropriate animal welfare and professional oversight and accountability.
- Our understanding is that currently there are no formal accreditation bodies in BC that ensure professional oversight for these activities and it is unclear whether there is sufficient demand by the public for these services to warrant developing these regulated professions.
- The Ministry has explored this issue previously. Any association could submit a proposal on how it intends to meet the requirements to ministry staff for consideration.

Contact: Heather Anderson, Senior Policy Analyst, 778 698-3110

ED LH ADM JM DM WS

Ministry of Agriculture
BRIEFING NOTE FOR MINISTER FOR INFORMATION FOR TOUR OF CANADIAN FISHING
COMPANY FACILITY ON FEBRUARY 15, 2019

Ref: 189795

Date: February 11, 2019

Title: Meeting with Canadian Fishing Company

Issue: Minister meeting with Canadian Fishing Company representatives to tour their fish processing plant and discuss issues facing the company and the fisheries and seafood sector in B.C.

Background: B.C.'s extensive coastline and unique geography provide for a significant fisheries and seafood industry. In 2017, the seafood sector harvested 279,400 tonnes of wild and farmed species valued at \$1.2 billion and exported seafood products to 73 international markets. The aquaculture and fisheries sectors provide 1,600 and 1,800 jobs to British Columbians, respectively. Continued increasing demand for seafood globally, population growth, and climate change will likely increase the importance and value of fisheries and seafood to B.C. moving forward.

Canadian Fishing Company (Canfisco) is a fully-integrated fishery products company based in Vancouver, with eight offices and facilities across B.C. and Alaska. Canfisco and its American affiliates harvest, process, and market wild seafood from Pacific waters (including salmon, herring, blackcod, hake, and halibut). In 1984, Canfisco became part of the Jim Pattison Group, the third largest privately held company in Canada. Canfisco is one of the largest seafood companies in B.C.

Canfisco requires stable access to sustainable wild fisheries stocks to maintain their operations. Canfisco has adapted to changes in fish stock abundance, availability and access in traditional B.C. fisheries by diversifying their products, increasing partnerships and by establishing operations and sourcing some wild stocks in Alaska. On November 12, 2015, Canfisco restructured operations at its Oceanside plant in Prince Rupert and ceased producing canned salmon there citing reduced local salmon returns, reduced demand for canned salmon, availability of freezer technology, and higher operating costs compared to their Alaskan operations. They have since focused efforts on higher valued fresh salmon and valued added products.

B.C. has jurisdiction over the commerce of fisheries. Within that mandate, one of the Province's primary objectives is to maximize the economic value of fisheries and seafood resources. See Appendix 1 for a Table of Federal and Provincial Roles and Responsibilities in fisheries and seafood.

First Nations Considerations: First Nations have traditionally been significant participants in B.C. commercial fisheries, primarily in the fishing fleet and as employees in the processing sector. One third of fish harvesting jobs are in First Nation communities. Some First Nations have also established or acquired processing companies with mixed success. The recent Ahousaht decision, that grants a Constitutional right to sell fish for five Nuuchal-Nuuth First Nations, and other fisheries Reconciliation initiatives, threaten to destabilize the current market and allocation formulas if not implemented in an orderly method.

s.13,s.17,s.21

Page 08

Withheld pursuant to/removed as

s.21;s.13;s.17

s.13

- The highest value Canfisco can get for most species is to sell them fresh. Other value-added opportunities, such as their smoking operation, are actually fed by imported raw materials (e.g., Alaskan salmon). With cheaper corporate tax regimes in the US and non-tariff barriers at the borders, US operations have a decided advantage over Canfisco in the huge US market.
- The B.C. fishery is already very well integrated with Indigenous communities. A third of Canfisco's harvesters are from First Nations communities and DFO is holding quotas and licences for allocation to Indigenous groups. The notion that companies and "arm-chair fishermen" are running the harvesting sector is not Canfisco's view. 's.13
s.13

Key Messages:

- **As a major B.C. seafood company, we appreciate the tour of this fish processing facility and for sharing your information with us. We are encouraged by your efforts to engage with government agencies and First Nations to ensure mutual success in this evolving and important sector.**
- **B.C.'s seafood industry is a significant economic, social, and cultural contributor to the Province. The Ministry of Agriculture is committed to an economically sustainable fisheries sector.**
- **We understand there are issues with labour, and are interested in further discussion with you on this area.**
- **This government recognizes the importance of industry investments when considering Reconciliation efforts with B.C. First Nations.**
- **The Province has undertaken a significant amount of work through collaboration across ministries and with the federal government to support B.C.'s wild fisheries and aquaculture industries, and the communities that depend on them.**

Key Messages Related to the ENV Audit of Fish Processing Facilities:

- **British Columbians expect us to keep our water and environment safe, which includes our wild salmon stocks.**
- **The audit told us work needed to be done to ensure our coastal waterways are safe for wild salmon and all fish. The industry had been largely operating under an outdated permitting regime going back several decades.**
- **ENV is taking steps to ensure the environment is protected. We are reviewing, and strengthening where necessary, every discharge permit for fish processing facilities in the province.**
- **We will continue to work with the fish processing industry, Indigenous communities, the federal government and other organizations to implement the recommendations in the audit report.**
- **The province is working with DFO regarding concerns related to potential fish pathogens in order to reduce the potential impacts of the Piscine Orthoreovirus (PRV).**

Contact: David Travia, Corporate Governance, Policy and Legislation, 778 974-3764

ED LH ADM JM DM WS

Appendix 1: Federal and Provincial Roles and Responsibilities

Fisheries and Oceans Canada (DFO)	<ul style="list-style-type: none"> • Responsible for the conservation and protection of fish and fish habitat and for management of marine fisheries. • Lead for aquaculture management including: <ul style="list-style-type: none"> ○ Licensing industry consistent with harmonized process with B.C. ○ Proper management and control of aquaculture including management of pollution measures and conservation and protection of wild fish and fish habitat • Aquatic animal health including disease prevention, detection and control; feed, medication, and biologics • Scientific research and monitoring, data collection on industry performance
Ministry of Agriculture	<ul style="list-style-type: none"> • B.C.'s lead for seafood industry development • B.C.'s lead for strategic aquaculture policy • Maintains Plant Animal Health Laboratory that supports DFO's aquaculture audit program
Ministry of Forests, Lands and Natural Resource Operations and Rural Development	<ul style="list-style-type: none"> • Issues tenures authorizing the use of the land, foreshore and marine areas for finfish and shellfish aquaculture (<i>Land Act</i>) • Issues freshwater licences (<i>Water Sustainability Act</i>) • Marine use planning
Ministry of Environment and Climate Change Strategy	<ul style="list-style-type: none"> • Issues permits for sewage discharge (<i>Environmental Management Act</i>) • Issues permits for pesticide use (<i>Integrated Pest Management Act</i>)

Ministry of Agriculture
BULLETS FOR MINISTER FOR INFORMATION FOR MEETING

Date: February 17, 2019

Title: Minister meeting with Kevin Boon, BC Cattlemen's Association

Issue: Animal Welfare Codes of Practice

Key Points

- The Cattlemen are in agreement that having the codes of practice, is important.
- The Cattlemen have expressed concern with the **s.13**
s.13
- The Cattlemen wish to improve industry relations of the SPCA to ensure that animal welfare is properly served in the province.

We understand that potential solutions to the Cattlemen's concerns may be raised. Solutions for discussion may include:

s.13

Ministry of Agriculture
BRIEFING NOTE FOR MINISTER FOR INFORMATION FOR MEETING

Ref: 189817

Date: February 17, 2019

Title: Minister meeting with Kevin Boon, BC Cattlemen's Association

Issue: Meat Packing Plant

Background:

Meat Packing Plant – Progress to date:

The commercialization project was designed with three phases and the current funding commitment is for the first two phases.

Phase 1 of the project was completed on schedule which included the following:

1. Project Management team formed.
2. Steering Committee formed. Committee members include BC beef producers, BC cattle feeders, representatives from the processing and packing industry.
3. Initial Steering Committee meeting held to review plan and process.
4. Review of critical success factors and working groups formed to address key factors for structure and supply, marketing and sales, facility and financial.
5. Calls of working groups were held and critical success factors addressed.
6. Vision for project created:
BC Beef Plant will provide branded, differentiated high quality beef products to serve the specific needs of domestic and select international customers.
7. Go/No Go Decision. Committee agreed to move forward to Phase 2 of the commercialization strategy.

Phase 2 of the project is currently being implemented including the following:

1. Business Plan and Financial Plan Solidification.

Adjustments are being made based on steering committee and industry input. Key changes include:

- a. BC Beef Plant built to process 500 head/week with the ability to expand.
- b. Supply loop concepts developed to allow for partnerships to include the cow/calf sector and cattle feeders/feedlot sector for greater participation and alignment within the beef industry.
- c. Location of BC Beef Plant to remain undetermined until additional information regarding regions is obtained, including expression of interest from producers.

The Steering Committee last met on January 22, 2019. The Committee determined the next step to complete an economic analysis of Prince George as the preferred location of a meat plant.

Discussion:

s.13

Contact: STAFF, TITLE, PHONE

DIR MR ADM AL DM

CLIFF#: 189823

Client / Writer:

Main issues: Minister meeting the MLAs Harry Bains, Rachna Singh, Jagrup Brar and Raj Chouhan to discuss updates on concerns raised by Indo-Canadian veterinarians

Bullets prepared by: Heather Anderson

Date prepared: February 14, 2019

Last revised (include initials):

Response points for Correspondence Unit:

- A meeting occurred in Fall 2018 with a group of veterinarians with Minister Popham, Minister Bains, MLA Brar, and MLA Kalhon to hear concerns which were:
 - Claims that the Investigation Committee is biased
 - The group identified that names of veterinarians that are under investigation are still on the CVBC website and when they asked that their names be removed, the CVBC did not respond nor removed their names.
 - outstanding claims against CVBC include a HRT claim
- As a follow up to this meeting, Minister Popham also met with CVBC on the issues.
- The following is an update on the issues that were raised.
Investigation Committee:
 - CVBC recently posted additional information on the procedures that the disciplinary committee follows to provide transparency to the members on the process

Posting of names on the CVBC website:

- CVBC was able to clarify that the CVBC bylaw standard (page 120), the disciplinary decisions must be posted online for a period of five years on the website.
- The individual that received disciplinary action must apply to the council to have the information removed.
- CVBC has indicated that no veterinarian has approached the CVBC to request removal of names.
- The veterinarian with concerns is encouraged to apply to the CVBC to have their name removed if the appropriate time has passed.

Claims against the CVBC:

- The ministry is best positioned to encourage resolution through continued communication among the parties, and if that fails, then through established government processes, including complaints to the Ombudsperson or the Human Rights Tribunal (HRT).

Accountability of CVBC:

- Government created the CVBC as a self-regulating profession, when it brought into force the new *Veterinarian Act* (the Act) in 2010 to improve the college's governance, transparency and accountability framework. Government also indemnified CVBC in place of commercial liability insurance.
- The Province has an expectation that CVBC treats all its members equitably and fairly regardless of race, gender or sexuality.
- Recent board members have been appointed with experience and knowledge in Human Rights and Human Resources to continue to support balanced decision making of the Council:
 - Gian Singh Sihota (member) – pronouncement – March 31, 2021
 - Christopher Lambert Finding (member) – pronouncement – March 31, 2021

Special Notes / Instructions:

Briefing note with cliff #: 188178 was written to support the initial meeting with the veterinarians.