













CCAC Annual Report 2022-2023

Reconnect. Renew. Reflect.





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Message from the CCAC

This year has been one of reconnection, renewal, and reflection. As we move toward a return to a more “normal” life, it is clear the world has greatly changed and we must now build on our strong foundations to examine our activities and ensure they reflect the shifting social and scientific landscape we find ourselves in, post-pandemic.

Over the past year, we were pleased to see in-person animal care committee meetings and facility visits resume and, as of January 16, 2023, our team of associate assessment directors and volunteer panel members have also taken to the road to go back to in-person assessments. The CCAC would like to thank all program participants and volunteers for their diligence and dedication during virtual assessments, and for ensuring that the welfare of the staff and the animals in their charge were always kept top of mind.

June 2022 brought a chance to reconnect with members of the CCAC community as we returned to in-person meetings for our annual general meeting and town hall, as well as our standing committee and board of directors’ meetings. It was wonderful to be able to renew these connections, make new ones, and reflect on current and future initiatives. While our national workshop was presented virtually in 2022, we look forward to meeting in May 2023 in Montréal for our first in-person training event since 2019! Given the popularity of our virtual offerings over the course of the pandemic, however, we will continue to offer online events such as panel discussions, webinars, and some national workshops.

In January, we launched a new website with a refreshed look and structure, keeping many of our stakeholders’ comments and suggestions in mind. With new content, we have made it more user-friendly and readable, streamlined the navigation, and increased the visibility of CCAC programs.



The [CCAC guidelines: Wildlife](#) was published at the end of the fiscal year. Within this document is a letter from the authors of [Towards reconciliation: 10 Calls to Action to natural scientists working in Canada](#), urging scientists to pause and reflect on the way they think about animals. The CCAC will continue to work toward a better understanding of Indigenous philosophies and how best to integrate them into our guidance.

We would like to take this opportunity to thank those within CCAC-certified institutions – scientists, animal care committees and coordinators, animal welfare experts, senior administrators, facility managers, animal care technicians, veterinarians, and all those who care for, and use, animals in science – for their dedication and support. To the members of the CCAC Secretariat, we are grateful that you once again went above and beyond to meet the challenges and objectives of the last year. Working together, we can continue to build on our successes and ensure the ethical care and use of all animals in Canadian science.



Dr. Michael Czubryt
CCAC Chair



Mr. Pierre Verreault
CCAC Executive Director

Who We Are

The CCAC works to improve the ethical treatment of animals used in Canadian science. Since 1968, we have provided national oversight of animal-based research, teaching, and testing in Canada through a collaborative process of assessment, certification, training, and standards development.

The CCAC relies on the support of its staff and more than 2,000 volunteer experts, serving on more than 200 local animal care committees and other subcommittees and task forces. Together, we share a common goal of continuously improving the standards for the ethical care and use of animals in science, and work diligently to deliver our programs in institutions across Canada. The CCAC's work would not be possible without this vibrant volunteer community.



Visit our website to learn more about our vision, mission, and mandate

Programs

Assessment and Certification

- > Assists in the implementation of CCAC standards across Canada
- > Provides independent, third-party oversight
- > Collaborates with more than 200 animal care committees and a strong network of volunteer experts
- > Promotes good animal practices, including Three Rs principles

Standards

- > Develops ethical principles and guidelines for animal use and care in Canadian science
- > Ensures that standards development is based on evidence and includes input from the public, scientists, veterinarians, animal welfare experts, and other relevant experts
- > Incorporates the Three Rs into CCAC standards

Training and Networking

- > Provides training and networking activities and resources
- > Creates online training tools, webinars, and modules
- > Hosts the annual CCAC national workshop

Corporate Services

Governance

- > Provides support for the CCAC's overarching governance structure
- > Supports strategic planning, performance measurement, and impacts assessment functions

Operations

- > Manages the CCAC's human, financial, administrative, and material resources
- > Ensures and supports seamless and effective organizational performance and delivery of the CCAC program

Public Affairs and Communications

- > Creates and implements an organizational communication strategy aligned with the CCAC's strategic plan, mission, and mandate
- > Supports the CCAC in communications, graphic design, copyediting, translation, and revisions
- > Continually improves the efficiency of its engagement with CCAC stakeholders, including certified institutions, member organizations, the media, and the public



Ethical Animal Care

At the core of the CCAC is the fundamental ethical requirement to treat animals used for research, teaching, and testing with high standards of care across Canada. It is well established that ensuring animal health and welfare leads to an improvement in the rigour, reproducibility, and translatability of scientific results. Together with our group of volunteers, which includes scientists, animal welfare experts, animal health professionals, administrators, animal care committee members, and community representatives, the CCAC is creating new guidance materials that recognize the lives and experiences of individual animals used in science, and capture how these scientific activities impact their welfare.

The CCAC and its volunteers play a pivotal role in the Canadian scientific landscape. The country's scientific community relies on us to develop and oversee the ethical animal practices upon which its findings are built. At the same time, Canadians count on us to ensure that animal-based science is ethical, and that the Three Rs principles of replacement, reduction, and refinement are respected and applied according to high quality, science-informed standards.



The CCAC's
TOP FIVE
for 2022-2023

> 01

Publication of new wildlife guidelines

> 02

Return to in-person assessments

> 03

Launch of the new CCAC website

> 04

Introduction of virtual panel discussions

> 05

Highlighting our volunteers





New Wildlife Guidelines are Published

In March 2023, the CCAC published new wildlife guidelines which are intended to provide updated guidance on practices commonly used in scientific activities involving wildlife, in line with advances in animal welfare. They will help facilitate improvement in both the care given to wildlife, and how procedures are carried out.



Launch of the New CCAC Website

The CCAC launched its new website, incorporating many of the suggestions received from stakeholders over the past several years. We updated the content, structure, and look of the website to be more user-friendly and readable, while streamlining navigation and increasing the visibility of CCAC resources and volunteer contributions. The website was reviewed by 70 volunteers across the country who provided invaluable feedback on this important project.



Return to In-Person Animal Care Committee Visits and Assessments

At the beginning of 2023, the CCAC resumed in-person assessment visits after putting them on hold since the beginning of the COVID-19 pandemic. Animal care committees also returned to conducting in-person inspections of animal facilities and post-approval monitoring activities unless otherwise restricted by local health authorities or institutional policies.



Virtual Panel Discussion on Transparency

The CCAC hosted its first-ever virtual panel discussion on an important and timely topic: transparency and openness in animal-based science. Panelists and participants discussed the many benefits and challenges to transparency, how various Canadian institutions have been tackling this issue, and how to become more transparent at the institutional level.



Highlighting our Volunteers

The new CCAC website features a section that highlights the invaluable contribution of our volunteers. Today, more than ever, we are grateful for their expertise and countless hours of hard work. All told, 325 volunteers worked directly with the Secretariat staff in 2022-2023, which allowed us to make great inroads on numerous projects. Across the country, more than 2,000 volunteers continued to serve on more than 200 local animal care committees within their certified institutions.



Visit our website to see our list of volunteers



VOLUNTEER SNAPSHOT

141

Volunteers participated on subcommittees and task forces

12

Active subcommittees and task forces

26

Meetings

46

Volunteers participated on standing committees

5

Standing committees

33

Meetings

21

Volunteers presented at the national workshop

5

Volunteers presented at the virtual expert panel discussion

71

Volunteers participated on assessment panels



Interested in lending your expertise to the CCAC? Contact us today!



More information about our strategic plan is available on our website



Our Goals

We are one of Canada's most important advocates for the ethical treatment and use of animals in science and are dedicated to collaborating with our partners and volunteers to continue working on our core activities. As we look to the future of animal-based science in Canada, the following four goals will guide our operations until 2026.



GOAL 1

Advance the Integration of Three Rs Practices in the Ethical Care and Use of Animals



GOAL 2

Ensure a High Level of Animal Care and Ethical Practices Through Leading, Science-Informed Standards



GOAL 3

Adapt the CCAC to an Evolving Environment



GOAL 4

Work in Partnership with the CCAC Community



GOAL 1

Advance the Integration of Three Rs Practices in the Ethical Care and Use of Animals

The Three Rs, which are foundational to the CCAC's programs, promote ethical science through the implementation of replacement, reduction, and refinement strategies. The CCAC was one of the first oversight bodies in the world to promote the implementation of the Three Rs in its publications. Now, hand-in-hand with our partners and volunteers across the country, we will continue to tackle the gaps in their implementation and improve the care and ethical use of animals in Canadian science.

Our Objectives

- > Enhance Reproducibility to Increase Translation
- > Improve Experimental Design
- > Enhance and Strengthen Partnerships



In 2022-2023, we:

Partnered with several post-secondary institutions

Began the onboarding of two postdoctoral fellows

Reviewed resources for experimental design training and statistics



GOAL 2

Ensure a High Level of Animal Care and Ethical Practices Through Leading, Science-Informed Standards

The delivery of our mandate is based in large part on our guidelines, which give clear direction to institutional animal care and use programs. The CCAC and its many volunteer experts work together to develop evidence-based guidelines that incorporate expert peer advice, the values of Canadians, and strategies to reduce the need for, and harm of, animals in science, while promoting their wellbeing.



Our Objectives

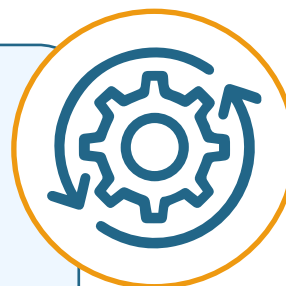
- > Remain a Leader in the Ethical Care and Use of Animals
- > Enhance the Impact of Guidelines by Supporting Adoption and Implementation by the Scientific Community





GOAL 3 Adapt the CCAC to an Evolving Environment

One of the key aspects of the CCAC is its community-driven and collaborative approach. Throughout the assessment process, CCAC staff and volunteers work closely with certified institutions to ensure that ethics and animal welfare are always a priority. With the return to in-person assessments, this collaborative environment will remain as we work together to continuously refine and adapt our practices to ensure that they strike a balance between maintaining a rigorous assessment and certification process and reducing the cost of compliance for institutions.



Our Objectives

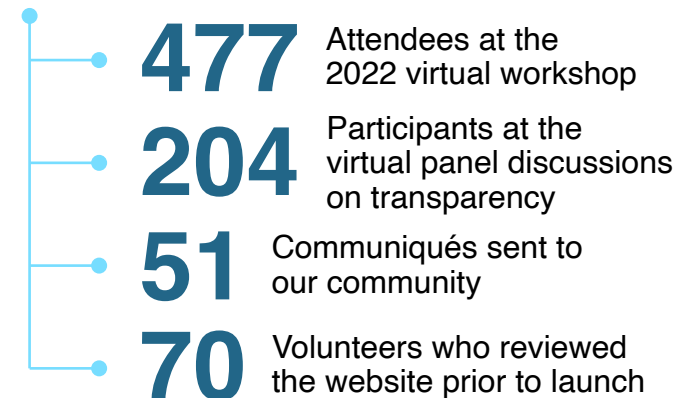
- > Support Institutions in Achieving Compliance
- > Adapt the Program Participation Structure





GOAL 4 Work in Partnership with the CCAC Community

We continue to work collaboratively with our volunteers and stakeholders to increase engagement and continuously improve the welfare of animals in science. To further this goal, the CCAC launched a number of initiatives and training opportunities over the past year, assisting institutions in meeting the CCAC's requirements, ensuring high standards of oversight for animals used in research, teaching, and testing, and encouraging the sharing of best practices. Most notable among these activities were the launches of the new CCAC website and the virtual panel discussions. This year's panel discussions centred on transparency and openness in animal-based science and were both well attended and positively received.



Our Objectives

- > Increase Engagement and Communication
- > Diversify Training Opportunities



Harry C. Rowsell Award

The Harry C. Rowsell Award is our way of highlighting the incredible contributions made by our volunteers over the years. The Award Selection Task Force considered many nominations from across the country, all of whom are dedicated individuals who have contributed greatly to the ethical care and use of animals in science, and to the CCAC itself. The CCAC is fortunate to be surrounded by so many knowledgeable professionals, and while we only award one prize a year, we know that there are many deserving people who work diligently and collaboratively to realize the CCAC's mandate.

In April 2022, the CCAC had the pleasure of announcing that Dr. Patricia V. Turner was the year's winner of the Harry C. Rowsell Award for Outstanding Service to the CCAC. Dr. Turner is the Vice-President of Global Animal Welfare and Training at the Charles River Laboratories. She is also an applied animal welfare scientist, professor emerita at the University of Guelph, associate faculty member at the Campbell Centre for the Study of Animal Welfare, and an adjunct associate professor at the Cummings School of Veterinary Medicine at Tufts University.

Dr. Turner has made an indelible impression within the CCAC community, across the country, and around the world. Her dedication to animal welfare education and training runs deep, and she has delivered lectures, seminars, and workshops to a range of veterinary and scientific audiences, on a variety of topics related to laboratory animal science and animal welfare and ethics. She has also trained hundreds of veterinary peers and students and has put in place three well-regarded postgraduate programs for veterinarians specializing in laboratory animal science. Selfless and driven, Dr. Turner is passionate about advancing laboratory animal welfare, and the CCAC would like to thank her for all of her exceptional work over the course of her career.



Dr. Patricia V. Turner



More information about this award is available on our website

> Get Involved

Nominate

- > Nominate someone who has made exceptional contributions to the CCAC, and who upholds high standards in the ethical care and use of animals in Canadian science, for the Harry C. Rowsell Award
- > Open to anyone working in the field of animal care and use in science



Nominate a deserving individual

Training Sessions

- > Suggest topics for the CCAC national workshops or other webinars
- > Offer your expertise to present a session at one of our workshops
- > Attend training sessions



Learn about our national workshops

Volunteer

- > Join a Standards subcommittee
- > Become a member of an assessment panel
- > Review guidelines documents as an expert reviewer
- > Review guidelines as a public reviewer
- > Become a member of the CCAC Board of Directors



See our list of volunteers

Join

- > Keep updated on all CCAC news by joining our mailing list



Join our mailing list



Board of Directors 2022-2023

The CCAC Board of Directors is elected by our member organizations. As the CCAC's leadership team, members of the board are charged with setting the direction of the organization in accordance with its mandate.

CHAIR > **Dr. Michael Czubryt** | University of Manitoba

VICE-CHAIR > **Ms. Catherine Rushton**, CPA, CA

TREASURER > **Ms. Adriane Porcin**, Adm. A

DIRECTORS

> **Dr. Denna M. Benn** | Ontario Ministry of Agriculture, Food, and Rural Affairs

> **Dr. Nitin Bhardwaj** | The Hospital for Sick Children

> **Dr. Shannon Digweed** | MacEwan University

> **Dr. Richard Dyck** | University of Calgary

> **Mr. Shawn Eccles** | British Columbia Society for the Prevention of Cruelty to Animals

> **Dr. Michelle Groleau** | Canadian Veterinary Medical Association

> **Dr. David Hanwell** | University of Toronto

> **Dr. Ovidiu Jumanca** | Montreal Clinical Research Institute

> **Dr. Christopher R.J. Kennedy** | University of Ottawa

> **Dr. Jeffrey Richards** | University of British Columbia

SECRETARY (NON-VOTING) > **Mr. Pierre Verreault** | Executive Director



More information about our board is available on our website



Member Organizations

The CCAC's membership is comprised of 23 member organizations from across the country, with an interest in science, education, and ethical animal care and use.

- > Animal Health Canada
- > Agriculture and Agri-Food Canada
- > Association of Canadian Faculties of Agriculture and Veterinary Medicine
- > Association of Canadian Faculties of Dentistry
- > Association of Faculties of Medicine of Canada
- > Canadian Association for Laboratory Animal Medicine
- > Canadian Association for Laboratory Animal Science
- > Canadian Bioethics Society
- > Canadian Cancer Society
- > Canadian Council of Departments of Psychology
- > Canadian Food Inspection Agency
- > Canadian Society for Ecology and Evolution
- > Canadian Society of Zoologists
- > Canadian Veterinary Medical Association
- > Defence Research and Development Canada
- > Environment and Climate Change Canada
- > Fisheries and Oceans Canada
- > Health Canada
- > Heart and Stroke Foundation of Canada
- > Humane Canada™
- > Innovative Medicines Canada
- > National Research Council of Canada
- > Universities Canada



We are seeking animal welfare organizations to join the CCAC membership, so if you work with, contribute to, or support an animal welfare organization that may have an interest in becoming a member of the CCAC, please contact us!



More information about our governance structure is available on our website



Learn more about joining the CCAC membership

Financial Statements

53.7%

CIHR/NSERC Funding
\$1,750,000

44.3%

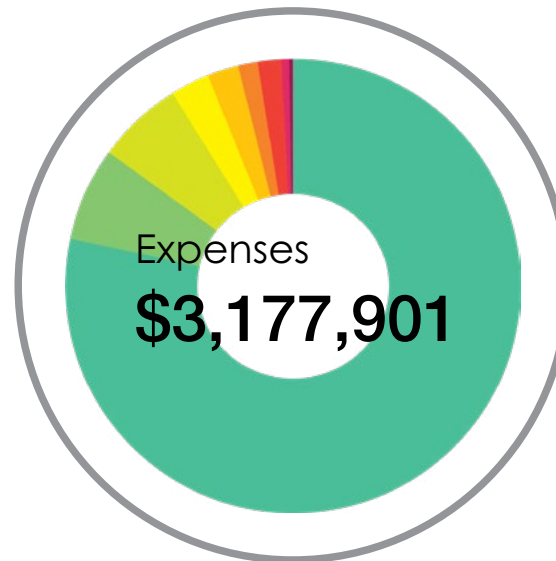
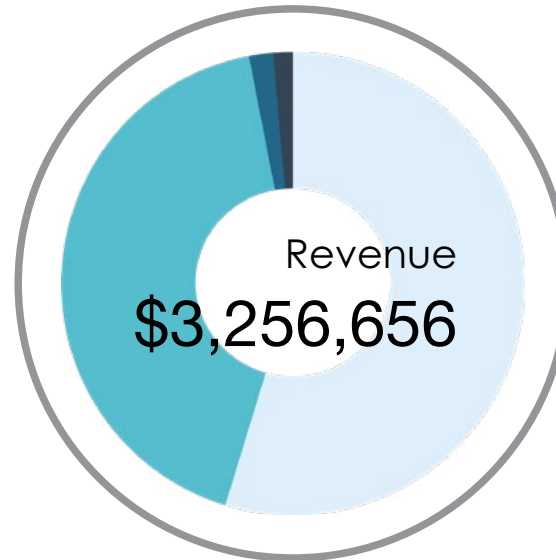
Program Participation Fees
\$1,443,318

1.2%

Training Revenue
\$37,375

0.8%

Other Revenue
\$25,963



Salaries and Benefits
\$2,243,120

70.6%

Professional Fees
\$236,134

7.4%

Rent
\$173,625

5.5%

Travel
\$144,686

4.6%

Office and Administration
\$93,064

2.9%

**IT Maintenance/Equipment/
Webmaster Service**
\$89,715

2.8%

Finance Service Charges
\$60,009

1.9%

Board and AGM
\$56,578

1.8%

Committee
\$36,340

1.1%

Legal and Audit
\$23,199

0.7%

Amortization of assets
\$21,431

0.7%



Detailed financial statements are available on our website