**Past Recordings on Maddie’s Pet Forum**

<https://forum.maddiesfund.org/communityconversations>

**This meeting:**   
Find this meeting’s recording on Maddie’s Pet Forum later today

<https://maddies.fund/shelterrescuesupportcall102521>

Box link of file recording:

<https://maddiesfund.box.com/s/y6wk5hmoy7g203ieatecz25ikxuan363>

**Friday meeting registration page**

<https://maddies.fund/Register_AWLeadershipRoundup>

**Monday meeting registration link (for shelter staff and committed volunteers)**<https://maddies.fund/Register_ShelterRescueSupport>

**Agenda**

* **Welcome – Bobby Mann**

[bobby.mann@americanpetsalive.org](mailto:bobby.mann@americanpetsalive.org)

**QOTD:** What is your favorite part of the holidays? (Thanks to Dr. Sara Pizano!)

* **Mary's Motivation**1. Maddie’s® Candid Conversations with [Allison Cardona](https://maddies.fund/allisoncardona) and coming [Nov 10 with Dr. Michael Blackwell](https://maddiesfund-org.zoom.us/meeting/register/tZcoc-GqpzIuE9Jx9M4ldvAeZoM3ssszZCIQ)  
  2. [Open Arms Challenge Huddle Recordings](https://www.maddiesfund.org/open-arms-challenge-huddles.htm)  
  3. [Webcast on Oct 27 about marketing and adoption counseling](ttps://maddiesfund-org.zoom.us/webinar/register/WN_n-0uMnY4SkCu5PSOUMELZA)  
  4. [ASPCA Access to Veterinary Care Survey](https://www.surveymonkey.com/r/AVCquestions)

**5.** Kenny Lamberti and CAREawo.org’s Caregivers’ Circle: having your own version of “agency” and creating a movement inside of a movement. When you think about family and friends as your favorite part of the holidays, think about “agency” – our ability to act independently based on our own free choices. *Personal agency refers to one's capability to originate and direct actions for given purposes. It is influenced by the belief in one's effectiveness in performing specific tasks, which is termed self- efficacy, as well as by one's actual skill.*I encourage all of us to embrace what you said you love about the holidays, family, and friends - what a great time to practice this idea of agency.

* **National Updates** (none for this meeting other than listed in the related links section)
* **Session One:** [Keith Slim-Tolagai, Navajo Nation Program Specialist, Best Friends Animal Society](https://bestfriends.org/stories-blog-videos/latest-news/insight-pets-navajo-nation) will be joining us to discuss his focus on trust building and Best Friends strategy to cultivate respectful and healthy relationships with Indigenous communities.
* **Session Two:**Alessandra Navidad joined the [Arizona Animal Welfare League](https://aawl.org/) (AAWL) in March 2021 after having served as executive director of the American Civil Liberties Union of Arizona since 2006. She became the first Latina to lead the civil rights organization in 2006, and recently became the first Latina to lead AAWL, which is celebrating its 50-year anniversary this year. She'll talk about her journey to become a more inclusive leader over the years by creating spaces for all voices to be heard and building a culture of trust and belonging at a legal organization. Despite having no background in law or veterinary medicine, she will talk about her experience building strong, cross-functional teams (of lawyers, organizers, veterinarians, and animal care technicians) to achieve a common goal.  She will share other key take-aways and discuss how she's leveraging tools and lessons learned in her new role in the animal welfare space.   Alessandra was born in Miami and raised in a tri-lingual household led by her Brazilian mom (who only spoke Portuguese) and Argentine dad (who only spoke Spanish).  She worked as a daily assignment reporter for the Miami Herald before quitting her job to pursue a career in veterinary medicine.  Although she never ended up going to vet school, her work at the [ACLU of Arizona](https://www.acluaz.org/) gave her the opportunity to pursue her passion of protecting the rights of historically marginalized communities in Arizona, experience that she is now leveraging to help increase outreach to BIPOC pet owners.   She lives with her husband and their four kids in beautiful South Phoenix.

***114 attendees***

***List of resources referenced during today’s call***

**Best 28 minutes of your time: Maddie’s® Candid Conversation with Allison Cardona**

<https://maddies.fund/allisoncardona>

**Maddie’s Candid Conversation with Dr. Michael Blackwell (AlignCare)**

Nov 10, 2021 @ 12:00 PM Pacific Time (US and Canada) Register:

<https://maddiesfund-org.zoom.us/meeting/register/tZcoc-GqpzIuE9Jx9M4ldvAeZoM3ssszZCIQ>

**New webcast: Oct 27:** **Ensuring Transparency While Keeping Marketing and Adoption Counseling Separate –** register <https://maddiesfund-org.zoom.us/webinar/register/WN_n-0uMnY4SkCu5PSOUMELZA>

**Open Arms Challenge Huddle recordings** <https://www.maddiesfund.org/open-arms-challenge-huddles.htm>

**ASPCA Access to Veterinary Care Survey**

<https://www.surveymonkey.com/r/AVCquestions>

Respondents who submit their questions by November 5th will have a chance to win one of five Amazon gift cards worth $75

**Kenny Lamberti asks us to join the CARE Givers Circle:**

Text the word “CIRCLE” to 52886

OR Click on this link https://p2a.co/sRDsGIk

CARE <https://careawo.org/>

**Caregivers Circle** <https://careawo.org/thecircle/>

**Last Friday’s meeting with Kenny Lamberti was recorded** [**https://maddies.fund/awleadershiproundup102221**](https://maddies.fund/awleadershiproundup102221)

**Join Maddie’s Pet Forum** [**https://forum.maddiesfund.org/home**](https://forum.maddiesfund.org/home?gclid=CjwKCAjwq9mLBhB2EiwAuYdMtaPgrmovQiSB6jT5bTjrSZqD175gQzMuTCWBYxKvZ3ME3ljL6b3FCRoCYwUQAvD_BwE)

**Alessandra Navidad,** President & CEO, Arizona Animal Welfare League   
<https://aawl.org/>

**Keith Slim-Tolagai,** Navajo Nation Program Specialist, Best Friends Animal Society   
<https://bestfriends.org/stories/features/insight-pets-navajo-nation>

**Navajo Nation ACC** [**http://www.desertanimalcompanions.org/**](http://www.desertanimalcompanions.org/)

**Navajo Nation** [**https://www.navajo-nsn.gov/index.htm**](https://www.navajo-nsn.gov/index.htm)

**The Navajo Nation**

**Telephone: (928) 871-6000**

**Jess Roper: Turquoise Paw rescue and Underdog Rescue in Moab are two others doing good work in that area.**

<https://www.facebook.com/TurquoisePaw>

<https://www.facebook.com/TurquoisePaw>

**Soul Dog Rescue** <https://bestfriends.org/our-work/supporting-network-partners/soul-dog-rescue>

**Hopi Dog Rescue** <https://bestfriends.org/our-work/supporting-network-partners/hopi-dog-rescue>

**Animal Rez-Q** <http://www.animalrezq.org/>

**Good Dog RezQ** <https://bestfriends.org/our-work/supporting-network-partners/good-dog-rez-q>

**Navajo Nation Veterinary Management:** <https://www.navajoveterinaryprogram.com/about.html>

**Thank you to Allison Cardona** for building this get-well message board for Brian Daugherty,

Senior Vice President and Chief Philanthropy & Communications Officer, San Diego Humane Society

<https://www.kudoboard.com/boards/KCBwAOLU>

              

**CHAT SESSION**

*Angie Everett from Dallas Animal Services introduced herself as a newcomer to the meetings.*

08:01:20 From Sharon @MaddieFund to Everyone:

Welcome Angie!!

08:01:26 From Sara Pizano to Everyone:

Welcome Angie! I love DAS!

08:01:27 From Sharon @MaddieFund to Everyone:

Angie what is your role?

08:01:31 From Mary (she/her) @ Maddie's Fund to Everyone:

Welcome - we love Dallas Animal Services

08:02:16 From Sharon @MaddieFund to Everyone:

Angie - so glad you are here. Check out Maddie’s Pet Forum for lots of great conversation and resources

08:02:50 From Alison Gibson to Everyone:

**Bobby Mann**

[bobby.mann@americanpetsalive.org](mailto:bobby.mann@americanpetsalive.org)

08:03:07 From Dr. Carley Faughn to Everyone:

Hi Dr. P!!!

08:03:10 From Sara Pizano to Everyone: **QOTD**

***What is your favorite part of the holidays?***

08:03:17 From Sharon @MaddieFund to Everyone:

Cookies

08:03:19 From Laura Flamion to Everyone:

Desserts

08:03:20 From Kelly Clardy to Everyone:

The food.

08:03:21 From Rebecca Marsh to Everyone:

Traditions

08:03:22 From Jordan Craig to Everyone:

Food

08:03:24 From Jillian Gomez to Everyone:

Family and Food

08:03:25 From Mary (she/her) @ Maddie's Fund to Everyone:

Decorating the house and spending time with family and friends

08:03:25 From Erica Davis to Everyone:

seeing family

08:03:25 From Leah Backo to Everyone:

Family!

08:03:30 From Sharon @MaddieFund to Everyone:

hot cocoa

08:03:31 From Alison Gibson to Everyone:

the lights and a warm fire

08:03:31 From BJ Andersen to Everyone:

Lights

08:03:33 From Whitney Hanson to Everyone:

The cozy weather

08:03:34 From Bobby Mann to Everyone:

Grabbing all the bins of decorations from the garage and not helping put them up.

08:03:35 From Kim Domerofski (she/her), Maddie's Fund to Everyone:

Family

08:03:35 From Brittany Ransonet to Everyone:

Decorating and the lights

08:03:35 From Hilary Shurtleff to Everyone:

THE FOOODDDDDD

08:03:35 From Dr. Carley Faughn to Everyone:

Traditions

08:03:38 From Jess Roper to Everyone:

Hot drinks and fire pits!

08:03:39 From Alessandra Navidad to Everyone:

food and family

08:03:39 From Sharon @MaddieFund to Everyone:

gathering with friends and family

08:03:47 From Sharon @MaddieFund to Everyone:

snow!!

08:03:50 From Kendall Eckman to Everyone:

food!

08:03:51 From Staycee Dains to Everyone:

I love the holidays! Visiting with fam

08:03:56 From Sara Pizano to Everyone:

Hi Carley!

08:03:56 From Sara Miller to Everyone:

Food, holiday coffee, music

08:03:58 From Jamie Case to Everyone:

I was late! What’s the question????

08:04:09 From Angie Everett to Everyone:

Receiving gifts!

08:04:11 From Sharon @MaddieFund to Everyone:

What do you love about the holidays Jamie

08:04:15 From Jess Roper to Everyone:

Hi Dr. Carley <3

08:04:15 From Sara Pizano to Everyone:

What is your favorite part of the holidays

08:04:29 From Jamie Case to Everyone:

EVERYTHING! I am a holiday junkie!

08:04:33 From Angie Everett to Everyone:

Giving gifts also... (don't want to sound selfish)

08:04:40 From Sara Pizano to Everyone:

You are my people Jamie!

08:04:57 From Sharon @MaddieFund to Everyone:

Does anyone eat it?

08:05:01 From tanya dominguez to Everyone:

spending time with family and baking

08:05:15 From Sharon @MaddieFund to Everyone:

Love that Angie

08:05:47 From Sharon @MaddieFund to Everyone:

Yay!!! Dr. P….love it!! Hallmark movies always ends happily

08:05:55 From Jamie Case to Everyone:

Traditions make me so happy. Halloween parties, decorating, Christmas lights, snuggling in warm jammies, Christmas movies, family-time

08:06:31 From Alison Gibson to Everyone:

**Best 28 minutes of your time: Maddie’s® Candid Conversation with Allison Cardona**

<https://maddies.fund/allisoncardona>

08:06:38 From Dr. Carley Faughn to Everyone:

Red Hot Salad is the name of the Chambers' family tradition that we have adopted....good luck if you make it!

08:07:04 From Alison Gibson to Everyone:

**Open Arms Challenge Huddle recordings** <https://www.maddiesfund.org/open-arms-challenge-huddles.htm>

08:07:13 From Dr. Carley Faughn to Everyone:

'Salad'---- it's a jello

08:07:28 From Ellen Rawlins to Everyone:

Sara Pizano, spent a week in Black Mountain and enjoyed the sense of community

08:07:28 From Alison Gibson to Everyone:

**ASPCA Access to Veterinary Care Survey**

https://www.surveymonkey.com/r/AVCquestions

Respondents who submit their questions by November 5th will have a chance to win one of five Amazon gift cards worth $75

08:07:48 From Alison Gibson to Everyone:

**New webcast: Oct 27: Ensuring Transparency While Keeping Marketing and Adoption Counseling Separate** – register <https://maddiesfund-org.zoom.us/webinar/register/WN_n-0uMnY4SkCu5PSOUMELZA>

08:08:31 From Sara Pizano to Everyone:

Amazing community Ellen! I volunteer with the Black Mountain Beautification Committee and Hammer and Heart who helps fix safety issues for low income homeowners. Great sense of community here!

08:09:26 From Staycee Dains to Everyone:

Animal welfare IS a human welfare delivery system!!

08:09:28 From Alison Gibson to Everyone:

**Maddie’s Candid Conversation with Dr. Michael Blackwell (AlignCare)**

**When: Nov 10, 2021 12:00 PM Pacific Time (US and Canada)**

Register in advance for this meeting:

<https://maddiesfund-org.zoom.us/meeting/register/tZcoc-GqpzIuE9Jx9M4ldvAeZoM3ssszZCIQ>

08:09:41 From Alison Gibson to Everyone:

**CARE** [**https://careawo.org/**](https://careawo.org/)

Caregivers Circle <https://careawo.org/thecircle/>

08:10:02 From Bobby Mann to Everyone:

I signed up for the Caregivers Circle! I encourage you to do the same!

08:10:06 From Sharon @MaddieFund to Everyone:

Kenny rocks it! And the mood music/dance jam that Bobby kicked off and ended the meeting with.

08:10:09 From Dr. Carley Faughn to Everyone:

It's a behavior term!

08:10:15 From Sharon @MaddieFund to Everyone:

Me too Bobby

08:10:17 From Bobby Mann to Everyone:

Thanks, sis <3

08:10:18 From Alison Gibson to Everyone:

**Kenny Lamberti - Join the CARE Givers Circle:**

Text the word “CIRCLE” to 52886

OR Click on this link <https://p2a.co/sRDsGIk>

08:10:40 From Angie Everett to Everyone:

Was that session recorded?

08:10:52 From Sharon @MaddieFund to Everyone:

Yes, Angie, Alison posted the link above

08:11:25 From Angie Everett to Everyone:

OH... I see it :). Thanks.

08:12:01 From Sharon @MaddieFund to Everyone:

Yikes - sending lots of love to Brian

08:12:33 From Alison Gibson to Everyone:

**Last Friday’s meeting with Kenny Lamberti was recorded:** <https://maddies.fund/awleadershiproundup102221>

08:12:38 From Sharon @MaddieFund to Everyone:

Angie - if you join the Maddie’s Pet Forum, you will see that recording.

08:13:16 From Mary (she/her) @ Maddie's Fund to Everyone:

Welcome, Keith!

08:13:17 From Angie Everett to Everyone:

Okay. I'm sure that this has been mentioned, but... how do i join?

08:13:29 From Alison Gibson to Everyone:

**Keith Slim-Tolagai, Navajo Nation Program Specialist, Best Friends Animal Society**

<https://bestfriends.org/stories/features/insight-pets-navajo-nation>

08:13:56 From Sara Pizano to Everyone:

Welcome Keith!

08:14:10 From Dr. Carley Faughn to Everyone:

Yay Keith!

08:14:15 From Jess Roper to Everyone:

Keith <3

08:14:29 From Sharon @MaddieFund to Everyone:

@Angie <https://forum.maddiesfund.org/home?gclid=CjwKCAjwq9mLBhB2EiwAuYdMtaPgrmovQiSB6jT5bTjrSZqD175gQzMuTCWBYxKvZ3ME3ljL6b3FCRoCYwUQAvD_BwE>

08:15:34 From Sharon @MaddieFund to Everyone:

Welcome Keith.

08:16:07 From Michelle Weaver to Everyone:

Keith is amazing!! We are very fortunate that he is part of the Best Friends team!

08:19:17 From Bobby Mann to Everyone:

**Thank you Allison Cardona for building this! Message board for Brian**

<https://www.kudoboard.com/boards/KCBwAOLU>

08:20:18 From Allison Cardona to Everyone:

Shelby Davis' group - Soul Dog does great work!

08:20:20 From Bobby Mann to Everyone:

I love the shoutouts!

08:22:45 From Sara Pizano to Everyone:

Can we have a donation link to help Keith’s organization?

08:25:48 From Alison Gibson to Everyone:

In addition to Best Friends, Soul Dog Rescue, Hopi Dog Rescue and Good Dog Rez-Q.are also helping Navajo Nation.

08:26:06 From Alison Gibson to Everyone:

**Soul Dog Rescue** <https://bestfriends.org/our-work/supporting-network-partners/soul-dog-rescue>

08:26:26 From Alison Gibson to Everyone:

**Hopi Dog Rescue** <https://bestfriends.org/our-work/supporting-network-partners/hopi-dog-rescue>

08:26:30 From Irene Chansawang (she/her) to Everyone:

**Animal Rez-Q**: <http://www.animalrezq.org/>

08:26:45 From Alison Gibson to Everyone:

**Good Dog ResQ** <https://bestfriends.org/our-work/supporting-network-partners/good-dog-rez-q>

08:26:49 From Peter Wolf to Everyone:

Thank you, Keith, for all your tireless efforts!

08:26:54 From Jess Roper to Everyone:

**Turquoise Paw rescue and Underdog Rescue** in Moab are two others doing good work in that area.

08:26:56 From Jess Roper to Everyone:

<https://underdogrescuemoab.org/>

08:27:39 From Sara Pizano to Everyone:

thanks!

08:28:00 From Jess Roper to Everyone:

<https://www.facebook.com/TurquoisePaw>

08:28:10 From Dr. Carley Faughn to Everyon

e:

Great job Keith and teams!

08:28:25 From Alison Gibson to Everyone:

**Navajo Nation** <https://www.navajo-nsn.gov/index.htm>

08:28:33 From Alison Gibson to Everyone:

**The Navajo Nation**

**Telephone**: (928) 871-6000

08:28:51 From Shyanne Schull to Everyone:

I would love to see sample MOU's between animal services and Tribal territories. I have been working on taking steps to bridge the gap in Northern NV . sschull@washoecounty.us Thank you!

08:30:04 From Staycee Dains to Everyone:

I might have missed it… how many people live in the area represented by the map Keith shared?

08:30:07 From Alison Gibson to Everyone:

**Navajo Nation ACC** <http://www.desertanimalcompanions.org/>

08:30:23 From Laura Baker to Everyone:

Side note - Keith's voice is so calming. I could listen to him talk all day on this rainy Monday!

08:30:35 From Jess Roper to Everyone:

Laura Baker, agreed!

08:32:43 From Cameron Moore to Everyone:

Is the one vet employed by the Navajo Nation or is this a private veterinarian? Are there any estimates about how many animals are on the reservation?

08:32:46 From Allison Cardona to Everyone:

Beautiful to hear from you, thank you!

08:32:54 From Jess Roper to Everyone:

Thank you, Keith!

08:35:23 From Sara Pizano to Everyone:

Thank you Keith-God bless your work!

08:35:37 From Peter Wolf to Everyone:

These “estimates” tend to be wildly inflated (just like the 50,000 dogs roaming Detroit).

08:35:47 From Irene Chansawang (she/her) to Everyone:

@Keith - is this run by one of the veterinarians you mentioned? **Navajo Nation Veterinary Management**: <https://www.navajoveterinaryprogram.com/about.html>

08:36:33 From Jess Roper to Everyone:

@Peter Wolf of the “1 million” strays in Houston…

08:36:44 From Alison Gibson to Everyone:

**Alessandra Navidad, President & CEO, Arizona Animal Welfare League**

<https://aawl.org/>

Graphical user interface, text, application, email

Description automatically generated

08:37:33 From Peter Wolf to Everyone:

Exactly, @Jess—reasonable estimates rarely make the news.

08:43:32 From Jesse Oldham to Everyone:

I noted uncertainty - and mostly I meant doing more harm than good.

08:44:17 From Dr. Carley Faughn to Everyone:

For me, there has been an amazing overload of information, but it can be difficult to take the information to be more granular and know what to do from there

08:44:18 From Peter Wolf to Everyone:

Good point, @Jesse.

08:44:19 From Leah Backo to Everyone:

I highly recommend Dr. Kendi's Be Antiracist podcast and his book Be Antiracist if you want to get started!

08:45:43 From Mary (she/her) @ Maddie's Fund to Everyone:

The power of proximate leaders

08:51:21 From Ellen Rawlins to Everyone:

Thank you for today. Must sign off.

08:53:41 From Bobby Mann to Everyone:

**Brian’s get well soon card**: <https://www.kudoboard.com/boards/KCBwAOLU>

Brian Daugherty

Senior Vice President and Chief Philanthropy & Communications Officer, San Diego Humane Society

08:57:12 From Jesse Oldham to Everyone:

Curious about any guidance around teams participating in these discussions together - asking because at times the convos might be difficult for BIPOC, LBGTQIA+ and those staffers might be tasked with "carrying" this work forward, or not feel safe being required to participate. We've made some meetings voluntary for that reason - but if a discussion pops in a meeting, trying to balance that exposure and participation.

09:01:35 From Peter Wolf to Everyone:

Exactly: data isn’t a four-letter word.

09:01:40 From Alison Gibson to Everyone:

Find this meeting’s recording on Maddie’s Pet Forum later today

<https://maddies.fund/shelterrescuesupportcall102521>

09:01:43 From Mary (she/her) @ Maddie's Fund to Everyone:

Thank you Keith and Alessandra!

09:01:51 From Laura Baker to Everyone:

YES MORE OF KEITH'S VOICE!

09:01:56 From Allison Cardona to Everyone:

Thank you, @Mary and Maddie's Fund for this space and centering this conversation!

09:01:58 From Jesse Oldham to Everyone:

Thank you both Alessandra and Keith!

09:02:54 From Irene Chansawang (she/her) to Everyone:

Thank you, Ketih. The Middle Way is a Buddhist principle too. :)

09:02:57 From Kelly Clardy to Everyone:

Thank you, Keith!

09:02:57 From Jillian Gomez to Everyone:

Thank you!

09:03:01 From Jess Roper to Everyone:

Ciao!

09:03:06 From Erica Davis to Everyone:

Thank you!

------------------------end-----------------------