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

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

**This Meeting’s Recording**

* This Meeting’s Recording on Maddie’s Pet Forum
<https://maddies.fund/awleadershiproundup4822>
* Maddie’s Fund Box Link to Recording File:

https://maddiesfund.box.com/s/mzual9obvoaggk8fbgjf1dcuyaa0fv9n

**Friday meeting registration page**

* <https://maddies.fund/Register_AWLeadershipRoundup>
* <https://us02web.zoom.us/meeting/register/tZEud-2orzMrHtLTuNo0GbrSNeCQlQkdWKAp>

**Monday meeting registration link (for shelter staff and committed volunteers)**

* <https://maddies.fund/Register_ShelterRescueSupport>
* <https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

***206 attendees***

**Agenda**

**Diversity, Equity and Inclusion with Chimamanda Adichie, Rory Adams and Clare Callison**

* **Welcome – Kristen Hassen,** Director, American Pets Alive! & Human Animal Support Services

kristen.hassen@americanpetsalive.org

**Question** **of the day**: ***What is something unexpected about you that surprise people when they find out?***

**Guest Host: Rory Adams**
Maddie’s® Training and Education Manager, American Pets Alive!
<https://americanpetsalive.org/maddies-learning-academy/rory-adams>

Support for queer and transgender people is needed now more than ever – many LBGTQ have been lost to HIV. Today 19 states have anti- transgender laws in place and 39 states are wanting to enact anti-trans laws. There are other alarming trends – read more here: <https://www.them.us/story/texas-trans-child-abuse-interview-attorney-explanation-interview>

**Rory's blog: Organizational Change in Memory of the Transgender Family We Lost** <https://careawo.org/organizational-change-in-memory-of-the-transgender-family-we-lost/>

* **National updates / shared links**

This meeting is being recorded. Find past recordings and links from the chat within 24 hours on Maddie’s Pet Forum: <https://maddies.fund/awleadershiproundup4822>

 **Maddie’s Community Conversations Give-away!**

<https://www.maddiesfund.org/friday-community-conversations-apr22-giveaway.htm>

 **March winners!**

Donell Randolph, Oakland Animal Services (Oakland, CA)

Phillip Zimmerman, City of Sacramento (Sacramento, CA)

**AAWA Spring Conference Chicago June 15-17, 2022**Register <https://theaawa.us9.list-manage.com/track/click?u=cee87afbd005a64dc35ea580f&id=b3f7a45b2b&e=b6d8455edb>

Tracks in Fundraising, Management & Governance, Resilient & Thriving Workforces, Shelter Medicine & Public Health

**Humane Canada's 2022 Summit for Animals runs the month of May.** Registration still open!! It is hybrid, both online and in person components: <https://humanecanada.swoogo.com/summit/>

**National Animal Care & Control Appreciation Week: April 10-16**

<https://www.nacanet.org/animal-care-control-appreciation-week/#:~:text=Animal%20Care%20and%20Control%20Appreciation%20Week%20is%20April%2010%2D16,field%20on%20the%20national%20stage>

**APA's Boop Brunch to celebrate our 100th birthday!**

Link to Virtual Brunch event featuring Dr. Kevin Morris - <https://e.givesmart.com/events/qpc/>

**HSUS Animal Care Expo** <https://humanepro.org/expo/animal-care-expo-2022>

**PACT for Animals’ first nation-wide, free virtual event** Wed, May 4, 2022 at 7:00 PMPACT's Military Affairs Advisor Major General John Gronski
Registration

<https://www.eventbrite.com/e/an-evening-with-pacts-military-affairs-advisor-major-general-john-gronski-registration-310101621297?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail>

**Share your foster-related resources on Maddie’s Pet Forum!** <https://maddies.fund/fosterresourcedrive>

**APA's Boop Brunch to celebrate our 100th birthday! May 4, 2022**

Link to Virtual Brunch event featuring Dr. Kevin Morris, the American Humane Endowed Chair and associate professor within the Institute for Human-Animal Connection at Denver University <https://e.givesmart.com/events/qpc/>

**Texas A&M has Entomologists** <https://www.texasinsects.org/contact.html>

**Austin Beekeepers Association** <https://texasbeekeepers.org/events/austin-area-beekeepers-association/>

=======================================================================

 **TOPIC**: **DEI** with Rory Adams and Clare Callison
Watch a brief talk by TED talk speaker Chimamanda Adichie called 'The Danger of a Single Story.'

Discussion of this talk in relation to our work in animal welfare was led by Clare Callison and Rory Adams, who are leading DEI efforts at Austin Pets Alive!

**Rory Adams**

Maddie’s® Training and Education Manager, American Pets Alive!
<https://americanpetsalive.org/maddies-learning-academy/rory-adams>

**Clare Callison**

Maddie’s® Director of National Pet Supply and Demand <https://americanpetsalive.org/about/staff/clare-callison>

**Chimamanda Adichie**, novelist <https://www.chimamanda.com/>

*The Danger of a Single Story* TED talk <https://www.youtube.com/watch?v=D9Ihs241zeg&vl=en>

Find her books here [https://www.amazon.com/Chimamanda-Ngozi-Adichie/e/B00PODW5UG/ref=dp\_byline\_cont\_pop\_book\_1](https://www.amazon.com/Chimamanda-Ngozi-Adichie/e/B00PODW5UG/ref%3Ddp_byline_cont_pop_book_1)

**Transgender Law Center** <https://transgenderlawcenter.org/donate>

**Discussion questions:**

What is one takeaway from Adichie's TED talk?

What single stories have been told about you or people like you?

What single stories get told in the animal welfare space about people?

What can we do to disrupt these single stories?

**Link to the slide deck**:

<https://docs.google.com/presentation/d/1-X9SpfarXI5Rl-U6OCclbL3AsW7EMrSLq7yOAH4MAlw/edit#slide=id.g123b0a65f68_0_124>

              

**CHAT SESSION**

07:57:48 From Lindsay Damron to Everyone:

 Hoping everyone is ok from all the storms this past week.

07:58:14 From Tracy Brad to Everyone:

 I might know of one. I think it's called Community Bee.

07:58:43 From Kelly Clardy to Everyone:

 Hi! Sorry I kept turning my video on and off, just making sure my background was blurred!

07:59:05 From Alison Gibson (she/her) to Everyone:

 **Austin Beekeepers Association** <https://texasbeekeepers.org/events/austin-area-beekeepers-association/>

07:59:16 From Susan Austin to Everyone:

 Good morning!

07:59:38 From Ashley Rodriguez to Everyone:

 I'm covered in tattoos! :)

07:59:38 From Alison Gibson (she/her) to Everyone:

 QOTD: What is something unexpected about you that surprise people when they find out?

07:59:43 From Nancy Cullins to Everyone:

 Purple HAir

08:00:07 From Kathy Duncan to Everyone:

 That I ride a motorcycle….and it is an old one which is a two stroke. So a race type bike.

08:00:26 From Alison Gibson (she/her) to Everyone:

 So cool Joel!!

08:00:26 From Jacqueline West to Everyone:

 I used to be a therapist specializing in helping children recover from abuse.

08:00:27 From Susan Austin to Everyone:

 I love wolves and am on the founding board of a newly formed wolfdog sanctuary.

08:00:28 From Michelle Quigley to Everyone:

 That I am a former Sgt in the Marine Corps

08:00:37 From M S to Everyone:

 I was in the Marine Corps too!

08:00:45 From Mary Flores to Everyone:

 I am a motorcycle rider too!! 1989 Harley Sportster.

08:00:49 From Susan Austin to Everyone:

 @Kathy you rock!! I failed miserably riding!

08:00:54 From Nancy Cullins to Everyone:

 😁

08:00:55 From Michelle Quigley to Everyone:

 Semper Fi

08:01:08 From Tracy Brad to Everyone:

 I had to learn how to walk again in my 30s after a catastrophic accident.

08:01:10 From Anna Boeche to Everyone:

 Faced off with a mountain lion and lived to tell the tale

08:01:11 From Kathy Duncan to Everyone:

 That is awesome @Mary Flores!!

08:01:13 From Alison Gibson (she/her) to Everyone:

 What is something unexpected about you that surprise people when they find out?

08:01:17 From Leslie Dalzell to Everyone:

 I played trumpet with BB King

08:01:29 From Ashley Woolnough to Everyone:

 I have had my hand in a lion's mouth!

08:01:31 From Kathy Duncan to Everyone:

 WOW @Tracy!!! Way to go!!!!!

08:01:38 From Hilary Shurtleff to Everyone:

 Meatloaf paid for my first tattoo

08:01:39 From Lindsay Damron to Everyone:

 I was mascot in high school

08:01:39 From Susan Leavitt to Everyone:

 I worked with Walter Cronkite at CBS News

08:01:43 From Vicki Stevens to Everyone:

 I read Oedipus Rex in ancient Greek!

08:01:43 From Mary Flores to Everyone:

 You are awesome, @Kathy

08:01:58 From Kathy Duncan to Everyone:

 @Leslie that is AMAZING!!!!

08:02:03 From Johanna Humbert to Everyone:

 I met Eric Clapton.

08:02:27 From Jeff Okazaki to Everyone:

 Kristen - **Texas A&M has Entomologists** as part of their university extension services, they're job is literally to help answer questions about general issues. - <https://www.texasinsects.org/contact.html>

08:02:36 From Alison Gibson (she/her) to Everyone:

 Johanna!!! 😎

08:02:57 From Emily Roberts (she/her) to Everyone:

 Probably my age lol - i’m almost 30 and I’ve been told I can’t sign paperwork at the doctors unless I have a parent present

08:02:59 From Alison Gibson (she/her) to Everyone:

 Vicki too cool!

08:03:19 From Vicki Stevens to Everyone:

 Amazing story, Anna!

08:03:28 From Vicki Stevens to Everyone:

 Glad you lived to tell the tale. ;-)

08:03:32 From Anne George to Everyone:

 Sailed my own sloop on the Chesapeake for 25years. Dockhands would ask me “Where’s the Captain?” when I pulled up for gas. Thankfully there are many female skippers today.

08:03:58 From Emily Roberts (she/her) to Everyone:

 Way to go Jacqueline!

08:04:04 From Betsy Kilkenny to Everyone:

 Jacqueline that's amazing, I used to work at a domestic violence shelter. Thank you!!

08:04:26 From Kathy Duncan to Everyone:

 Way to go @Anne George!!!!

08:04:36 From Sarah Javier to Everyone:

 Great work, Jacqueline! I used to be a child life specialist and worked on our child abuse team. Such important work you helped with!

08:04:50 From Dylan Moore to Everyone:

 New guy here. Dylan Moore from Santa Fe NM

08:04:52 From Ashley Woolnough to Everyone:

 Ashley Woolnough - Animal Services Manager from Arlington Animal Services

08:05:00 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Today’s my first call! My name is Emily Roberts - I’m the Shelter Manager at the Cortland County SPCA in upstate NY.

08:05:14 From Julie Levy to Everyone:

 I left high school to become an organizer for the United Farm Workers.

08:05:19 From Morgan Hultquist, Meals on Wheels America to Everyone:

 Morgan Hultquist from Meals on Wheels America in San Diego, CA

08:05:41 From Alison Gibson (she/her) to Everyone:

 Rory Adams

 Maddie’s® Training and Education Manager, American Pets Alive!

 <https://americanpetsalive.org/maddies-learning-academy/rory-adams>

08:06:22 From Fizzy Ramsey to Everyone:

 Fizzy Ramsey, Danville-Boyle County Humane Society, Danville, Kentucky; small town change maker.

08:06:36 From Kristina Skarupa to Everyone:

 Rand Wachsstock Executive Director

08:08:30 From JESSICA ARNOLD to Everyone:

 ❤️💛💚💙💜 As a parent of a trans-teen, this is SO IMPORTANT to discuss

08:09:03 From Joshua Hofmann to Everyone:

 Is that going to be broadcasted somewhere?

08:09:37 From Alison Gibson (she/her) to Everyone:

 Anyone who is interested in joining Rory at HSUS expo — reach out rory.adams@americanpetsalive.org

08:09:42 From JESSICA ARNOLD to Everyone:

 Thank you, Rory -- I will look for you at HSUS. I worry everyday about the world I am preparing to send my child out into

08:10:03 From Kathy Duncan to Everyone:

 @Josh there is an online component of Expo which you can register for. Not sure if all of the in person will be available though.

08:10:26 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Thank you Rory to speaking to the intersectionality of race and gender!

08:10:47 From Gerald Glenn to Everyone:

 Thank you for the work you are doing Roy 👏

08:10:59 From Alison Gibson (she/her) to Everyone:

 **Transgender Law Center** <https://transgenderlawcenter.org/donate>

08:11:13 From Christopher Fitzgerald to Everyone:

 Thanks, Rory

08:11:14 From Clare Callison to Everyone:

 Thank you, Rory this is such important information- thankful for your leadership on this! <3

08:11:15 From Susan Leavitt

 Thank you for your important work!

08:11:19 From Becky Costner to Everyone:

 Thank you Rory!!!

08:11:23 From Morgan Hultquist, Meals on Wheels America to Everyone:

 Thank you, Rory!!

08:11:25 From Kate McHugh-Westfall to Everyone:

 Thank you Rory!

08:11:29 From Kathy Duncan to Everyone:

 Thank you Rory!!! Hugs.

08:11:31 From Arin Greenwood to Everyone:

 Thank you Rory

08:11:31 From Alison Gibson (she/her) to Everyone:

 **HSUS Expo** <https://humanepro.org/expo/animal-care-expo-2022>

08:11:32 From Crystal Frost to Everyone:

 Thank you Rory

08:11:37 From Mary Flores to Everyone:

 Thank you, Rory, for speaking on this issue!! I am in AZ where there are a number of ugly bills proposed. Ugh...

08:11:45 From Janie Mills to Everyone:

 Thank you Rory

08:12:05 From Nancy McKenney, Marin Humane to Everyone:

 Much needed collaboration and coordination—thank you Rory

08:12:21 From Julie Levy to Everyone:

 **Rory's amazing blog: Organizational Change in Memory of the Transgender Family We Lost** <https://careawo.org/organizational-change-in-memory-of-the-transgender-family-we-lost/>

08:12:21 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Thanks Rory again, from a fellow Texan

08:12:23 From Rory Adams to Everyone:

 https://www.them.us/story/texas-trans-child-abuse-interview-attorney-explanation-interview

08:12:40 From Rory Adams to Everyone:

 The transgender law center is an amazing organization and resource!

08:13:14 From Alison Gibson (she/her) to Everyone:

 **Maddie’s Community Conversations Give-away!**

 <https://www.maddiesfund.org/friday-community-conversations-apr22-giveaway.htm>

08:14:07 From emily wood to Everyone:

 Woohoo OAS and Sacramento!

08:14:10 From Alison Gibson (she/her) to Everyone:

 CONGRATS!!!

08:14:14 From Kathy Duncan to Everyone:

 Congrats to Donell and Phillip!!!!

08:14:17 From Alison Gibson (she/her) to Everyone:

 GO DONELL!

08:14:20 From Clare Callison to Everyone:

 Congrats!!!!

08:14:20 From Lindsay Damron to Everyone:

 Whoop!!! Congrats

 !!!

08:14:20 From Lauren Rogers to Everyone:

 Congratulations!!

08:14:24 From Amber Holly to Everyone:

 Yay! Donell!!!

08:14:36 From Hilary Shurtleff to Everyone:

 YAY DONELL!!!!!!!!!!

08:14:42 From Betsy Kilkenny to Everyone:

 Congratulations!! We hear so much need in California all the time, you all deserve this. Happy Friday!

08:14:46 From Nancy McKenney, Marin Humane to Everyone:

 Congrats to our neighbors

08:14:49 From Alison Gibson (she/her) to Everyone:

 YAY PHIL!!!

08:15:34 From Becky Costner to Everyone:

 Congrats!!

08:15:35 From Susan Leavitt

 Congrats to the winners!

08:17:09 From Alison Gibson (she/her) to Everyone:

 **AAWA Spring Conference Chicago June 15-17, 2022**

 Register <https://theaawa.us9.list-manage.com/track/click?u=cee87afbd005a64dc35ea580f&id=b3f7a45b2b&e=b6d8455edb>

08:17:24 From Kelly Clardy to Everyone:

 Maddie’s Fund Monthly Giveaways! Enter here for a chance to win CA$H in a random drawing:

 <https://www.maddiesfund.org/friday-community-conversations-apr22-giveaway.htm>

 Open to all who are watching live or on-demand! Be sure to enter each week you attend!

08:17:33 From Valerie Sheppard to Everyone:

 **Spring Conference in Chicago June 15-17** <https://theaawa.org/event/spring22>

Tracks in Fundraising

 Management & Governance

 Resilient & Thriving Workforces

 Shelter Medicine & Public Health

08:17:41 From Alison Gibson (she/her) to Everyone:

 **Humane Canada's 2022 Summit for Animals** runs the month of May. Registration still open!! It is hybrid, both online and in person components: <https://humanecanada.swoogo.com/summit/>

08:18:14 From Kathy Duncan to Everyone:

 Thanks @Alison!!!

08:18:32 From Alison Gibson (she/her) to Everyone:

 **National Animal Care & Control Appreciation Week: April 10-16**

 <https://www.nacanet.org/animal-care-control-appreciation-week/#:~:text=Animal%20Care%20and%20Control%20Appreciation%20Week%20is%20April%2010%2D16,field%20on%20the%20national%20stage>

08:19:01 From Sarah Javier to Everyone:

 **Register for our (virtual) education event featuring Dr. Kevin Morris.** His presentation and research is around the human animal bond and how pets make our community healthier.

 <https://e.givesmart.com/events/qpc/>

08:19:12 From Sarah Javier to Everyone:

 Date is May 4

08:19:28 From Betsy Kilkenny to Everyone:

 **PACT for Animals is having our first nation-wide virtual event on May 4th with Major General John Gronski,** I'll drop the link here to register. It's a free event - great for so many different audiences to learn how we are fostering pets for military soldiers on deployment and hospital patients requiring extended hospital stay. An Evening with PACT's Military Affairs Advisor Major General John Gronski Registration, Wed, May 4, 2022 at 7:00 PM

08:19:54 From Betsy Kilkenny to Everyone:

 <https://www.eventbrite.com/e/an-evening-with-pacts-military-affairs-advisor-major-general-john-gronski-registration-310101621297?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail>

08:19:55 From Charlotte Otero @Maddie's Fund (she/her) to Everyone:

 **Share your foster-related resources on Maddie’s Pet Forum!** <https://maddies.fund/fosterresourcedrive>

08:21:42 From Alison Gibson (she/her) to Everyone:

 Rory Adams

 Maddie’s® Training and Education Manager, American Pets Alive!

 <https://americanpetsalive.org/maddies-learning-academy/rory-adams>

Clare Callison

Maddie’s® Director of National Pet Supply and Demand <https://americanpetsalive.org/about/staff/clare-callison>

08:24:19 From Nancy McKenney, Marin Humane to Everyone:

 We’ve incorporated this Ted Talk into the Jan Elster Customer Smart training, by the way. It’s wonderful and an eye opener.

08:24:28 From Alison Gibson (she/her) to Everyone:

 **Chimamanda Adichie, novelist** <https://www.chimamanda.com/>

 The Danger of a Single Story TED talk <https://www.youtube.com/watch?v=D9Ihs241zeg&vl=en>

08:36:05 From Betsy Kilkenny to Everyone:

 Love that!

08:43:25 From Susan Leavitt to Everyone:

 So powerful.

08:43:30 From Jenn Danks to Everyone:

 WOW!!!

08:43:35 From Kathy Duncan to Everyone:

 That was so wonderful. Thank you!!!!

08:43:43 From Kelly Clardy to Everyone:

 Thanks for sharing that video, that was great.

08:43:51 From Cory Ferguson to Everyone:

 That was excellent!

08:43:51 From Joy Smith to Everyone:

 Loved it!

08:43:53 From Cynthia Bullock to Everyone:

 Great and inspiring talk!

08:43:58 From Dylan Moore to Everyone:

 Can you share the link and/or presenter name from that talk?

08:44:13 From Alison Gibson (she/her) to Everyone:

 Chimamanda Adichie, novelist <https://www.chimamanda.com/>

 The Danger of a Single Story TED talk <https://www.youtube.com/watch?v=D9Ihs241zeg&vl=en>

08:45:06 From Dylan Moore to Everyone:

 Thanks

08:45:07 From Rory Adams to Everyone:

 And links to her beautiful books — [https://www.amazon.com/Chimamanda-Ngozi-Adichie/e/B00PODW5UG/ref=dp\_byline\_cont\_pop\_book\_1](https://www.amazon.com/Chimamanda-Ngozi-Adichie/e/B00PODW5UG/ref%3Ddp_byline_cont_pop_book_1)

08:45:25 From Rory Adams to Everyone:

 Chimamanda Ngozi Adichie

08:45:39 From Rory Adams to Everyone:

 It’s ok for us all to be at different places with the

 things we discuss today.

 Speak from an “I” perspective.

 Take space, make space, hold space.

 Recognize that some discomfort can be useful for learning.

 Expect and accept non-closure.

 Confidentiality––Lessons leave; stories stay.

08:46:31 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Can we introduce with pronouns?

08:46:42 From Clare Callison to Everyone:

 First discussion question: What is one takeaway from Adichie's TED talk?

08:47:21 From Nancy Cullins to Everyone:

 ask for the rest of the story before jumping in with advice

08:48:18 From Cory Ferguson to Everyone:

 Be careful of first impressions and formulating stereotypes without really learning.

08:48:39 From Rory Adams to Everyone:

 What single stories have been told about you or people like you?

08:51:03 From Nancy Cullins to Everyone:

 Learning disabled = dumb. That one is very frustrating

08:51:23 From Clare Callison (she/her) to Everyone:

 What single stories get told in the animal welfare space about people?

08:51:25 From Cory Ferguson to Everyone:

 This definitely translates to animal rescue and pet breeds as well.

08:51:43 From Eri Cronkhite to Everyone:

 "Crazy Cat Lady"

08:51:53 From Nancy Cullins to Everyone:

 Pitbulls are all bad

08:51:56 From Julie Bank to Everyone:

 They cannot afford a pet therefore they should not have one.

08:51:58 From Susan Austin to Everyone:

 "The Hoarder"

08:51:59 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Needing to use the pet food pantry = poor and cannot care for their pets

08:52:25 From Johanna Spielman to Everyone:

 We only care about animals.

08:52:42 From Jenn Danks to Everyone:

 The homeless, as people and pet owners.

08:53:06 From Melissa Thibault to Everyone:

 Building on what Cindy just shared about admiring how gracefully Chimamanda spoke about these generalizations and stereotypes, and I admire that she addressed those stereotypes. Though it left me wondering about all the other times she was and was not able to address those stereotypes, and the impact that has had on her life (as in, that may be experiences as a burden).

08:53:12 From Nancy Cullins to Everyone:

 that only young animals can be trained

08:53:42 From Emily Patterson-Kane to Everyone:

 That the only way to respond to people not treating animals well is punishment and shunning

08:53:45 From Maria Saucedo to Everyone:

 People assume I play with puppies all day and don't like humans. It's frustrating to try to explain my job because they already have a ton of stereotypes in mind that don't apply to me!

08:56:01 From Kathy Duncan to Everyone:

 Wonderful conversation today. Thank you. Unfortunately, I have to hop off a bit early.

08:56:55 From Julie Bank to Everyone:

 Single Story, animal control does not care the same way private organizations do.

08:57:36 From Shelly (she/her), Maddie's Fund to Everyone:

 People are so much more than the worst thing they’ve done.

08:57:36 From Melissa Thibault to Everyone:

 Artificial separation between "us" and anyone that would need to rehome an animal for any reason.

08:57:46 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 “Don’t let perfect be the enemy of good” - Well put!

08:58:27 From Nancy Cullins to Everyone:

 ask more questions

08:58:30 From Rory Adams to Everyone:

 What can we do to disrupt these single stories?

08:58:34 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Share your own story!

08:58:43 From Maria Saucedo to Everyone:

 Let people tell their story themselves.

08:58:50 From Julie Bank to Everyone:

 Call each other out (in a polite way)

08:58:51 From Susan Ellis to Everyone:

 Starting with ourselves and seeking out all aspects of other's stories.

08:59:22 From Nancy McKenney, Marin Humane to Everyone:

 ask if we've invited all the table

09:00:08 From Jacqueline West to Everyone:

 Many of our agency's clients are African-American. They are typically so elated to see me, also African-American as the leader of this organization.

09:00:09 From Lindsay Hamrick to Everyone:

 A timely single story about Easter rabbit adoptions is coming. Lots of media requests to ask how we can prevent folks from adopting rather than conversations about rabbits and how we can support them and their people.

09:00:18 From Clare Callison (she/her) to Everyone:

 **Link to the slide deck from today**: <https://docs.google.com/presentation/d/1-X9SpfarXI5Rl-U6OCclbL3AsW7EMrSLq7yOAH4MAlw/edit#slide=id.g123b0a65f68_0_145>

09:00:30 From Julie Levy to Everyone:

 Great paper on misogynous stereotypes

09:00:45 From Amanda Foster to Everyone:

 Thank you, Clare and Rory!

09:00:51 From Tracy Brad to Everyone:

 🥰

09:00:57 From Christopher Fitzgerald to Everyone:

 thanks, everyone

09:01:00 From Clare Callison (she/her) to Everyone:

 Thank you, everyone for a wonderful discussion!

09:01:00 From Janie Mills to Everyone:

 Thank you so much!

09:01:02 From Geraldine D'Silva to Everyone:

 Thank you, Clare and Rory!!!

09:01:12 From Jenn Danks to Everyone:

 Thank you, Rory and Clare

09:01:13 From Kelly Clardy to Everyone:

 **Remember to enter for a chance to win money from Maddie’s Fund!** Complete the entry form here: <https://www.maddiesfund.org/friday-community-conversations-apr22-giveaway.htm>

 Open to all who are watching live or on-demand! Be sure to enter each week you attend!

09:01:16 From Susan Austin to Everyone:

 Thank you for sharing! This was great and thought provoking!

09:01:32 From Emily Roberts (she/her), Cortland County SPCA to Everyone:

 Thanks everyone! Happy Friday!

----------------END---------------