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

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

**This meeting:**

<https://maddies.fund/awleadershiproundup10121>

Box link of file recording:

<https://maddiesfund.box.com/s/0epumy3kwygweoj7l1wni2sv1saudgex>

**Friday meeting registration page**

<https://us02web.zoom.us/meeting/register/tZEud-2orzMrHtLTuNo0GbrSNeCQlQkdWKAp>

**Monday meeting registration link (for shelter staff and committed volunteers)**<https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

**Agenda**

* **Welcome – Kristen Hassen, Director, American Pets Alive! -**
Kristen.hassen@americanpetsalive.org

bobby.mann@americanpetsalive.org

**QOTD – what 4 words would you tell your 18-year-old self**

* **Mary's Motivation –** her recent head injury kept her off the computer for several days and gave her freedom to step away - a reminder that you don’t have to read everything about yourself – you have the freedom of choice. “What other people say about me is none of my business” is the most freeing advice. Her heart goes out the all the folks who shared their traumatic, abusive experiences on last week’s call. It’s important to have a professional support system outside of our jobs. Sometimes to resolve an issue we just need to pick up the phone and have a human-to-human talk. Practice leaning in to the problem. She is getting wiser every birthday ☺ Happy birthday next week, Mary!!!
* **National updates**
* **Allie Mayer a**nd **Lisa Martin-Garlic (CEO) from G**[**oodPup**](https://goodpup.com/) **team:** train at home over 1-1 video chat. **Theresa Scordo,** Chief Development Officer, [Jacksonville Humane Society](https://jaxhumane.org/)
* **HASS Organizational Development Working Group** leaders **Sarah Javier** ([Animal Protective Association of Missouri](https://apamo.org/)) and **Alexis Pugh** ([Memphis Animal Services](https://www.memphistn.gov/animal-services/)): input on feedback on what you as leaders need in terms of support from the industry.
[**Animal Welfare Harassment Survey**](https://forms.gle/5Nxiii1T7oPMexUs5)
Aurora Velazquez and Summer Dolder, ACCT Philly in Philadelphia, PA shared that they have both resigned their positions because of the traumatic abuse they experienced from the community.

***201 attendees***

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

**Crowded animal shelters fear crisis when eviction moratorium ends:**<https://www.nbcnews.com/news/us-news/crowded-animal-shelters-fear-crisis-eviction-moratorium-ends-rcna2459>

**GoodPup** [**https://goodpup.com/**](https://goodpup.com/)**shelters**

**Allie Mayer** allie@petcarenow.com

**Theresa Scordo,** Chief Development Officer, Jacksonville Humane Society
<https://jaxhumane.org/>

Theresa’s email tscordo@jaxhumane.org

 **Human Animal Support Services Organizational Development and HR Working Group**<https://www.humananimalsupportservices.org/hass-working-group/organizational-development-and-hr/>

**Email** **hass-project@americanpetsalive.org**

 for more information on joining our Organizational Development WG and provide some additional support for this project.

Sarah Javier, Fundraiser, advocate, and healthcare leader, Animal Protective Association of Missouri

[**https://apamo.org/**](https://apamo.org/)

Alexis Pugh, Director, Memphis Animal Services[**https://www.memphistn.gov/animal-services/**](https://www.memphistn.gov/animal-services/)

 **Survey of what is helpful Animal Welfare Harassment Survey**

<https://forms.gle/5Nxiii1T7oPMexUs5>

**Maddie’s Pet Forum Animal Welfare Community**

<https://forum.maddiesfund.org/communities/community-home/digestviewer/viewthread?GroupId=205&MessageKey=8b33ac58-b4db-4aca-bd60-e73e90a3112a&CommunityKey=afce7f7a-fd5a-431e-9f2a-aaedc46a03d6&tab=digestviewer>

**Elena Bicker ARF Walnut Creek, CA** is looking for an adoption manager

<https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=21626&clientkey=EDD1CA1F3A442A8B61788E074F97373B>

***Blogs/books/conferences/podcasts/events***

**Ongoing: HASS 101 Self-Paced Course:** <https://university.maddiesfund.org/products/human-animal-support-services-animal-sheltering-reimagined>

**October 2** at 2pm **ET Trappers Certification** presented by Neighborhood Cats and hosted by Community Cats Podcast. There is a test at the end and attendees get a certificate(cost $10). <https://www.communitycatspodcast.com>

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**November 4 + 5** **Humane Canada’s 2021 Canadian Violence Link Conference** [**https://humanecanada.swoogo.com/cjsr/1253225**](https://humanecanada.swoogo.com/cjsr/1253225)

**November 2, 4, 9, 12 Association of Animal Shelter Administrators of Ontario** annual conference <https://www.aasao.org/annual-conference>

**December 7 – 9 (afternoons) The AAWA – The Future of Animal Welfare virtual conference**

<https://theaawa.org/event/future>

              

07:54:31 From Alyse- Hayward Animal Shelter - She/They to Everyone:

 My camera and Mic aren't working right now, but I can use Chat function

07:54:51 From Robert Hicks to Everyone:

 Have I got the right place for HASS at 8:00 pacific?

07:55:17 From Rebecca Marsh to Everyone:

 Yes!

07:57:53 From Alison Gibson to Everyone:

 Hi Robert - yes!

07:58:24 From Alison Gibson to Everyone:

 Welcome everyone!

07:58:28 From Janie Mills to Everyone:

 Hi Teresa

07:58:45 From Alison Gibson to Everyone:

 Good morning! **This call will be recorded. You can find it later today on Maddie’s Pet Forum** here: <https://maddies.fund/awleadershiproundup10121>

08:00:29 From Sara Pizano to Everyone:

 Good morning, everyone!

**QOTD: what 4 words would you tell your 18-year-old self**?

08:00:36 From Mary (she/her) @ Maddie's Fund to Everyone:

 Take more drugs

08:00:46 From Kristen Hassen to Everyone:

 It will be okay

08:00:47 From Faith Wright to Everyone:

 Don’t give up

08:00:50 From Sarah Javier to Everyone:

 You've got this, Sarah.

08:00:52 From Karin Baker to Everyone:

 follow dreams, save money

08:00:55 From Monica Frenden to Everyone:

 You can do better.

08:01:00 From Amy Nichols to Everyone:

 Go to vet school

08:01:03 From JESSICA ARNOLD to Everyone:

 It's not about you

08:01:03 From Sara Pizano to Everyone:

 Don’t worry-it’s not productive!

08:01:04 From Lindsay Hamrick to Everyone:

 Get more cats

08:01:05 From Alyse- Hayward Animal Shelter - She/They to Everyone:

 Take Care of Yourself

08:01:08 From Julie Bank to Everyone:

 Love your real relationships.

08:01:09 From Laura Nelson to Everyone:

 Mom is always right

08:01:09 From Sarah Aguilar to Everyone:

 buy houses not beer

08:01:10 From Jennifer Federico to Everyone:

 go to Ohio State

08:01:10 From Brian August to Everyone:

 3rd beer - bad idea

08:01:15 From Janie Mills to Everyone:

 Don't worry be happy

08:01:16 From Rich Anderson to Everyone:

 Don’t be so serious

08:01:17 From Shelly (she/her), Maddie's Fund to Everyone:

 Everyone has problems

08:01:22 From Jamie Case to Everyone:

 Don’t rush into adulthood

08:01:23 From Resa Beasley to Everyone:

 Listen to your heart.

08:01:26 From MeLissa Webber to Everyone:

 be patient be yourself

08:01:28 From Steve Marrero to Everyone:

 Don't get in a relationship

08:01:32 From Nora Vondrell to Everyone:

 Have more fun

08:01:39 From Kelly Cunningham to Everyone:

 Meditate every damn day

08:01:48 From Geraldine D'Silva to Everyone:

 Beautiful, as you are.

08:01:51 From Tammy Fabian to Everyone:

 I love you

08:01:52 From Shelley Joaquin to Everyone:

 Enjoy your youth

08:01:52 From Sarah Javier to Everyone:

 Always check your ego.

08:01:54 From Beth Harrison to Everyone:

 Know your self worth

08:01:56 From Cathie Myers to Everyone:

 Yoga every day

08:01:57 From Vicki Davis to Everyone:

 don't settle or fret

08:02:57 From Kay Joubert to Everyone:

 Yikes Mary, hope you recover quickly.

08:03:19 From Kelly Cunningham to Everyone:

 Ahhhh…..72 hrs without any technology sounds delicious

08:03:27 From Kathy Duncan to Everyone:

 Glad it was not a dinosaur attack - it could have been much worse!!

08:04:01 From Elena Bicker to Everyone:

 Mary glad to see you, hope you are feeling tip top again.

08:05:01 From Alison Gibson to Everyone:

 **Maddie’s Pet Forum** <https://forum.maddiesfund.org/home>

08:06:48 From Kathy Duncan to Everyone:

 Here in Canada there have been many protests in front of hospitals with people targeting staff and patients in relation to some of the vaccine mandates re: COVID. We have a huge nursing shortage here and the nurses who are still on the job have been completely exhausted by the pandemic and they are now having to deal with additional verbal and physical assaults as they simply try to go to work to help people :(

08:07:23 From Alex James to Everyone:

 Mary - my girlfriend is a nurse and she has the most heart wrenching stories when she gets home - Mental health is becoming so much more important with (mental) self care being SO necessary ♥️

08:07:34 From Erin Celuch to Everyone:

 Self-care is essential

08:08:34 From Bobby Mann to Everyone: **Maddie’s Pet Forum Animal Welfare Community**

 <https://forum.maddiesfund.org/communities/community-home/digestviewer/viewthread?GroupId=205&MessageKey=8b33ac58-b4db-4aca-bd60-e73e90a3112a&CommunityKey=afce7f7a-fd5a-431e-9f2a-aaedc46a03d6&tab=digestviewer>

08:09:56 From Alison Gibson to Everyone:

 **GoodPu**p <https://goodpup.com/>

08:11:32 From Bill Ganley he/him San Diego Humane to Everyone:

 All of us as leaders need to lead the charge and advocate our organization's Employee Assistance Programs (EAP). Let's continue to talk openly about self care and mental health.

08:12:18 From Valerie Sheppard to Everyone:

 <https://theaawa.org/event/future>

 **The Future of Animal Welfare - a virtual conference Dec 7-9 (afternoons only)**

08:12:20 From Sarah Javier to Everyone:

 Bill, EAP programs are so important. Such an important thing to include as part of employee benefits.

08:12:52 From Bobby Mann to Everyone:

 #thankstomaddie

08:13:05 From Kathy Duncan to Everyone:

 **Association of Animal Shelter Administrators of Ontario upcoming annual conference:** <https://www.aasao.org/annual-conference>

08:13:55 From Jamie Case to Everyone:

 **HASS 101 Self-Paced Course**: <https://university.maddiesfund.org/products/human-animal-support-services-animal-sheltering-reimagined>

08:14:01 From Cindy Flauger to Everyone:

 I am looking for help. We have the opportunity for a gifted parcel of land to build a new community shelter. The city is asking us for a summary of benefits we provide to the city. Can anyone point me in the direction of examples of how to articulate this to the city. They don't want us on the parcel because of the loss of tax revenue for the city so I need to make a case that shows the value of our service to the community.

08:14:02 From Sara Miller to Everyone:

 **Crowded animal shelters fear crisis when eviction moratorium ends:** <https://www.nbcnews.com/news/us-news/crowded-animal-shelters-fear-crisis-eviction-moratorium-ends-rcna2459>

08:14:25 From Bobby Mann to Everyone:

 bobby.mann@americanpetsalive.org

08:15:02 From Joe Stafford to Everyone:

 Love the HASSS 101 Course 😍. Requiring all of my staff to complete the course so we can discuss how to continue moving forward.

08:15:06 From Sarah Javier to Everyone:

 Wow! That is incredible!

08:15:20 From Sarah Javier to Everyone:

 LOVE Good Pup! At the Animal Protective Association of Missouri (St. Louis), we offer this to every dog/puppy adopter as part of our adoption process.

08:15:21 From Theresa Scordo to Everyone:

 Theresa Scordo from the Jacksonville Humane Society, invited by our partners at GoodPup (tscordo@jaxhumane.org) Excited to be here and let you know why we partner with GoodPup.

08:15:25 From Steve Marrero @ Liberty County Animal Services to Everyone:

 Steve Marrero-Director of Liberty County Animal Services/ Hinesville, Ga

08:15:42 From Connie Kile to Everyone:

 Connie - Director of Operations, Ryan Animal Rescue Foundation

08:15:52 From Christine Colvin to Everyone:

 Hello! I'm Christine Colvin, National Community Engagement Coordinator, Best Friends Animal Society (ccolvin@bestfriends.org).

08:15:52 From Valerie Bishop to Everyone:

 Valerie Bishop - content marketing at Valley Humane in Pleasanton, CA

08:16:06 From Jamie Case to Everyone:

 That’s fantastic Joe!!

08:16:17 From Cathie Myers to Everyone:

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08:16:22 From Kathy Duncan to Everyone:

 **Humane Canada’s 2021 Canadian Violence Link Conference November 4 & 5 -** <https://humanecanada.swoogo.com/cjsr/1253225>

08:16:29 From Cathie Myers to Everyone:

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08:16:35 From Caroline Hairfield to Everyone:

 Caroline Hairfield Minneapolis Animal Care and Control.. have not been here for a while.

08:16:40 From Stacy LeBaron to Everyone:

 Last call for the **Trappers Certification Workshop Tomorrow at 2pm ET** presented by Neighborhood Cats and hosted by Community Cats Podcast. It is a wondering training session that helps folks that are new to TNR to be able to do it safely. There is a test at the end and attendees get a certificate(cost $10). To sign up and share with others go to www.communitycatspodcast.com. Feel free to join the CCP group in Maddie’s Pet Forum also to check out all of our events and podcasts.

08:17:00 From Susan Salyards - Beaver County Humane Society to Everyone:

 Susan Salyards from Beaver County Humane Society in Western PA.

<https://beavercountyhumanesociety.org/>

08:17:05 From Josh Fiala to Everyone:

 Love the Hamilton reference!

08:18:28 From Sarah Javier to Everyone:

 Lisa, thanks for developing this. We are a partner shelter and are so grateful for the resource. It has been so valuable!

08:18:51 From Lisa Martin-Garlic to Everyone:

 So great to hear! We are super proud of what we built and LOVE our shelter partners!

08:19:42 From Caitlin Daly to Everyone:

 We love GoodPup @ Lollypop Farm!

08:21:01 From Elena Bicker to Everyone:

 Matchmaker, matchmaker, make us some matches! **ARF is looking for an adoption manager**! In addition to leading a team dedicated to creating loving families in a community center-style setting, you’ll oversee a stylish pet boutique while enjoying all the free Starbucks coffee you can drink (although this rewarding work provides its own energy boost!) If you’re looking for a job creating magic in people’s and animals’ lives … look no further.

 [https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=21626&clientke](https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=21626&clientke%20%20y=EDD1CA1F3A442A8B61788E074F97373B)

[y=EDD1CA1F3A442A8B61788E074F97373B](https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=21626&clientke%20%20y=EDD1CA1F3A442A8B61788E074F97373B)

08:21:47 From Lisa Martin-Garlic to Everyone:

 Thank you Caitlin! We love LollyPop Farms. I just moved to upstate NY and plan on doing a visit in the next couple weeks!

08:22:00 From Mary (she/her) @ Maddie's Fund to Everyone:

 I recommended GoodPup to a family friend looking for training for their pup. They enthusiastically endorse/recommend and most definitely give GoodPup the highest net promoter score ever!

08:22:26 From Lisa Martin-Garlic to Everyone:

 Wonderful, Mary! We love to hear it! Thank you for sharing!

08:22:57 From Caitlin Daly to Everyone:

 How exciting! Look forward to meeting you in person, Mary! :)

08:23:45 From Alison Gibson to Everyone:

 <https://goodpup.com/shelters>

08:23:59 From Alison Gibson to Everyone:

 allie@petcarenow.com

08:24:06 From Sara Pizano to Everyone:

 Is there a way for donors to provide this service for adopters? Like a scholarship program for the dogs who need the most help in their new home or through safety net?

08:24:07 From Lisa Martin-Garlic to Everyone:

 Thank you Alison! Beat me to it!

08:24:08 From Staycee Dains to Everyone:

 What does certification mean

08:24:25 From Kay Joubert to Everyone:

 Is Goodpup looking for more qualified trainers?

08:24:30 From Alison Gibson to Everyone:

 @lisa you are welcome!

08:24:38 From Alison Gibson to Everyone:

 **Theresa Scordo, Chief Development Officer, Jacksonville Humane Society**

 <https://jaxhumane.org/>

08:25:00 From Lisa Martin-Garlic to Everyone:

 Sara, we are currently developing a voucher program where shelters can purchase a certain number of training weeks for their adopters and fosters. Would shelters on the call be open to that??

08:25:08 From Elisabeth Manwiller to Everyone:

 We love GoodPup at ARL of Berks County!!

08:25:48 From Alison Gibson to Everyone:

 **Theresa’s email** tscordo@jaxhumane.org

08:26:21 From Kathy Duncan to Everyone:

 Hi @Lisa - not with a shelter any longer, but that sounds like a great idea. I know on another call you indicated that you also work with clients in Canada (I think).

08:27:29 From Sara Pizano to Everyone:

 fabulous!

08:27:30 From Sarah Javier to Everyone:

 That is fabulous!!!

08:27:42 From Elisabeth Manwiller to Everyone:

 Perfect!! We have a scholarship program where we reimburse after training. So this makes it even easier!!!!

08:28:24 From Summer Dolder to Everyone:

 love GoodPup!

08:28:31 From Joyce Briggs to Everyone:

 How many trainers are working with you now ?

08:28:40 From Bill Ganley he/him San Diego Humane to Everyone:

 i wonder how many of us are thinking of signing up for this service!

08:28:54 From Malinda/M Huggans to Everyone:

 I am!

08:29:10 From Vicki Davis to Everyone:

 I am

08:29:18 From Gina Knepp to Everyone:

 I wish I had Good Pup when I managed a shelter. I hope everyone takes advantage of this!

08:29:20 From Josh Fiala to Everyone:

 Us too! Goodpup sounds like a wonderful idea and partnership with shelters

08:29:25 From MeLissa Webber to Everyone:

 Dallas Animal Services is

08:29:40 From Sarah Javier to Everyone:

 Donuts = Self Care!

08:29:55 From Connie Kile to Everyone:

 All. The. Donuts.

08:31:23 From Megan McLean to Everyone:

 Which organization is Aurora with? I didn’t catch that part

08:31:33 From Alison Gibson to Everyone:

 ACCT Philly in Philadelphia, PA

08:31:36 From Sarah Javier to Everyone:

 Sad for the animals whose lives you have impacted in a positive way.

08:31:57 From Chris Fitzgerald to Everyone:

 our collective hearts go out to you, Aurora

08:32:32 From Jamie Case to Everyone:

 Agree, Chris.

08:32:59 From Bill Ganley he/him San Diego Humane to Everyone:

 I'm sorry to hear this Aurora but you have to look out your own wellbeing.

08:33:21 From Erika Leckington to Everyone:

 Yes Chris. And it sucks that this continues to be a trend of the last 10+ years. The people that won may have got their way but the City and the animals lost.

08:33:41 From Lisa Pearce to Everyone:

 92% ACCT LRR!!?? So sorry the community and board didn't support you and worse yet, allowed personal threats. Philly's loss... Light to you.

08:33:52 From Chris Fitzgerald to Everyone:

 how do we communicate differently to our internal and external audiences, stakeholders, supporters, and detractors to mitigate this happening?

08:33:57 From Caitlin Daly to Everyone:

 Awful, I'm so sorry. You did so much good

08:34:09 From Kathy Duncan to Everyone:

 Agree absolutely @Erika about the loss to the animals and community.

08:34:10 From Sandra Strong, Orange County NC Animal Services to Everyone:

 my colleagues form Texas went to ACCT and it is a hard environment. Don't give up on Animal Welfare work.

08:34:15 From Sheila Segurson to Everyone:

 I’m glad to know you Aurora. I’m sad for ACCT Philadelphia but glad that you and Summer are taking care of your health and welfare ♥️

08:34:16 From Sarah Javier to Everyone:

 You have SO much to be proud of. I hope you can hold onto that part of this experience. Heartbreaking and terrible that your community did not see how extraordinary this is.

08:34:35 From Amy Nichols (she/her) to Everyone:

 So very sorry to hear this Aurora, and for what you have been through. You have been a hero to animals in Philly, but fully support needing to take care of yourself. <3

08:35:05 From Sara Pizano to Everyone:

 So sorry for both of you-been there too

08:35:05 From Tammy Fabian to Everyone:

 What was the reason for the threats

08:35:23 From Megan McLean to Everyone:

 Has your board offered any sort of support?

08:35:33 From Vicki Davis to Everyone:

 how far are you willing to commute? :)

08:35:38 From Alison Gibson to Everyone:

 **Sarah Javier, Fundraiser, advocate, and healthcare leader, Animal Protective Association of Missouri**

 <https://apamo.org/>

**Alexis Pugh, Director, Memphis Animal Services**

 <https://www.memphistn.gov/animal-services/>

08:35:53 From Elisabeth Manwiller to Everyone:

 Summer and Aurora are two of the best people I have ever had the pleasure to work with. They add so much to everything they do!!! If I had a position I would not hesitate to bring them on my team!

08:35:58 From Alison Gibson to Everyone:

 **Human Animal Support Services Organizational Development and HR Working Group**

 <https://www.humananimalsupportservices.org/hass-working-group/organizational-development-and-hr/>

08:36:34 From Shelly (she/her), Maddie's Fund to Everyone:

 Aurora and Summer, you should both be so proud of what you were able to accomplish. I’m so sorry for all that you’ve been put through and am glad you’re doing what you need to do to care for yourselves.

08:37:26 From Alison Gibson to Everyone:

 above file is a partial list - just a start we can build on

08:37:43 From Eliza Torres to Everyone:

 Thank you Alison, I've added it to our resources folder to add

08:38:08 From Alison Gibson to Everyone:

 @Eliza you are welcome! #ThankstoMaddie!

08:38:23 From Lisa Krummen to Everyone:

 I've also had people encourage their children to beat my kids up...

08:39:04 From Rebecca Mayberry to Everyone:

 So glad this is being discussed. I've also been under attack, death threats, threats to my children, etc. I thought it was just me getting these...

08:39:20 From Alison Gibson to Everyone:

 **Sarah Javier, Fundraiser, advocate, and healthcare leader, Animal Protective Association of Missouri**

 <https://apamo.org/>

08:39:38 From Eliza Torres to Everyone:

 **Email** **hass-project@americanpetsalive.org**

 for more information on joining our Organizational Development WG and provide some additional support for this project.

08:40:02 From Julie Bank to Everyone:

 I had to have the safety talk with my 13-year-old last night because of recent abusive social media and organized petitions this week against me and my family. It was heart breaking as a parent to not be able to shield him from this.

08:40:48 From Kathy Duncan to Everyone:

 Oh Julie - that is so awful and so heartbreaking as a parent when we feel we cannot protect our children.

08:40:50 From Elisabeth Manwiller to Everyone:

 How can we bring the Boards we deal with along and give them the proper tools to help when things like this happen?

08:40:55 From Chris Fitzgerald to Everyone:

 I had a similar conversation with my 10-year-old earlier this year, Julie

08:41:14 From Kathy Duncan to Everyone:

 Hugs to you and your family as well @Chris.

08:41:56 From Alison Gibson to Everyone:

 Proactive, Reactive, Supportive

08:42:52 From kathryn Hansen to Everyone:

 legal counsel for slander - at some point people need to know that here are consequences for the type of crazy they put out there

08:42:56 From Beau Archer to Everyone:

 Thank you HASS WG for doing this! It is not a new problem, it is one that has needed attention for a long time--much appreciate the action oriented approach and putting focused energy into it.

08:43:02 From Alison Gibson to Everyone:

 **Alexis Pugh, Director, Memphis Animal Services**

 <https://www.memphistn.gov/animal-services/>

08:43:23 From Eliza Torres to Everyone:

 **Animal Welfare Harassment Survey:**

 <https://forms.gle/5Nxiii1T7oPMexUs5>

Email “hass-project@americanpetsalive.org”
for more information on joining our Organizational Development WG and provide some additional support for this project.

08:43:25 From Megan McLean to Everyone:

 I used to work for Planned Parenthood and have a lot of connections with PPMT if you have an email I can connect them to offer guidance / advice.

08:43:37 From kristen hassen to Everyone:

 We will put it in the Maddie’s Pet Forum

08:43:45 From Elisabeth Manwiller to Everyone:

 Do you need more people in the working group for this? I would love to join.

08:43:54 From kristen hassen to Everyone:

 WE DO NEED PEOPLE TO JOIN!!

08:44:00 From Alison Gibson to Everyone:

 Yes, this will go on Maddie’s Pet Forum

08:44:02 From Eliza Torres to Everyone:

 Yes, please join us!

08:44:07 From Eliza Torres to Everyone:

 **Animal Welfare Harassment Survey:**

 <https://forms.gle/5Nxiii1T7oPMexUs5>

 Email “hass-project@americanpetsalive.org” for more information on joining our Organizational Development WG and provide some additional support for this project.

08:44:10 From Sarah Javier to Everyone:

 Megan, that is so helpful! There is an option to fill in that information in the survey (that box for "other things you want to share")

08:44:24 From Julie Bank to Everyone:

 Sorry to hear that Chris. We probably need a how to talk with kids about this resource too.

08:44:25 From Jamie Case to Everyone:

 And we would love recommendations for professionals outside of the industry to help on this project.

08:44:27 From Kathy Duncan to Everyone:

 Can we share the survey with our networks in Canada as well?

08:44:47 From Eliza Torres to Everyone:

 Yes! The more answers the better

08:44:56 From Gina Knepp to Everyone:

 I would love to see the development of an information piece on this topic for government and elected officials. I think they often have no idea how vitriolic it can be in the animal welfare profession. In addition to increasing awareness, offering tangible steps in how they can support their personnel would be helpful.

08:44:59 From Kathy Duncan to Everyone:

 Will do!! Thanks!!

08:45:06 From Eliza Torres to Everyone:

 FULLY ANONYMOUS if preferred

08:45:10 From Kathy Duncan to Everyone:

 Agreed @Gina

08:45:54 From Bill Ganley he/him San Diego Humane to Everyone:

 We are working on positive message signage at the entrance to all our shelters about basically treating our staff and volunteers with kindness.

08:45:54 From Alison Gibson to Everyone:

 **Animal Welfare Harassment Survey:**

 <https://forms.gle/5Nxiii1T7oPMexUs5>

08:45:56 From Kelly Cunningham to Everyone:

 Is there a deadline for participating in the survey?

08:46:24 From Rebecca Guinn to Everyone:

 Excellent idea from Gina Knepp!

08:46:56 From Alexis Pugh to Everyone:

 Gina Knepp please put that idea into your survey!!!

08:47:14 From Sarah Javier to Everyone:

 Absolutely, Kathy -- share away! Bullying and threats don't have borders and we want every colleague to have the resources they need.

08:47:15 From Phil Zimmerman - City of Sacramento Front Street Animal Shelter to Everyone:

 Love that idea, Gina!

08:47:34 From Eliza Torres to Everyone:

 Preferably within the next 1-2 weeks, so that we can process the results and prioritize which pieces to work on first, but we will be keeping an eye out for later responses as they come in!

08:48:01 From Kelly Cunningham to Everyone:

 Thanks @Eliza. The Association will certainly help get the word out about these efforts and the survey

08:48:25 From Sarah Javier to Everyone:

 Safety talks with children -- having to do this is just not okay. 😔

08:49:46 From Eliza Torres to Everyone:

 One last posting so everyone can save this information:

08:49:47 From Eliza Torres to Everyone:

 **Animal Welfare Harassment Survey:**

 <https://forms.gle/5Nxiii1T7oPMexUs5>

 Email “hass-project@americanpetsalive.org” for more information on joining our Organizational Development WG and provide some additional support for this project

08:49:54 From Erika Shaffer to Everyone:

 Yes, even employees

08:49:54 From Mandy Evans to Everyone:

 I would love to have some time focused on how we can change the behavior. Though we should have the tools to cope, we should put time into how to make this stop.

08:49:55 From Bill Ganley he/him San Diego Humane to Everyone:

 @sarah we are teaching our children how to react to active shooting situations in our schools...sad times

08:50:17 From Brad Shear to Everyone:

 I never post anything about my kids on social media because of this.

08:50:19 From Sarah Javier to Everyone:

 Bill, exactly. And sadly, these things are "normal" for our kids.

08:50:55 From Irene Borngraeber to Everyone:

 The Governmental relationship is such an important and problematic one. Many local governments seem to believe that all “constituents” should be given more deference than contractors or professionals

08:51:40 From Bobby Mann to Everyone:

 My apologies folks, our final speakers requested to come next week and I missed the email. They will be joining us next Friday for the declawing talk.

08:51:59 From Alison Gibson to Everyone:

 thanks @Bobby!

08:52:25 From Sarah Javier to Everyone:

 For those of you have experienced this, I'm curious to know what kind of support, if any, you had from your Board. I feel like we should also develop some training resources for Board members on this topic. Would this be helpful?

08:52:29 From Elisabeth Manwiller to Everyone:

 Their Union is also a source of conflict. Trying to bring unions into the fold and understanding of this work is something to look at. I have never witnessed a union that is as dividing as this one.

08:52:35 From Caroline Hairfield to Everyone:

 I can

08:52:49 From Mandy Evans to Everyone:

 We can only focus on what we have control over, but collectively we can work to not publicly disparage each other. This makes the community believe that people who work in animal welfare don’t have the animals beat interest at heart.

08:52:58 From Caroline Hairfield to Everyone:

 🤚

08:53:04 From Emily Klehm to Everyone:

 Yes to board resources. When I went through it, my board wanted to be so supportive but had no idea how to help

08:53:18 From Donna Casamento to Everyone:

 Attacks we have received have definitely crossed the line into libel.

08:53:24 From Jill Tucker to Everyone:

 Yes, Mandy.

08:54:07 From Melanie Sadek to Everyone:

 I've never found an attorney willing to hold people accountable.

08:55:48 From Erin Celuch to Everyone:

 A PR crisis management person is a good option in some cases

08:56:26 From Erika Shaffer to Everyone:

 Yes, I wish we had gone to PR much earlier. Legal was ineffective.

08:57:02 From Joyce Briggs to Everyone:

 Very good point, Mandy

08:57:11 From Erin Celuch to Everyone:

 Maybe include someone with this background on an Advisory Board or marketing team

08:57:38 From Lisa Pearce to Everyone:

 Contact the district atty office for a consultation. They will know what your legal rights in that jurisdiction. Just a suggestion to have a direct conversation with the one office who will know.

08:58:40 From Jill Tucker to Everyone:

 The survey helps assess what type of harassment is happening but does not have the option of saying "none" so we don't know how reflective this is of the industry as a whole.

08:59:24 From Alison Gibson to Everyone:

 **You can find the recording of this call later today on Maddie’s Pet Forum here:** <https://maddies.fund/awleadershiproundup10121>

08:59:25 From Sarah Javier to Everyone:

 Very good point, Jill. @Eliza -- can we add this to the survey?

08:59:27 From Eliza Torres to Everyone:

 Please feel free to write "None" in the other section of each!

08:59:35 From Sara Pizano to Everyone:

 So sorry for all of us-God bless

08:59:38 From Eliza Torres to Everyone:

 I will try to get a N/A option added in each section soon@

08:59:43 From Bill Ganley he/him San Diego Humane to Everyone:

 that person's actions have brought discredit upon their current organization and should be separated

09:00:17 From Mandy Evans to Everyone:

 We have to be able to show respect for the industry even if we don’t agree with the organization and not disparage each other.

09:00:19 From Sarah Javier to Everyone:

 Thanks, everyone!

09:00:22 From Bobby Mann to Everyone:

 Thank you!!

09:00:24 From Janie Mills to Everyone:

 Thank you so much

09:00:32 From Sarah Javier to Everyone:

 Please do something nice for yourself this weekend!

09:00:32 From Gina Knepp to Everyone:

 Virtual hug to everyone!

09:00:34 From Aurora Velazquez to Everyone:

 thank you all so much

09:00:35 From Kay Joubert to Everyone:

 Agree Mandy!

09:00:35 From Vicki Stevens to Everyone:

 Love to Summer & Aurora!

09:00:35 From Lisa Pearce to Everyone:

 Have a good weekend all!

09:00:38 From Erin Celuch to Everyone:

 🥰

09:00:39 From Teresa Hager to Everyone:

 Thank you for the meeting

09:00:39 From Amber Kostoff to Everyone:

 Thanks all! Much love and light.

09:00:44 From Bill Ganley he/him San Diego Humane to Everyone:

 good luck summer & aurora

09:00:45 From Jesse Keith @Animal Arts to Everyone:

 Thank you all

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