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

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

**This meeting:**

<https://maddies.fund/awleadershiproundup10821>

**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**

**NO MEETING next Monday, October 11 in honor of Indigenous Peoples’ Day**

* **Welcome – Kristen Hassen, Director, American Pets Alive! -**   
  [Kristen.hassen@americanpetsalive.org](mailto:Kristen.hassen@americanpetsalive.org)

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

**QOTD – What is one thing you really like about yourself?**

* **Mary's Motivation – Lean in with love** ♥️  
  Heather McGhee’s book “The Sum of Us”

**Open Arms Challenge Huddles**

<https://www.maddiesfund.org/open-arms-challenge-huddles.htm?_ga=2.25239028.851023157.1633357504-346740239.1627580771>

**Register for the huddles here** <https://maddiesfund-org.zoom.us/meeting/register/tZckduupqjsoGNGtPuk2fatmO_acogXGlPx7>

**Join the Open Arms Challenge group on Maddie’s Pet Forum here**: <https://maddies.fund/openarmschallengegroup>

* **National updates**
* **Emilia Wong Gordon,** **DVM, DABVP,** Senior Manager, Animal Health, British Columbia Society for the Prevention of Cruelty to Animals (BC SPCA) and **Dr. Alexandre Ellis,** Shelter Outreach Consultation Services, BC SPCA - A new study conducted by the BC SPCA in collaboration with external researchers finds that a declaw ban does not lead to increased feline shelter intake or euthanasia.

Legislative and bylaw bans on elective **onychectomy** (declawing) are becoming more frequent, but there remains pushback within the veterinary community and the general public. In this talk, we will look at the impact a provincial ban on elective onychectomy had on provincial shelter intake, including specifically for cats surrendered for destructive behavior, as well as owner-requested euthanasia. We will also discuss the role shelters can take to dispel fear-based myths and advocate for animal welfare within our communities and beyond.

* **Tom Kremer, Data Analyst from HASS** shares Return to Home data featuring **Jordan Craig** from Dallas Animal Services

***164 attendees***

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

**Animal Welfare Bullying and Harassment Survey**

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

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

**Dr. Emilia Wong Gordon**, Senior Manager, Animal Health, British Columbia Society for the Prevention of Cruelty to Animals

<https://spca.bc.ca/>

[egordon@spca.bc.ca](mailto:egordon@spca.bc.ca)

**Dr. Alexandre Ellis**, Shelter Outreach Consultation Services, BC SPCA and University of Calgary

<https://spca.bc.ca/>  
<https://www.ucalgary.ca/>

allex.ellis05@gmail.com

**Onychectomy** (declawing) articles

Journal of Feline Medicine and Surgery: Effect of a provincial feline onychectomy ban on cat intake and euthanasia in a British Columbia animal shelter system

<https://journals.sagepub.com/doi/full/10.1177/1098612X211043820>

and

<https://spca.bc.ca/news/new-peer-reviewed-study-from-bc-spca-finds-no-increase-in-cat-relinquishment-following-ban-on-declawing/>

**The Paw Project led by Dr. Jennifer Conrad** is a great resource for advocating against cat declaw: <https://pawproject.org/>

**Brandyn Jones, Animal House Cat Rescue and Adoption Center** – Declawing in St. Louis

<https://www.veterinarypracticenews.com/declawing-banned-in-st-louis/>

**Tom Kremer, Data Analyst**, **Human Animal Support Services**

<https://www.humananimalsupportservices.org/staff/tom-kremer/>

**Jordan Craig, General Manager, Dallas Animal Services**

[**https://www.bedallas90.org/**](https://www.bedallas90.org/)

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

**Heather McGhee’s book “The Sum of Us”**   
<https://www.amazon.com/Sum-Us-Everyone-Prosper-Together-ebook/dp/B0871KZQ3G/ref=sr_1_1?dchild=1&keywords=the+sum+of+us&qid=1633705548&sr=8-1>

or

<https://bookshop.org/books/the-sum-of-us-what-racism-costs-everyone-and-how-we-can-prosper-together/9780525509561>

**Open Arms Challenge Huddles**

<https://www.maddiesfund.org/open-arms-challenge-huddles.htm?_ga=2.25239028.851023157.1633357504-346740239.1627580771>

**October 19: Caitlin Quinn, HeARTs Speak webcast Positive Marketing for Maximum Impact** <https://us06web.zoom.us/webinar/register/WN_4V2fWCj6SYSYoi5GAChBkw>

**October 20: Maddie’s® Candid Conversation with Allison Cardona**

Register here: <https://maddiesfund-org.zoom.us/meeting/register/tZEtde6qrjIiGNCqbbGZK0bMtE1M6691oRv6>

**November 2, 4, 9 & 12: Association of Animal Shelter Administrators of Ontario upcoming annual**

**conference**

[**https://www.aasao.org/annual-conference**](https://www.aasao.org/annual-conference)

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

**December 7 – 9 The Association for Animal Welfare Advancement's fall conference** <https://theaawa.org/event/future>

**CHAT SESSION**

**QOTD – What is one thing you really like about yourself?**

08:00:34 From Mary (she/her) @ Maddie's Fund to Everyone:

My hair

08:00:49 From Jay Terrado to Everyone:

My positive mindset.

08:00:49 From Bronwyn Stanford to Everyone:

My energy...

08:00:52 From Faith Wright to Everyone:

I try to find good in bad situations

08:00:54 From Brian August to Everyone:

Bounce back resiliency

08:00:56 From Krista Rakovan to Everyone:

my empathy

08:00:57 From Tricia Montgomery to Everyone:

My SMILE

08:00:58 From Kelly Clardy to Everyone:

I’m always happy

08:00:59 From Sarah Javier to Everyone:

My growth mindset.

08:01:00 From Karin Baker to Everyone:

what is yours Kristen?

08:01:01 From Amy Nichols to Everyone:

Resilience

08:01:03 From Rebecca Guinn to Everyone:

sense of humor

08:01:04 From Jyothi Robertson to Everyone:

Smiles

08:01:05 From Hilary Shurtleff to Everyone:

I like that I question everything and am open to new ideas and ways of thinking

08:01:05 From Christopher Fitzgerald to Everyone:

my kindness

08:01:06 From Bill Ganley to Everyone:

I learn from my mistakes

08:01:07 From Caitlin Quinn to Everyone:

Thoughtfulness

08:01:08 From Bobby Mann to Everyone:

That I grab things from top shelves for people

08:01:10 From Kelly Clardy to Everyone:

What’s your’s Kristen?

08:01:14 From Cindy Flauger to Everyone:

my tact in difficult situations

08:01:16 From Stacie Voss to Everyone:

I'm tall!

08:01:16 From Mary (she/her) @ Maddie's Fund to Everyone:

Way to go, Bill!

08:01:18 From Karin Baker to Everyone:

I finish my tasks at work

08:01:18 From Tammy Bristol to Everyone:

I’m resourceful

08:01:23 From Johnny Jenkins to Everyone:

My ancestors

08:01:23 From Darian Mosley to Everyone:

my creative energy

08:01:24 From Shelley Joaquin to Everyone:

Always willing to try

08:01:24 From Jamie Case to Everyone:

High-functionality

08:01:27 From Joyce Briggs to Everyone:

My energy

08:01:27 From Amy Davila to Everyone:

My ability to strike a conversation with anyone.

08:01:37 From Sara Pizano to Everyone:

I always try to think about another person’s perspective.

08:01:39 From Mary (she/her) @ Maddie's Fund to Everyone:

Of course you are, Tammy. You’re an animal person.

08:01:42 From Kathy Duncan to Everyone:

That I climb on the counter to grab things off higher shelves (@Bobby)!!!

08:01:55 From Alison Gibson to Everyone:

@kathy :LOL

08:02:19 From Trudy Bennett to Everyone:

@Kathy - me too!!!

08:02:20 From Sarah Javier to Everyone:

That I can talk to anyone and make friends everywhere I go.

08:02:37 From Jamie Case to Everyone:

I love that about you too, Sarah!

08:02:37 From Arin Greenwood to Everyone:

Me too, Kathy! But I don’t even use a stool - I just jump up on the counter

08:02:40 From Emily Sprong to Everyone:

Right there with you Kathy!

08:02:40 From Bobby Mann to Everyone:

Kathy has 6’0 energy so that is why we are so confused right now

08:02:50 From Sarah Javier to Everyone:

Kathy, I have one of those step stools from when my kids were little too!

08:03:03 From Alison Gibson to Everyone:

NOTE: NO MEETING next Monday, October 11 in honor of Indigenous Peoples’ Day

08:03:16 From Nancy McKenney, Marin Humane to Everyone:

I still have my stool from

Childhood too

08:03:16 From Sarah Javier to Everyone:

Aw, thanks, @Jamie.

08:03:37 From Tammy Bristol to Everyone:

@Mary- thank you! :)

08:03:47 From Kathy Duncan to Everyone:

Yaaayy for people who use stools!!

08:04:41 From Mary (she/her) @ Maddie's Fund to Everyone:

Stool is a weird word

08:05:03 From Kathy Duncan to Everyone:

LMAO @Mary!!!

08:05:04 From Alison Gibson to Everyone:

Happy birthday Monday, @Mary!

08:05:26 From Kathy Duncan to Everyone:

What??? It’s Mary’s birthday - we have to sing!!!

08:05:41 From Brad Shear to Everyone:

Great book, very important

08:05:44 From Christopher Fitzgerald to Everyone:

My eldest daughter recommended the same book to me, Mary

08:05:55 From Sarah Javier to Everyone:

What is the name of the book?

08:05:56 From Jamie Case to Everyone:

I love the cat, Alexandre!

08:06:00 From Alison Gibson to Everyone:

Heather McGee, The Sum of Us

08:06:02 From Jyothi Robertson to Everyone:

<https://www.amazon.com/Sum-Us-Everyone-Prosper-Together-ebook/dp/B0871KZQ3G/ref=sr_1_1?dchild=1&keywords=the+sum+of+us&qid=1633705548&sr=8-1>

08:06:08 From Jyothi Robertson to Everyone:

There’s the book and it’s fabulous!

08:06:19 From Christopher Fitzgerald to Everyone:

look for it on Bookshop.org to support local bookstores

08:06:30 From Jyothi Robertson to Everyone:

Thank you Christopher! Yes!!

08:06:36 From Christopher Fitzgerald to Everyone:

right on

08:06:41 From Alison Gibson to Everyone:

**Open Arts Challenge** **Huddles schedule** <https://www.maddiesfund.org/open-arms-challenge-huddles.htm?_ga=2.25239028.851023157.1633357504-346740239.1627580771>

08:06:46 From Jamie Case to Everyone:

So fun!

08:06:56 From Sharon @MaddieFund to Everyone:

9 huddles still to go!

08:07:00 From Julie Bank to Everyone:

If I leave a bit early its because One of my staff members is going to be on Lets Make A Deal today at 9am PST. Apparently, she wins. She talks about animal welfare too. Turn it on!

08:07:01 From Alison Gibson to Everyone:

**Register for the huddles here** <https://maddiesfund-org.zoom.us/meeting/register/tZckduupqjsoGNGtPuk2fatmO_acogXGlPx7>

08:07:47 From Kathy Duncan to Everyone:

@Julie - that is amazing!!

08:08:15 From Sarah Javier to Everyone:

Thanks for the book suggestion, Mary. Just downloaded to audible!

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

The Huddle recordings and discussions on on Maddie’s Pet Forum as well, if you missed one. You only have to register once.

08:08:26 From Sara Pizano to Everyone:

me too Sarah!

08:08:33 From Trudy Bennett to Everyone:

I was too busy to notice their was an outage

08:08:38 From Shelly (she/her), Maddie's Fund to Everyone:

That’s awesome, Julie!!

08:08:41 From Christopher Fitzgerald to Everyone:

<https://bookshop.org/books/the-sum-of-us-what-racism-costs-everyone-and-how-we-can-prosper-together/9780525509561>

08:08:46 From Sharon @MaddieFund to Everyone:

Julie - that is awesome

08:08:48 From Caitlin Quinn to Everyone:

Really, really enjoying learning from the Huddles

08:09:05 From Sharon @MaddieFund to Everyone:

Happy 68 turns around the Sun!

08:09:06 From Bill Ganley he/him San Diego Humane to Everyone:

we use WhatsApp for all of our emergency communications...good wakeup call to have a backup to that system

08:09:10 From Kim Staton to Everyone:

Happy Birthday

08:09:11 From Alison Gibson to Everyone:

**You can join the Open Arms Challenge group on Maddie’s Pet Forum here:** <https://maddies.fund/openarmschallengegroup>

08:09:12 From Tricia Montgomery to Everyone:

Happy Birthday Mary!

08:09:21 From Geraldine D'Silva to Everyone:

Happy Birthday Mary!!!

08:09:21 From Kelly Clardy to Everyone:

Happy early birthday Mary!

08:09:22 From Sara Pizano to Everyone:

Happy Birthday, Mary!!

08:09:24 From Jyothi Robertson to Everyone:

Happy birthday Mary!

08:09:33 From Christopher Fitzgerald to Everyone:

I'll never forget my birthday song

08:09:44 From Bill Ganley he/him San Diego Humane to Everyone:

Feliz Cumpleanos Mary!

08:09:57 From Mary (she/her) @ Maddie's Fund to Everyone:

$13.99 at Apple Books Download

08:10:22 From Jamie Case to Everyone:

**Bullying and Harassment in Animal Welfare Survey:** <https://forms.gle/XPwDNSBEbv9aDWLD9>

08:10:50 From Mary (she/her) @ Maddie's Fund to Everyone:

You have an awesome daughter, Chris!

08:10:52 From Caitlin Quinn to Everyone:

**HeARTs Speak is offering a free webinar called Positive Marketing for Maximum Impact** (all are welcome, including volunteers, fosters, staff…anyone!) <https://us06web.zoom.us/webinar/register/WN_4V2fWCj6SYSYoi5GAChBkw>

08:11:23 From Christopher Fitzgerald to Everyone:

Thanks, Mary. Ainsley is awesome. So are Brennan and Lena.

08:11:34 From Sara Pizano to Everyone:

**For a FREE Apple e-book of The Best Practice Playbook for Animal Shelters** by yours truly, I have 5 complimentary copies. If you have an Apple device and are one of the first five peeps to email me at drpizano@teamshelterusa.com I will send you a code!!

08:11:49 From Alison Gibson to Everyone:

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

08:11:58 From Alison Gibson to Everyone:

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

08:11:58 From Vicki Davis to Everyone:

do you want more than 1 person from an organization to participate in the survey?

08:12:27 From Sharon @MaddieFund to Everyone:

It’s a fantastic read!! highly recommend Dr. P’s book

08:12:32 From Jamie Case to Everyone:

I would say yes, anyone should fill it out, Vicki!

08:12:55 From Sara Pizano to Everyone:

Thanks Sharon!

08:13:03 From Krista Rakovan to Everyone:

Caitlin is a great speaker!

08:13:25 From Heather Cammisa to Everyone:

I volunteer with a youth anti-bullying charity in my area that has statewide reach in CO (law just passed that they championed). The one woman involved is a huge animal person and I'm sure would be interested in volunteering with concepts and language, e.g. conflict vs. bullying. Please let me know if I may make a connection.

08:13:29 From Sharon @MaddieFund to Everyone:

Everyone is involved in Marketing and Communications

08:13:41 From Caitlin Quinn to Everyone:

**HeARTs Speak webinar: Positive Marketing for maximum Impact 10/19** <https://us06web.zoom.us/webinar/register/WN_4V2fWCj6SYSYoi5GAChBkwWN_4V2fWCj6SYSYoi5GAChBkw>

08:14:11 From Sara Pizano to Everyone:

Heather-I think she would be an amazing speaker on one of these calls.

08:14:18 From Alison Gibson to Everyone:

**Maddie’s® Candid Conversation with Allison Cardona**

**Wednesday, October 20 at 12pm PT / 3pm ET**

Register here: <https://maddiesfund-org.zoom.us/meeting/register/tZEtde6qrjIiGNCqbbGZK0bMtE1M6691oRv6>

08:15:03 From Bobby Mann to Everyone:

So great to see you!!!!

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

Yay - Amy!! So glad you are here!

08:15:06 From Erin Celuch to Everyone:

My name is Erin and I’m checking in for The Feral Companion

08:15:21 From Sara Pizano to Everyone:

Welcome Amy!

08:15:28 From Brad Shear to Everyone:

**The Association for Animal Welfare Advancement's fall conference registration is open It's December 7th to 9th** <https://theaawa.org/event/future>

08:15:30 From Amy Davila Sanchez to Everyone:

Thank you. Gracias!

08:15:34 From Sara Pizano to Everyone:

Welcome Tammy!

08:15:35 From Sharon @MaddieFund to Everyone:

Welcome Tammy!

08:15:49 From Amy Davila Sanchez to Everyone:

Hi Jackie!!!!!

08:15:53 From Sharon @MaddieFund to Everyone:

Hi Jackie

08:15:53 From Caitlin Quinn to Everyone:

Oof, sorry all last link didn’t work: **Positive Marketing for Maximum Impact:** <https://us06web.zoom.us/webinar/register/WN_4V2fWCj6SYSYoi5GAChBkw>

08:16:04 From Kathy Duncan to Everyone:

Already registered @Brad. Looking forward to it!!

08:16:04 From Brandyn Jones@Animal House Cat Rescue and Adoption Center to Everyone:

This is my first time on the call. My name is Brandyn Jones. I am the Founder and Exec. Dir of Animal House Cat Rescue and Adoption Center in St. Louis MO. I have worked with Jamie Case for many years, and she made me aware of these calls. Very excited to be with all of you!

08:16:23 From Sara Pizano to Everyone:

Welcome Brandyn!

08:16:24 From Mary (she/her) @ Maddie's Fund to Everyone:

Welcome Brandyn!

08:17:05 From Alison Gibson to Everyone:

**Dr. Emilia Wong Gordon, Senior Manager, Animal Health, British Columbia Society for the Prevention of Cruelty to Animals**

<https://spca.bc.ca/>

08:17:23 From Alison Gibson to Everyone:

**Dr. Alexandre Ellis, Shelter Outreach Consultation Services, BC SPCA and University of Calgary**

<https://spca.bc.ca/>

<https://www.ucalgary.ca/>

08:18:00 From Erica Schumacher to Everyone:

YAY Alex!!! :)

08:18:02 From Kathy Duncan to Everyone:

YAAAAY - the Canadian contingent is strong!!! 🇨🇦🇨🇦

08:18:17 From Jyothi Robertson to Everyone:

Congrats Alex! So good to see you today!

08:18:30 From Mary (she/her) @ Maddie's Fund to Everyone:

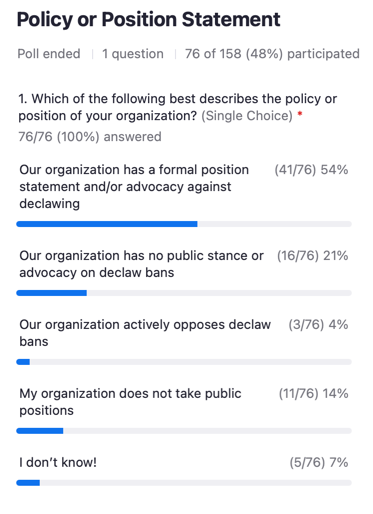
Welcome, Alex and Emilia!

08:27:01 From Davyd Smith to Everyone:

When we banned declawing in Denver, the Colorado Veterinary Medical Association fought against us.

**Polls**





08:27:13 From Megan McLean to Everyone:

Do any of the organizations on here have a position statement on declawing itself rather than on bans?

08:27:17 From Christopher Fitzgerald to Everyone:

credit to Libby Post, Bill Ketzer, and the NYS Animal Protection Federation for helping advocate for ban in NY

08:27:47 From Brad Shear to Everyone:

Yep, the Libby and Bill team are unstoppable

08:29:00 From Brandyn Jones@Animal House Cat Rescue and Adoption Center to Everyone:

<https://www.veterinarypracticenews.com/declawing-banned-in-st-louis/>

08:31:30 From Emilia Gordon to Everyone:

From what we have seen, I believe most orgs with positions are mainly addressing declawing itself, with bans as a small part of the position (if bans are addressed at all)

08:34:50 From Davyd Smith to Everyone:

This is awesome data.

08:35:22 From Alison Gibson to Everyone:

**Onychectomy (declawing) articles**

Journal of Feline Medicine and Surgery: Effect of a provincial feline onychectomy ban on cat intake and euthanasia in a British Columbia animal shelter system

<https://journals.sagepub.com/doi/full/10.1177/1098612X211043820>

<https://spca.bc.ca/news/new-peer-reviewed-study-from-bc-spca-finds-no-increase-in-cat-relinquishment-following-ban-on-declawing/>

08:35:45 From Sara Pizano to Everyone:

Thank you for this really important work.

08:36:15 From Alexis Pagoulatos to Everyone:

Wonderful work, thank you!! This data is SO helpful!

08:36:20 From Sara Pizano to Everyone:

YES-Adopters Welcome by HSUS!!!!

08:36:24 From Pam Runquist to Everyone:

**The Paw Project led by Dr. Jennifer Conrad is a great resource for advocating against cat declaw:** <https://pawproject.org/>

08:38:13 From Davyd Smith to Everyone:

The Paw Project was behind Denver passing the ban. We could nt have done it without them.

08:38:45 From Sheila Segurson to Everyone:

Thanks for highlighting the importance of an appropriate scratching surfaces in cat cages. Its so often forgotten about!

08:39:12 From Arin Greenwood to Everyone:

Holy cow those are cute kittens

08:40:09 From Tricia Montgomery to Everyone:

Thank you, this is tremendous information.

08:41:21 From Jyothi Robertson to Everyone:

Great job pulling all this data together and for the amazing work you’re doing at BCSPCA!

08:43:02 From Caitlin Quinn to Everyone:

Really powerful information, thank you for this!

08:44:14 From Kathy Duncan to Everyone:

Awesome information!! Thanks BC SPCA!!!!

08:44:22 From Emilia Gordon to Everyone:

Cannot recommend Adopter's Welcome and Capacity for Care as a formal animal management model enough. Has changed so many lives here.

08:44:24 From Alison Gibson to Everyone:

**Journal of Feline Medicine and Surgery: Effect of a provincial feline onychectomy ban on cat intake and euthanasia in a British Columbia animal shelter system**

<https://journals.sagepub.com/doi/full/10.1177/1098612X211043820>

08:44:33 From Erica Schumacher to Everyone:

Congrats Alex and Emilia! Excellent work!

08:44:42 From Gary Weitzman to Everyone:

Great work BC SPCA! We'll get a CA ban!

08:44:59 From Alison Gibson to Everyone:

[allex.ellis05@gmail.com](mailto:allex.ellis05@gmail.com)

08:45:11 From Sharon @MaddieFund to Everyone:

Thank you both!

08:45:11 From Alison Gibson to Everyone:

[egordon@spca.bc.ca](mailto:egordon@spca.bc.ca)

08:45:20 From Sara Pizano to Everyone:

Great work and presentation with all important points-thank you!

08:45:28 From Nancy McKenney, Marin Humane to Everyone:

Go Dr Gary!

08:45:42 From Alison Gibson to Everyone:

Tom Kremer, Data Analyst, Human Animal Support Services

<https://www.humananimalsupportservices.org/staff/tom-kremer/>

08:45:47 From Gary Weitzman to Everyone:

We'll do it together Nancy!

08:52:10 From Kathy Duncan to Everyone:

So excited to hear that Tom is now with HASS more formally!!!

08:52:31 From kristen hassen to Everyone:

Yes we are so lucky to have gotten him on our team!

08:57:12 From Jessica Schleder to Everyone:

This is incredible data. YESSSSSS!!! We do similar calculations for Adoptimize (we call this RTO diversion). When shelters save hundreds of thousands of dollars, there can be a fear of reporting this for reasons of “losing that budget” and we need to provide them with tools to help

08:57:17 From Amy Nichols to Everyone:

Excellent info and data, thank you Tom!

08:57:31 From Emilia Gordon to Everyone:

So interesting! $728K/year saved, DAS work is amazing and inspiring

08:57:36 From Alison Gibson to Everyone:

**Jordan Craig, General Manager, Dallas Animal Services**

<https://www.bedallas90.org/>

08:57:46 From Bronwyn Stanford to Everyone:

Wow so interesting...thank you!!! Great info!!!

08:58:06 From Sara Pizano to Everyone:

Thanks for the formal data to support what we’ve been saying!!!

09:00:14 From Emilia Gordon to Everyone:

Thank you so much Kristen and thanks everyone for letting us be here and share our work! : )

09:00:17 From Amy Davila Sanchez to Everyone:

Thank you!

09:00:19 From Bill Ganley he/him San Diego Humane to Everyone:

raining in socal yay!

09:00:20 From Joyce Briggs to Everyone:

Another really valuable session. thanks so much !

09:00:26 From Jesse Keith @Animal Arts to Everyone:

great call as always! thank you

09:00:29 From Jeanette Hanneman to Everyone:

Thank you

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