**Open Arms Challenge Group:**

<https://maddies.fund/openarmschallengegroup>

**Huddle Registration Link:**<https://maddiesfund-org.zoom.us/meeting/register/tZckduupqjsoGNGtPuk2fatmO_acogXGlPx7>

**Agenda**

* **Welcome –** Amber Eby, Grants Specialist at Maddie’s Fund
* **Speakers –**  [@Allison Cardona](https://forum.maddiesfund.org/browse/members/profile?UserKey=442b8c11-6407-4012-849b-ed092dce41fd), County of Los Angeles Animal Care and Control and [@Alex Tonner](https://forum.maddiesfund.org/browse/members/profile?UserKey=e92adcd1-944c-470d-8c14-f7aed4fb6e79), Paws for Life K9s
* **Q&A**

***85 live attendees***

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

* Recording of Huddle #1 is now available on YouTube: <https://youtu.be/QcSTJAUDRzA>
* Paws For Life People & Pet Innovation Center: <https://pawsforlifek9.org/ppic/>
* Inclusive Volunteering Opportunities - Tips to Overcome Common Challenges: <http://thearc.org/wp-content/uploads/2019/07/17-099-MLK-RFP-Promotion_inclusive-volunteering-FINAL.pdf>
* Planning for Including People with Intellectual Disabilities in Volunteer Programs: <http://thearc.org/wp-content/uploads/2019/07/17-099-MLK-RFP-Promotion_Planning-FINAL.pdf>
* Maddie’s University courses that might help with piloting new programs:
	+ Get Your Boss to Say Yes – Piloting New Programs in Shelters: <https://university.maddiesfund.org/products/get-your-boss-to-say-yes-piloting-new-programs-in-shelters>
	+ Overcoming Obstacles: Wisdom of the Warrior with David Meyer: <https://university.maddiesfund.org/products/overcoming-obstacles-wisdom-of-the-warrior-with-david-meyer>
* 13TH is a very eye-opening documentary about prison and the criminalization of African Americans: <https://www.netflix.com/title/80091741>
* Centre for Mental Health, Restoring something lost: <https://www.centreformentalhealth.org.uk/sites/default/files/2018-12/CentreforMentalHealth_Restoring_something_lost.pdf>
* CareAWO Stories Matter: <https://careawo.org/narratives/>
	+ Care Centers: <https://careawo.org/care-centers>
* Free Pet Adoptions Study Results: <https://www.maddiesfund.org/free-pet-adoptions-study-results.htm>
* Book – White Too Long The Legacy of White Supremacy in American Christianity by Robert P. Jones: <https://www.simonandschuster.com/books/White-Too-Long/Robert-P-Jones/9781982122874>

              

**Chat Log**

09:47:41 From Alison Gibson to Waiting Room Participants:

 Hi! Thanks for joining us! We will get started at 10am Pacific.

09:53:36 From Alison Gibson to Everyone:

 https://maddies.fund/openarmschallengegroup

09:57:16 From Alison Gibson to Everyone:

 First Cuddle on YouTube here https://youtu.be/QcSTJAUDRzA

09:59:47 From Allison Cardona to Everyone:

 It won't let me turn on my video

10:00:05 From Jessica Schleder to Everyone:

 same

10:00:10 From Meg Sahdala to Everyone:

 Good morning Meg Sahdala from Miami Animal Rescue

10:00:21 From Jessica Schleder to Everyone:

 I was just able to

10:00:49 From Jessica Schleder to Everyone:

 Hi - Jessica Schleder joining from Adoptimize in Los Angeles

10:00:51 From Kerri Burrows to Everyone:

 Kerri Burrows, Palm Valley Animal Society

10:00:52 From Megan Davis to Everyone:

 Hey everyone! Megan from the Humane Society for Hamilton county in Indiana!

10:00:54 From Allison Mayfield to Everyone:

 Allison Mayfield- Humane Society of Northeast Georgia

10:00:56 From Kaitie Swedlund to Everyone:

 Hi from Kaitie at the Humane Society of Southern Wisconsin!

10:00:59 From Kimberly Qualls to Everyone:

 Hello! Kimberly here from LifeLine Animal Project in Atlanta

10:01:00 From Lindsay Molloy to Everyone:

 Lindsay Molloy - Denver Animal Protection

10:01:01 From Leann Quire to Everyone:

 Hello! My name is Leann and I am from the Animal Rescue League of Berks County

10:01:01 From Dylan Moore to Everyone:

 Dylan Moore Santa Fe Animal Shelter SF NM

10:01:02 From Megan Brezovar to Everyone:

 Hello! Megan here from Greenhill Humane Society in Eugene, OR!

10:01:03 From Cindy Flauger to Everyone:

 Hi, Cindy Flauger - Neenah Animal Shelter - Wisconsin

10:01:04 From Fiona Tanner to Everyone:

 Hi, I'm Fiona joining from Louisa, Virginia for the Louisa County Animal Shelter!

10:01:04 From Alexandra Tonner to Everyone:

 Alex from Los Angeles

10:01:05 From Elena Gowe to Everyone:

 Elena Gowe, Baywater Animal Rescue, Cambridge, MD! HELLO!

10:01:05 From Steve Marrero to Everyone:

 Hello from Liberty County Animal Services.

10:01:06 From Misty Valenta to Everyone:

 Misty Valenta, Williamson County Regional Animal Shelter

10:01:06 From Kendall Eckman to Everyone:

 Hi all! Kendall Eckman from Foothills Animal Shelter in Colorado!

10:01:07 From Adelia Harrison to Everyone:

 Adelia - Brooklyn Cat Cafe, Brooklyn, NY

10:01:07 From Allison Cardona to Everyone:

 Allison Cardona, Los Angeles County Animal Care and Control

10:01:09 From Andria Gibbon to Everyone:

 Andria from FLUFF Animal Rescue, Seminole, FL

10:01:11 From Erika Pratte to Everyone:

 Hi Everyone! Erika Pratte, Executive Director at Partners for Pets Humane Society in IL. Happy to be here!

10:01:12 From Lauren Dougall to Everyone:

 Lauren Dougall at Agape Animal Rescue in Nashville!

10:01:15 From Jennifer Nuernberg to Everyone:

 Hello this is Jen from Harbor Humane Society in MI!

10:01:16 From Sharon Fletcher to Everyone:

 Hello Everyone! I am watching from a crisp Fall day in Bend, OR - excited to see all of you.

10:01:21 From Nancy McCall to Everyone:

 Nancy McCall - Brandywine Valley SPCA

10:01:24 From Angel Stock to Everyone:

 Good Afternoon, Angel Stock. IMON of Tallahassee.

10:01:32 From Courtney Macaraeg to Everyone:

 Courtney Macaraeg Jacksonville Humane Society in Jacksonville, Fl

10:01:53 From Cary Lieberman to Everyone:

 Good morning - Cary Lieberman, Greenhill Humane Soceity in Eugene, Oregon

10:02:12 From Eileen Russell to Everyone:

 Hi From God's Feral Felines in Alabama

10:02:29 From Annette Ramirez to Everyone:

 Good morning from Los Angeles Animal Services!

10:02:36 From Becky Koop to Everyone:

 Becky Koop

10:02:42 From Carolyn Almos to Everyone:

 Hi, Carolyn from LA Animal Services here!

10:02:59 From Becky Koop to Everyone:

 Friends Of Madera Animal Shelter in Madera, CA

10:03:03 From Alison Gibson to Everyone:

 We will post the recording on Maddie’s Pet Forum. You can join the Open Arms Challenge group here: https://maddies.fund/openarmschallengegroup

10:03:31 From Wendy Frink to Everyone:

 Maddie’s Pet Forum Open Arms Challenge Group https://maddies.fund/openarmschallengegroup

10:03:35 From Peg Lucky to Everyone:

 Peg Lucky from St Francisville, LA shelter WFAHS

10:04:54 From Anna Domings to Everyone:

 Awesome to see animal programming for incarcerated people.

10:05:14 From Marylin Colon to Everyone:

 Hello and good afternoon from MatchDog Rescue from Marlton, NJ.

10:06:21 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 Inclusivity can be so easy! Thanks for sharing for the Blind and visually impaired :)

10:06:58 From Gloria Dorsey to Everyone:

 Hi Allison!! Great to see you.

10:09:05 From Frances @ Its Meow or Never to Everyone:

 Sorry I am late. Frances from Its Meow or Never, Tallahassee

10:09:21 From Stephanie Rambo to Everyone:

 Sorry for being late!!

10:09:25 From Anna Domings to Everyone:

 We have a couple of volunteers whose animals helped them while they were working on getting sober. Just having a non-judgmental presence witness their struggle and also having another little life that is in your care can help.

10:10:03 From Sharon Fletcher to Everyone:

 No worries Frances and Stephanie. It’s being recorded and you can watch the beginning again afterward

10:10:23 From Frances @ Its Meow or Never to Everyone:

 Thank

10:10:25 From Frances @ Its Meow or Never to Everyone:

 you

10:10:47 From Stephanie Rambo to Everyone:

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10:12:05 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 That’s so nice Anna. Thank you for sharing.

10:14:05 From Annette Ramirez to Everyone:

 Thank you Allison, you’re amazing!

10:14:23 From Caitlin Quinn (she/her) to Everyone:

 So powerful Allison, thank you so much for sharing your story

10:14:24 From Courtney Macaraeg to Everyone:

 Is there something quick and accessible that you use for training your staff and volunteers to recognize and confront their biases, Anna?

10:15:36 From Sharon Fletcher to Everyone:

 amazing Allison. Thank you.

10:17:04 From Wendy Frink to Everyone:

 https://pawsforlifek9.org/ppic/

10:17:31 From Anna Domings to Everyone:

 Looking in my files Courtney, one sec

10:21:03 From Anna Domings to Everyone:

 Courtney, I don’t have anything that I use for training, per se, but here are some resources that I found about welcoming volunteers with intellectual and developmental disabilities: http://thearc.org/wp-content/uploads/2019/07/17-099-MLK-RFP-Promotion\_inclusive-volunteering-FINAL.pdf

10:21:20 From Anna Domings to Everyone:

 http://thearc.org/wp-content/uploads/2019/07/17-099-MLK-RFP-Promotion\_Planning-FINAL.pdf

10:21:22 From Caitlin Quinn (she/her) to Everyone:

 Incredible work, Alex - thank you for all you do!

10:21:28 From Annette Ramirez to Everyone:

 Alex’s program has saved countless lives, human and animal alike

10:22:56 From Marylin Colon to Everyone:

 Amazing work, Alex! Its just awesome to see dogs aren't left behind or forgotten but actually are given another breathe of life! Thank you! #dogsrehabhoomans

10:23:13 From Courtney Macaraeg to Everyone:

 Thank you for mentioning the people piece! It’s so easy to forget that!

10:23:24 From Jennifer Nuernberg to Everyone:

 Alex I need a print like that on my office wall! <3

10:23:45 From Wendy Frink to Everyone:

 We have two courses on Maddie’s University that we think might help with piloting new programs: Get Your Boss to Say Yes – Piloting New Programs in Shelters

 https://university.maddiesfund.org/products/get-your-boss-to-say-yes-piloting-new-programs-in-shelters

 Overcoming Obstacles: Wisdom of the Warrior with David Meyer

 https://university.maddiesfund.org/products/overcoming-obstacles-wisdom-of-the-warrior-with-david-meyer

10:23:51 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 “I work with animals because I hate people” is not a phrase I allow at my shelter :) We’re here to serve animals AND people alike!!

10:24:33 From Gloria Dorsey to Everyone:

 Good for you, Emily. Those are some of the worst words I've every heard.

10:25:26 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 “Nothing about us without us.” A most important concept in community engagement work.

10:26:43 From Wendy Frink to Everyone:

 13TH is a very eye-opening documentary about prison and the criminalization of African Americans https://www.netflix.com/title/80091741

10:26:51 From Misty Valenta to Everyone:

 We are partnering with a nonprofit who works with youth who have had dealings with the criminal justice system. It is amazing how connected they are to the animals and the work. They have become adopters and fosters too!!!

10:27:26 From Shelly (she/her), Maddie's Fund to Everyone:

 I second the recommendation of 13th - really incredible documentary.

10:27:29 From Lauren Dougall to Everyone:

 I used to work for a re-entry program in Nashville, and there's a few dog training programs in town that work with inmates too. Many of the men/women would come out with that experience and it was so valuable for them to be able to put it on their resume to find work!

10:27:34 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 I second the recommendation of “13th”! Wonderful, eye opening documentary. I think it can also be found on Youtube (last I checked)

10:28:12 From Stephanie Rambo to Everyone:

 https://www.centreformentalhealth.org.uk/sites/default/files/2018-12/CentreforMentalHealth\_Restoring\_something\_lost.pdf

10:29:15 From Amber Eby (she/her) Maddie's Fund to Everyone:

 Please put your questions for Allison and Alex here and unmute yourself and ask your question.

10:29:25 From Amber Eby (she/her) Maddie's Fund to Everyone:

 and/or

10:29:30 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 I don’t have a question, but I have a (short!) story about how I helped remove biases from our adoption application I’d love to share :) Could be helpful for others.

10:32:06 From Gina Knepp, Michelson Found Animals to Everyone:

 I'd love to hear from Allison about how LA County successfully shifted the culture specifically with long term volunteers who may have had difficulty letting go of old biases (intentionally or unintentionally).

10:32:31 From Kelly Duer to Everyone:

 So smart!

10:32:36 From Jessica Schleder to Everyone:

 brilliant

10:32:39 From Erika Pratte to Everyone:

 Love it!

10:32:40 From Jessica Ortega-Wiebe to Everyone:

 I second that as well, Gina. We are struggling with that

10:32:47 From Courtney Macaraeg to Everyone:

 That is fantastic!

10:32:52 From Jennifer Nuernberg to Everyone:

 LOVE that idea and am going to suggest to the team here!

10:33:16 From Courtney Macaraeg to Everyone:

 Thank you for sharing that!

10:33:27 From Kelly Clardy to Everyone:

 Emily, that’s so smart!

10:34:36 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 Thanks everyone! Here are the examples I used :)

10:35:12 From Marylin Colon to Everyone:

 How do you demonstrate inclusivity during adoptions? When customers/potential adopters say we aren't.

10:35:44 From Misty Valenta to Everyone:

 I always say "Tell me more" in situations like that

10:36:24 From Misty Valenta to Everyone:

 They might hit on an item in a new and different way

10:37:04 From Amber Eby (she/her) Maddie's Fund to Everyone:

 The video I was referencing is at the bottom of this page: https://careawo.org/narratives/

10:37:14 From Adelia Harrison to Everyone:

 Can anyone speak about how they handle adoption fees? I was always taught a fee protects the animal. It also can help fund the rescue. Do people charge sliding fees? no fees? special no fee programs while some pay fees?

10:37:27 From Irene Chansawang (she/her/hers) to Everyone:

 And here's CARE's video about proximate leadership: https://careawo.org/care-centers

10:37:38 From Carolyn Almos to Everyone:

 I'd love to be able to share stats about how these more inclusive policies increase adoptions and are safe for the animals, if anyone knows of any

10:39:47 From Allison Cardona to Everyone:

 I lived in a 400 ft studio in Brooklyn with 2 pit bulls

10:40:03 From Wendy Frink to Everyone:

 City dogs get walked at least 3 times a day

10:40:26 From Irene Chansawang (she/her/hers) to Everyone:

 @Adelia - Maddie's Fund supported a study on free adoptions in 2012: https://www.maddiesfund.org/free-pet-adoptions-study-results.htm

10:40:50 From Irene Chansawang (she/her/hers) to Everyone:

 But if others have stories, please share!

10:40:50 From Marylin Colon to Everyone:

 Talking about dog houses, some people criticize the idea as well- how do you educate them with why its ok? Most of the rescues we save are from Tx and most are out on dog houses, no shades, no food and emaciated. You can also see many rescues being done in NY where dogs are left outside in the cold.

 How do we cross out the negativity of having a pet in a dog house?

10:41:54 From Anna Domings to Everyone:

 Adelia, we charge fees, but we have different fees depending on where the adopter lives, as well as the age of the cat. People in our service area get a discount to their adoption fees, and senior cats (7+ years) or cats with special needs are discounted. Among other things, from what I understand, the fees help offset the cost of care.

10:43:39 From Fiona Tanner to Everyone:

 What are some tips for getting rid of bias when you've had gut feelings that have unfortunately come true? When you're jaded by experience but want to be more open and trusting... How can you follow up with animals you've adopted out without worrying too much or making too many biased assumptions?

10:45:34 From Gina Knepp, Michelson Found Animals to Everyone:

 Side note: I just stumbled across this book. I hear it's very insightful and a must read. https://www.simonandschuster.com/books/White-Too-Long/Robert-P-Jones/9781982122874

10:46:30 From Marylin Colon to Everyone:

 Thank you for your advice! ❤️

10:47:32 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 Re: fees. Could we not simply announce that we don’t charge fees because we don’t want to create barriers for people AND we welcome donations when people adopt that will go directly to the care of our animals?

10:47:48 From Shelly (she/her), Maddie's Fund to Everyone:

 I love that Sarah!

10:48:15 From Marylin Colon to Everyone:

 We do sponsored fees for dogs that have been waiting for a family.

10:48:17 From Fiona Tanner to Everyone:

 We are a small, rural, government-run shelter and do offer sliding scale fees, not as a written protocol yet but on a case-by-case basis. Many people that come to our shelter are low income and will provide great homes, so we want to be able to work with them if they ask us for help.

10:48:28 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 We could take that moment to inform and advocate within our own community that there are people in very different income brackets who adopt from us and all have love to give.

10:49:13 From Allison Cardona to Everyone:

 Love that, Fiona!

10:49:37 From Marylin Colon to Everyone:

 We also have higher fees on popular dogs to help outweigh the cost for others like medical needs, supplies, foster help, transport, etc.

10:49:43 From Anna Domings to Everyone:

 Sarah, that’s an idea. I know our shelter gets more in donations when someone surrenders than we do when they adopt. I can’t say for certain how the adoption vs. surrender donation numbers compare, but I wonder if our donation $$ at adoption would change if we were to do away with fees entirely.

10:50:03 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 I know many people who are income-challenged who would be happy to donate what they are able as part of their adoption. Invite but do not require. Let people be their own arbiters of what they can afford and where they put their finances.

10:50:23 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 @Anna it would be a very interesting study . . .

10:51:27 From Becky Koop to Everyone:

 Thank you for the huddle. It is greatly appreciated!

10:54:02 From Gina Knepp, Michelson Found Animals to Everyone:

 Sarah Rosenberg for President - love your comments!

10:54:17 From Marylin Colon to Everyone:

 So if we are getting ppl to provide their own donation for a particular dog- how do we know that dog will be taken care of for the rest of their life? Vaccines, preventives etc..

10:56:03 From Anna Domings to Everyone:

 Marilyn, would having the adopter pay a fee guarantee that the dog will be taken care of for the rest of their life?

10:56:23 From Gina Knepp, Michelson Found Animals to Everyone:

 Great session - thanks everyone! I have to hop off a bit early. Best of luck with the challenge!! Allison and Alex - thank you, thank you, thank you for the incredible work you do!!

10:56:48 From Annette Ramirez to Everyone:

 @Marylin, do we ever know that others won’t get a divorce or lose their job or have other life obstacles? We never have a guarantee we can only support ppl so they can do their best

10:57:12 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 (Or even that one person in the past may have done something to an animal and that person is not now who they were before. With a trauma-informed lens, we recognize trauma and its effects, and with enough support and healing, there are always possibilities for people (and animals) to transform.)

10:57:28 From Wendy Frink to Everyone:

 I think we just have to trust people that the pet will be taken care of. It may not be how maybe we’d take care of a pet, but that doesn’t mean it’s wrong

10:57:46 From Gloria Dorsey to Everyone:

 It's also important to be there for them if their circumstances change so that animals don't become casualties to their owner's desperation.

10:58:45 From Gloria Dorsey to Everyone:

 Subconscious biases. We must be aware of all aspects of our attempts at engagement.

10:58:54 From Kelly Duer to Everyone:

 Agree 100%

10:58:55 From Wendy Frink to Everyone:

 Allison will be our next speaker on Maddie’s Candid Conversation: https://www.maddiesfund.org/candid-conversations.htm

10:59:21 From Fiona Tanner to Everyone:

 Very true, I agree with all that

10:59:25 From Irene Chansawang (she/her/hers) to Everyone:

 Thanks for bringing up the trauma-informed lens and what we learned in the first huddle @Sarah!

10:59:44 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 @ Gloria 🙌🏼🙌🏼

10:59:48 From Fiona Tanner to Everyone:

 Thank you everyone!

10:59:51 From Wendy Frink to Everyone:

 https://maddies.fund/openarmschallengegroup

10:59:54 From Anna Domings to Everyone:

 Thank youuuu~

10:59:55 From Annette Ramirez to Everyone:

 Thank you!

10:59:59 From Wendy Frink to Everyone:

 Join us there to continue the convo!

11:00:01 From Frances @ Its Meow or Never to Everyone:

 Thank you so much

11:00:04 From Allison Cardona to Everyone:

 Thank you all for your incredible comments and participation

11:00:05 From Eileen Mahan to Everyone:

 Thank you!!

11:00:08 From Alison Gibson to Everyone:

 Maddie’s Pet Forum https://maddies.fund/openarmschallengegroup

11:00:09 From Kimberly Qualls - LifeLine Animal Project to Everyone:

 Thank you!!

11:00:11 From Leann Quire to Everyone:

 Great discussion! Thank you everyone!

11:00:11 From Sarah Rosenberg (she/they) Paws Between Homes to Everyone:

 Great huddle. Thank you Maddies, Alexandra, Allison, Amber!!!

11:00:21 From Emily Roberts (she/her) - Cortland SPCA to Everyone:

 Thanks everyone!

11:00:22 From Marylin Colon to Everyone:

 Thank you!

11:00:30 From Courtney Macaraeg to Everyone:

 Thank you!!!------------------------end-----------------------