



L **king**

Forward

The Future of Animal Welfare

The Association for
Animal Welfare
Advancement



Virtual Conference • December 7-9, 2021

Sponsored by



The ASPCA | Petfinder | Purina

I cannot tell you how excited I was at the prospect of welcoming you to the 2021 Fall Conference in person! I had grand visions of partying into the night with you all in New Orleans. Unfortunately, Mother Nature always gets the last word. Between a continued surge in COVID-19 cases and a major hurricane, The Big Easy turned out to be not-so-easy this Fall.



Jim Tedford, CAWA
President & CEO

But we are animal welfare professionals. And we don't let anything stop us from getting together, even if it requires now-familiar technology. We have a lot to talk about and I am so LOOKING FORWARD to looking forward with you. The afternoons of December 7, 8, and 9 will be filled with thought-provoking presentations and conversations all with an eye to the future of our profession. So, buckle your seatbelts, load up on snacks, and open your minds in preparation for a virtual trip into the brave new world in front of us.

Be sure to connect with, and thank, our wonderful sponsors.

Corporate support from our industry partners keeps The Association fueled up and keeps your own investments to a minimum.

And invest that extra effort to connect with one another, too. Our strength is in our network. **We are one and even pandemics and natural disasters won't change that.**

We provide these online sessions for informational purposes only, and the views expressed in these workshops are not necessarily the views of The Association for Animal Welfare Advancement. The Association does not endorse nor recommend specific protocols or procedures provided during this conference.

DAY ONE TUESDAY, DECEMBER 7

ALL TIMES ARE EASTERN TIME

| | |
|--------------|---|
| 1–1:15 pm | Welcome SPONSORED BY HILL'S PET NUTRITION & PETSMA RT CHARITIES |
| 1:15–2:15 pm | The DC Cat Count: Establishing Common Ground for Collaboration & Cat Population Management |
| 2:15–2:45 pm | The Association Annual Business Meeting |
| 2:45–3:15 pm | 2021 PSA Awards Ceremony |
| 3:30–4:30 pm | Technology: Your Mission's New BFF SPONSORED BY R KD GROUP |
| 4:40–5:30 pm | Happy Hour SPONSORED BY ONE & ALL |
| 4:40–5:30 pm | Unmuted Discussions |

BECOME A SPONSOR?

Looking to connect with animal welfare industry leaders? Want to advance your brand? Do both with a sponsorship of The Association! Contact us at marketing@theaawa.org.

EARN WHILE YOU PARTICIPATE

Individual attendees will be able to earn:

- Certificates of completion for all sessions
- CAWA CEs for all sessions
- NACA CEs for all sessions
- Pending for all sessions: Texas Department of State Health Services (DSHS) CEs toward ACO CE requirements per Ch. 829 of the Texas Health and Safety Code

CEs will be awarded for live and recorded sessions unless otherwise noted.

DAY ONE TUESDAY, DECEMBER 7

1–1:15 PM ET

Conference Welcome and Opening Remarks

Jim Tedford, CAWA, President & CEO of The Association for Animal Welfare Advancement, will set the stage for three days of fantastic learning and networking.

SPONSORED BY
HILL'S PET NUTRITION &
PETSMART CHARITIES

GENERAL SESSION | 1:15–2:15 PM ET

The DC Cat Count: Establishing Common Ground for Collaboration & Cat Population Management

Moderator:

Lisa LaFontaine, Humane Rescue Alliance

Panelists:

Dr. John Boone, Great Basin Bird Observatory

Dr. Tyler Flockhart, University of Maryland
Center for Environmental Science, Appalachian Laboratory

Dr. Bill McShea, Smithsonian Conservation Biology Institute

Lauren Lipsey, Consultant

Join DC Cat Count researchers and administrators to learn about the outcomes of the DC Cat Count and how you can apply them in your community. We adapted techniques from population biology and ecology to produce groundbreaking research quantifying outdoor, owned, and shelter cat populations in Washington, DC, which generated the most intensive urban cat dataset ever created. Our success is rooted in the diverse group of partners, including community-based and national animal welfare organizations, conservation biologists, and independent researchers, whose complementary expertise facilitated the most accurate total cat estimate ever created, and forged new opportunities to explore the interactions between animals, people, and community. The goal of this project is to help develop humane, data-driven cat population management programs in communities across the nation.

Learn about the free Cat Counting Toolkit which includes valid protocols, tools, and training materials for quantifying cat populations and tracking the impacts of management programs that are suitable for organizations with a wide range of needs and skill sets. By taking a science-based approach to understanding the cat population in your community, you can accurately assess your organization's impact and provide stakeholder groups with a common foundation for collaboration and data-driven decision making.

FULL ACCESS

Your registration includes unlimited access to the full live conference and networking events, plus access to recordings of all conference sessions through Feb. 28, 2022.

DAY ONE **TUESDAY, DECEMBER 7**

Lisa LaFontaine leads the Humane Rescue Alliance (HRA), headquartered in the nation's capital. As CEO, she has led the organization through two mergers; Washington Humane Society and the Washington Animal Rescue League came together in 2016, and in 2019, St. Hubert's Animal Welfare Center joined the HRA family. The combined organization shelters 21,000+ animals a year and directly serves 120,000+ more animals through community programs, multiple animal control contracts, a spay/neuter and TNR program, veterinary and behavior outreach, humane law enforcement, and the WayStation transport program.



John Boone, PhD, is a Wildlife Ecologist and Conservation Biologist who works as a consultant with Humane Society International and the Humane Society of the U.S. specializing in program metrics, statistical analysis, and population biology. In this capacity, he has contributed to several dozen programs around the world designed to improve the humane management of free-roaming dogs and cats. John is also Board Chair of the SPCA of Northern Nevada, Board Vice-Chair of the Alliance for Contraception in Cats & Dogs, and a Board Member of the Petfinder Foundation. He is the Research Director at the Great Basin Bird Observatory.



Dr. Tyler Flockhart is a Population Ecologist and Conservation Biologist. In the field, he has worked on understanding the behavior of feral cats, the abundance and distribution of both free-roaming cats and birds in cities, and developing techniques to measure the impacts of cats on birds. He is developing evidence-based population models for cats and birds to make optimal decisions to both improve cat welfare and reduce the impacts of outdoor cats on birds.



While she was the Vice President of Community Programs at the Humane Rescue Alliance, **Lauren Lipsey** helped to launch the DC Cat Count and was the project's Lead Administrator and member of its governance group. Her involvement as a community-based animal welfare expert helped to ensure a foundation of widespread public support and participation in the project.



Bill McShea, PhD, is a Wildlife Ecologist for the Smithsonian's Conservation Biology Institute. He conducts several forest-related projects in Virginia and a grassland ecology project in Montana. When not in the U.S., Bill works in Southeast Asia, Borneo, and China, where he is best known for his work on giant panda conservation over the past 22 years. Bill's research focuses on the management and diversity of wildlife populations and much of this work involves mammal surveys using camera traps.



DAY ONE **TUESDAY, DECEMBER 7**

2:15–2:45 PM ET

The Association Annual Business Meeting

All are welcome to join our annual business meeting and all members in good standing will participate in the election of new board members. Join us to hear highlights from The Association's year.

2:45–3:15 PM ET

The Association's 2021 Annual PSA Awards Ceremony

SPONSORED BY
HILL'S PET NUTRITION

The 2021 PSA Awards feature amazing creativity from our industry. The Association's PSA Awards are always a highlight of the conference.

3:15–3:30 PM ET | BREAK

3:30–4:30 PM ET

Technology: Your Mission's New BFF

SPONSORED BY
RKD GROUP

Moderator:

Martha Boden, MPH, CAWA, SPCA Tampa Bay

Panelists:

Chris Beard, CenterGrid

Stephanie Filer, Shelter Animals Count

Amy Nichols, Kinship

Brett Yates, Michelson Found Animals

Cognitive technologies, big data, digital workforces, and crowdsourcing solutions are already changing work cultures around the globe, so how should animal welfare leaders plan for a future where the ubiquity of technology will drive strategy? How will these technologies change your operations, culture, and workplace dynamics? Join this diverse panel of professionals as they examine how technology will impact the future of the animal welfare workforce and mission. Learn about advancements in technology and data collection that will enable new workstreams to emerge and existing ones to evolve.

Martha Boden, PMP, CAWA, has been active in animal welfare for over 30 years. She joined SPCA Tampa Bay in 2011, and has guided its growth through the addition of a canine training school, pet hospital, spay/neuter practice, and wildlife rehabilitation program. An active member of The Association throughout her career, she is a member of the Board of The Association for Animal Welfare Advancement. Martha is also past president of the Florida Association of Animal Welfare Organizations.



DAY ONE **TUESDAY, DECEMBER 7**



Chris Beard has over 20 years of network and computing experience, currently serving as Chief Operating Officer for Centergrid. He has managed the IT operations of an automotive plant, run Accenture's Global Command Center, and Logicalis' Cloud and Managed Service operations. Chris holds a BS in Management Information Systems from the University of Dayton.

Stephanie Filer is the Executive Director of Shelter Animals Count. Previously, she was the Director of Development for the Animal Rescue League of Iowa. She is passionate about using data and technology to aide in storytelling to inform decision-making, raise funds, and build awareness to improve the lives of pets and their people.

Amy Nichols is head of Pet Welfare Initiatives at Kinship. She is formerly the Vice President of Outreach, Training and Engagement at the Humane Society of the United States.

Brett Yates is CEO of Michelson Found Animals Foundation and COO/CFO of Michelson Philanthropies. With a rich background in leadership, finance, operations, and product development, he oversees the planning and execution of various technology, community outreach, investment, and research programs that support underserved communities. He has spearheaded pioneering MFA initiatives such as Leap Venture Studios, the Better Neighbor Project, and the Pet-Inclusive Housing Initiative.

4:30–4:40 PM ET | QUICK BREAK

4:40–5:30 PM ET

Happy Hour

Join One & All's DeSean Brown for Game Night.

4:40–5:30 PM ET

Unmuted Discussions

Connect with your colleagues in casual group discussions in a safe space around topics from today's sessions. Meet, talk, chat, listen, network, brainstorm.

- DC Cat Count & Cat Population Management Discussion
- Technology Discussion



DAY TWO

WEDNESDAY, DECEMBER 8

ALL TIMES ARE EASTERN TIME

- 1–1:15 pm** **Welcome**
SPONSORED BY HILL'S PET NUTRITION
- 1:15–2:45 pm** **Assessing the State of Diversity, Equity, & Inclusion
in Animal Welfare: Where Do We Go from Here?**
SPONSORED BY BOEHRINGER INGELHEIM
- 2:45–3:15 pm** **The Diane & Bob Hoover Annual Innovation Award**
SPONSORED BY PETHEALTH, INC.
- 3:30–4:30 pm** **The Future of Talent Acquisition and Retention**
SPONSORED BY BEST FRIENDS ANIMAL SOCIETY
- 4:40–5:30 pm** **Happy Hour**
- 4:40–5:30 pm** **Unmuted Discussions**

1–1:15 PM ET

Opening Remarks

Brad Shear, CAWA, outgoing Board Chair, The Association for Animal Welfare Advancement, and the CEO of Potter League For Animals, will welcome you to Day Two of the conference.

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HILL'S PET NUTRITION

CHECK THIS OUT!

The ASPCA®-AAWA Research Forum (formerly The National Council Research Symposium) is online on Wednesday, November 3, 2021, and is free of charge.

Learn more at hubs.la/H0XyGNJ0

ASPCA

The Association for
**Animal Welfare
Advancement**



RESEARCH
FORUM

DAY TWO **WEDNESDAY, DECEMBER 8**

1:15–2:45 PM ET

Assessing the State of Diversity, Equity, & Inclusion in Animal Welfare: Where Do We Go from Here?

SPONSORED BY
BOEHRINGER INGELHEIM

Panelists:

Johnny Jenkins, DEI Advisory Committee Co-Lead & The JyOba! Project

Shannon Martin Roebuck, DEI Committee Survey Chair & Capital Humane Society

Maria Morukian, MSM Global Consulting

Zimife Umeh, MSM Global Consulting

Leaders from the DEI Committee of The Association for Animal Welfare Advancement will share results from the first animal welfare sector survey conducted regarding diversity, equity, and inclusion in our profession. With more than 2,600 respondents, the survey provides insights on where the animal welfare industry is currently, along with recommendations to further the eradication of systemic discrimination and racism in animal welfare. The panel will focus on what's next in this important work and identify paths for animal welfare professionals to strengthen their DEI journey.

Johnny Jenkins is an experienced grant-making professional with expertise in strategic grant-making and program management. He has managed multi-million-dollar grant portfolios to advance racial and economic justice, LGBT equality, and animal welfare. Johnny provides leadership to multiple DEI initiatives in animal welfare including The Association for Animal Welfare Advancement (DEI Advisory Committee Co-Lead) and the Human Animal Support Services (HASS) Project DEI Advisory Committee.

Shannon Martin-Roebuck is Chair of The Association's DEI Committee Survey. She serves as the Executive Director of Capital Humane Society in Lincoln, NE. Previously, Martin-Roebuck served as Research Faculty at Colorado School of Mines, focusing on DEI and college access. She was also Director of Operations for Higher Education Resource Services, a nonprofit dedicated to creating and sustaining a diverse network of women leaders in higher education at the University of Denver.

Maria Morukian is the President and Founder of MSM Global Consulting, the agency leading The Association's DEI work. Maria is an organizational development trainer, coach, and consultant specializing in diversity and inclusion. Maria's passion lies in exploring stories that illustrate the intersection between leadership, identity, and culture.

Zimife Umeh is a Senior Consultant at MSM Global Consulting where she focuses on DEI survey design, data collection, and data analysis. Her interest in DEI issues stems from her commitment to producing research and strategies that eliminate barriers to racial equity and inclusion within the workplace. Zimife was born in Nigeria and lived there until she was eight and she moved to the U.S.



DAY TWO **WEDNESDAY, DECEMBER 8**

2:45–3:15 PM ET

The Diane & Bob Hoover Annual Innovation Award

SPONSORED BY
PETHEALTH, INC.

The Diane & Bob Hoover Annual Innovation Award recognizes an animal welfare organization that has demonstrated innovation in their community in times of crises or amidst natural disasters. **Celebrate the winner!**

3:15–3:30 PM ET | BREAK

3:30–4:30 PM ET

The Future of Talent Acquisition and Retention

SPONSORED BY
BEST FRIENDS ANIMAL SOCIETY

Tom Erb, Tallann Resources

The talent shortage we are all facing is not short-term or cyclical, and it won't be solved by traditional recruiting means. Tom will discuss the current and future state of the labor market, what that means for businesses and the economy, and how you can gain a significant competitive advantage by fundamentally changing the way you approach the recruiting function.

Tom Erb is one of the most highly sought-after national speakers in staffing and recruiting, presenting to a variety of organizations including the American Staffing Association, National Association of Personnel Services, Ohio HR Conference, and dozens of others. Tom is the author of *Winning the Staffing Sales Game* and currently writes the monthly Recruiting Today column for ASA's *Staffing Success* magazine. HR Examiner named Tom one of the Top 25 Online Influencers in Staffing.

4:30–4:40 PM ET | QUICK BREAK

4:40–5:30 PM ET

Happy Hour

4:40–5:30 PM ET

Unmuted Discussions

Connect with your colleagues in casual group discussions in a safe space around topics from today's sessions. Meet, talk, chat, listen, network, brainstorm.

- Talent Acquisition & Retention Discussion
- DEI in Animal Welfare: Where Do We Go from Here? Discussion



DAY THREE THURSDAY, DECEMBER 9

ALL TIMES ARE EASTERN TIME

- | | |
|--------------|---|
| 1–1:15 pm | Welcome |
| 1:15–2:15 pm | Addressing Security Issues in Animal Welfare |
| 2:25–3:40 pm | More Positive, Less Punitive: Finding Balance in Humane Law Enforcement |
| 3:50–4:50 pm | Serving the WHOLE Community: How to Use Data as Your Roadmap <small>SPONSORED BY THE ASPCA</small> |
| 4:50–5 pm | A Toast to the Future |

1–1:15 PM ET

Welcome

Matt Pepper, CEO of Michigan Humane and incoming Board Chair of The Association, will welcome you to Day Three of the conference.

SAVE THE DATES

The Spring Conference for
Animal Welfare Advancement
June 15-17, 2022 | Chicago, Illinois

The Fall Conference for
Animal Welfare Advancement
November 15-17, 2022 | New Orleans, Louisiana

50
YEARS
1970-2020

The Association for
Animal Welfare
Advancement



DAY THREE THURSDAY, DECEMBER 9



1:15–2:15 PM ET

Addressing Security Issues in Animal Welfare

Michelle Davidson, National Abortion Federation

Have you ever been harassed, bullied, or threatened because of your job helping animals? An expert in workplace safety will provide security information and recommendations on how to address and mitigate incidents of targeted harassment, threats, and workplace violence in animal welfare.

As head of security, **Michelle Davidson** assists abortion providers across the U.S., Canada, Mexico City, and South America dealing with anti-choice violence, disruption, and targeting. This includes staff security trainings, facility assessments, collection of violence statistics, and liaising with all levels of law enforcement. Michelle is a member of the Association of Threat Assessment Professionals, the American Society for Industrial Security, and the International Association for Healthcare Security and Safety.

2:15–2:25 PM ET | QUICK BREAK

2:25–3:40 PM ET

More Positive, Less Punitive: Finding Balance in Humane Law Enforcement

Panelists:

Justin Marceau, American Law Institute

Steve MacKinnon, Maui Humane Society

Mary Lou Randour, PhD, Animal Welfare Institute

Over the past few years, society has been reassessing their impressions of police. Such assessments often extend to Humane Enforcement Officers (HEO) who regularly carry out similar duties, may have the same approach (and look) when dealing with the public, and can encounter the same challenges all public safety personnel may encounter. Effective decision making becomes essential in carrying out their duties and should replace the inclination of using enforcement as the primary tool.

This session will explore how HEOs can be more effective in the field by using such concepts as Community Oriented Policing and applying the SARA model in solving problems. We will review research about racial disparities in the enforcement of animal crimes and discuss implications for field work. We will consider national FBI animal cruelty crime data and specifically examine Delaware's state animal welfare office data and procedures.

SPONSORED BY
MADDIE'S FUND

DAY THREE **THURSDAY, DECEMBER 9**



After serving in law enforcement for 38 years, including Chief of Police in four cities, **Steve MacKinnon** combined his love of animals and passion for law enforcement by working as the Chief of Humane Law Enforcement and Vice President of Community Response with the San Diego Humane Society. He has been serving as the CEO of the Maui Humane Society since 2019. Steve holds a Bachelor's degree in Criminal Justice and a Master's in Public Administration.

Justin Marceau is a Professor of Law, the Brooks Institute Faculty Research Scholar of Animal Law and Policy, the Faculty Director of the Animal Law Program, and an affiliated faculty member with the Institute for Human Animal Connections at the Graduate School of Social Work. He serves as an inaugural member of the Governor's Council for Animal Protection, as a member of an oversight committee for the Colorado Bureau of Animal Protection, and he is a Fellow of the Oxford Centre for Animal Ethics.

Dr. Mary Lou Randour, a psychologist, is Senior Advisor, Animal Cruelty Programs and Training for the Animal Welfare Institute. She is also Chair, Section on Human-Animal Interaction for the Society of Counseling Psychology, American Psychological Association.

3:40–3:50 PM ET | QUICK BREAK

JOIN The Association for
Animal Welfare Advancement

Build your knowledge. Build your network. Build your brand.
Learn more at theaawa.org/page/membership.

DAY THREE THURSDAY, DECEMBER 9

3:50–4:50 PM ET

Serving the **WHOLE** Community: How to Use Data as Your Roadmap

SPONSORED BY
THE ASPCA

Moderators:

Maya Gupta, PhD, ASPCA

Margaret Slater, DVM, PhD, ASPCA

Panelists:

Amanda Arrington, HSUS

Matt Pepper, Michigan Humane

MeLissa Webber, Dallas Animal Services

Building on the learnings shared during the [ASPCA-AAWA Research Forum](#) at the presentation titled “Animal Shelter Services and Community Vulnerability: Are We Taking from the Poor and Giving to the Rich?,” this interactive session will explore how animal welfare professionals can apply data to serve their communities more equitably and comprehensively.

Do you know where animals entering your shelter are coming from, and why? Are they being adopted out to the same communities—and if not, why not? How can layering human data onto animal data guide our strategies to make the greatest impact on animal welfare while honoring principles of social justice? Most importantly: where to begin? Join this session to hear three animal welfare leaders describe how this research inspires them to tailor their own efforts to address disparities in service delivery, both within and beyond shelter walls. The Q&A format of the session will encourage participants to ask their own tough questions about “what next?” and problem-solve in a practical, hands-on way.

Dr. Maya Gupta is a psychologist specializing in the understanding of animal cruelty, including its connections to other forms of violence. She previously served as the Executive Director of a statewide organization in Georgia whose mission was to help the human and animal victims of domestic violence reach safety together. As Senior Director of Research at the ASPCA, Dr. Gupta leads a research team focused on developing cutting-edge science about animal cruelty response, policy issues, and community engagement.

Dr. Margaret Slater earned her DVM and PhD at Cornell University. She was a professor at Texas A&M University, College of Veterinary Medicine, before joining the ASPCA in 2008. She is currently the ASPCA Vice President of Research, leading a team of 10 working on a broad range of research topics to improve animal welfare.



DAY THREE **THURSDAY, DECEMBER 9**



Amanda Arrington is the Senior Director of the groundbreaking Pets for Life (PFL) program at the Humane Society of the United States. With PFL, Amanda guides a social justice-driven approach to create equity in and access to pet resources and information for people in underserved communities. Under her leadership, the program has been implemented in over 50 markets, and is working to make companion animal welfare a more just and inclusive movement. Amanda currently serves as co-chair of The Association for Animal Welfare Advancement's DEI committee. She received the prestigious American Veterinary Medical Association Humane Award in 2018.

Matt Pepper is President and CEO of the Michigan Humane. Previously he served in leadership roles in New Mexico, Tennessee, and Louisiana. His career began as an animal cruelty investigator. Matt has served on several boards including NACA, the Michigan Association of Animal Control Officers, and the Louisiana Animal Control Association. He is the incoming Chair of the Board for The Association for Animal Welfare Advancement.

MeLissa Webber joined Dallas Animal Services (DAS) in 2020 as the department's second Assistant Director and was promoted to Interim Director in 2021. As Interim Director, MeLissa supports a staff of nearly 200. Previously, MeLissa garnered more than a decade of experience overseeing lifesaving field and shelter operations at three of the country's largest municipal and non-profit animal shelters.

4:50–5 PM ET

A Toast to the Future

Grab your favorite beverage and have it ready! The Association's CEO, Jim Tedford, will cap off the conference with closing remarks and a toast to the future.

Conference Concludes

CONFERENCE REGISTRATION FORM

The preferred method of registration is online at theaawa.org/event/future. Please register by Wednesday, December 8.

Group registration

If you are a member registering online for the conference and want to bring non-members of The Association from your organization at the discounted member rate, select total number to register, register yourself FIRST; then register each non-member on the same registration form to receive The Association Member Rate.

Don't want to register online?

Complete this form, including credit card information, and fax to 866.299.1311 OR make check payable to The Association and mail to: The Association for Animal Welfare Advancement, 15508 W. Bell Road, Suite 101-613, Surprise, AZ 85374. IMPORTANT: Using these methods, enter only one registration per form (staff will discount up to five non-members from the same organization at the member rate).

Registrant

Name _____

Title _____

Organization _____

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City, State, Zip _____

Country _____

Work Phone _____ Home Phone _____

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Goodies might be delivered to your home!

Receive gifts from our sponsors if you register by November 12.

I would like to receive a goodies from our conference sponsors. Yes No

My U.S. or Canadian mailing address for the sponsor gifts: _____

Member of The Association? Yes No New Member in 2021? Yes No

Member Type: Animal Welfare Professional Industry Partner Student

CAWA Certified? Yes No

First Association Conference? Yes No

Interested in Research?

Yes, send me info about the virtual November 3 [ASPCA-AAWA Research Forum](#) (formerly the National Council Research Symposium).

No thanks.

REGISTRATION FEES

Your registration includes unlimited access to the full live conference and networking events, plus access to recordings of all conference sessions through February 28, 2022.

Registration Fees (check all that apply)

Full Conference

| | |
|------------------------------------|---------------------------------|
| Animal Welfare Professional Member | <input type="checkbox"/> \$ 119 |
| Industry Partner Member | <input type="checkbox"/> \$199 |
| Student Member | <input type="checkbox"/> \$ 0 |
| Non-Member* | <input type="checkbox"/> \$149 |

See below for Group Rate Options

*Learn about becoming a member of The Association at theaawa.org/page/membership.

Promotional code: _____

Want to save \$\$ on your conference registration? Become a member of The Association for Animal Welfare Advancement now. Learn more at theaawa.org/page/memberbenefits.

The Association Registration Cancellation Policy

- Full refund if requested in writing to meetings@theaawa.org on or before December 3, 2021. (\$50 processing fee if refund requested in writing before December 6, 2021)
- No refunds on or after December 6, 2021

Being a Student Member Has Its Benefits

Are you currently enrolled full- or part-time at an accredited degree-granting college, but not employed full-time by an animal welfare organization? Then join The Association for only \$15 per year and your conference registration will be free!

Learn more about becoming a member at theaawa.org/page/membership.

The 2021 Fall Conference Committee

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Executive Director
Purrfect Pals

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