

The Solutions Summit

The Association for
Animal Welfare
Advancement



Addressing our most pressing challenges

June 13, 2023 | Online

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Dear Colleagues,

The ingenuity of animal welfare professionals never ceases to amaze me. There is a level of grit and determination paired with extraordinary creativity and problem-solving that is inspiring. Over the years I have been witness to many innovations in our profession. Some of it may be driven by sheer necessity. Even the most well-resourced organizations are limited by time, staffing, and money. And, most organizations are tasked with figuring out how to stretch every penny as far as possible. I vividly recall the arrival of shelter management software systems into our field. Think about maintaining all shelter records on paper...not a pretty image!

Our long history of innovation inspired our June 13 virtual event, **The Solutions Summit**. Our staff designed the summit to inspire us all to continue thinking outside the proverbial “box”—and, indeed, to think outside our shelter walls—to address our most pressing challenges.

We'll start the day off with a keynote address from Dr. Michael Blackwell of the University of Tennessee's Program for Pet Health Equity. Dr. Blackwell will propose answers to the following questions: *Are your mission and personal, professional, and organizational goals aligned with what your community needs?* and *Are your organization's policies and procedures aligned with societal needs?*

Enjoy solutions-focused discussions on big issues like access to care, staff retention, and building momentum for diversity, equity, and inclusion efforts. And learn from your colleagues who will share their own solutions, large and small.



Jim Tedford, CAWA, President & CEO

The Association for Animal Welfare Advancement



We provide these online sessions for informational purposes only, and the views expressed in these virtual sessions 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.

TUESDAY, JUNE 13

ALL TIMES ARE EASTERN TIME

10–10:30 am	Yoga with Ira and Pune
11–11:15 am	Welcome
11:15 am–12:15 pm	Keynote: The Spectrum of Care: 21st-Century Solution to 20th-Century Problems
12:15–1:20 pm	The Spectrum of Care: Partnering with Veterinary Education Programs to Increase Access to Care
1:20–1:30 pm	Quick Break
1:30–2:00 pm	Tick, Tock, Talk
2:00–2:15 pm	Break
2:15–3:20 pm	10 Ways to Attract and Retain Talent in a Crazy Labor Market
3:20–4:30 pm	Keeping the Momentum Going: Diversity, Equity, and Inclusion in the Workplace

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.

All Access Granted!

Your summit registration includes unlimited access to the full live conference and networking events, plus access to recordings of all sessions through December 31, 2023.

EARN WHILE YOU PARTICIPATE

Individual attendees will be able to earn:

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

TUESDAY, JUNE 13

10–10:30 AM ET

Yoga with Ira and Pune

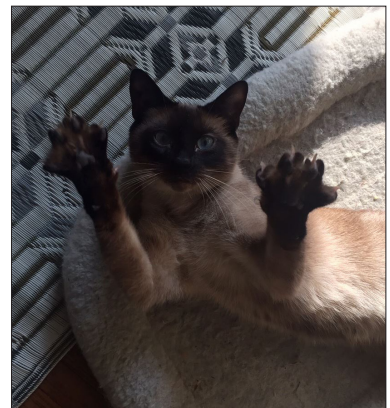
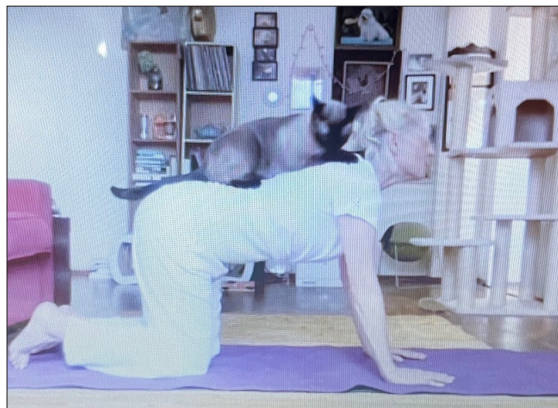
Pune Dracker, MA, MFA, RYT-200, The Association for Animal Welfare Advancement

Ira, Yoga Cat

Join Pune and Ira (he's the one with the tail) for some simple warm-ups, stretching, and mindfulness exercises to get us relaxed and energized for the summit ahead.

We'll start class seated, so bring a cushion or yoga block so you can be as comfortable as possible; sitting on a chair is great, too. Cats, cows, down dogs, and any other critters are welcome in our zoom room—the more, the merrier.

Pune Dracker teaches hatha yoga and dance, and writes, edits and strategizes digital communications for The Association. Her Siamese co-instructor, [Ira](#), is an early alum of the ASPCA Kitten Nursery.



11–11:15 AM ET

Summit Welcome and Opening Remarks

Jim Tedford, CAWA, President & CEO of The Association for Animal Welfare Advancement, will set the stage for a day of problem solving and networking.

TUESDAY, JUNE 13



11:15 AM–12:15 PM ET | KEYNOTE

The Spectrum of Care: 21st-Century Solution to 20th-Century Problems

Michael Blackwell, DVM, MPH, FNAP, Program for Pet Health Equity at the University of Tennessee

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Maddie's Fund

Seventy percent of United States households have pets, while less than 40 percent have children. Of the households with pets, an overwhelming 95 percent consider their pets to be family members, based on the undeniable power of the human-animal bond. The United States in the 21st century reflects a bonded family society.

But human and animal welfare systems still reflect 20th-century ideas and methods that don't work well for our 21st-century bonded family society. Our family healthcare system, for example, which entails much more than medical care, is fragmented. It does not adequately serve many families, mainly because of low socioeconomics.

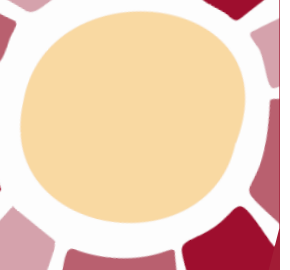
As professionals in a sector that serves both parties in the human-animal bond, we can change this. To better meet the needs of our 21st-century bonded family society, veterinary care teams and animal welfare organizations need to embrace a One Health system. Such a system is critical. When resources and activities are aligned among stakeholders and programs dedicated to the well-being of families and animals across the socioeconomic spectrum, 20th-century problems are a thing of the past.

Learn how a One Health system could expand your community's access to vital care and raise your organization's visibility and impact among community stakeholders.

Dr. Michael Blackwell is the Director of the Program for Pet Health Equity at the University of Tennessee. He is the founder of AlignCare Health, a One Health interprofessional system to improve access to veterinary care, especially for families with limited means. During 23 years on active duty with the U.S. Public Health Service, he achieved the rank of Assistant Surgeon General and Rear Admiral. Dr. Blackwell has received numerous recognitions, including the Distinguished Service Medal, Meritorious Service Medal, and two Surgeon General's Exemplary Service Medals. He is the 2020 recipient of the Avanzino Leadership Award and the 2021 recipient of the Senator John Melcher, DVM Leadership in Public Policy Award.

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Animal Welfare Advancement

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TUESDAY, JUNE 13



12:15–1:20 PM ET

The Spectrum of Care: Partnering with Veterinary Education Programs to Increase Access to Care

Heather Fedesco, PhD, American Association of Veterinary Medical Colleges

Julie Noyes, DVM, PhD, American Association of Veterinary Medical Colleges

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There are many benefits for communities when veterinarians practice a customized, personalized approach.

The American Association of Veterinary Medical Colleges will describe Spectrum of Care concepts and explain how they can be an effective strategy for addressing access to care issues. Learn how they tackle veterinary challenges from an academic perspective, by providing graduates with the competence and confidence to practice across the spectrum. Join a discussion of how shelters and veterinary academic programs can collaborate to enhance graduate preparedness, including in shelters.

Dr. Heather Fedesco serves as the Assistant Director of the Spectrum of Care Initiative. She helps plan the detailed steps required to create an educational model and implementation guidelines for instruction related to spectrum of care. Prior to joining the AAVMC, Dr. Fedesco worked at Vanderbilt University's Center for Teaching and Purdue University's Center for Instructional Excellence. Dr. Fedesco earned a PhD and MA degree in Interpersonal Communication at Purdue University.

Veterinarian and educational psychologist **Dr. Julie Noyes** is Director for Academic Affairs & Executive Director of the Spectrum of Care where she leads initiatives focused on improving and advancing education in the veterinary profession. Prior to joining the AAVMC, Dr. Noyes served as Director of Education at VetBloom. Dr. Noyes received her DVM from Colorado State University and her PhD in Educational Psychology from Washington State University.

1:20–1:30 PM ET

Quick Break

1:30–2 PM ET

Tick, Tock, Talk

Back by popular demand, but with a virtual spin, this networking event offers break-out rooms for you to discuss the most pressing industry trends with your colleagues. The event will wrap with key takeaways from each group discussion shared at large.



TUESDAY, JUNE 13

2–2:15 PM ET

Break

2:15–3:20 PM ET

10 Ways to Attract and Retain Talent in a Crazy Labor Market

Tom Erb, Tallann Resources

We are in an unprecedented time for our country. Despite major economic headwinds, such as inflation, supply chain issues, and global unrest, we continue to have a historic talent shortage. This has a significant impact on the animal welfare profession's ability to stay adequately staffed and fulfill its mission.

Ready to meet these challenges head on? In this rapid-fire session, Tom Erb will share with you 10 quick but highly effective action items you can immediately put into practice to improve your recruiting and retention efforts.

Tom Erb, the president of Tallann Resources, 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.

A colorful illustration featuring a large, stylized clock face. Several people are depicted sitting around the clock, each with a laptop, suggesting a virtual networking event. The clock has numbers from 10 to 60. The background is filled with abstract, colorful lines and dots.

TickTock, Talk!

BACK BY POPULAR DEMAND! The Association is hosting a speed dating-style virtual networking event at The Solutions Summit 2023.

TUESDAY, JUNE 13



3:20–4:30 PM ET

Keeping the Momentum Going: Diversity, Equity, and Inclusion in the Workplace

Maria Morukian, MSM Global Consulting

**Jasmin Robinson, The Association for
Animal Welfare Advancement**

Are you struggling to advance diversity, equity, and inclusion in your department or organization? Or perhaps your department's DEI programs got off to a good start but now it seems that progress has slowed to a crawl? Many DEI efforts lose momentum when leaders focus on reactive solutions or to-do lists that don't address deeper systemic issues.

In partnership with The Association, MSM Global Consulting will share current DEI trends and outline three promising practices to help leaders successfully transform their organizations. You'll learn the common pitfalls to avoid when advancing DEI, and we will share strategies and resources for success. This session is invaluable for any animal welfare professionals interested in improving diversity, equity, and inclusion among their teams; managers, team leaders, and supervisors in particular can benefit.

Maria Morukian, the president of MSM Global Consulting, has twenty years of experience as a facilitator, coach and consultant on leadership, diversity, equity, inclusion, and intercultural competence. Maria hosts a podcast on critical DEI issues called Culture Stew. She is author of the book, *Diversity, Equity and Inclusion for Trainers: Fostering DEI in the Workplace* and co-author of ATD's *Handbook for Training and Talent Development*.

Jasmin M. Robinson is The Association's Director of DEI Initiatives. She is also the CEO and Founder of I.D.E.A.L. Education, LLC., and a consultant with MSM Global Consulting. She has over 10 years of experience leading efforts to foster and maintain inclusive work environments that welcome, embrace, empower, and celebrate people. She is actively pursuing a doctorate in Higher Education Leadership at Indiana State University.

Summit concludes

SAVE THE DATES

**The Fall Conference for
Animal Welfare Advancement**

November 15-17, 2023 | Portland, Oregon

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SUMMIT REGISTRATION FORM

The preferred method of registration is online at <https://bit.ly/23-solutions-summit>
Please register by midnight, Monday, June 12.

Group Registration

Animal Welfare Professional members of The Association may bring up to 5 non-members or Learning Members from your organization at the discounted member rate.

To register them online, register yourself **FIRST**; then click Save & Add Another Attendee for each colleague before you Proceed to Checkout. Each of your colleagues must have a unique email address.

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 _____

State/province _____

Country _____

Email _____

Member Type:

☐ Animal Welfare Professional ☐ Industry Partner ☐ Student ☐ Learning Member ☐ Honorary/Retired

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REGISTRATION FEES

Registration Fees

Your registration includes unlimited access to the full live conference and networking events, plus access to recordings of all sessions through December 31, 2023.

A membership is required for summit registration.

Animal Welfare Professional (including Retired & Honorary)
Industry Partner Member
Student Member
Learning Member (this membership type is free)

Full Conference

☐ \$ 0
☐ \$ 0
☐ \$ 0
☐ \$ 29.99

Promotional code: _____

The Association Registration Cancellation Policy

- Full refund if requested in writing to meetings@TheAawa.org on or before June 9, 2023
- No refunds after June 9, 2023

Want to save on your conference registration?

Become a member of The Association for Animal
Welfare Advancement now.

Learn more about becoming a member. theaawa.org/become-a-member

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 summit registration will be free!

Learn more about becoming a member. theaawa.org/become-a-member

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