

POP-3

California Council
of

Companion Animal

Pet Overpopulation--III

December 1 & 2, 1995

Lake San Marcos Resort

CCCAA

MISSION STATEMENT

TO ADVOCATE THE VALUE OF COMPANION ANIMALS AND WORK IN THE SPIRIT OF CANDOR, COOPERATION AND RESPECT WITH ALL WHO ARE INTERESTED IN AND COMMITTED TO ELIMINATING THE NEEDLESS KILLS OF DOGS AND CATS IN CALIFORNIA

POP-3

CONFERENCE GOALS

1. TO BRING ORGANIZATIONS, INDIVIDUALS AND BUSINESSES INTERESTED IN COMPANION ANIMAL WELFARE ISSUES TOGETHER TO SHARE INFORMATION, OPINIONS AND STRATEGIES FOR ENDING THE NEEDLESS KILLING OF COMPANION ANIMALS
2. TO PARTICIPATE IN BREAKOUT GROUPS WITH CCCAA TRAINED FACILITATORS
3. TO LEARN HOW TO FORM LOCAL COUNCILS FOCUSED ON PET OVERPOPULATION ISSUES IN THEIR AREAS, AND STUDY EXISTING MODEL LOCAL COUNCILS

1995-96 California Council of Companion Animal Advocates
(Revised 8/22/95)

Rick Johnson
Marin County Humane Society
171 Bel Marin Keys Blvd
Novato CA 94949

Chairman
BUSINESS: 415/883-0319
HOME:
FAX: 415/382-1349

Susan Kudla Finn
Director, Legislative Affairs
Pet Food Institute
1200 19th Street, NW, Suite 300
Washington DC 20036-2491

Pet Food Institute, Washington D.C.
BUSINESS: 202/857-1100
HOME:
FAX: 202/223-4579

John Hamil DVM
20372 Laguna Canyon Road
Laguna Beach CA 92651

CVMA Representative
BUSINESS: 714/494-1076
HOME: 714/494-9506
FAX: 714/494-5486

Lynette Hart PhD
University of California
School of Veterinary Medicine
Center for Animals in Society
Davis CA 95616

Center for Animals in Society, UCD
BUSINESS: 916/752-7722
HOME: 916/756-5345
FAX: 916/752-8391

Holly Hazard
Executive Director
Doris Day Animal League
227 Massachusetts Ave N.D., Ste 100
Washington DC 20002

Doris Day Animal League
BUSINESS: 202/546-1761
HOME:
FAX: 202/546-2193

Kathleen Huston
Western World Pet Supply Assoc.
3202 David
Concord CA 94519

Professional Pet Groomers, CA
BUSINESS: 510/682-2822
HOME:
FAX: 510/676-3310

John Mandeville
Vice President
American Kennel Club
51 Madison Avenue
New York City NY 10010

American Kennel Club, NY
BUSINESS: 212/696-8288
HOME:
FAX: 212/696-8299

Dena Mangiamele DVM
Department of Animal Regulation
419 S. Spring Street
Los Angeles CA 90013

Overpopulation Epidemiological Study
BUSINESS: 213/893-8400
HOME:
FAX: 213/893-8406

Marshall Meyers
Vice President
Pet Industry Joint Advisory Council
1220 19th Street NW, Suite 400
Washington DC 20036

Pet Industry Joint Advisory Council
BUSINESS: 202/452-1525 or 800-553-PETS
HOME:
FAX: 202/293-4377

Joan Miller
The Cat Fancier's Association, Inc.
6257 Gordon Valley Road
Suisun CA 94585

Cat Fanciers Assoc., NJ
BUSINESS: 707/427-1807
HOME:
FAX: 707/427-1808

Dan Morrison
Southeast Area Animal Control
9777 Seeca Street
Downey CA 90241

CA Animal Control Directors' Assoc.
BUSINESS: 310/803-1629
HOME:
FAX: 310/803-3676

Alice Partanen
PO Box 699
Pescadero CA 94050

National Pet Alliance
BUSINESS: 415/879-0201
HOME:
FAX: 415/879-1815

Kevin Reilly DVM
PO Box 942732 M/S 486
Sacramento CA 94234-7320

Dept. of Health Services, CA
BUSINESS: 916/327-0332
HOME:
FAX: 916/322-5447

Eric Sakach
HSUS
PO Box 417220
Sacramento CA 95841-7220

Humane Society of the United States
BUSINESS: 916/344-1710
HOME: 916/987-0158
FAX: 916/344-1808

Betty Denny Smith
American Humane Society
15503 Ventura Boulevard
Encino CA 91436-3103

American Humane Assoc., CA
BUSINESS: 818/501-0123
HOME: 213/252-1815
FAX: 818/501-3725

Priscilla Stockner DVM
1626 Via Barlovento
San Marcos CA 92069

CVMA Representative
BUSINESS: 619/745-4507
HOME: 619/744-7335
FAX: 619/745-5676

Kim Sturla
Fund for Animals
808 Alamo Drive, Suite 306
Vacaville CA 95688

Fund for Animals
BUSINESS: 707/451-1306
HOME: 707/449-4814
FAX: 707/449-8775

Heidi Warner
Petland
7945 Greenback Lane
Citrus Heights CA 95639

Retail Pet Supply, CA
BUSINESS: 916/725-1613
HOME:
FAX:

Bette Morgan
CVMA Staff
5231 Madison Ave
Sacramento CA 95831

Staff Liaison
BUSINESS: 916/344-4985
HOME:
FAX: 916/344-6147

December 1, 1995

- 8:00 - 9:00 **Continental Breakfast** - Mallard Room Conference Center (#1)
- 9:00 - 9:15 **Welcome and Introduction**
 Dr. Priscilla K. Stockner, CCCAA - Local Steering Committee
- 9:15 - 9:30 **How Will POP 3 Work?**
 Jan Elster, Elster and Associates

SESSION 1

MYTH, REALITY AND PERSPECTIVE

Moderator:

Kathleen Huston, World Wide Pet Supply Association

- 9:30 - 10:15 **Where Do Pets Come From? ***
 Marshall Meyers, Pet Industry Joint Advisory Council
 Wayne Cavanaugh, Vice President Communications, American Kennel Club
 Dr. Priscilla Stockner, Director, California State Humane Association
- 10:15 - 10:30 **Break**
- 10:30 - 11:00 **Is There Really a Pet Overpopulation Problem? ***
 Patti Strand, author of "The Hijacking of the Humane Movement"
 Pat Miller, President, California Animal Control Directors Association
 Kathleen Savesky, Peninsula Humane Society
- 11:00 - 11:30 **Should There Be a Pet Food Tax? ***
 John F. Kulberg, Ed.D., Humane Society of the United States, Washington D.C.
 Susan Kudla Finn, Pet Food Institute, Washington. D.C.
- 11:30 - 12:00 **What About Cat Licensing? ***
 Dianne Allevato, Executive Director, Marin Humane Society
 Richard Avanzino, President, San Francisco SPCA
- 12:00 - 1:15 **Lunch** - Mallard Room Conference Center (#1)

* Start time is flexible - depends upon length of Share Session.

December 1, 1995

SESSION 2

THE CALIFORNIA COUNCIL OF COMPANION ANIMAL ADVOCATES

Moderator:

Rick Johnson, Chairperson, CCCAA

- 1:15 - 1:30 **What is the California Council of Companion Animal Advocates? (CCCAA)**
- 1:30 - 2:15 **What has CCCAA Accomplished? (5 minutes)**
- | | |
|---|---|
| The Health Department Survey | Dena Mangiamele, DVM, MPVM |
| Proposed Legislation | Marshall Meyer, PIJAC |
| Education Project | Heidi Warner, Petland |
| Outreach Project | John Hamil, DVM, CVMA |
| The National Council on Pet Population | |
| | Tom Dent, National Council Member |
| The CCCAA Shelter Study | Philip Kass, Ph.D. Epidemiologist, UC Davis |
- 2:15 - 2:30 **Break**

SESSION 3

CONFERENCE PARTICIPANTS GET ACQUAINTED

- 2:30 - 5:00 **Breakout Groups** (Resort map locations: Mallard Room #1, Quail Hall # 1, Bridge Room #2, Gallery Room #3 San Marino Room #4)
- Share Mission Statements and Goals
List Common interests and concerns
Define 5 major barriers to working together.
- 5:30 - 7:30 **Reception, Hors d'oeuvres and Exhibits** to be held at the Lake San Marcos Resort (San Marino Room #4)

December 2, 1995

- 8:00 - 9:00 **Continental Breakfast** - Mallard Room Conference Center (#1)
- 9:00 - 9:15 **Greeting**
 Dr. Roger Beck, President CVMA

SESSION 4

SHARING PROGRAMS THAT WORK

Moderators:

Dr. Kevin Reilly & Dr. Dena Mandemaile

- 9:15 - 10:15 **"Sharing Session"** (5 minute presentations)
 Organizations and community participants share important programs.
- 10:15 - 10:30 **Break**
- 10:30 - 11:15 **"Sharing Session"** (continued)

SESSION 5

HOW TO FORM A LOCAL COUNCIL*

Moderator:

John Hamil, DVM, CVMA Representative CCCAA

- 11:15 - 12:00 **How to Formulate a Regional Council of Companion Animals Advocates.**
 John Hamil, DVM, AVMA and CVMA Animal Welfare Committees
- 12:00 - 1:00 **Lunch** - Mallard Room Conference Center (#1)

* Start time is flexible - depends upon length of Share Session.

December 2, 1995

SESSION 6

STRATEGIES FOR WORKING TOGETHER

1:00 - 3:30

Breakout Groups

Develop 5 strategies to breakdown barriers to working together.

3:30 - 3:45

Break

CLOSING SESSION

Conference Center

Moderator: Dr. Priscilla Stockner

3:45 - 4:30

Closing

Summary Breakout Groups
Introduce SDCCAA Council
Directives to CCCAA

Jan Elster
John Hamil
Rick Johnson

MISSION STATEMENT AND GOALS

One of the goals of *POP 3* is to learn more about other groups and organizations working to solve pet overpopulation. Please complete the information requested and bring it with you to *POP 3*. We will ask you to share it with a small group of your peers, and we will also publish it in our conference report.

Name of organization/group: _____

Address: _____

Phone Number: _____ Officer or Director: _____

Representative attending *POP 3*: _____

Our mission statement is:

Major goals our group is striving to achieve are:

Specific goals aimed at reducing pet overpopulation:

What innovative project are you using to solve pet overpopulation in your community?

P.S. Please bring brochures, business cards and printed materials about your organization.

California Council of Companion Animal Advocates

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Please respond to the following questions and place in the box near the back of the room by the end of today's session. The responses will determine the make-up of the California Council and the direction of further CCCAA activities. Thank you.

1. Do you feel that the current State Council provides a broad and fair representation of agencies, businesses and organizations statewide?

Yes No

If you answered no, what changes would you recommend?

2. Do you think there should be a new mission statement and goals for the State Council?

Yes No

If so, what do you recommend?

3. Should the Council assume a higher profile between symposia?

Yes No

4. Should the Council communicate more frequently with symposia attendees?

Yes No

If yes, how?

5. Do you think the California Council of Companion Animal Advocates should continue meeting?

Yes No

Section II

California Council of Companion Animals

Breakout Group Reports

5 BARRIERS

TO

WORKING

TOGETHER

GROUP 1 PINK

1. Lack of communication
2. Listening to the other side
3. Conflicting interest
4. Differing experiences and backgrounds
 - a. Historical perspective
5. Differing priorities

GROUP 2 GREEN

1. Philosophies and goals of hobby vs. occupation
2. Failure to communicate (unbiased) accurate information and statistical data
3. Differing definitions of key words, i.e. "over" , "over population", "responsible"
4. Fear of hidden agenda
5. Failure to recognize each other as a resource, or pursue alternative resources

GROUP 3 BLUE

1. Lack of communication
Lack of structural forum to exchange ideas
2. Special or conflicting interest/philosophies
3. Wanting to blame. Stereotyping, making assumptions about others
4. Perception of a hidden agenda or lack of trust/paranoia
5. Conflicting, inadequate or mis-information about the problem

GROUP 4 WHITE

1. Fear, distrust, paranoia
 - a. Hidden agendas
 - b. Confiscation of pets
 - c. Money issues
 - d. Forced sterilization

2. Lack of resources to get together
 - a. Time keeps us from getting together
 - b. Money
 - c. Information (data)

3. Basic philosophical differences
 - a. We/they
 - b. Finger pointing
 - c. Personalities
 - d. Labeling
 - e. Lack of respect

4. Lack of open communication
 - a. Lack of understanding
 - b. Ignorance

5. "Repressive" legislation
 - a. Lack of due process
 - b. Invasion of privacy
 - c. Limit laws
 - d. Alienates

GROUP 5 GOLDENROD

1. Disparate goals/concerns
 - a. Different philosophies, perspectives, priorities, experience, ethics and self referenced criteria
2. Preservation of self-interest
 - a. Competition: Money, resources, programs, identity, ego
3. Misinformation:
 - a. Absence of facts
 - b. Deliberate
4. Terms and semantics:
 - a. Labelling, problem identification
5. Lack of respect
 - a. Lack of open mind

GROUP 6 RED

1. Lack of commonly agreed upon definition and agreement on terminology (e.g. over supply and animals vs. under supply of homes)
2. Entrenched belief systems and guard attitudes
3. Conflicting goals, perceptions, personal agendas and solutions (finger pointing, territorializing)
4. Lack of accountability for results and accuracy (sharing, performance standards, different standards and ethics, measurability)
5. Lack of professionalism as evidence by finger pointing, sabotage and demeaning efforts of others.

Section III

California Council of Companion Animals

Breakout Group Reports Strategies

SUMMARY OF BARRIERS

THREE COMMON BARRIERS TO WORKING TOGETHER

1. BARRIER: DIFFERING PHILOSOPHIES (White & Red)

Problem Statement: People who care about animals have different reasons for caring and often don't understand each other because of varying goals, priorities and entrenched belief systems that sometimes result in personal agendas, finger pointing and even sabotage.

TASK: Develop a detailed strategy for getting individuals and groups with these differing philosophies to work together.

2. BARRIER: LACK OF OR POOR COMMUNICATION (Blue & Pink)

Problem Statement - People or groups who work with animals get into difficulties around definition of terminology (i.e. oversupply of animals vs. under supply of homes, POP) confusion about statistics and data, general lack of understanding, and lack of a formal structure for communication.

TASK: Develop a detailed strategy for creating and maintaining commonly agreed upon definitions and terminology, results accountability and performance standards, and open communication among different groups.

3. BARRIER: HIDDEN AGENDA (Green & Goldenrod)

Problem Statement: People are expressing the belief that other people and groups have hidden agendas, which lead to mistrust, suspicion, fear, and paranoia and the perceived need to preserve self-interest.

TASK: Develop a detailed strategy for getting individuals and groups with these differing philosophies to work together positively and effectively.

BARRIER

DIFFERING PHILOSOPHIES

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STRATEGIES FOR OVERCOMING DIFFERENT PHILOSOPHIES

1. Where/Who
 - a. Neutral meeting place
 - b. Inclusive representation
 - c. Layout guidelines/ground rules.
 - i. Define what's off limits
 - ii. Agree to Disagree
 - iii. Respect each others philosophies
2. Group dynamic training
 - a. Modeling
 - b. Learning neutral language
 - c. Professional facilitator
3. Getting to know you
 - a. Acknowledging each other's validity
 - b. Sharing beliefs and philosophies
 - c. Look for commonality
 - d. Ride-a-long
4. Establish simple attainable tasks
5. Persevere and hang in there!

BARRIER

LACK OR POOR COMMUNICATION

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TASK: Develop a detailed strategy for creating and maintaining commonly agreed upon definitions and terminology, results accountability and performance standards, and open communication among different groups.

1. Create a climate where dialogue can begin
 - a. Social hour
 - b. Smaller task oriented groups
 - c. Guided discussion with periodic breaksEncourage equal representation
2. Find out what each participant does and identify resources
 - a. Learn about expectations for/from each group
 - b. Identify fears/concernsEach participant/representative comes prepared and is knowledgeable on subject.
3. Decide if there is a purpose/reason benefit for working together
 - a. Identify problem/issues to be solved
4. Develop a list of words that need to be defined – create a dictionary
 - a. Seek common agreement
 - b. Avoid "controversial" words – develop a list of "no no's"
5. Develop a mission statement or a goal
6. Agree on a central point source for information dissemination
 - a. An information "officer"
 - b. In & out / both sides
7. Collect and analyze data
8. Full disclosure along entire path
9. Work towards consensus at measurable integral

BARRIER

LACK OF OR POOR COMMUNICATION

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TASK: Develop a detailed strategy for creating and maintaining commonly agreed upon definitions and terminology, results accountability and performance standards, and open communication among different groups.

1. Define groups mission
2. Focus on the goal
3. Sharing personal experience
4. Respect philosophy of others
5. Stress commonalities

PART II

TASK: Develop a strategy for creating and maintaining open communication among different groups.

BARRIER: General lack of understanding and lack of formal structure and time for communication.

1. Provide information on different organizations activities (i.e. newsletters)
2. Different organizations should meet in person on neutral ground (parks, etc.) and for neutral activities (picnics, fun day, mini Olympics).
3. Bring groups together through development of community "Disaster Plan" with input from all groups.
4. Newsletter designed to publicize positive outreach programs that have been proven to work. Local council could put materials together (similar to verbal Sharing Session at POP-III).
5. Encourage personal training in communication (i.e. seminars, one on one sharing, everyday experience).

Methods of communication

1. Listen
 2. Speak
 3. Write
 4. Read
 5. Body Language
6. Identify "Action Items" – set the assignment and report on status at following annual meeting.

PART III

THE SELECTION OF A LOCAL COUNCIL

1. Leaders – individuals willing to add tasks through and make accomplishments.
2. Members of the community work to be supportive of the leader(s) chosen at the local council level.
3. Ensure cooperation and support by the assistance of mediators/facilitators.

BARRIER

HIDDEN AGENDAS

Problem Statement: People are expressing the belief that other people and groups have hidden agendas, which lead to mistrust, suspicion, fear, and paranoia and the perceived need to preserve self-interest.

TASK: Develop a detailed strategy for getting individuals and groups with these differing philosophies to work together positively and effectively.

PART I

BARRIER & TASK: Strategy for creating and maintaining commonly agreed upon definitions and terminology.

1. Define terms utilized in communications (publications)
2. Set up a glossary/handbook (as a referred journal/editorial board) of definitions distributed by CCCAA.
3. Methodology for collecting data
4. Methodology for creating definitions
5. Newsletter by CCCAA would entertain terms and definitions ad defined for comparison by different groups.

TASK: Strategy for creating and maintaining results accountability and performance standards (barrier: confusion about statistics and data).

1. Through local councils, agree upon specific, standardized data to be collected.
2. Assure accountability through review of materials by CCCAA utilizing epidemiologic (public and/or private consultants) not necessarily in the animal field but familiar with California demographics)
3. Utilize local councils: regional sheltering organizations submit criteria for various terms, i.e. what's adoptable to correlate with their local needs and demographics.
4. Coordinate shelters with breed (National Parent Breed Clubs) rescue groups to understand standards and "adoptable" criteria for animals of specific breeds.

BARRIER

HIDDEN AGENDAS

Problem Statement: People are expressing the belief that other people and groups have hidden agendas, which lead to mistrust, suspicion, fear, and paranoia and the perceived need to preserve self-interest.

TASK: Develop a detailed strategy for getting individuals and groups with these differing philosophies to work together positively and effectively.

1. COMMUNICATION:

- Communicate clearly mission statement
- Direct/honest
- Respect for others
- Allow actions to speak for you
- Avoid labeling
- Keep open mind

2. COMMONALITY

- Identify common tasks/problems and work on a common goal.
- Start with small doable tasks
- Deal ASAP with rumors to resolve

3. CONFRONT MISCONCEPTIONS

- Rumor control
- Personal responsibility to educate self
- Responsiveness to complaints

4. ACCOUNTABILITY

- Hold people accountable for actions and statements
- Take ownership for actions
- Put trouble makers on notice
- Hold accountable for mission statements

5. REPRESENTATION

- Broad base -- community wide
- Diversity
- Involve all who have stake in goal
- Active reaching out to non-cooperation