



— MADDIE'S® —
**MILLION PET
CHALLENGE**

Removing Barriers to the Right Outcome

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What is the Right Outcome?

“ The outcome that best supports the well being of animals, honors the connections between humans and pets, maintains public health and safety, and **stabilizes systems.** ”



Basic Truths

- People who want pets, will most likely get pets from somewhere
- People who lose pets and aren't reunited, will often replace that pet from somewhere

Incomplete Endings: Coping With a Runaway or Lost Pet

Moving through the grief and guilt while not knowing how our pet may be doing.

Posted March 25, 2017 | Reviewed by Lybi Ma



Source: Pixabay/CC0 Public Domain

It's quite common to think that grief comes at a time when there is physical death or a concrete ending that we can face and begin to move through. Many loving pet owners, however, recognize that there are times when grief comes about when the situation we face isn't so concrete.

Mistakes happen when dogs get out, cats escape, or the gerbil runs away. Not knowing where your companion animal may be, or how they are doing, present unique challenges in grief.

Another way of thinking about vacuum effect



Another way of thinking about vacuum effect



Another way of thinking about vacuum effect



Good ▶

Live outcome for animals that are not dangerous or irremediably suffering.

Don't let perfect get in the way of good!

Better ▶

Live outcome back into the **same community** the animal came from.

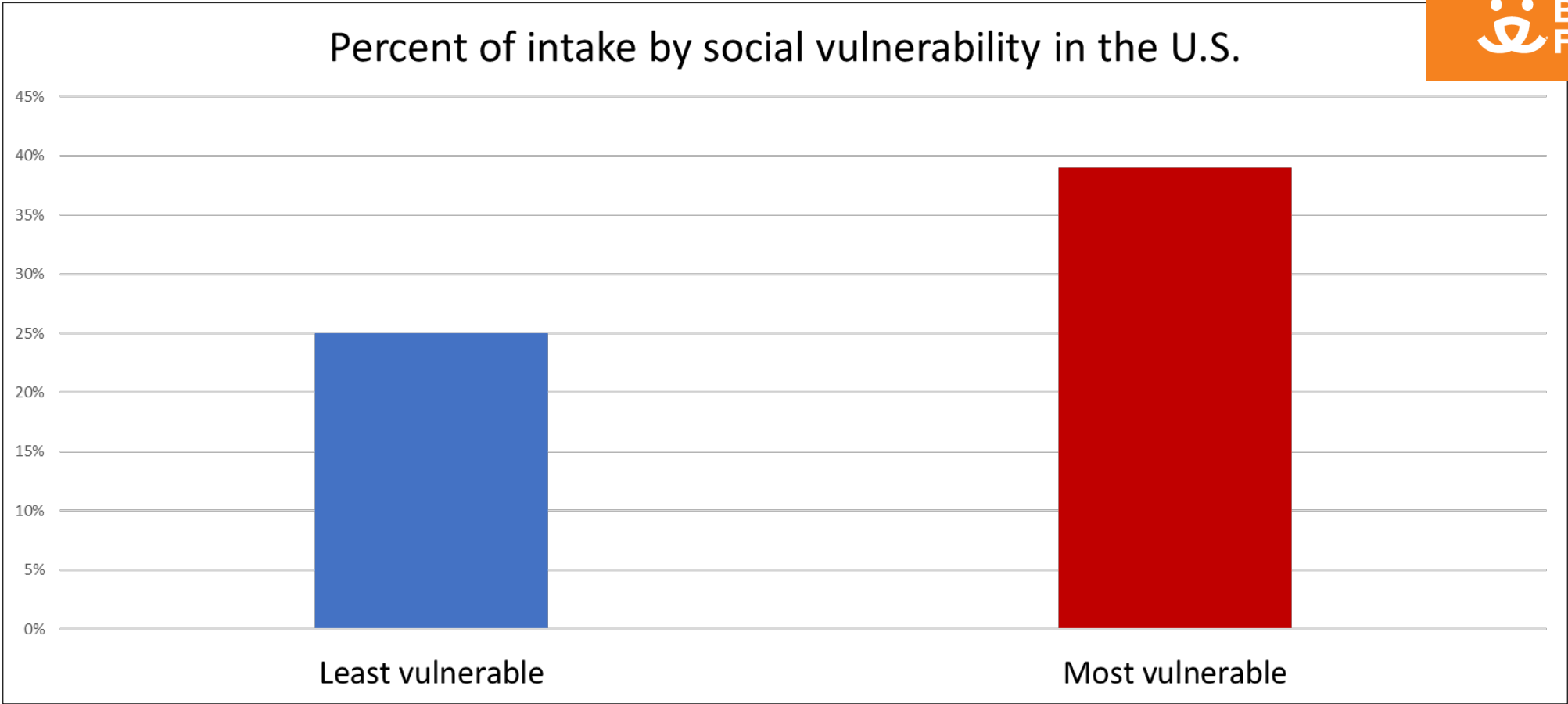
Good can be hard to sustain when it results in a chronic one-way flow.

Best !

Live outcome back into the **same home** the animal came from.

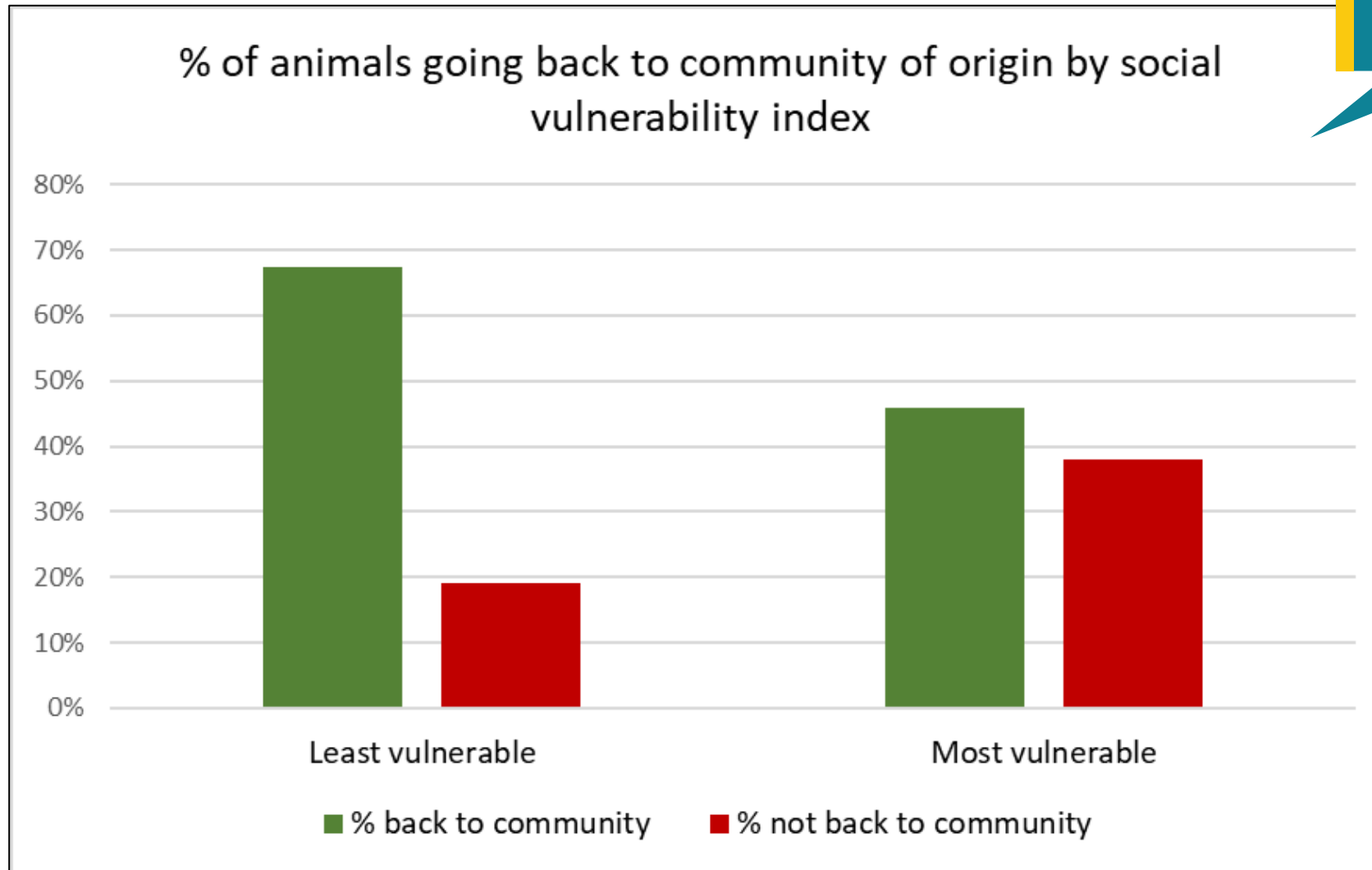
Double benefit of stabilizing systems and reuniting families.

Summary of Human Vulnerability Analysis



Direction of Flow

National View

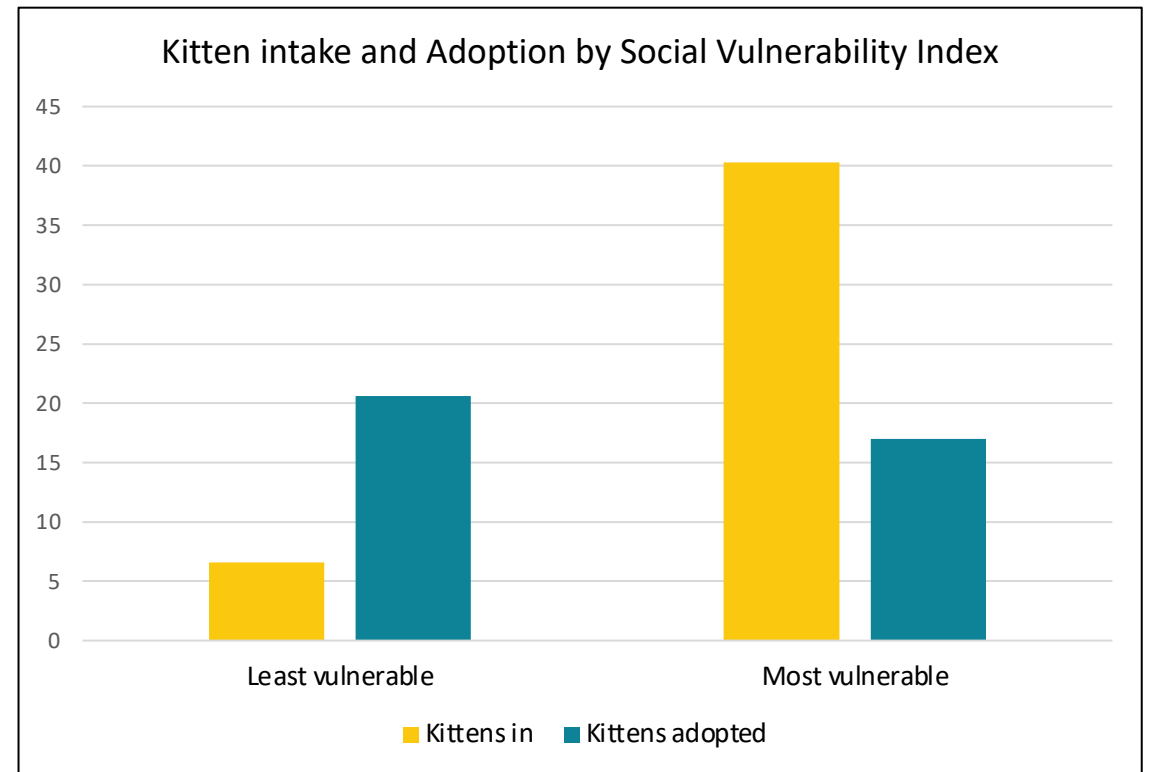
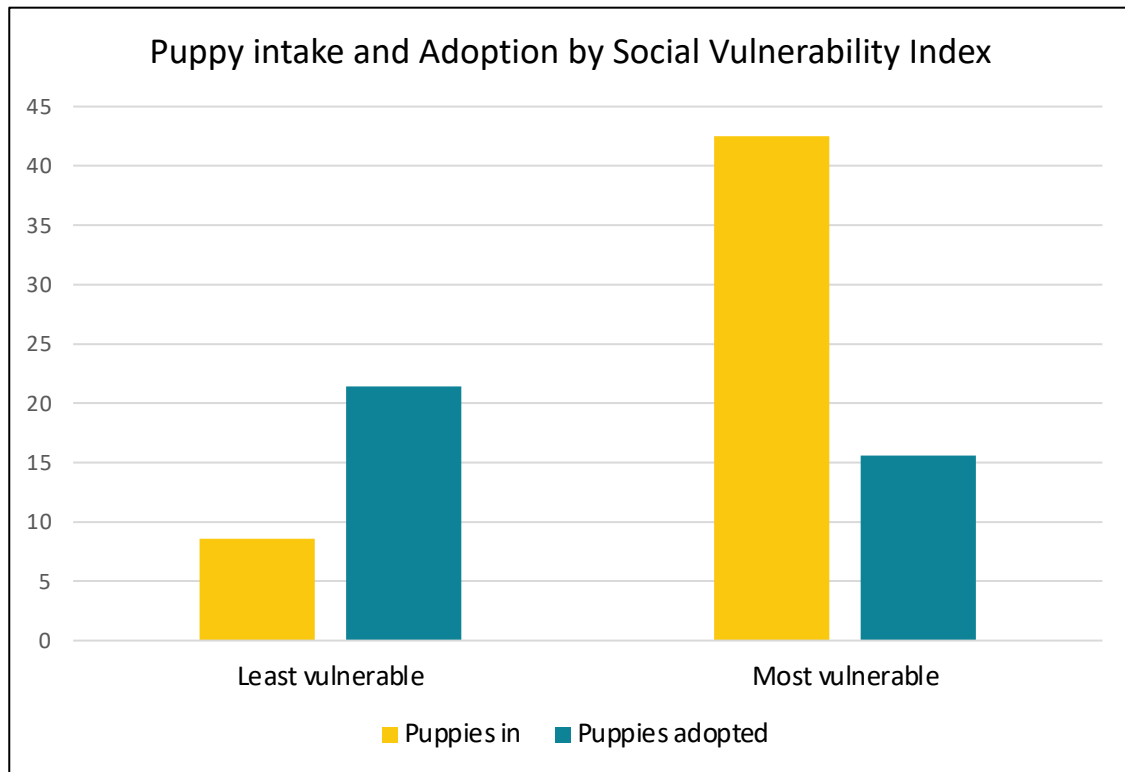


Inequitable Flow of Animals in and Out of Shelters: Comparison of Community-Level Vulnerability for Owner-Surrendered and Subsequently Adopted Animals

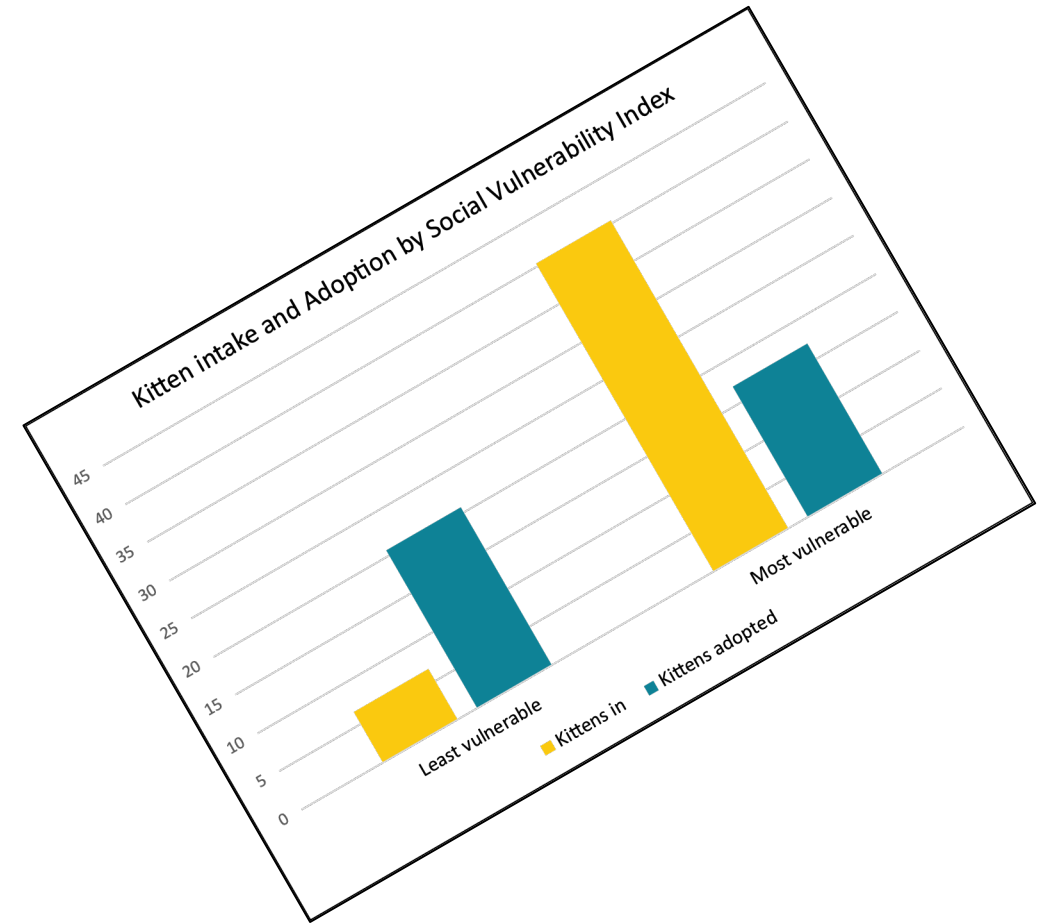
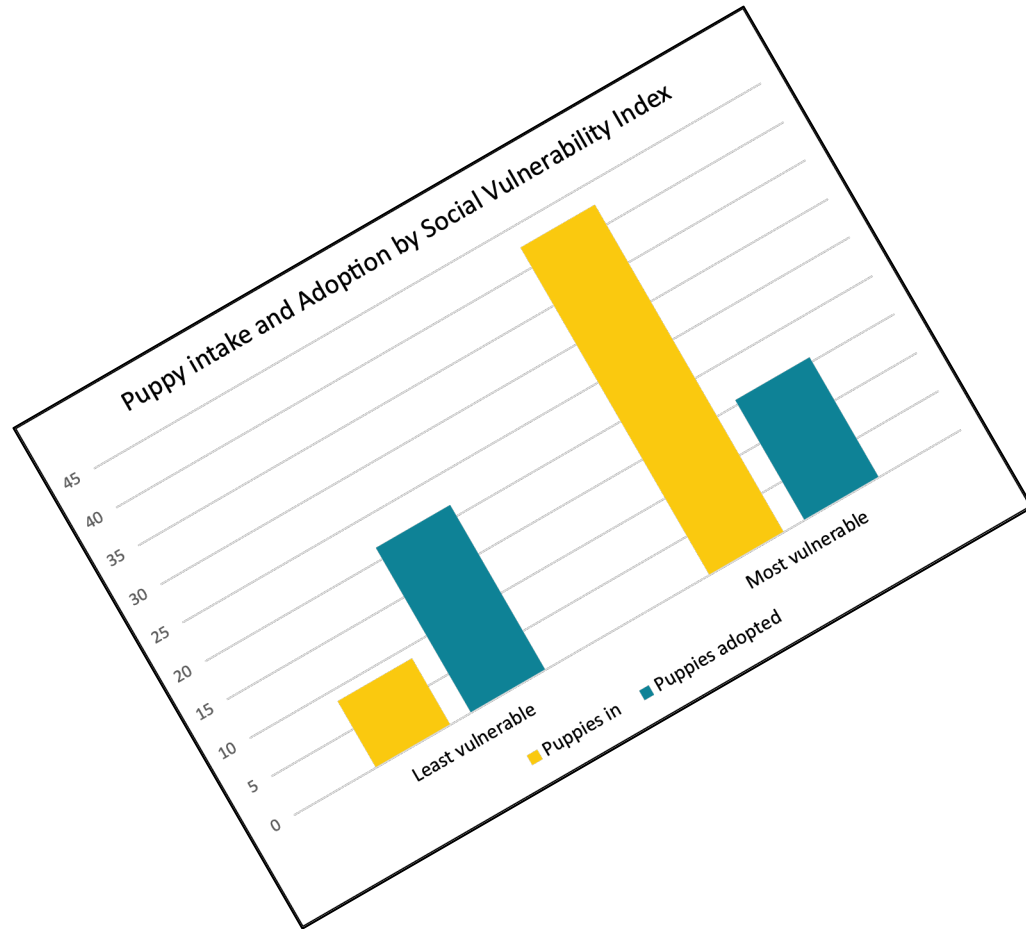
Lexis H. Ly^{1*}, Emilia Gordon² and Alexandra Protopopova^{1*}

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²The British Columbia Society for the Prevention of Cruelty to Animals, Vancouver, BC, Canada

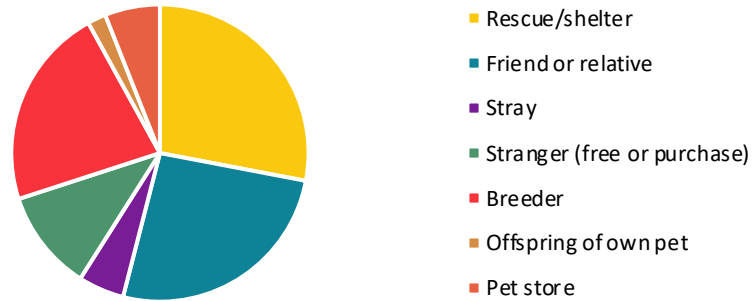


Directional Flow

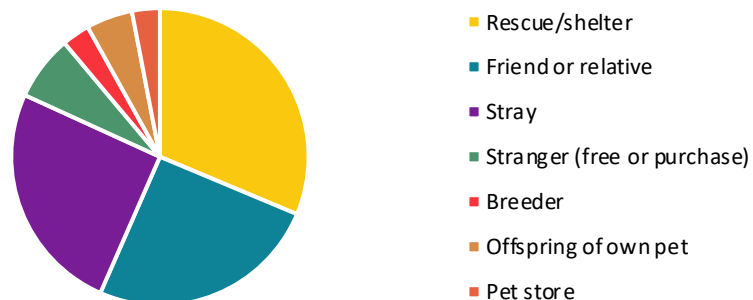


Imbalance

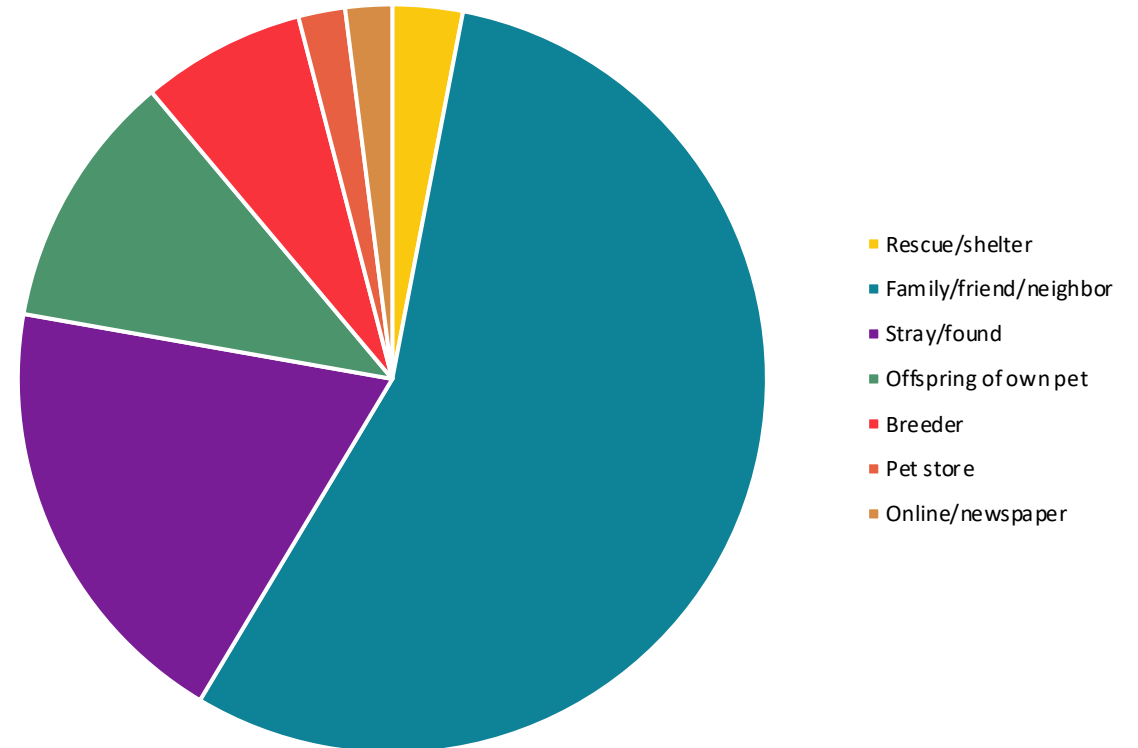
Dog source AVMA 2017



Cat source AVMA 2017



Pet source in Pets for Life households



What gets in the way...

Get a tattoo

Try that new restaurant

Follow a meal plan

Take up salsa dancing

Get a Real ID from the DMV

Get a new primary care doctor

Update compromised passwords

Go to the dentist

Learn a new language

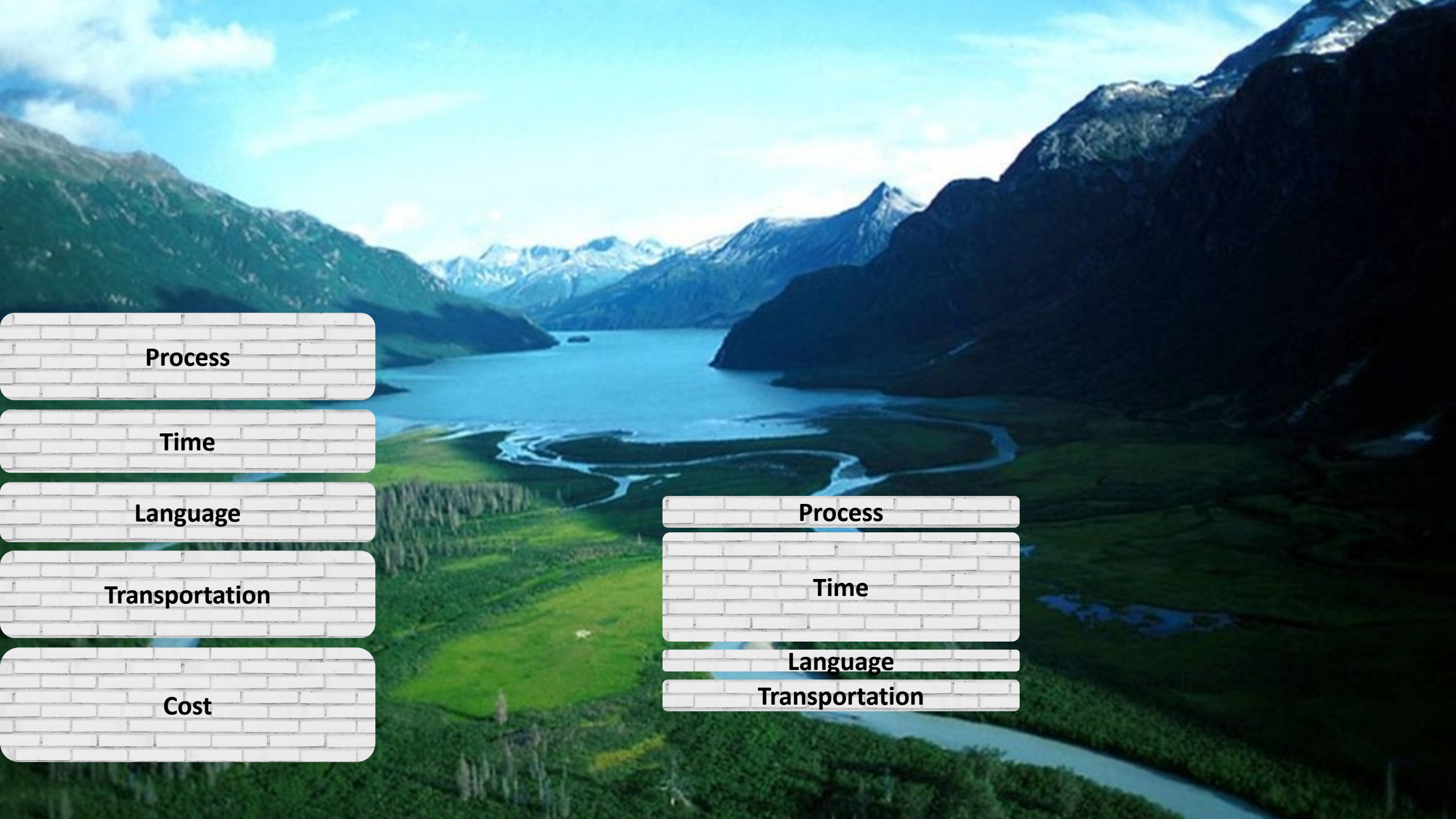
Compost kitchen waste

Call a friend to offer condolences

Get that mole checked

Submit insurance claims

Open up a ROTH IRA



Process

Time

Language

Transportation

Cost

Process

Time

Language

Transportation

Internal Barriers

- Restrictions and barriers to attempt to control the situation
- Too much to do, not enough energy/time/people, too many animals...
- More barriers → increase LOS and loss of market share



Internal Barriers

- Recognize what we can, and cannot, control
- Treat all animals as individuals
- Treat all people, and their family members, as individuals
- Respect that people know what is best for them/their situation
- Be there to support people in their decision

Be curious,
not judgmental.

WALT WHITMAN



Respect

Adults are more open to new things when they are acknowledged for the wisdom, skills and resources they bring to the new situation.

To show respect in a learning environment, acknowledge people for:

- Who they are
- What they know and do
- What they bring to the present situation



Decision Fatigue

- Just don't make a decision
 - Wait and hope
- Wait and see who gets sick or goes kennel crazy
- Not a moral failing, just how our minds work
- We must actively counteract it



The IAABC Journal

HOME CAT DOG HORSE PARROT SHELTER GENERAL TABLE OF CONTENTS ABOUT ▾

GREY ZONE DOGS



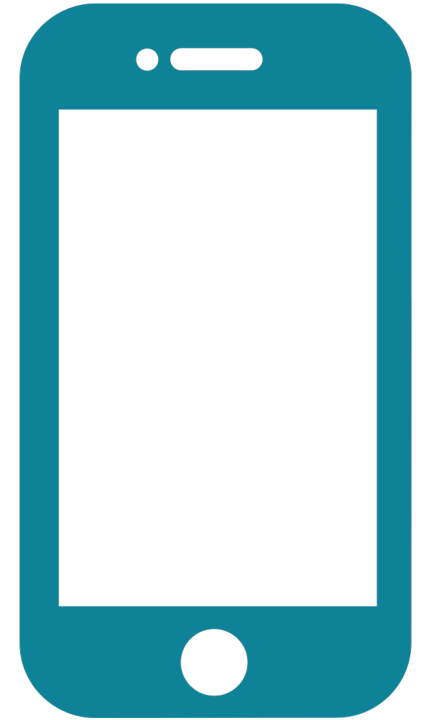
Kayla Fratt, CDDBC

"Is this a no-kill shelter?"

That's one of the most common questions I was asked when I worked at the Denver Dumb Friends League, a huge shelter that provides services to over 20,000 homeless animals per year.

<https://fall2019.iaabcjournal.org/grey-zone-dogs/>

Energy \neq Time



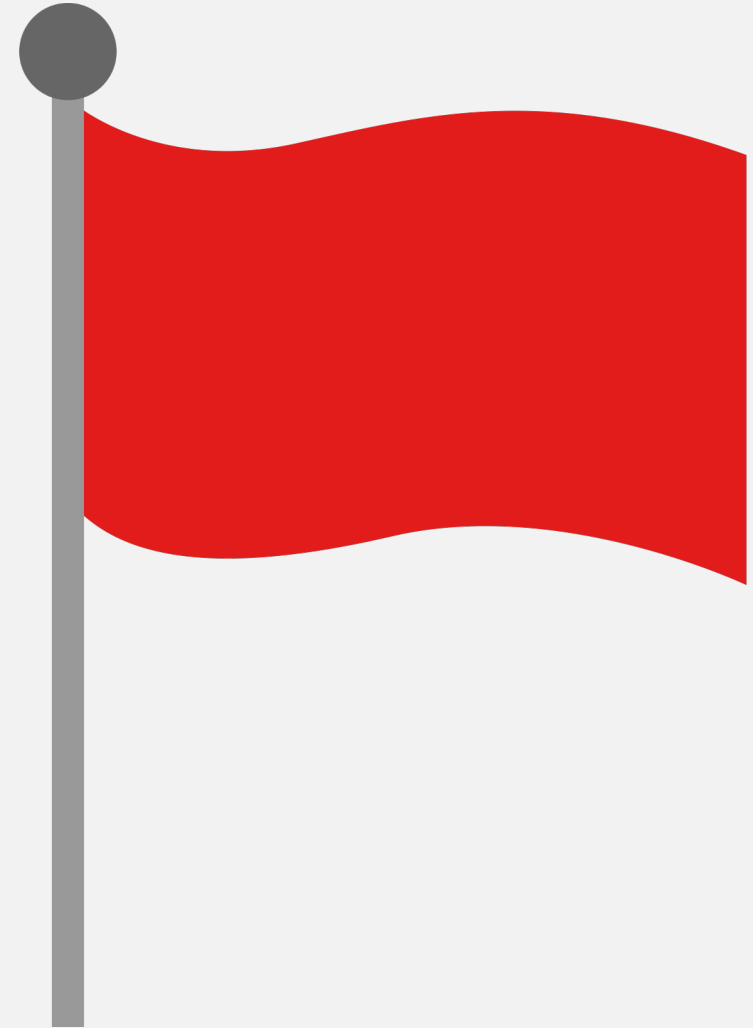
Implement Effective Decision-Making Practices

- Use a matrix and pathways but allow exceptions
- Consider current shelter population and capacity as well as individual animal needs
- Don't rush but don't delay just waiting for "something"
 - Define plan, assign responsibility and set realistic deadlines
- Recognize the "no good choice" scenario as a barrier to decision making



Red Flags

- Prolonged length of stay to euthanasia
- Deterioration in condition before euthanasia
 - E.g. dogs admitted healthy, euthanized for “behavior” after prolonged stay
- Periodic outbreaks possibly triggering euthanasia
- “Died in care” > 1-2%



TRUST
is not
built in big ,
sweeping
moments .
It's built
in tiny
moments
every day .

- Brené Brown

wordfandom

https://www.youtube.com/watch?v=OSqFiTeka_I



HOW TO FAIL:

- Set lots of firm rules and break them.
- Assume everyone's asking the same question.
- Tell others to trust or respect you without any training.
- Expect decision makers to make good decisions without access to information about available resources.
- Avoid uncomfortable conversations.
- Undo or override others' decisions.

Be kind to yourself and each other

Making difficult decisions is hard.

Work to counteract the effects of toxic criticism on teamwork, performance and well being.



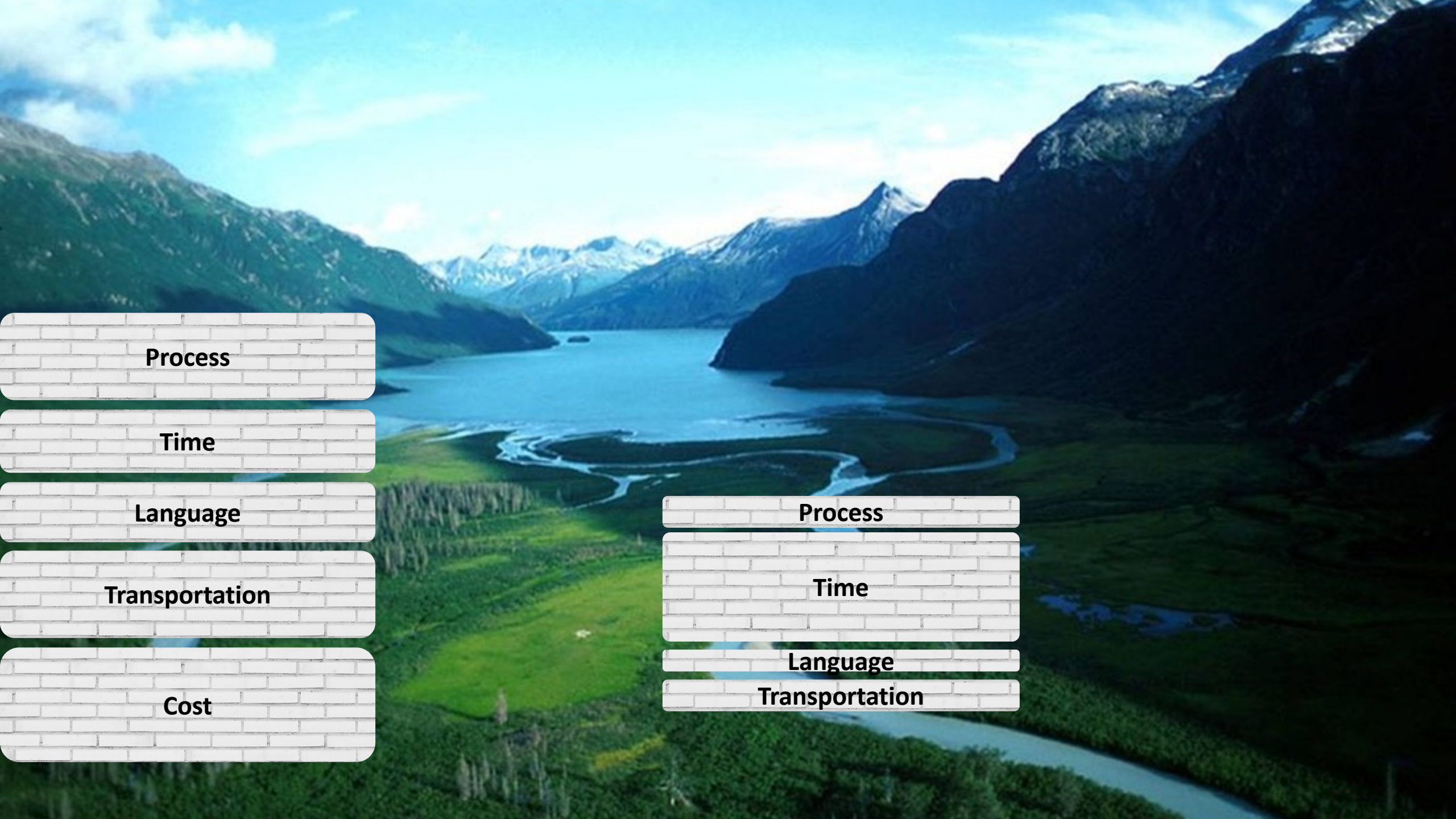
Build a framework that provides for resilience and resources for decision makers as well as frontline staff.



Courageous, thoughtful, compassionate and timely decision-making processes saves and enhances MORE lives and better protect the welfare of each animal that enters your shelter's care.

The True
Endgame:
Healing families
and stabilizing
systems.





Process

Time

Language

Transportation

Cost

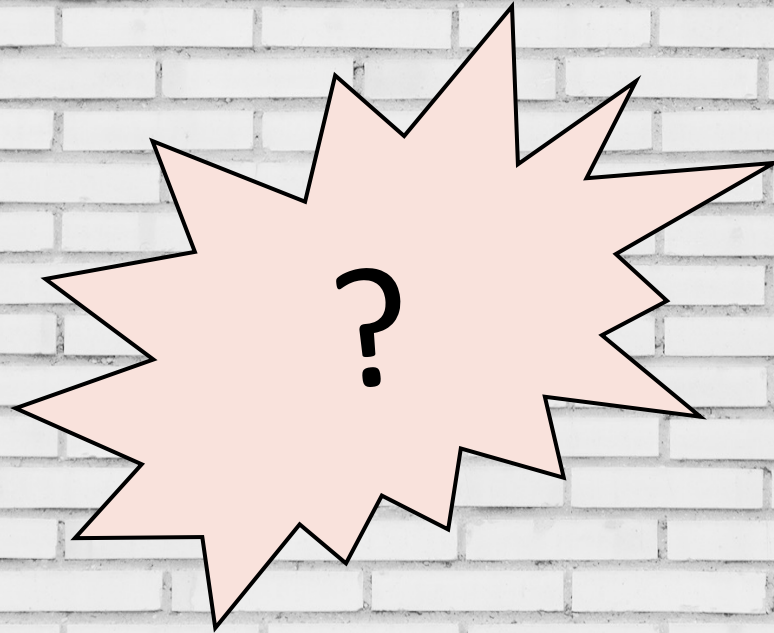
Process

Time

Language

Transportation

What barrier will you remove...



Prize Time!

