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REPETITION, CONSISTENCY, AND KINDNESS

Anyone who has ever raised children (or dogs) knows the importance of consistency and repetition. Kids learn good table manners, cleanliness, sharing, and other habits only because we remind them over and over again what behavior is expected of them. Indeed, you’ve probably heard yourself saying, “If I told you once, I’ve told you a million times, DON’T DO THAT (i.e., tease your sister, chew with your mouth open, etc.).” What parents are trying to do is develop good habits in their children, and that usually requires seemingly endless repetition until the desired behavior becomes routine and predictable.

So it is with humane education. Kindness to animals and environmental awareness are qualities that are slowly developed and nurtured in children. They are skills that demand both knowledge and action. They are values acquired over time, but also they are values that will last a lifetime. Our challenge is to ensure that humane education is taught effectively so that kindness becomes automatic.

That is why the National Association for Humane and Environmental Education (NAHAE) publishes KIND News. Every month during the school year, many thousands of elementary school teachers distribute individual newsletters to each student in their classes. Contained within are articles on pet care, wildlife issues, games, and activities children can take part in to help animals and the environment. KIND News provides a focal point for class discussions of humane issues. It can also improve reading and writing skills, teach social studies, and even mathematics—pet overpopulation, for instance, is a perfect example of a geometrical progression.

Most importantly, KIND News fosters character development using the time-honored formula parents have used for centuries—consistency and repetition. It arrives month after month. As the child’s reading abilities progress, he or she will be able to read the materials on their own and understand that animals and the environment require seemingly endless repetition until the desired behavior becomes routine and predictable.

On The Cover: Effective animal behavior education programs like the San Francisco SPCA’s Adopt-a-Teacher (page 4) can keep more animals like this ten-week-old puppy out of the shelter.

KINDNESS

JUSTIFYING HUMANE EDUCATION AS A MEANS TO PREVENT CHILD ABUSE AND OTHER VIOLENCE

By Willow Ann Selovot and Jill Shepard

Today’s teachers have many demands on their time. They are required during class to teach the basic curriculum subjects—so many minutes per week of each—plus focus on character development, good citizenship, and environmental education, to name a few topics. They are expected to attend after-school meetings, meet with parents and administrators, and supervise students’ extra-curricular activities. So don’t be surprised if a teacher responds to your suggestion of adding more humane education to something less than unbridled enthusiasm.

The key for humane educators is to help parents, teachers, and administrators, and other professionals see that humane education is not just one more topic to be squeezed into the curriculum. Although humane education may not be the topic of animals to facilitate learning, the underlying focus is really on character development. The message is about kindness, empathy, sharing, and responsibility. Moreover, for children—and for teachers—an open forum for discussing animal abuse can be an essential way to fight child abuse and other violence.

Child abuse is at the forefront of the national media, from The Oprah Winfrey Show to USA Today magazine. The rate of reported incidents of child abuse is escalating, and the effects are felt daily in the classroom. Teachers are eager to know how to identify “at risk” children.

Many children go through a period of “innocent” cruelty in which they may injure or kill small animals in the process of testing their boundaries. With adult guidance, most children learn to empathize with animals and understand that animals have the capacity to feel pain. Some children, however, lock into a pattern of cruelty that becomes more intense and more destructive as they grow older. The classroom is the perfect place to stop abuse before it becomes a habit or seems acceptable because it goes unnoticed.

“Of the most dangerous things that can happen to a child is to kill or torture an animal and get away with it,” anthropologist Margaret Mead once noted. “One of the most dangerous things that could happen to a child is to kill an animal. The most stinging guilty story in recent memory is that of Jeffrey Dahmer. Childhood friends of the future serial killer recall seeing the head of a dog impaled on a post in his backyard in 1975, yet no one reported the incident, or read the warning signs, until it was too late.”

Stories of violent criminals who have a history of animal abuse are commonplace, yet families, children, and teachers often ignore the possibility that the child may need help. This is where regular humane education sessions come in. Teaching about animals in the classroom will encourage students to discuss how animals are treated in their homes and neighborhoods. Not only will this open atmosphere allow children to learn about animal behavior and their needs, but it will also allow teachers to learn about the quality of the family lives of students. Sadly, where animal abuse is taking place, whether at the hands of parents or children, child abuse is often occurring. Because they may suffer from shame, guilt, and threats by parents, victims of child abuse may not be willing, or able, to talk about it. These children often feel free, however, to discuss how the family treats animals. By making the connections between child abuse and animal abuse, educators can more readily identify children who need help.

“We need to talk about animal abuse cases and end up calling the Department of Human Services for child and spouse abuse as well,” says Debbie Dad, humane educator for the Washington Humane Society (7319 Georgia Ave., NW, Washington, D.C. 20012). “There is nobody in a violent household who is exempt.”
Duol urges humane societies and shelters to spread the word about the link between animal abuse and human abuse. WHS, for example, has exhibited at several conferences for psychologists and educators. “People come up to the booth kind of curiously at first,” says Duol. “They talk about their pets. Then, when they look around at the pictures of animal and human abuse, I see a little light bulb go on in their heads, and they make that connection.”

WHS is educating social workers, counselors, and pediatricians about the link. Duol suggests that professionals ask a question or two about the family pets in homes they visit. “Any animal person automatically thinks someone capable of abusing a dog is capable of abusing humans. But people who have been in psychology or education for years can still be unaware of the link. The time is ripe for those who work with animals to educate the public about the human-animal abuse connection.”

**BROCHURE EXPLAINS HUMAN-ANIMAL ABUSE LINK**

Dr. Ian Dunbar, a veterinarian with a doctorate in animal behavior from the University of California at Berkeley, Dr. Dunbar’s direction. Dunbar has become a lecturer, author, and animal behaviorist, but dedicated animal lovers in the department he pioneered continue to solve thousands of pet behavior problems every year. “Animals never do anything unnatural,” explains SF/SPCA Animal Behavior Coordinator Bob Gutierrez. “Every bit an animal does he or she does for a reason. Usually, the problem isn’t what the animal does, but rather how the animal’s behavior meshes with the world of humans. Understanding this is the key to solving problems.”

The SF/SPCA’s free Animal Behavior Advice Line, which has been in operation almost from day one, is the behavior department’s most popular service. The Advice Line has handled an average of 400 phone calls per month since its inception. And year by year, the department’s offerings have been expanded to include weekly dog obedience classes, monthly talks on cat behavior, and periodic college courses on animal behavior at San Francisco State University. Also, thanks to the efforts of 200 pet-loving volunteers, the animals waiting to be adopted in the SF/SPCA shelter are showered with hours of special attention designed to prevent or correct problem behaviors.

Behavior volunteers work with the society’s homeless pets, observing and monitoring their behavior and keeping progress reports on special cases. By evaluating each animal’s temperament, the behaviorists determine what type of home he or she is best suited for. Animal behaviorists provide shelter dogs with obedience training, update animals’ information cards with behavior comments, help train other behavior volunteers, and assist in conducting dog training classes.

In addition, the activities of dog walkers and dog and cat “socializers” are coordinated through the behavior department. These volunteers are crucial to the happiness and well-being of the SF/SPCA’s animals. When shelter dogs see the blue apron of a dog walker volunteer approaching, they often jump up and down in eager anticipation. By taking shelter puppies for frequent strolls, dog walkers fill each dog’s day with exercise, socialization, and love. In addition, dog walkers serve as the eyes and ears of the behavior department, watching for unusual behavior and personality changes.

The top SF/SPCA behavior department’s key service. Since its creation, the advice line has received hundreds of calls each month; people have even telephoned from several states. Last year alone, more than 5,000 callers—some of them on the verge of giving up their pets—received help. Pet owners say call the SF/SPCA, 24 hours a day to leave a message describing their pet’s behavior problem, and a qualified animal behaviorist will respond promptly—either by phone, in writing, or both—with possible solutions. Staffed by 19 trained volunteer animal behaviorists, the Advice Line offers pet owners step-by-step instructions on how to modify behavior such as barking, furniture scratching, digging, house-soiling, and biting.

“Every call is important,” says Bob Gutierrez, “but two kinds are especially rewarding to us: those calls where we can prevent people from doing something terrible to an animal, like deceiving a dog or taking a dog and all of those calls from people who are ready to give up their pets, but who don’t because we’ve helped them fix the problem.”

**SF/SPCA STRESSES ANIMAL BEHAVIOR EDUCATION, SEES RESULTS**

By Maggie Murphy and Mike Rowell

Animal behavior is a hot topic these days, but at the San Francisco SPCA (2500 Sixteenth St., San Francisco, CA 94103), the subject is nothing new. For more than a decade, the society has worked diligently to promote better understanding between pet owners and their animal companions. Today, the SF/SPCA’s animal behavior department can serve as a model for humane societies across the nation.

The SF/SPCA’s trailblazing involvement in the field dates back to 1980, when society staffers were approached by Dr. Ian Dunbar, a veterinarian with a doctorate in animal behavior from the University of California at Berkeley. Dr. Dunbar believed that, even when owners cite other causes for giving up their pets, animals are most often surrendered to shelters for house-soiling, excessive barking, and other common but easily correctable behavior problems. This insight set the stage for an approach to saving animal lives that was far more than a decade, the society has more than a decade, the society has moved on to a high profile career as a lecturer, author, and animal behaviorist, but dedicated animal lovers in the department he pioneered continue to solve thousands of pet behavior problems every year. “Animals never do anything unnatural,” explains SF/SPCA Animal Behavior Coordinator Bob Gutierrez. “Every bit an animal does he or she does for a reason. Usually, the problem isn’t what the animal does, but rather how the animal’s behavior meshes with the world of humans. Understanding this is the key to solving problems.”

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The HSUS estimates that for each wild-caught bird delivered safely to a pet store, five died along the way. The American market of wild-caught birds has decimated populations and caused the inhumane treatment and countless deaths of millions of birds. Some species, once common in the wild, have been reduced to remnants, endangered status in as little time as a decade.

The HSUS has urged Americans for years to buy only captive-bred birds as pets. Humane Society International (HSI), the international arm of The HSUS, established a wild-bird rehabilitation center in Honduras, lobbied in Congress, and worked to bring the cruel trade to the public’s attention. Finally, the hard work of The HSUS and other animal protection organizations has paid off. On October 23, the Wild Bird Conservation Act was signed into law by President Bush. The Act provides an immediate ban on the import of eight species of birds most at risk due to trade.

One year after enactment, the law will ban the import of all species listed under the appendices of the Conference on International Trade in Endangered Species of Fauna and Flora (CITES). The import of other species may also be banned if their populations are judged by the U.S. Fish and Wildlife Service to be threatened by the trade, or if their import involves cruelty to the birds.

The U.S. Fish and Wildlife Service will also enforce certain criteria on methods used for capture, transport, and maintenance of wild birds not banned. Another provision of the Act establishes the Exotic Bird Conservation Fund, which will provide money-collected from penalties, fines, donations, and any additional appropriations for projects to conserve exotic birds in their native countries.

The Act is directed at the pet trade, and birds who are not used as pets, such as ostriches, emus, and ducks, are exempted. The law also exempts non-pet trade uses, such as zoos, research, and cooperative breeding programs. Finally, the Act does not preempt state laws (such as those of New York and New Jersey) regarding the sale, transfer, or possession of exotic birds.

“The U.S. has been the world’s largest importer of wild birds,” says Dr. John Grandy, vice president of wildlife and habitat protection for The HSUS. “The passage of this bill is a significant step towards ending this cruel, destructive, and unnecessary trade.” Cruelty investigators and other animal sheltering and control professionals are encouraged to refer to the table provided on pages 7-8 when investigating pet shops and individuals involved in the importation, sale, transfer, or possession of exotic birds. Compiled by Teresa Telecky, Ph.D., associate director of the HSUS WildBirds, and Habitat Protection section, the table describes the main provisions of the Wild Bird Conservation Act of 1992.
SECTION OF ACT

SECTION-BY-SECTION SUMMARY

Moratoria for Other Species—continued (Sec. 8)

their importation from one or more countries of origin, if (1) the Secretary does not make the findings in Section 6 with respect to the species (except effective CITES implementation); or (2) the country has not developed and implemented a management program for birds in trade that ensures both their conservation and humane treatment; and (3) it is necessary for the conservation of the species or is otherwise consistent with the Act.

Call for Information (Sec. 9)

Within one month from enactment, the Secretary shall issue a call for information on the wild-bird conservation program of each country that exports birds.

Petitions (Sec. 10)

Any person, a fishery or any political subdivision of a state, or any political subdivision of a state, or any political subdivision of a country, may petition the Secretary to add or remove a species from the list of species approved or approved for import under Section 6, or determine under Section 7 whether a foreign bird-breading facility is qualified. The Secretary shall act within 90 days after the date of receipt of such a petition.

Prohibited Acts (Sec. 11)

It is unlawful to import birds not provided by the Act; to violate regulations pertaining to a prohibition, suspension, or quota pursuant to the Act; or to import a foreign captive-bred bird from a facility not qualified under Section 7. Burden of proof is on the person claiming exemption.

Exemptions (Sec. 12)

Import permits shall be granted when the Secretary determines that importation of an exotic bird is non-detrimental to the species and is for scientific research, zoological display, or cooperative breeding programs, is administered by an organization that meets the standards developed by the Secretary, and is designed to promote the conservation of the species in the wild by enhancing propagation and survival of the species, or of two personally owned pet birds per year.

Penalties and Regulations (Sec. 13)

Any person who knowingly violates, and any person engaged in business as an importer of exotic birds who violates any provision of the Act, or any permit issued under the Act, may be assessed a civil penalty not exceeding $25,000 for each violation. Lesser penalties apply to other types of violators, depending on whether the violation was knowing or by a person engaged in the importing business ($1,200) or otherwise ($500). Criminal penalties include imprisonment for up to two years. The importation of an exotic bird is deemed to be transportation of wildlife for the purpose of Section 3(a) of the Lacey Act Amendments of 1981.

Conservation Assistance (Sec. 14)

Appropriations and amounts received for penalties, fines, or forfeiture of property under the Act shall be placed into an Exotic Bird Conservation Fund. The Fund shall be used for conservation of exotic birds in countries of origin, especially to provide funds and technical assistance to countries containing birds subject to trade restrictions, to assist these countries in development and implementation of conservation management programs and law enforcement.

The Secretary shall review opportunities for voluntary programs of labelling birds, certification of breeding facilities and retail outlets, and provision of privately organized or funded technical assistance to countries of origin, and report back to Congress with the results of this review within two years after enactment.

Marking and Record-keeping (Sec. 15)

The Secretary is authorized to require marking or record-keeping to ensure compliance with the Act for any imported bird, or any other bird that is hatched after enactment and is offered for sale and of a species the export of which from any country of origin is prohibited and that is subject to a high level of illegal trade. The Secretary shall seek to ensure that marking or record-keeping will not deter captive breeding of exotic birds.

Relationship to State Law (Sec. 16)

The Act shall not preempt state law regarding the sale, transfer, or possession of exotic birds.

 SECTION OF ACT

STATE FEDERATION SPONSORS “FIXED FOR LIFE” SPAY/NEUTER CAMPAIGN

Thank you for calling the FIX IT! Spay/Neuter Hotline. Would you like one of our free information packets?

Over 1,200 pet owners in Washington State heard this greeting during a recent week-long promotion. The hotline was the culmination of an unprecedented cooperative effort among humane organizations, veterinarians, and dog and cat interest clubs to get information and assistance for spaying and neutering out to the public.

Two years ago, the Washington State Federation of Animal Care and Control Agencies (26210 Pacific Hwy. So., Suite 135, Kent, WA 98032) conducted a survey to find out the most pressing public information concern among "mal welfare agencies in the state. The "winner" was pet overpopulation. Recognizing spaying and neutering as the key to reducing pet overpopulation, the federation decided to focus its resources on a positive, upbeat spay/neuter campaign.

"Euthanasia may be a compelling issue for those of us involved with animal welfare, but the typical pet owner wants to know what’s in it for them, if they’re going to spend the time and money on a surgical procedure," says Nancy McKinney, president of the federation. "We wanted to sell the idea of sterilization as a benefit to the pet and the owner."

The federation began working with Greg Madsen of Sitka Productions, who provided his services pro bono, and the Snohomish County 4-H to produce four 30-second public service announcements. According to Kathi Prevost, executive director of the federation, quite a few pet owners later turned in the coupon for reimbursement; some actually donated the money to the federation.

The federation placed paid advertising throughout the state, using TV Guide, local newspapers, television, and radio to get the FIX IT! message across to over 1.6 million people. The Washington State Veterinary Medical Association (WSVMA) provided paid production for their own public service announcements and 75 veterinary clinics signed up to participate. "We were very impressed with the veterinary community’s response," said Chuck Root, DVM, president of WSVMA. "The focus was on spay/neuter surgeries as a health benefit and our message to pet owners that spayed and neutered animals are healthier. It should be a requirement of any complete pet-health care program, just like vaccinations."

A total of 5,772 vouchers, redeemable for a $10 rebate from the federation, were given away by telephone volunteers from a variety of dog and cat groups. A number of pet-related businesses and four animal-protection organizations—the Kinsap Humane Society, the Humane Society for Tacoma/Pierce County, King County Animal Control, and SpokAnimal Care—gave funds to the federation to support the program.

According to Kathi Prevost, executive director of the federation, quite a few pet owners in search of vouchers had to be turned away. The telephone lines opened at 1 p.m. on Monday, and by 5 p.m. on Wednesday, all the discount coupons were gone. "If we had been able to offer unlimited coupons and operated ten phone lines instead of two, we could have sent out 10,000 paper, said Prevost.

The program accomplished its goals by using marketing techniques to "sell" the concept of spaying and neutering.

"The keys to successful marketing are to
SHELTER SENSE—NOVEMBER 1992

SPAY/NEUTER “FIX-IT!” CAMPAIGN TIPS FROM THE WASHINGTON FEDERATION

1. Do Your Research. Find out your market. Who in your community is responsible for family pet care—women, men, seniors? Identify the common reasons for them to have their animal spayed or neutered. Don’t assume pet overpopulation is going to “sell” sterilization; there can be a big difference between a euthanasia education campaign and a spay/neuter campaign.

2. Sell the Benefit. Use an upbeat approach, aimed at your target audience.

3. Be Prepared to Pay. Don’t expect to conduct an effective advertising campaign on public service, unless you have amazing community resources. Research the most effective media for your message, establish your ideal media schedule, and stick to your media plan. Don’t go with what’s cheap, just because it’s cheap. It is better to pay $1,000 for effective advertising than $500 for ineffective placements in local, regional, and national publications. Be aware, however, that a campaign that is successful in one area may be a disaster in another. Do your research and find a campaign that’s right for you. Never make the advertised results of a campaign on face value. Ask around: How successful was it, really? Were there any negative consequences? Is the program continuing, building, and growing, or did it fold?

4. Never Walk Alone. Organize as many community groups as possible to help you. Veterinary associations, dog and cat clubs, and pet supply stores all want to help. It enhances their image to a living room but also as a reminder and insight into what motivates people. Don’t go with what’s cheap, just because it’s cheap. It is better to pay $1,000 for effective advertising than $500 for ineffective placements.

5. Make Response Funding Sources for the Next Year.

6. From the Washington Federation, Dori Porchas, shelter director and “resident artist,” is helping the animals draw attention to themselves while raising funds for the shelter. Porchas got the idea for “Paw Prints” when she was painting at home. “My pets were always trying to get into my paint, and I thought... why not?” Porchas took some tubes of non-toxic watercolor, and some paper to the shelter and let the animals go to it—running and rolling through the paint and on the paper at will. The paintings turned out so well, the shelter decided to turn them into a fundraiser.

7. As he can imagine,” says Porchas, “it takes a couple of hours to get a really nice painting. Some animals take a little more time, and some take a long time to run off with the paint tubes.” After the animals are finished, Dori cleans up the artists and adds her personal touch to the paintings, such as framing, to make each a unique piece of work.

8. After framing and matting the first 10 18-by-24-inch paintings—the cost of which was mostly donated—Porchas contacted the Huntsville Art League Gallery and asked them if they were interested in exhibiting some abstract unusual pieces with unusual dogs.

9. The shelter priced them at $150 each, and the gallery agreed to display them in their window for a month.

10. Future plans for “Paw Prints” are to action off paintings at the society’s annual Dog Ball and to hang them in the lobby of several office buildings around town. Porchas has already sold a couple...
In a community where NIH and other laboratories use animals for research, the Montgomery County Humane Society (14645 Rothgeb Dr., Rockville, MD 20850) was awarded a $70,000 contract, which was due to expire in September 1992, according to Roger Galvin, attorney for the humane society. “We’ve made a case for private companies and the National Institutes of Health (NIH), maintained that because it has experience running an animal care facility for up to 15,000 animals a year—mostly guinea pigs, rabbits, rats, and mice—it could do a better job at a lower cost than the humane society. They also believed they could make a profit.

Despite Maryland’s pound seizure law forbidding animals to be turned over for research, the shelter feared that if BioCon took charge, people would be less likely to place animals in the care of the shelter. Said Roger Galvin, attorney for the humane society, “We’ve made a case that it would be appalling to have a company that profits from the testing of animals run the animal shelter...It’s like the foxes guarding the henhouse.”

Research Firm Battles Humane Society For Bid

BioCon, Inc., a biomedical research firm in Rockville, Maryland, created a stir last August when it announced an effort to battle for research, the shelter feared that if BioCon took charge, people would be less likely to place animals in the care of the shelter. Said Roger Galvin, attorney for the humane society, “We’ve made a case that it would be appalling to have a company that profits from the testing of animals run the animal shelter...It’s like the foxes guarding the henhouse.”

PET SITTERS UNITE

Holiday stress for people usually translates into holiday stress for pets—especially if plans include traveling. Of the many options for pet care over the holidays, the best one is allowing pets to stay at home and having a friend or professional pet sitter care for them. For pet owners who choose the latter option, the National Association of Pet Sitters (NAPS), founded four years ago to help pet owners and their pets, will refer owners to qualified agencies in their area. The association has almost 300 members across the nation, mostly in metropolitan areas, and its members number over 4,500. NAPS also offers liability insurance for its affiliated pet-sitting services.

Shelter personnel can suggest that adopters call NAPS to get a reliable pet sitter for their pets when they are out of town. Call (919) 983-9222, or write P.O. Box 1039, 418 E. King St., King, NC 27085, for more information or to refer a member in your area.

New Music Video Can Help Humane Educators

Humane educators now have an effective new way to reach junior high school, high school, and even adult audiences with the pet overpopulation message: a three-and-a-half minute video.

Produced by an all-volunteer, nonprofit group in Pennsylvania called The Spayed Club, “Why Don’t You Love Me?” blends the tragic result of pet overpopulation with the emotion of a moving ballad. “Our feeling was that the public needed to see the daily routine of killing at a typical animal shelter to be moved to act to prevent the overpopulation that is at the root of...needless euthanasia,” says Joyce Briggs-Hind, a volunteer with The Spayed Club.

The Spayed Club operates a low-cost spay/neuter program for Pennsylvania’s Delaware Valley. Footage for much of the video was filmed at the Harrisfield (Pa.) Area Humane Society, and the song, “Why Don’t You Love Me?”, was written and performed by local musician Dwayne Robinson.

Because the video highlights euthanasia at an animal shelter, The HSUS recommends that the video be used as part of a humane education presentation that emphasizes the connection between the necessity for euthanasia and the need for responsible pet ownership and spaying and neutering.

To order a copy of the video, send a check made payable to The Spayed Club, P.O. Box 1145, Frazer, PA 15331, or write P.O. Box 1039, 418 E. King St., King, NC 27085, for more information or to refer a member in your area.

First International Conference on Equine Rescue SCHEDULED

The Santa Barbara Humane Society (5399 Overpass Rd., Santa Barbara, CA 93111) will host the First International Conference on Equine Rescue next February 6-7, 1993, in Santa Barbara.

The meeting will bring personnel from local humane societies and animal-control agencies together with emergency veterinary medical professionals interested in all phases of equine rescue. Primary goals of the conference include the teaching of practical medical techniques for all types of horse rescue and the scientific consolidation of information to be made available to students, veterinary medical personnel, and agencies.

The first day’s events will cover single-horse rescue efforts, including those carried out during sporting events and disasters. Special emphasis will be given to specialized equipment, stress factors, medical emergency care, and triage and transportation. The second day’s events will cover group rescue efforts.

Topics to be discussed include the Incident Command System, model organizations for rescue, disasters affecting herds of horses, treatment of starving horses, and dealing with the media. A summary panel will address the future of equine rescue and the best ways to organize data scientifically.

The conference fee is $75.00, which includes dinner on Saturday evening. Space is limited. For more information or to register, contact conference coordinator Richard Mansmann, VMD, Ph.D., Santa Barbara Equine Services, P.O. Box 237, Goleta, CA 93116; (805) 964-8668.

END CONFLICT BY COLOR CODING

Hanging trouble “organizing” incoming animals! Lightwave, color-coded, washable number tags have been used successfully by many shelters for years. The two-and-a-half-inch tags, manufactured by the C.H. Dana Company, come in black, blue, green, and red and are engraved on both front and back in white or yellow numbers ranging from 1 to 999.

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In addition to a general overview of laws affecting a wide variety of animals in many situations, the book includes sections on cars (covering cruelty, abandonment, theft, license, and spay/neuter legislation), dogs (covering spay/neuter, commercial breeding restrictions, neglect, pound seizure, theft, hit-and-run accidents, fighting, racing, leash laws, public shelters, one a government-contract operation, Georgia Ave., NW, Washington, D.C. 20012.

EXECUTIVE DIRECTOR—For the Canadian SPCA. Must have broad knowledge of shelter operations. Send application to Miss. Joan Sutherland, Chairperson, Search Committee, CPSCA, 4792 de Montreuil Blvd., West Sr., 103, Westmount, Quebec, H3Z 1N1; or fax (514) 488-3288. Call (514) 933-5114 for more information.

EXECUTIVE DIRECTOR—For the Humane Society of Santa Clara Valley, a §4.2 million no-kill shelter of 65 employees and 35 volunteers. Must have strong leadership qualities and a strong belief in the value and protection of animals. Five years of management experience and knowledge of animal protection issues desirable. Send resume and cover letters to Barbara Voling, 60 S. Market St., San Jose, CA 95113.

EXECUTIVE DIRECTOR—For the Washington (D.C.) Humane Society. Responsible for directing progressive organization in its various programs, including humane law enforcement, public education, veterinary and spay/neuter services, adoptions, and two animal shelters, one a government-contract operation. Responds to pertinent communications, written and oral, from shelter cooperatives and shelter management and law enforcement experience. Send resume, requirements to WHS/SPCA, 7319 Georgia Ave., NW, Washington, D.C. 20012.

DIRECTOR OF ANIMAL CONTROL—For the Detroit (Mich.) Animal Control, operated by the Washington Humane Society/SPCA under contract. Will direct 155 employees in the operation of full-service shelter handling 14,000 animals annually, as well as spay/neuter clinics. Management and animal control law enforcement experience required, with good public relations skills. Salary range: $36,600.00. Send resume to WHS/SPCA, 7319 Georgia Ave., NW, Washington, D.C. 20012.

SPECIAL PROJECTS COORDINATOR—For HSUS Youth Education Division. Serves as a college student dedicated to animal environmental protection. Must be detail-oriented team player able to manage multiple priorities. Strong writing and telephone skills required. During development of educational materials, communicating with young people, and handling a variety of educational and clerical assignments. Send resume, writing samples, and salary requirements to HSUS Director of Secondary Education, P.O. Box 362, East Haddam, CT 06423-0362.

FLORIDA-LICENSED VETERINARIAN—For animal-services agency in Central Florida. Will assist director with rabies and animal-control programs, and perform emergency care, spay/neuter, and civil liability. Must have broad knowledge of shelter management and experience in animal identification, spay/neuter, and handling of exotic animals.

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ANIMAL CARE EXPO ’93

March 17-20, 1993

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