

American Humane Association™

The nation's voice for the protection of children & animals™

www.americanhumane.org



About American Humane Association

As the nation's voice for the protection of children and animals, American Humane Association reaches millions of people every day through groundbreaking research, education, training and services that span a wide network of organizations, agencies and businesses.

Since 1877, the historic American Humane Association has been at the forefront of almost every major advancement in protecting children, pets and farm animals from cruelty, abuse and neglect. Today we're also leading the way in understanding human-animal interaction and its role in society.

The nonprofit organization's national offices are located in Washington, D.C., with operations offices in Denver and the Film & TV Unit in Los Angeles.

Mission and Core Principles

American Humane Association's mission is to create a more humane and compassionate world by ending abuse and neglect of children and animals.

This vitally compelling mission combines research, advocacy and direct services to improve conditions for millions of children and animals in all corners of society. Our knowledge and programs reach a vast network of organizations, government agencies and officials, corporations, academic institutions, shelters and professionals.

We are working toward a new "Compassion Act" in this country — a commitment to institutionalize the tenets of compassion into America's very fabric, from how we protect and improve the lives of children and animals, to how we strengthen families and communities, to how we are educated and entertained.

American Humane Association stands for American values — and the people and institutions that sincerely want to support humane and compassionate causes. Whether it is in responding to the rise of child neglect or addressing inhumane farming practices, American Humane Association will make a positive difference through innovative collaboration, expansive education, and a passionate commitment to validated science-based standards.

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Key Programs



Child Protection and Well-Being

Differential Response

A proven approach to customizing how communities respond to child abuse and neglect situations by factoring in real-world considerations.

Front Porch Project

A grass-roots initiative to prevent child abuse by training community members to be aware of what to look for and how to intervene.

Fatherhood Initiative

Enables children within the child welfare system to regain connections with fathers and paternal relatives, creating stronger support systems.

Family Group Decision Making

Innovative method of getting extended families involved in making critical decisions about children who need protection or care.

Child Protection Research Center

Comprehensive research and analysis to improve child protective services through evidence-based public policy and practices.

Child Welfare Disparities

Addressing long-standing issues of how services are managed, resourced and provided based on race and ethnicity.



Animal Protection and Well-Being

Red Star Animal Emergency Services

The nation's most-qualified animal disaster response team, including expert staff and 200 trained volunteers.

Second Chance Fund

Grants to local shelters and rescue groups across the U.S. to help them provide treatment and care for abused and neglected animals.

Shelter Services and National Programs

Resources and tools that help local shelters achieve their mission, including our annual Adopt-A-Dog Month and Adopt-A-Cat Month.

Farm Animal Program | American Humane Certified

The nation's largest and fastest-growing humane-farming training, auditing and certification program.

Film & TV Unit | "No Animals Were Harmed"

The film and television industry's only officially sanctioned animal monitoring program, placing our Certified Animal Safety Representatives™ on thousands of productions each year to keep animal actors safe.



Human-Animal Interaction

Humane Education

Publications, classroom lesson plans and workshops to promote respect for the bond between people, animals and the environment we all share.

Animal-Assisted Therapy

Highly trained volunteers and their therapy animals provide comfort and encouragement to people in need, including hospital patients, abused children, and homeless veterans suffering from post-traumatic stress disorder.

Animal Behavior Resources Institute

A free online resource of multimedia tools for professionals and pet owners who want to expand their knowledge of animal behavior and training.

Be Kind to Animals Week

Our historically popular national public awareness event, celebrated annually since 1915.

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Governance and Leadership



Robin R. Ganzert, Ph.D.
President & Chief Executive Officer

Dr. Ganzert joined American Humane Association in 2010 as President and Chief Executive Officer. Previously, she served as the Deputy Director of Philanthropic Services at The Pew Charitable Trusts in Washington, D.C., where she provided

leadership for the team of advisors for strategic high-impact philanthropy globally. Before joining Pew, Dr. Ganzert was the Senior Vice President and National Director of Philanthropic Strategies with Wachovia Wealth Management, a division of Wachovia Bank, N.A., and served as the founding National Director of the Wachovia Center for Planned Giving. As a renowned expert in philanthropy, she frequently presents at international and national industry forums. Dr. Ganzert received her B.S. and M.B.A. from Wake Forest University and her Ph.D. from The University of North Carolina at Greensboro. She holds multiple investment and financial professional certifications.



Dale L. Austin
Chief Operating Officer

Mr. Austin has more than 35 years of management, operations and leadership experience in the not-for-profit field. He joined American Humane Association as chief operating officer in 2008 to oversee

day-to-day operations and support the administration and operations of all functional areas of the organization. Previously, he was senior vice president and chief operating officer for the Federation of State Medical Boards of the United States. After joining that organization in 1995, he also served as interim chief executive officer for one year. His previous experience includes positions as chief operating officer, vice president of operations and vice president of nursing for the Salt Lake Regional Medical Center in Salt Lake City; director of patient care services and nursing for St. Anthony's Hospital Systems in Denver; and several nursing and supervisory positions at St. Mary's Hospital Medical Center in Madison, Wis.



Sonia Velazquez
Senior Vice President, Child Welfare

Ms. Velazquez has nearly 30 years of experience working throughout the United States and internationally with some of the largest child-focused development organizations, serving millions of children

and families. She joined American Humane Association in 2004 and provides program leadership and oversees professionals working in research and evaluation, systems improvement and practice advancement, child welfare training and policy, and child abuse prevention programs. Under her leadership, American Humane Association has launched new initiatives on child protection research, chronic neglect and differential response. Ms. Velazquez worked for impoverished communities in various countries of Latin America as area director before assuming leadership positions in the headquarters of international child-focused organizations in the United States and England, and providing headquarters program leadership to offices in 45 countries around the world.



Pat Reynolds-Hubbard
Vice President, Child Welfare Programming

For more than 40 years, Ms. Reynolds-Hubbard has been at the forefront of cutting-edge initiatives to prevent and respond to child abuse and neglect. She oversees American Humane Association's programs and efforts to enhance the

ability of local organizations and public agencies to respond effectively to the needs of vulnerable children. Previously, she was a permanency consultant for the Annie E. Casey Foundation's Child Welfare Strategy Group. She also held positions as founding director of the California Permanency for Youth Project, co-chair of the California Disproportionality and Disparity Breakthrough Series, executive director of the Black Adoption Placement and Research Center, and deputy director of child welfare for San Francisco County. In San Francisco, she brought the Child Welfare Division out of a crisis and into compliance with state regulations and established many community partnerships, as well as a family-focused intake system.

Governance and Leadership



John D. Fluke, Ph.D.

Vice President, Child Protection Research Center

Dr. Fluke has more than 30 years of research experience in delivery systems for child welfare and children's mental health services. He is internationally recognized for his research in assessing and analyzing

decision making in human services delivery systems. He has been active in research and evaluation at all levels of government, in the not-for-profit sector, and with multiple foundations and associations, both in the United States and internationally. Dr. Fluke is known for his innovative and informative evaluation work in child welfare administrative data analysis, workload and costing, and performance and outcome measurement for children and family services. He is also active in national child maltreatment data collection and analysis and has worked with data collection programs in Canada, Saudi Arabia and the U.S., as well as for UNICEF.



Dori Villalon

Vice President, Animal Protection

Ms. Villalon has more than 20 years of experience in the management, administration and operation of nonprofit and governmental animal sheltering organizations serving thousands of animals per year. She is nationally recognized

as a progressive leader in animal welfare. Prior to joining American Humane Association, she was vice president of the San Francisco SPCA, where she supported the president with overall administration and management, including supervising managers and coordinating the operations of adoptions (animal intake, evaluation, treatment and placement), humane education, volunteer services, animal-assisted therapy, the feral fix program and the hearing dog program. Her extensive experience in animal welfare also includes positions as director of Sonoma County (Calif.) Animal Care & Control, executive director of the Cleveland Animal Protective League, executive director of the Larimer Humane Society in Fort Collins, Colo., and associate director of the Humane Society of Boulder Valley in Boulder, Colo. She is an active member of the Society of Animal Welfare Administrators, a former board member for the Ohio Federation of Humane Societies and the Colorado Federation of Animal Welfare Administrators, and is a founding member of the National Federation of Humane Societies. She holds a bachelor's degree in animal welfare management from Sonoma State University.



Debrah Schnackenberg

Vice President, Emergency Services

With more than 20 years of experience as a corporate executive, Ms. Schnackenberg joined American Humane Association in 2006 as director of the organization's historic Red Star Animal Emergency Services™ program. The team has a national reputation for its well-trained, technically competent staff and nationwide network of qualified volunteers. She is an expert in animal emergency preparedness and response, including post-disaster assessment, animal search and rescue, and emergency animal sheltering operations. Under her leadership, the team has responded to numerous emergency situations, including hurricanes, wildfires, floods, animal hoarding and “puppy mill” seizures. She is experienced as an emergency responder and incident manager in the field, including animal emergency services deployments in response to Hurricane Gustav, Hurricane Ike and Midwest flooding. For the past two years, she served as chairperson of the National Animal Rescue and Sheltering Coalition (NARSC), comprising nine national animal rescue organizations formed after Hurricane Katrina to develop more-effective animal disaster response procedures and capabilities. She also is an officer and member of the board of directors for the National Alliance of State Animal and Agricultural Emergency Programs (NASAAEP) and a former southern Colorado area director for Search and Rescue Dogs of Colorado, where she trained and handled search-and-rescue dogs.



Karen Rosa

Vice President, Film & TV Unit —
“No Animals Were Harmed”®

Ms. Rosa has been with American Humane Association for more than 18 years and leads the Los Angeles-based Film & TV Unit. The program includes 50 full-time and part-time staff, including American Humane

Association Certified Animal Safety Representatives™, who monitor animal action on 2,000 productions a year. Ms. Rosa manages yearly grants from the Industry Advancement and Cooperative Fund (Screen Actors Guild and Alliance of Motion Picture and Television Producers) and the American Federation of Television and Radio Artists, which are the primary funding sources for American Humane Association's animal monitoring work on film and TV productions. She completed California state humane officer training and is a member of the California Department of Fish and Game's Advisory Committee on the Humane Care and Treatment of Wild Animals.

Governance and Leadership



Tim Amlaw

Vice President, Farm Animal Welfare

Mr. Amlaw has more than 35 years of experience in the agriculture and beef industries, with extensive expertise in farm animal welfare, including science-based welfare standards, third-party auditing and certification processes, global perspective of farm animal welfare programs/standards, research on animal behavior/well-being in various housing systems, and best practices in raising and handling livestock. He joined American Humane Association in 2007 and leads the nation's first third-party, independent certification program and the fastest growing animal-welfare label program in the U.S. He is responsible for overall management of the program operations and personnel, including auditors who are rigorously trained in American Humane Association's science-based animal welfare standards. Prior to joining American Humane Association, Mr. Amlaw was the chief executive officer of Beef Plus Inc. of Denver. He founded the first brand certification for tenderness by the U.S. Department of Agriculture and has worked on the development and integration of natural organic products into the beef industry.



Marie McCabe, D.V.M.

Vice President, Humane Education and Veterinary Outreach

Dr. McCabe has more than 25 years of experience in veterinary practice, academic and community education, and the study of human-animal interaction. She works with the veterinary community to promote public health, animal welfare and well-being, and she oversees the research, development and creation of humane education programs and materials. She is an acclaimed international speaker on the relationship between people and animals, including the positive impact of animal interaction on people and the well-being of animals employed in animal-assisted interventions (e.g., animal-assisted therapy). Previously, Dr. McCabe was director of community education for Heifer International, where she led the development, implementation and evaluation of community education and teacher training initiatives. She also developed and directed the Center for Animal-Human Relationships at the Virginia-Maryland College of Veterinary Medicine at Virginia Tech and was a professor and program director of veterinary technology at Columbus State Community College in Ohio.

Key Milestones

- 1877** American Humane Association is founded on Oct. 9 in Cleveland, Ohio, by local humane society representatives from around the United States.
- 1895** The Link® between violence toward animals and violence toward people is first mentioned at American Humane Association's annual convention: "The man who was cruel to his beast would be unkind to his wife and child."
- 1915** American Humane Association initiates Be Kind to Animals Week® and launches a national poster contest for children.
- 1916** American Humane Association creates American Red Star Animal Relief to aid horses and mules on the World War I battlefield.
- 1921** American Humane Association calls for legislation to protect children working in the motion picture industry.
- 1931** American Humane Association approves a set of standards for child protection societies, which encourages child welfare agencies to protect families and remove children from their parents only when absolutely necessary.
- 1940** After the 1939 filming of *Jesse James*, in which a terrified horse is killed after being forced to run off a cliff, American Humane Association opens its Western Regional Office in Hollywood, Calif., to fight cruelty to animals in filmed productions.
- 1941** American Humane Association establishes standards of operation for animal protection societies.
- 1945** American Humane Association starts a program to provide therapy dogs for recovering World War II veterans.
- 1950** American Humane Association issues *Standards for Child Protective Services Agencies*, which clearly defines physical abuse, neglect and emotional abuse.
- 1963** American Humane Association proposes that all 50 states pass laws requiring doctors who discover injuries inflicted on children to report the cases to child protective services.
- 1969** American Humane Association's first comprehensive study of sexual abuse of children finds that child sexual abuse occurred in far greater numbers than did reported cases of battering.
- 1970** American Humane Association combats pet overpopulation, suggesting that owners spay or neuter their animals. Critical attention is also drawn to the emergence of mass breeding operations, or "puppy mills."
- 1972** American Humane Association's first "No Animals Were Harmed"® end credit is issued to the movie *The Doberman Gang*.
- 1975** American Humane Association observes its first annual Adopt-A-Cat Month®, to encourage the adoption of cats from overcrowded animal shelters.
- 1976** American Humane Association begins its National Study on Child Neglect and Abuse reporting in every state, collecting and analyzing child abuse reports to determine their characteristics.
- 1981** American Humane Association celebrates its first annual Adopt-A-Dog Month®, to encourage the adoption of dogs from local animal shelters.
- 1995** American Humane Association becomes a primary proponent of family group decision making in the U.S.
- 1997** American Humane Association launches the Front Porch Project® to directly involve community members in child protection.
- 2000** American Humane Association launches its farm animal certification program to establish standards for the humane care of animals in agriculture.
- 2001** After terrorists attack the Pentagon and the World Trade Center, American Humane Association's Red Star Animal Emergency Services delivers pet supplies and equipment to New York City and provides medical examinations, care and decontamination for search-and-rescue dogs.
- 2006** American Humane Association releases the groundbreaking National Study on Differential Response in Child Welfare and hosts its first national conference — both of which have spurred public child welfare agencies to embrace this transformational reform of child protective services systems. To address growing issues in child welfare, American Humane Association establishes the Immigration and Child Welfare initiative and the Fatherhood initiative.
- 2008** Denver Pet Partners, an animal-assisted therapy organization, becomes a program of American Humane Association. American Humane Association establishes the Child Welfare Disparities Resource Center.
- 2010** Along with other animal welfare organizations, American Humane Association joins and provides significant funding to the Animal Relief Coalition for Haiti to provide emergency response services for animals affected by the earthquake.

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