

## WAZA conducts Animal Welfare Strategy workshop in IUCN HQ, Gland

Sally Walker

The WAZA Animal Welfare Strategy Workshop was conducted on Tuesday, 16 April, 2013 at the IUCN Conservation Centre, Gland, Switzerland. It was facilitated by Dr. Laura Penn, Ph.D. The workshop was intended to bring together some of the interested persons on WAZA's newly created Animal Welfare Committee chaired by Dr. Susan Hunt, Perth Zoo, Australia. Recently some of the WAZA Committees were changed including the "Welfare and Ethics" Committee which became simply the WAZA Animal Welfare Committee. Reasons for the change were not simple ... the need for specific focus on all aspects of zoo animal welfare relevant to zoos and for a document to guide zoo personnel and others as well in the discipline of animal welfare. Thus the WAZA Animal Welfare Strategy outline was created by Susan Hunt and circulated to WAZA Council and also the participants of the WAZA Welfare Workshop. The participants included zoo personnel from WAZA Council and WAZA zoos, zoo designers and other experienced animal welfare advocates from Europe, USA, Africa and Australia.

The WAZA Animal Welfare document was intended for participants of the Gland AWS workshop and others interested in zoo animal welfare. Susan formulated the major issues to be considered at the workshop as questions and persons receiving the document were encouraged to comment on aspects of these issues and the document as such.

Many animal scientists, custodians, and just plain caring people have been concerned that their wards did not suffer needless discomfort or torment, and have written articles and books about the meaning of welfare and the indices of animal well-being. As related in the workshop document there are countless published approaches and stratagems for right action towards animals. The WAZA document on animal welfare will be one more, but it will be very well integrated with the zoo community and its much valued document of 8 years ago, Building a Future for Wildlife: The World Zoo Conservation Strategy.

In Susan Hunt's overview document of February 2013 she relates earlier discussions in working groups at both Conservation Breeding Specialist Group and WAZA working groups and discussion, where it was determined



**WAZA President, Jorg Junhold, opens the WAZA Animal Welfare Workshop & E.O. Gerald Dick commented. View from the workshop window.**

**ALL fabulous Photos by Gisela Hegel**





**Dr. Susan Hunt is Chair of the WAZA Animal Welfare Committee and author of the first working version of the Strategy**

Susan has confirmed that the "context of the 'discipline' of animal welfare be outlined including a brief synopsis of its philosophical basis. Changing welfare standards and zoo experience will form a part of the document. Zoos over the decades have learned a lot about animal welfare and will be making an enormous contribution to animal welfare knowledge. In addition, the growth of animal science and research in the last 6 decades have enabled zoo personnel a better awareness of how to handle wild animals. Additional sections will cover some successful practices developed by different organisation and individuals over the years, e.g. the Five Freedoms (1979), 5 Domains (1994) and more recently Quality of Life concepts (2009; 2011).

WAZA President, Dr. Jorg Junhold, Executive Director, Dr. Gerald Dick, and Conservation Officer Marcus Gusset were present at all times but acted simply as one of the many concerned attendees.

The WAZA Office had engaged an attractive and dynamic Facilitator, Dr. Laura Penn. She utilized a range of methods and activities to help participants relax, to know one another, to keep their focus on the topics, to keep track of the workshop progress, to bond with one another and to work in a relaxed and happy frame of mind.

One of the innovative activities Laura implemented was to use the metaphor of climbing a mountain in order to achieve the mission. Laura used a large sheet of paper to draw a mountain with the various "summits" that we would encounter throughout the workshop indicated. This clever

that the maintenance and welfare of WAZA members' zoo animals was their "core business" underpinned by their "core purpose in conservation". Thus it is intended that the WAZA Welfare treatise would achieve these goals to be ...

1. a benchmark for zoo animal welfare
2. globally applicable
3. set out key first principles for excellent animal welfare in zoos
4. an aspirational document for all organisations which have animals in their care
5. provide WAZA members a reference document which allows them to be confident as leaders in animal welfare, affirming excellence and continual improvement
6. not as accreditation or detailing specific standards – this is the purview of regional zoo associations and governments.



**Dr. Laura Penn did a magnificent job as Workshop Facilitator.**





**Above**  
A couple of other stars ... Dave Morgan, Director of the new NGO "Wild Welfare" and Kim Smith, Oregon Zoo, USA.

**Below**  
One of the Facilitator's tricks was to construct the highest structure with spaghetti sticks, tape and engineering & architectural expertise. Although there were dedicated engs and archs, they got greedy and their structures collapsed. Jenny Grey, Rick Barongi & unseen soul.



activity kept the participants on track and knowing where they were and what was being achieved.

Some of the questions posed to start and to answer the essential question ("what are we doing"):

- Why an Animal Welfare Strategy is Important in 2013 and beyond
- The WAZA Animal Welfare Strategy – Where are we now and where do we want to go?

After replying these essential questions, participants moved to "The Launch" or **(Summit # 1)** using these initial questions.

- 1.) "Are there other purposes or further points of clarification on the intent of the WAZA document?"
- 2.) "Are there other key background issues which set the context for this exercise and for the WAZA Welfare document?"

**(Summit # 2)** was devoted to definitions.

Small group work using the carousel method. 3 groups of 8 people (self-selected) discuss different questions in parallel, each at a table with a flipchart containing pertinent questions.

**(Summit # 3)** Feedback and questions.

Participants chose which question they participate in discussing. Parallel groups then discuss the questions for 20 minutes at tables.

**(Summit # 4)** Proposed chapter headings. A wall was decorated with paper that has a large drawing of a book opened to the "Chapters" section. Participants using Post-it notes are asked to move freely around the room writing their suggestions for the open "book" on the wall.

**(Summit # 5)** focus on Chapter content.

Small group work -- 3 groups of 8 people (self-selected) discuss different chapters

#### **At the peak!**

After the completion of these works participants reached the "top of the mountain". They review what they had done and then what they will do, planning, deadlines, next actions. This session on top of the mount was followed by evaluation, closing, and drinks, dinner and more talk at **Les Brasseurs Pub!**

*The purpose of the Gland workshop was to bring together animal welfare providers of extreme variety, experience and*

**knowledge, and by hearing from some of them and interacting in groups in a range of different ways, come to an understanding of where we are and where we want to go with the strategy. All participants seemed to agree that it was a successful venture.**

#### **Participants**

Katrin Baumgartner, Zoo Nuremberg, Germany  
 Rick Barongi, Houston Zoo, USA  
 Kevin Bell, Lincoln Park Zoo, USA  
 Bryan Carroll, Bristol Zoo, UK  
 Gerald Dick, WAZA, Switzerland  
 Lesley Dickie, EAZA, Europe  
 Lee Ehmke, Minnesota Zoo, USA  
 David Field, ZSL, UK  
 Jenny Gray, Royal Melbourne Zoological Gardens, Australia  
 Markus Gusset, WAZA, Switzerland  
 Becca Hanson, Studio Hanson/Roberts, USA  
 Julia Hanuliakova, Zoo Design Inc.  
 Gisela Hegel, K  
 Susan Hunt, Perth Zoo, Australia  
 Jörg Junhold, Zoo Leipzig, Germany  
 Joanne Lalumière, Zoo de Granby, Canada  
 Lena Lindén, Nordens Ark, Sweden  
 Jörg Luy, Inst. for Animal Welfare & Animal Behaviour, Berlin  
 Dave Morgan, Wild Welfare, USA  
 Olivier Pagan, Zoologischer Garten, Switzerland  
 Laura Penn, Communicating Environment, Switzerland  
 Kim Smith, Oregon Zoo, USA  
 Stephen van der Spuy, PAAZAB, South Africa  
 Kris Vehrs, American Zoo Association, USA  
 Sally Walker, Zoo Outreach Organisation & SAZARC, India  
 Jason Watters, Brookfield Zoo, USA



**Above**  
**Beginning to wind up the workshop with everyone "wound-up" themselves, vastly stimulated by the discussion and activities of the Facilitators and other participants input. Easily seen: Becca Hanson, Studio Hanson; Gerald Dick WAZA; Jorg Junhold WAZA and Stephen van der Spuy, PAAZAB.**



**Above**  
**Kris Vehrs and Lena Linden working hard taking notes ... Kris is from American Zoo Association and Lena is from Norden's Ark, Sweden.**



**Left**  
**Lee Ehmke, Director, Minnesota Zoo, USA and President Elect, WAZA takes the group through a process of clarifying some of the issues raised in working groups.**





**Above and Left**  
Happy Participants calm down with beer and heavy German food. Sally, sick of fancy Swiss food, finally got a hamburger. Jorg, Gerald, Kris and other in the "A" crowd were out of range.

**Below**  
Group photograph of straggler welfare workshop participants and WAZA Council members and observers as well as some locals who had been most helpful.

