

EAZA ANIMAL WELFARE FORUM

March 24 - 26, 2020

Hosted by Apeneul Primate Park Foundation



**ANIMAL
WELFARE
FORUM**

2020

Bridging the Gap

Bringing together animal welfare research and application, to improve evidence-based animal welfare best practice



Registrations Now Open!

THE PROGRAMME



MONDAY 23 MARCH

Pre-conference Day

- Academy Course
- Side meetings
- Icebreaker

TUESDAY 24 MARCH

Conference Day 1

- Session 1: Bridging the Gap
- Session 2: The Physical Domains - Health and Behaviour

WEDNESDAY 25 MARCH

Conference Day 2

- Sessions 3: Session by WAZA: Animal - Visitor Interactions
- Session 4: The Physical Domains - Nutrition and Environment

THURSDAY 26 MARCH

Conference Day 3

- Session 5: Welfare and Ethics
- Session 6: The Affective Experience (Mental Domain)
- Farewell Dinner

FRIDAY 27 MARCH

Apenheul Primate Park tour

Stichting AAP Tour

Any questions relating to conference logistics and registration, please contact mirko.marseille@eaza.net
Any questions relating to the programme, please contact melissa.broadway@eaza.net

THEME

Bridging the Gap: Bringing together animal welfare research and application, to improve evidence-based animal welfare best practice. With new advances in animal welfare research and understanding, it is important that we are able to employ this science in our collections to ensure we are doing everything we can to promote positive animal welfare. The first session is solely dedicated to this theme with a direct focus on animal welfare assessment.

The programme is then structured to reflect Mellor and Beausoleil's (2015) extended Five Domains of Animal Welfare model. The four Physical/Functional Domains: Nutrition, Environment, Health & Behaviour and the one Affective Experience Domain: Mental State. Each domain is explored with the lens of the bridging the gap theme, focusing on how we can implement the research in each of these areas within the our zoos and aquariums.

Join our Facebook group 'EAZA Animal Welfare' for updates on the programme, and keep an eye on the website: <https://www.eaza.net/events/eaza-animal-welfare-forum/>

Please note: All programme details were correct at the point of programme release. However, details may be subject to change. Refunds cannot be given due to programme change.

PRE CONFERENCE

EAZA Academy Course

ENRICHING ENRICHMENT

Bridging the gap between 'occupational enrichment' and 'species specific ecology based enrichment'.

This course is aimed at anyone involved or interested in the implementation of enrichment programs and their effect on an animals well-being.

Using a theoretical and practical approach we will explore the different facets of planning, implementation, evaluation and re-adjustment of enrichment programs.

Looking through the lens of promoting agency we will analyse how to achieve enrichment success in the physical, psychological engagement of an animal whilst aligning with species specific ecological needs.

Thomas Bionda, Apenheul Primate Park &
Lisette van den Berg, Utrecht University

Kambizuri Lodges

INSTRUCTORS

LOCATION

ICE BREAKER

18:15- 22:00
Kambizuri Lodges



DAY 1 - MARCH 24

Session 1: Bridging the Gap

Location: The St@art



PLENARY PRESENTATIONS

8:30 - 10:00

Welcome

Myfanwy Griffith, EAZA Executive Director
Dr. Holly Farmer, EAZA Animal Welfare Working Group
& Roel Welsing, Apenheul Primate Park

Bridging the Gap

Dr. Susannah Thorpe, University of Birmingham

Evidence-based animal welfare assessments: challenges and application in zoos and aquaria

Dr. Xavier Manteca, Autonomous University of Barcelona

BREAK OUT SESSIONS

10:00 - 11:00

WORKSHOP

Converging animal welfare science

Dr. Samantha J. Ward, Nottingham Trent University
Dr. Geoff Hosey, University of Bolton

WORKSHOP

Designing and conducting animal welfare assessments

Dr. Marina Salas, Antwerp Zoo
Dr. Xavier Manteca, Autonomous University of Barcelona

WORKSHOP

Assessing the assessments

Lisa Clifforde, ZSL London Zoo
Hanna-Maija Lahtinen, Korkeasaari Zoo

PRESENTATIONS

Bridging academia into aquaria: Rethinking collaborations for improving animal welfare management, research and education

Dr. Oriol Tallo-Parra, Zoo Animal Welfare Education Centre (ZAWEC)

A holistic, quick turnaround, multi-site, multi-taxon approach to welfare assessment

Tayanne Corbani, Sam South, Holly Cole Paignton Zoo (Wild Planet Trust)

Welfare assessment tool development for routine use in zoo animals

Jessica van Mildert, Apenheul Primate park, the Netherlands

PRESENTATIONS

A holistic approach using behaviour and physiology to monitor welfare in zoological collections

Dr. Leah Williams and Katherine Finch, Chester Zoo, UK

A review of indicators of welfare in polar bears (*Ursus maritimus*) in zoos

Cecile Ravn Skovlund, Copenhagen Zoo/University of Copenhagen

Morning Tea 11:00 - 11:30

BREAK OUT SESSIONS

11:30 - 12:30

WORKSHOP

Converging animal welfare science

Dr. Samantha J. Ward, Nottingham Trent University
Dr. Geoff Hosey, University of Bolton

Repeat Workshop

WORKSHOP

Designing and conducting animal welfare assessments

Dr. Marina Salas, Antwerp Zoo
Dr. Xavier Manteca, Autonomous University of Barcelona

Repeat Workshop

WORKSHOP

Assessing the assessments

Lisa Clifforde, ZSL London Zoo
Hanna-Maija Lahtinen, Korkeasaari Zoo

Repeat Workshop

WORKSHOP

The BIAZA Animal Welfare Toolkit: A practical guide to zoo animal welfare and assessment

Jessica Harley, Tayto Park
Dr. Fay Clark, Bristol Zoo
Dr. Paul Rose, Exeter Uni

PRESENTATIONS

Findings after multiple applications of the C-Well assessment for dolphin welfare: validity, updating the assessment and a case study at Kolmården Wildlife Park

Dr. Isabella Clegg, Animal Welfare Expertise (IC)
Linda Berggren, Kolmården Wildlife Park
Filip Johansson, Kolmården Wildlife Park

Dolphin-WET (Welfare Evaluation Tool): a protocol for the evaluation of bottlenose dolphins (*Tursiops truncatus*) welfare under human care

Dr. Katrin Baumgartner, Zoo Nuremberg

A comparative investigation of welfare indicators in three groups of captive odontocetes

Agathe Serres, Institute of Hydrobiology, Chinese Academy of Sciences

POSTER PRESENTATIONS

Poster speed presentations 12:30 - 13:00

Lunch 13:00 - 14:00

DAY 1 - MARCH 24

Session 2: The Physical Domains, Health and Behaviour Session

Location: The St@art



PLENARY PRESENTATIONS

14:00 - 15:00

The ethics of an ageing population – geriatric animal welfare

Dr Heather Bacon, Jeanne Marchig Centre for Animal Welfare Outreach Education

Behavioural diversity as a potential positive indicator of animal welfare

Dr Lance Miller, Chicago Zoological Society – Brookfield Zoo

Afternoon Tea and Poster Session 15:00 - 15:30

BREAK OUT SESSIONS

15:30 - 16:30

WORKSHOP

Identifying animal welfare priorities

Dr. Jake Veasey, Vancouver Aquarium

Extended Workshop

WORKSHOP

Conducting Behavioural Studies

Dr. Caterina Spiezio, Parco Natura Viva
Dr. Barbara Regaiolli, Parco Natura Viva

WORKSHOP

Is 'enrichment' enriching: Evaluating enrichment

Lisette van den Berg, Utrecht University

PRESENTATIONS

Zoo keepers develop Qualitative Behaviour Assessment as a welfare assessment tool at Twycross Zoo.

Freisha Patel, Twycross Zoo, UK

Applied behaviour analysis as a tool for animal welfare in Helsinki Zoo

Merja Wahlroos, Helsinki Zoo, Finland

PRESENTATIONS

The importance of activity budgets in promoting positive animal welfare

Dr. Rachel Robbins, Zoos South Australia

Welfare protocol for giraffes in captivity

Dr. Marina Salas, Zoo Antwerp Centre for Research and Conservation

BREAK OUT SESSIONS

16:30 - 17:30

PRESENTATIONS

If you don't snooze, you lose: Asian elephant sleep study at Dublin Zoo

Brendan Walsh, Dublin Zoo

WORKSHOP

Is 'enrichment' enriching: Evaluating enrichment

Lisette van den Berg, Utrecht University

PRESENTATIONS

Building a database of evidence for the effectiveness of husbandry and management interventions for the conservation and welfare of captive animals

Dr Anaëlle Lemasson, Wild Planet Trust (in collaboration with the University of Cambridge)

Visual body condition scoring of orangutan in the rehabilitation center, East Kalimantan, Indonesia.

Fitryana Rahayu, The Borneo Orangutan Survival Foundation

PRESENTATIONS

Social networks & captive welfare in Livingstone's fruit bats

Dr Christina Stanley, University of Chester

Making inter-species welfare comparisons: a philosophical approach

Heather Browning, National Zoo and Aquarium, Australia



Location: The St@art

DAY 2 - MARCH 25

Session 3: Global approach to Visitor Animal Interactions - Session by WAZA

Location: The St@art



WAZA

World Association
of Zoos and Aquariums

PLENARY PRESENTATIONS

9:00 - 11:00

The 2023 WAZA Animal Welfare Goal

Dr. Jenny Gray, Zoos Victoria

The development and validation of a welfare risk assessment tool for zoos

Dr. Sally Sherwen, Zoos Victoria

The implementation of an Animal Welfare Assessment procedure

Willem Manansang, SEAZA (Southeast Asian Zoos and Aquariums Association)

Output-based measures for animal welfare assessment from theory to practice

Dr. Grace Fuller, Detroit Zoological Society

Morning Tea 11:00 - 11:30

DISCUSSION PANEL

11:30 - 12:15

Approaches to animal - visitor interactions across the world's regions

Panellists: Dr. Sally Sherwen (Oceania - Zoos Victoria), Dr. Alexandra Guerra (Latin America - ALPZA), April Adams (Europe - EAZA), Dr Gabrielle Harris (Africa - SAAMBR), Willem Manansang (Asia -SEAZA)

Chaired by Ms Karen Fifield, Wellington Zoo, Chair of the WAZA Ethics and Animal Welfare Committee

DISCUSSION PANEL

12:15 - 13:00

Management of animal-visitors interaction policies from an organisation's point of view

Panellists: Roel Welsing (Apenheul Primate Park), Karen Fifield (Wellington Zoo)

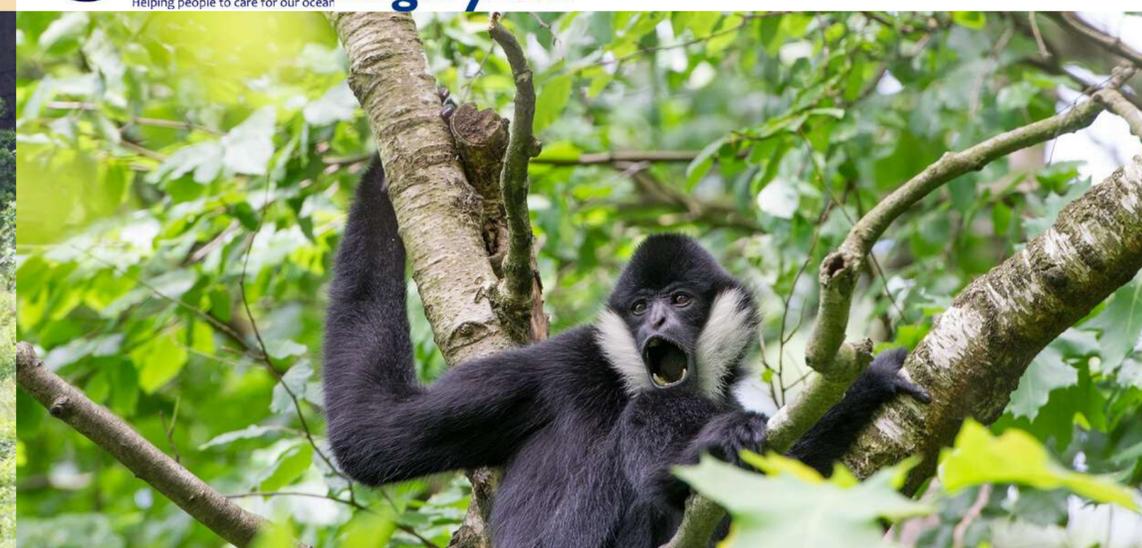
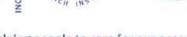
Chaired by Dr. Jenny Gray, Zoos Victoria

Lunch 13:00 - 14:00

SESSION POSSIBLE THANKS TO:



Helping people to care for our ocean



DAY 2 - MARCH 25

Session 4: The Physical Domains, Nutrition and Environment Session

Location: The St@art



PLENARY PRESENTATIONS

14:00 - 15:30

Reducing sugar

Dr. Francis Cabana, Wildlife Reserves Singapore

24/7 Soundscape - what kind of noise exposure do zoo animals experience

Dr. Kirsi Pynnonen-Oudman, Helsinki Zoo

UV and lighting

Dr. Frances Baines, UV Guide UK

Afternoon Tea 15:30 - 16:00

BREAK OUT SESSIONS

16:00 - 17:00

WORKSHOP

Reducing sugar

Dr. Francis Cabana,
Wildlife Reserves Singapore

WORKSHOP

Assessing welfare using thermal imaging

Dr. Gerardo Garcia,
Chester Zoo

WORKSHOP

UV and lighting

Dr. Frances Baines,
UV Guide UK
Lisa Clifforde,
ZSL London Zoo

PRESENTATIONS

Well-integrated individuals for well-managed breeding programs: when population gestion joined animal welfare thanks to social introduction techniques

Dr. Amélie Romain, Bureau d'étude AKONGO, Toulon, France

What is in it for me? Welfare assessment of a captive colony of African penguins before and after the transfer to a new enclosure

Francesca Bandoli, Giardino Zoologico di Pistoia, Pistoia, Italy

PRESENTATIONS

Use of biological criteria to develop minimal standards for mammals in zoos in Flanders

Dr. Hilde Vervaecke Odisee University College
Dr. Jeroen Stevens, University of Antwerp

Using a worldwide zoo database to assess the effect of circadian synchrony on animal welfare

Kristine Gandia, University of Stirling

Lights, Camera, Aye-Ayes! Utilizing technology to create and assess a unique environment for aye-ayes (*Daubentonia madagascariensis*)

Meg H. Dye, Duke Lemur Center

BREAK OUT SESSIONS

17:00 - 18:00

WORKSHOP

Reducing sugar

Dr. Francis Cabana,
Wildlife Reserves Singapore

Repeat Workshop

WORKSHOP

Assessing welfare using thermal imaging

Dr. Gerardo Garcia,
Chester Zoo

Repeat Workshop

WORKSHOP

UV and lighting

Dr. Frances Baines,
UV Guide UK
Lisa Clifforde,
ZSL London Zoo

Repeat Workshop

PRESENTATIONS

Developing a Metric of Usable Space for Zoo Exhibits

Heather Browning, National Zoo and Aquarium, Australia

Confronting Back-of-House Traditions: Primates as a Case Study

Sabrina Brando, AnimalConcepts & University of Stirling
Jon Coe, Jon Coe Design Pty. Ltd

PRESENTATIONS

Nutrition matters! The role of animal nutrition in improving zoo animal welfare

Anouk Fens, Apenheul Primate Park

Food for thought: Marmosets husbandry and vitamin D

Iris van der Eerden, AAP, Animal Advocacy & Protection

DAY 3 - MARCH 26

Session 5: The Paradox of Ethics and Welfare

Location: The St@art



PLENARY PRESENTATIONS

8:30- 10:30

What is Ethics? Understanding ethics in a zoo context

Dr. Mike King, University of Otago

Balancing animal welfare with breeding programme needs

Dr Holly Farmer, Wild Planet Trust

The complex relationship between breeding and welfare

Thomas Bionda, Apenheul Primate Park

Animal welfare activism and the future of zoos and aquariums; threat or opportunity?

Dr Jake Veasey, Vancouver Aquarium

Morning Tea and Poster Session 10:30 - 11:00

PANEL DISCUSSION

11:00 - 12:00

Animal welfare, ethics and conservation breeding - an ethical debate

Panellists: Dr Jake Veasey (Vancouver Aquarium), Dr Heather Bacon (Jeanne Marchig Centre for Animal Welfare Outreach Education), Thomas Bionda (Apenheul Primate Park), Maria Diez-Leon (The Royal Veterinary College), Dr. Jenny Gray (Zoos Victoria), Sander Hofman (Antwerp Zoo)

Chaired by Dr. Holly Farmer, Wild Planet Trust and EAZA Animal Welfare Group Chair

BREAK OUT SESSIONS

12:00 - 12:45

PRESENTATION

International commonalities in zoo welfare concerns

Dr. Samantha J. Ward, Nottingham Trent University and Wild Welfare

PRESENTATION

Animal welfare and conservation breeding programmes: linking ex situ welfare with breeding and reintroduction success

Dr. Maria Diez-Leon, The Royal Veterinary College

PRESENTATION

Spanning zoos with Nesciobrug: steps towards organisational change for humans and animals

Dr. Eileen (Kat) Tuite, Charles Darwin University, Australia

PRESENTATIONS

Compassion on the Ark: Applying Compassionate Conservation Principles to Improve Animal Welfare Best Practices

Anne Safiya Clay George Mason University

The Zoo that Communicates Welfare

Dr. Kanako Tomisawa, Omuta City Zoo

PRESENTATION

Reward sensitivity, anticipation and animal welfare – theory and practice

Dr. Machteld van Dierendonck

Lunch 12:45 - 13:45



DAY 3 - MARCH 26

Session 6: The Affective Experience Domain (Mental State) Session

Location: The St@art



PLENARY PRESENTATIONS

13:45 - 14:45

Why animal feelings matter

Dr Heather Bacon, Jeanne Marchig Centre for Animal Welfare Outreach Education

Cognitive Bias in Zoo Animals

Dr. Isabella Clegg, Animal Welfare Expertise (IC)

Animal-Computer Interaction: bridging the welfare gap within zoos and aquaria

Dr. Patrizia Paci, The Open University, UK

BREAK OUT SESSIONS

14:45 - 15:45

PRESENTATION

Where training and welfare clash and converge: promotion of positive affective states

Annette Pedersen, Copenhagen Zoo
Dr. Kirstin Anderson Hansen, Marine Biological Research Center

WORKSHOP

How can we tell if animals are optimists or pessimists? Designing cognitive bias tests to measure animal welfare in zoos and aquaria

Dr. Isabella Clegg, Animal Welfare Expertise (IC)

PRESENTATIONS

Anthropomorphism in the management of zoo animals

Dr. Heather Bacon, Jeanne Marchig Centre for Animal Welfare Outreach Education

PRESENTATION

Animal-Computer Interaction: bridging the welfare gap within zoos and aquaria

Dr. Patrizia Paci, The Open University, UK

Tinder for orang-utans: developing tasks to increase reproductive success and wellbeing

Tom Roth, Leiden University

PRESENTATIONS

How are you? Understanding the sorrows and joys of caring for animals

Sabrina Brando, AnimalConcepts & University of Stirling
Lynette Hart, University of California Davis

Afternoon Tea 15:45 - 16:15

BREAK OUT SESSIONS

16:15 - 17:15

PRESENTATION

Where training and welfare clash and converge: promotion of positive affective states

Annette Pedersen, Copenhagen Zoo
Dr. Kirstin Anderson Hansen, Marine Biological Research Center

Repeat Presentation

PRESENTATION

Cognitive bias: the key to better understand animal affective states?

Daan W. Laméris, Marcel Eens, Dr. Jeroen M.G. Stevens, Antwerp ZOO CRC & University of Antwerp

PRESENTATION

Competence, Agency & Animal Welfare

Dr. Fay Clark, Bristol Zoological Society

PRESENTATIONS

Animal-Computer Interaction: bridging the welfare gap within zoos and aquaria

Dr. Patrizia Paci, The Open University, UK

Tinder for orang-utans: developing tasks to increase reproductive success and wellbeing

Tom Roth, Leiden University

Repeat Presentations

PRESENTATION

Zoo visitor-animal interactions: a framework to progress our understanding of impacts on animal welfare

Dr. Vicky Melfi, Hartpury University

Animal-Visitor Interaction Protocol (AVIP) on Lemur catta walk-in enclosure at Pistoia Zoo (Italy)

Ilaria Pollastri, Università degli Studi di Padova

CLOSING 17:15 - 17:30 Dr. Holly Farmer, Chair of EAZA Animal Welfare Working Group

FAREWELL DINNER 19:00 - 00:00

DAY 4 - MARCH 27

Zoo Tours



OPTIONAL APENHEUL AND AAP VISIT

A zoo visit to Apenheul and an additional visit to AAP Animal Advocacy and Protection (Almere) on Friday 27 March is offered to registered delegates that attend the forum for at least two days.

10:00 - 12:00: Zoo visit Apenheul

12:00 - 13:00: Transport by coach to AAP (including lunch option at own cost, approx. €7 to pay for with card)

13:00 - 15:00: Visit and guided tour AAP

The coach is kindly offered by Apenheul

After the visit to AAP delegates can decide to return to Apeldoorn by coach or to continue elsewhere, there are buses running from AAP to Almere train station.



POSTERS

Using IoT sensors to record long-term activity budgets in tortoises – evaluation of the wellbeing of an African species in a Northern Europe zoo Dr. Kirsi Pynnonen-Oudman, Helsinki Zoo, Finland

Is an elephant always the same? Analysis of welfare parameters of two zoo-housed Asian elephants across seasons Francesca Bandoli, Giardino Zoologico di Pistoia

Emotional lateralization: A potential tool to assess bottlenose dolphins (*Tursiops truncatus*) welfare? Aviva Charles and Fabienne Delfour, Parc Asterix and LEEC, Paris 13 university

Constructing and ethogram for captive aye-ayes (*Daubentonia madagascariensis*) Elizabeth Roe, Sparsholt University Centre

Monitoring of enrichment effectiveness in Kyiv zoo Dr. Maryna Shkvyia, Kyiv Zoological Park of National Importance

Evaluating the effectiveness of mixed-species pairing to reduce the number of singly-housed gibbons at Japan Monkey Centre Makiko Uchikoshi, Primate Research Institute / Japan Monkey Centre

Can breeding behaviour and life history details predict the captive breeding success of aye-ayes (*Daubentonia madagascariensis*)? A novel use for ZIMS data Elizabeth Roe, Sparsholt University Centre

First evidence that environmental enrichment could help assessing dolphins' welfare Ruta Vaicekauskaite, Fox Consulting, France

Improving welfare standards in wildlife rescue centres and sanctuaries Annemarie Weegenaar, Global Animal Welfare

Applied research to inform zoo husbandry: examples from an evidence based approach to Asian elephant (*Elephas maximus*) management at ZSL Whipsnade Zoo.

Katherine Finch, Lewis J. Rowden and Fiona Sach, ZSL Whipsnade Zoo & Chester Zoo

How an Ethological and Welfare advisor can help to improve your animal daily life: a new design methodology applied to spider monkey enclosures María Abellán, María Figuerola, Danaus ArqDesign

Potential indicators of welfare in three species of polar seals (*Erignathus barbatus*, *Pagophilus groenlandicus*, *Pusa hispida*) under human care Christine Dumas, Oceanopolis, France

Influence of training and enrichment on giraffes behaviors and general condition in practice Dr. Tomasz Matyja, Silesian Zoological Garden

The influence of Zoo visitors on the behavior of Japanese Macaques (*Macaca fuscata*) Elena Agafonova, Leningradsky Zoo

Potential indicators of welfare in three species of polar seals (*Erignathus barbatus*, *Pagophilus groenlandicus*, *Pusa hispida*) under human care Matlova Maria, Leningradsky Zoo

Olfactory environment enrichment effect on felids behaviour Gilitskaya Julia, Leningradsky Zoo

From feeding fish multiple times a day to just once for enrichment purposes Sander van Lopik, Diergaarde Blijdorp/Rotterdam Zoo

OUR SPEAKERS

See some of our amazing presenters and their work below!



Susannah Thorpe is Head of Research for the School of Biosciences at the University of Birmingham, UK. Her research employs a multidisciplinary approach in primate behavioural ecology to reveal how primates interact with complex natural habitats and the environmental constraints that steer their evolution. Over the last 4 years she has focussed on applying her research to improving the quality of life of captive great apes via a major programme of impact generation with the UK zoo community and the global great ape sanctuary community. She co-created the Enclosure Design Tool: a web-based tool that translates the latest discoveries in behavioural ecology research to help zoos and sanctuaries encourage natural behavioural profiles in their chimpanzees and orangutans. She is also Chair of the Great Ape Welfare group (GAWg), which she co-created with BIAZA in 2018.

Thomas Bionda is a behavioural biologist with a focus on primates and has been working professionally in captive animal management for over 7 years. He has earned his Master's degree in Behavioural Ecology at Utrecht University in 2011 and has since worked at Apenheul Primate Park, Wageningen University and Foundation AAP. He has great interest in animal behaviour, animal welfare, husbandry and (education) conservation where he aims to apply his academic knowledge about these topics in a practical way, currently as zoological manager at Apenheul Primate Park.



Xavier Manteca Vilanova received his BVSc and PhD degrees from the Autonomous University of Barcelona and an MSc in Applied Animal Behaviour and Animal Welfare from the University of Edinburgh. Currently, he is full professor of animal behaviour and animal welfare at the School of Veterinary Science in Barcelona. One of his main areas of interest is the welfare of zoo animals and, particularly, zoo animal welfare assessment. Xavier is a diplomate of the European College of Animal Welfare and Behavioural Medicine.

OUR SPEAKERS

See some of our amazing presenters and their work below!



Dr Samantha Ward is a Senior Lecturer in Animal Science at Nottingham Trent University and manages the undergraduate Bachelor degree course in Zoo Animal Biology. Sam's research focusses zoo animal welfare science. In particular, the impacts that human-animal interactions and human-animal relationships have on zoo animals, and investigations into how zoo animal husbandry and management techniques impact and improve captive welfare. Sam sits on the BIAZA Research Committee group and is the Defra ZEC Zoo Welfare Specialist, and has both practical and managerial industry experience as well her academic background in research.

Prof Geoff Hosey was Principal Lecturer in Biology at the University of Bolton until his retirement in 2005, and is now Honorary Professor there. His experience of undertaking research and supervising students has mostly been in behavioural biology, animal welfare and primatology, and he is still involved in research on zoo animal welfare, particularly about human-animal relationships in the zoo. He is a member of the BIAZA Research Committee and is one of the authors of the textbook *Zoo Animals: Behaviour, Management and Welfare* (Oxford UP, 2nd edition 2013).



Heather Bacon is the Veterinary Welfare Education and Outreach manager at the Jeanne Marchig International Centre for Animal Welfare Education at the University of Edinburgh. She is responsible for developing and coordinating the overseas veterinary training initiatives of the Centre. She organises postgraduate MSc courses and also teaches veterinary students at the University of Edinburgh in animal welfare behaviour and veterinary ethics. Additionally, she works with NGOs, veterinary, and political organisations to develop veterinary educational initiatives around the world. Previously, she has lived in China working as the Veterinary Director at the Animals Asia Foundation, an NGO working to end the trade in bear bile across Asia. Heather graduated from the University of Bristol with a degree in Veterinary Medicine and Surgery, and the University of Liverpool with a degree in Conservation medicine. Heather's research interests include the influence of culture and geography on attitudes to animal welfare, zoo animal welfare assessment and human-animal interactions.

OUR SPEAKERS

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Kirstin Anderson Hansen is currently a Postdoc at the Institute of Terrestrial and Aquatic Wildlife, University of Veterinary Medicine Hannover and in cooperation with the University of Southern Denmark, where she trains grey seals and aquatic birds, currently common murrelets to investigate the effects of underwater noise on marine life. She started her career at the University of California in Santa Cruz over 25 years ago, working with cetaceans as a research assistant and trainer. Later, she followed some of the dolphins to the Shedd Aquarium in Chicago, where she worked and trained Pacific White-sided dolphins, Beluga whales, harbor seals, sea otters and penguins. In 1998, she was offered a trainer position at the Fjord and Baelt in Denmark, training harbour porpoises and harbour seals for research and public demonstrations. From 2003 to 2013, she was the training coordinator and zoological curator at Odense Zoo, where she had the opportunity to expand her training experience to all types of animals, including lions, tigers, giraffes, tapirs, birds, and manatees.

Kirstin is the Co-Chair for the Training Committee at the Danish Association for Zoos and Aquariums (DAZA), as well as an expert advisor for the Animal Training Working Group at the European Association of Zoos and Aquariums (EAZA), where she is also an instructor for the animal training and management courses for both DAZA and EAZA.



Brendan Walsh is a zoo keeper at Dublin Zoo and has worked there since 1996. He holds a BSc in Animal Management and a higher diploma in Animal Science. Improving the living conditions of animals in zoos is his main passion, and believes this can be achieved through research of animal behaviour followed by corrective actions of husbandry and housing if necessary.

OUR SPEAKERS

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Annette Pedersen started working in Copenhagen Zoo in 1989 as a part of the Danish keepers' education. After finishing her education in 1992, she got hired for the marine mammal section (Harbor Seals and California Sea lions), which also housed other animals like penguins, Malayan tapirs, barbirusa, etc. Here she helped developing the marine mammal training program until 2008, where she moved to the Elephant section working on transferring the Elephants from free contact to protected contact (PC). Later that same year she got the position as Animal Training Coordinator of Copenhagen Zoo. Since 2008 her job has been to develop/expand the training skills of the keepers at Copenhagen Zoo, as well as managing animal behavior and training within a variety of species and challenges.

Since 2009 Annette helped develop the Danish Association of Zoos and Aquariums (DAZA) animal training course, which is still held once a year in Denmark. She serves the European Association of Zoos and Aquariums (EAZA) as Chair for the Animal Training Working Group and as member of the Animal Welfare Working group. She is also an instructor for the EAZA animal training courses under the EAZA Academy. 2014-2016 served on the board of the Animal Behavior Management Alliance (ABMA), and today serves as ABMA EU liaison helping planning another European ABMA conference in 2020 in Beekse Bergen, Holland!

Kirsi Pynnönen-Oudman has worked as the Research Coordinator at Helsinki zoo for the past two years. She has worked in zoos for more than 20 years and therefore has a wealth of experience in a vast range of zoo animals. Her main interest lies with the birds of prey, particularly owls, and she is the chair of EAZA Raptor TAG.

Next to her work at Helsinki zoo, she also teaches at the University of Helsinki. Prior to working at the zoo, she held a position at the university as a research fellow on the field of ethology and ecotoxicology.



OUR SPEAKERS

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Dr Isabella Clegg is an animal welfare scientist, specialising in marine mammal welfare in captivity. She has degrees in Animal Behaviour and Welfare, Marine Mammal Science, and her PhD was on developing welfare parameters for bottlenose dolphins. Following her PhD, she wanted to address the knowledge and application gap between academia and animal use industries, and set up Animal Welfare Expertise (AWE)- an animal welfare consultancy that pioneers an animal-based, scientific approach to conduct welfare assessments of captive animals (e.g. the C-Well© Assessment for dolphins), and objectively advises animal facilities, the travel industry, NGOs, governments and conservation projects. Her work has been covered by the BBC, New Scientist and others, and she recently gave a TEDx talk on how studying animal welfare can teach us about our own happiness

Any questions relating to conference logistics and registration, please contact mirko.marseille@eaza.net
Any questions relating to the programme, please contact melissa.broadway@eaza.net

OUR SPEAKERS

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Dr. Frances Baines, M.A.Vet.M.B., M.R.C.V.S. has spent the last 15 years researching the use of specialist lighting, including ultraviolet lighting, in the husbandry of reptiles, amphibians and more recently, mammals, birds and invertebrates. She is an appointed Advisor to the British and Irish Association of Zoos and Aquariums (BIAZA) and to the EAZA Animal Welfare Working Group. Frances assisted with the development of a guide to the use of UVB in zoos, the BIAZA RAWG UV-Tool; has co-authored a number of scientific papers; and has recently contributed chapters on reptile lighting to several textbooks including the latest edition of Mader's Reptile Medicine and Surgery. She lives in a small village in rural Wales, with her husband and 17 lizards.



Alexandra Guerra is a Chilean veterinarian with a university degree in Ethology and Animal Welfare, both degrees obtained at the Universidad Mayor de Chile. Her thesis was related to the analysis of chimpanzee resocialization behavior in a zoo. Since 2013, she has been working in the Latin American Association of Zoological Parks and Aquariums (ALPZA), during her first years as Communications Coordinator and for 2 years in the position of Executive Director.

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Any questions relating to the programme, please contact melissa.broadway@eaza.net

OUR SPEAKERS

See some of our amazing presenters and their work below!



Dr Jenny Gray is the Chief Executive Officer of Zoos Victoria in Australia. Jenny has a background in management, transportation, engineering and ethics which provides a unique set of skills to tackle the challenges of transforming the three zoos that comprise Zoos Victoria: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Jenny's career history boasts a strong mix of commercial and public sector roles in South Africa and now in Australia. Prior to the role at Zoos Victoria Jenny was the Chief Executive Officer at the Johannesburg Zoo. Jenny has a PhD in Ethics and is the author of *Zoo Ethics: The Challenges of Compassionate Conservation*.

Jenny is WAZA's Immediate Past President and is a strong advocate of the role that zoos can play in empowering visitors to take actions that help wildlife.

Dr Sally Sherwen is the Director of Wildlife Conservation and Science at Zoos Victoria (the Conservation Organisation charged with the operation of Melbourne Zoo, Werribee Open Range Zoo and Healesville Sanctuary in Australia). Sally leads a dynamic team of scientists and specialists that develop and deliver strategic programs in conservation, animal welfare, education and environmental sustainability.

Sally has a PhD in Animal Welfare Science and in previous roles has established an evidence-based research program in animal behaviour and welfare science, developed and implemented an institutional welfare assessment tool to advance welfare standards and designed and ran collaborative training courses with several NGOs for industry professionals and community groups.

Sally is also a member of the Animal Welfare Advisory Committee for the Victorian Government, where she acts as one of the State's 8 expert scientists charged with advising the Government on Animal Welfare issues that arise within the State across all animal industries (wildlife, agriculture, pets and zoos)



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Any questions relating to the programme, please contact melissa.broadway@eaza.net

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Dr. Lance Miller, Vice President of Conservation Science and Animal Welfare Research, received his graduate training in Experimental Psychology from the University of Southern Mississippi. Previously, he held positions as a Research Manager at Disney's Animal Kingdom and Scientist for the San Diego Zoo Institute for Conservation Research. He is currently a member of the Association of Zoos and Aquariums (AZA) Research and Technology Committee, Chair of the AZA Animal Welfare Committee, and a steering committee member for the AZA Behavioral Scientific Advisory Group and Ambassador Animal Scientific Advisory Group.

Gabrielle Harris has worked for SAAMBR since 1990. She has a Bachelor degree in Psychology and a University certificate in animal behaviour. Much of her career has been as the Curator of Mammals and Birds. She was instrumental in creating the Animal Keeper's Association of Africa. Her recent focus has been the relevance of Animal Behaviour to animal welfare, with her current role being SAAMBR's Welfare Champion. This subject is a passion that has led her to consult and teach in several facilities both nationally and internationally. She was part of a team that advised the South African Police Services breeding facility on the ethical training of their horses and consults for pet owners. Gabrielle has authored two books that focus on ensuring ethical relationships between humans and animals, called "Touching Animal Souls" and "Animal Grace". The subject matter is the conscious use of psychological principles. They have been translated into Czech and German.



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Dr Grace Fuller is the Manager of Applied Animal Welfare Science at the Center for Zoo and Aquarium Animal Welfare and Ethics of the Detroit Zoological Society. Grace manages monitoring and research efforts aimed at improving the welfare of animals living in the care of humans. She also oversees a laboratory program investigating new biomarkers for animal welfare, in addition to co-teaching annual animal welfare workshops for animal care professionals. Grace currently serves on the board of the International Society of Wildlife Endocrinology and as secretary for the Association of Zoos and Aquarium's Reproductive and Endocrinology Scientific Advisory Group. Grace completed her dissertation research through a joint program between Cleveland Metroparks Zoo and Case Western Reserve University, studying the behavioral and hormonal effects of lighting design for nocturnal primates. She has co-authored over twenty scientific publications and book chapters detailing original research on the welfare of animals living in zoos and wildlife sanctuaries.



Dr Holly Farmer has been a Zoo Research Officer for the Wild Planet Trust for the past 8 years, and has worked in zoo-based research for 15 years. Her research focuses on applied animal behaviour and welfare, most recently the development of a welfare assessment system and the use of auditory enrichment to promote choice and control in captive primates. She coordinates the *Macaca nigra* EEP, leading to an interest in the impact of breeding management practises on welfare and the long-term success of programmes. As Chair of the EAZA Animal Welfare Group, she is working to promote the use of welfare assessments across within the EAZA community and provide welfare support for all EAZA Ex situ Programmes (EEP). She is also a member of the BIAZA Animal Welfare Working Group and Great Ape Welfare group (GAWg), and founding member of SHAPE-Regional, a branch of the Shape of Enrichment Inc., working to promote the use of enrichment across the world.

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Karen Fifield has been the Chief Executive of Wellington Zoo since 2006 and is a Member of the New Zealand Order of Merit MNZM for Business and Animal Welfare. Karen is a member of the World Association of Zoos and Aquariums (WAZA) Council and Chairs the WAZA Ethics and Animal Welfare Committee. She is a member of the WAZA Conservation and Environmental Sustainability Committee, the NZ Sustainable Business Council Advisory Board, the Newtown Festival Board and NZ Head and Neck Cancer Foundation Board. Karen won the 2009 HER Business Wellington award for outstanding business leadership and sustainability and the 2010 HER Business NZ National award for outstanding business leadership. Karen was 2010 Wellingtonian of the Year in the Environment category. Karen was a finalist in both the 2014 and 2015 Westpac/Fairfax Media NZ Women of Influence Awards in the Social Enterprise category and the Board and Management category respectively.



Willem Manansang, B.A, is the Chair of SEAZA animal welfare & ethics committee and Deputy Director of Taman Safari Indonesia. Graduated from UC of Santa Barbara with the degree in business economics and international marketing majors, he follows his Father footsteps in running the safari parks as well as building Bali Safari & Marine Park in 2007. Now he is actively involved in SEAZA and IZA (Indonesian Zoos & Aquariums Association) animal welfare committee.

Over the last five years in SEAZA animal welfare & ethics committee, have developed an Animal Welfare Certification Program and currently undergone the 2nd year of the program.

While not working, he enjoys playing sports and spending time with his family by travelling and teaching his kids about the importance of conserving wildlife and nature in future years to come.

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