EAZA ANIMAL WELFARE FORUM

March 24 - 26, 2020

Hosted by Apenheul Primate Park Foundation

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.
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 animal’s 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.

Instructors

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

Location

Kambizuri Lodges
### DAY 1 - MARCH 24

**Session 1: Bridging the Gap**

**Location:** The St@art

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<tr>
<td><strong>PLENARY PRESENTATIONS</strong></td>
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</table>
| 8:45 - 10:00  | Welcome
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

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<tr>
<td><strong>BREAK OUT SESSIONS</strong></td>
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| 10:00 - 11:00 | **WORKSHOP**
Converging animal welfare science
Dr. Samantha J. Ward, Nottingham Trent University
Dr. Geoff Hosey, University of Bolton

**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

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| 11:30 - 12:30 | **WORKSHOP**
Converging animal welfare science
Dr. Samantha J. Ward, Nottingham Trent University
Dr. Geoff Hosey, University of Bolton

**Repeat Workshop**

**Designing and conducting animal welfare assessments**
Dr. Marina Salas, Antwerp Zoo
Dr. Xavier Manteca, Autonomous University of Barcelona

**Repeat Workshop**

**Assessing the assessments**
Lisa Clifforde, ZSL London Zoo
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<tr>
<td><strong>POSTER PRESENTATIONS</strong></td>
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<tr>
<td>Lunch 13:00 - 14:00</td>
<td>Poster speed presentations 12:30 - 13:00</td>
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</table>
**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

### 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 Spiezo, 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.
  - Freasha Patel, Twycross Zoo, UK
  - Applied behaviour analysis as a tool for animal welfare in Helsinki Zoo
  - Merja Wahiros, Helsinki Zoo, Finland
  - Welfare protocol for giraffes in captivity
  - Dr. Marina Salaq, Zoo Antwerp Centre for Research and Conservation

**PRESENTATIONS**
- Reviewing abnormal behaviours as welfare indicators
  - Maria Diaz Leal, The Royal Veterinary College

**PRESENTATIONS**
- The importance of activity budgets in promoting positive animal welfare
  - Dr. Rachel Robbins, Zoos South Australia

**PRESENTATIONS**
- Applied behaviour analysis as a tool for animal welfare in Helsinki Zoo
  - Freasha Patel, Twycross Zoo, UK
  - Welfare protocol for giraffes in captivity
  - Dr. Marina Salaq, Zoo Antwerp Centre for Research and Conservation

### BREAK OUT SESSIONS

**16:30 - 17:30**

**PRESENTATIONS**
- While you were Sleeping: Meeting Animals’ Sleep Needs
  - Brendan Walsh, Dublin Zoo

**PRESENTATIONS**
- Is ‘enrichment’ enriching: Evaluating enrichment
  - Lisette van den Berg, Utrecht University

**PRESENTATIONS**
- Old but Gold: Geriatric Animal Care Programme at Wildlife Reserves Singapore
  - Claudia Tay, Wildlife Reserves Singapore

**PRESENTATIONS**
- Visual body condition scoring of orangutan in the rehabilitation center, East Kalimantan, Indonesia
  - Froyana Rahayu, The Borneo Orangutan Survival Foundation

**PRESENTATIONS**
- Social networks & captive welfare in Livingstone’s fruit bats
  - Dr. Christina Stanley, University of Chester

**PRESENTATIONS**
- Making inter-species welfare comparisons: a philosophical approach
  - Heather Browning, National Zoo and Aquarium, Australia

**PRESENTATIONS**
- Building a database of evidence for the effectiveness of husbandry and management interventions for the conservation and welfare of captive animals
  - Dr. Anouk Lemasson, Wild Planet Trust (in collaboration with the University of Cambridge)
## DAY 2 - MARCH 25

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

**Location:** The St@art

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### Plenary Presentations

#### 9:00 - 11:00

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<thead>
<tr>
<th>Time</th>
<th>Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>9:00</td>
<td>The 2023 WAZA Animal Welfare Goal</td>
<td>Dr. Jenny Gray, Zoos Victoria</td>
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<tr>
<td>9:45</td>
<td>The development and validation of a welfare risk assessment tool for zoos</td>
<td>Dr. Sally Sherwen, Zoos Victoria</td>
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### Discussion Panel

#### 11:30 - 12:15

<table>
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<tr>
<th>Time</th>
<th>Title</th>
<th>Panellists</th>
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<tbody>
<tr>
<td>11:30</td>
<td>Approaches to animal - visitor interactions across the world's regions</td>
<td>Dr. Sally Sherwen (AUS), Dr. Alexandra Guerra (Latin America), April Adams (EAZA), Gabrielle Harris, (South African Association For Marine Biological Research), Willem Manansang (SEAZA)</td>
<td>Ms Karen Fifield, Wellington Zoo, Chair of the WAZA Ethics and Animal Welfare Committee</td>
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### Discussion Panel

#### 12:15 - 13:00

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<tbody>
<tr>
<td>12:15</td>
<td>Management of animal-visitors interaction policies from an organisation's point of view</td>
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<td>Dr. Jenny Gray</td>
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### Lunch

#### 13:00 - 14:00
## DAY 2 - MARCH 25

### Session 4: The Physical Domains, Nutrition and Environment Session

**Location:** The St@rt

### PLENARY PRESENTATIONS 14:00 - 15:30

<table>
<thead>
<tr>
<th>Topic</th>
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<tbody>
<tr>
<td>Reducing sugar</td>
<td>Dr. Francis Cabana, Wildlife Reserves Singapore</td>
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<tr>
<td>24/7 Soundscape - what kind of noise exposure do zoo animals experience</td>
<td>Dr. Kirsi Pynninen-Oudman, Helsinki Zoo</td>
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<tr>
<td>UV and lighting</td>
<td>Dr. Frances Baines, UV Guide UK</td>
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### Afternoon Tea 15:30 - 16:00

### BREAK OUT SESSIONS 16:00 - 17:00

#### WORKSHOP

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<td>Dr. Gerardo Garcia, Chester Zoo</td>
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#### PRESENTATIONS

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<tr>
<td>Well-integrated individuals for well-managed breeding programs: when population gestion joined animal welfare thanks to social introduction techniques</td>
<td>Dr. Amélia Romain, Bureau d’étude AKONGO, Toulon, France</td>
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<tr>
<td>What is in it for me? Welfare assessment of a captive colony of African penguins before and after the transfer to a new enclosure</td>
<td>Francesca Bandoli, Giardino Zoologico di Pistoia, Pistoia, Italy</td>
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### BREAK OUT SESSIONS 17:00 - 18:00

#### WORKSHOP

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#### PRESENTATIONS

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<tr>
<td>Use of biological criteria to develop minimal standards for mammals in zoos in Flanders</td>
<td>Dr. Hilde Vervaecke Odisee University College</td>
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<tr>
<td>Using a worldwide zoo database to assess the effect of circadian synchrony on animal welfare</td>
<td>Kristine Gandia, University of Stirling</td>
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<tr>
<td>Does giving outdoor access to aye-ayes improve their welfare while maintaining a modified light cycle to accommodate husbandry and non-invasive research</td>
<td>Meg H. Dye, Duke Lemur Center</td>
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#### WORKSHOP (Repeat)

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<tr>
<td>Developing a Metric of Usable Space for Zoo Exhibits</td>
<td>Heather Browning, National Zoo and Aquarium, Australia</td>
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<tr>
<td>Nutrition matters! The role of animal nutrition in improving zoo animal welfare</td>
<td>Anouk Fera, Apenheul Primate Park</td>
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<tr>
<td>Food for thought: Marmosets husbandry and vitamin D</td>
<td>Iris van der Eerden, AAP, Animal Advocacy &amp; Protection</td>
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### DAY 3 - MARCH 26

**Session 5: The Paradox of Ethics and Welfare**

**Location:** The St@art

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<th><strong>PLENARY PRESENTATIONS</strong></th>
<th><strong>8:30 - 10:30</strong></th>
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<tr>
<td>What is Ethics? Understanding ethics in a zoo context</td>
<td>Dr. Mike King, University of Otago</td>
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<tr>
<td>Balancing animal welfare with breeding programme needs</td>
<td>Dr Holly Farmer, Wild Planet Trust</td>
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<tr>
<td>The complex relationship between breeding and welfare</td>
<td>Thomas Bionda, Apenheul Primate Park</td>
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<tr>
<td>Animal welfare activism and the future of zoos and aquariums; threat or opportunity?</td>
<td>Dr Jake Veasey, Vancouver Aquarium</td>
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#### Morning Tea 10:30 - 11:00

Animal welfare, ethics and conservation breeding - an ethical debate

- Chaired by Dr. Holly Farmer.
- 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)

#### BREAK OUT SESSIONS 12:00 - 12:45

| **PRESENTATION** | **INTERNATIONAL COMMONALITIES IN ZOO WELFARE CONCERNS**
|-------------------|---------------------------------------------------|
| **PRESENTATION** | **ANIMAL WELFARE AND CONSERVATION BREEDING PROGRAMMES: LINKING EX SITU WELFARE WITH BREEDING AND REINTRODUCTION SUCCESS**
| **PRESENTATION** | **SPANNING ZOOS WITH NESCI BRUG: A FOOTBRIDGE TOWARDS ANIMAL WELFARE**
| **PRESENTATION** | **ANIMAL WELFARE AND ETHICS IN CONSERVATION-BREEDING PROGRAMMES**

- Dr. Samantha J. Ward, Nottingham Trent University and Wild Welfare
- Dr. Maria Diez-Leon, The Royal Veterinary College
- Dr. Eileen (Kat) Tuite, Charles Darwin University, Australia
- Chaired by Dr. Holly Farmer.
- 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)

#### Lunch 12:45 - 13:45

- Animal welfare activism and the future of zoos and aquariums; threat or opportunity?
  - Dr Jake Veasey, Vancouver Aquarium

- 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
  - Kanako Tomisawa, Omuta City Zoo
# Day 3 - March 26

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

**Location:** The St@rt

## 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 Andersen 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

**Presentation**
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

## 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 Andersen Hansen, Marine Biological Research Center

**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

**Presentation**
Animal-Computer Interaction: bridging the welfare gap within zoos and aquaria
Dr. Patrizia Paci, The Open University, UK

**Presentation**
Tinder for orang-utans: developing tasks to increase reproductive success and wellbeing
Tom Roth, Leiden University

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

## Farewell Dinner
**19:00 - 00:00**
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. Kirsu 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, Parc Asterix, France

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

Monitoring of enrichment effectiveness in Kyiv zoo Dr. Maryna Shkvyya, 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 Vaicekauskaitė, 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 Matyià, 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 Giltskyaya Julia, Leningradsky Zoo

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

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).

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 focuses on 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.

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.
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 murres 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 Bælt 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.
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.
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.
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.
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).
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.