



# Keeper Notes

*Official newsletter of the International Congress of Zookeepers*

In this issue

VOLUME 10 NUMBER 2

*Association highlight:*

**Page 1 Presidents Message**

**Page 2 6<sup>th</sup> International Congress of Zookeepers**

**Page 3 ICZ Illustrated Keepers Handbook**

**Page 4 ALPZA Congress**

**Page 5 Conservation News**

**Page 8 News from Around the World**

**Page 9 Upcoming Events**

## President's Message

Hello all

The ICZ committee is presently seeking assistance for a very exciting project. It is an illustrated handbook on zookeeping which will be produced in separate chapters. The aim is to provide instruction for keepers who are unable to read or source educational material in their own language. This project aims to provide keepers with a simple guide to improve animal husbandry and keeper safety via the use of pictograms. We are working with a graphic design school in Germany in developing this guide. To do this we need sequential photos of keepers preparing feed and feeding their animals for the first chapter. Please see the article further on in this newsletter about how you can assist.

In October the ICZ will be visiting the Philippines for our annual meeting. At this meeting we will be undertaking some strategic planning. If you have some specific ideas on how the ICZ should move ahead we would love your feedback for inclusion in our discussions. Just email me at [eo@aszk.org.au](mailto:eo@aszk.org.au)

We will also be taking the opportunity to run some keeper workshops with ZAP as well as visiting a number of facilities. The steering committee is hoping our combined experience and skills can be useful in delivering some good educational outcomes whilst there.

Finally I would just like to thank one of our longer term committee members who has recently stood down from the ICZ steering committee. Carla Srb from Australia has been involved with the ICZ since its inception. She has been secretary for many years and a great support to us all. She has worked tirelessly on the congresses as well as in her duties for the committee. She will be sorely missed but will be assisting us in producing this newsletter for a bit longer. Thanks Carla!!

**Liz Romer**  
**ICZ President**





THINKING TODAY  
KEEPING TOMORROW

### **Save the date!**

The ICZ is excited to announce the 6<sup>th</sup> ICZ congress will be held at Temaikèn Buenos Aires, Argentina 14 – 18 October 2018. This will be our first bilingual congress and will be held in both English and Spanish.

The call for papers will be opening later this year with information being posted on the ICZ website, [iczoo.org](http://iczoo.org), as it becomes available.

So, plan ahead and save the date. We look forward to seeing you there!

¡Anótalo en la agenda!

ICZ anuncia que el 6º Congreso Internacional de ICZ se celebrará en Temaikèn Buenos Aires, Argentina, del 14 al 18 de Octubre del 2018. Será nuestro primer congreso bilingüe, en este caso tanto en inglés como en español.

La llamada a ponencias se abrirá a finales de este año y en la página web de ICZ podréis encontrar toda la información, [www.iczoo.org](http://www.iczoo.org).

Por tanto, planifícalo con tiempo y apúntate las fechas. ¡Esperamos verte allí!

# ICZ ILLUSTRATED ZOOKEEPING HANDBOOK

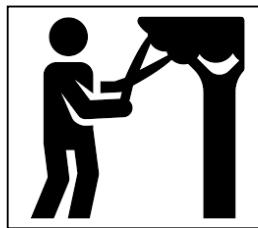
All over the world, captive animals can be found in a huge array of different situations and organisations. In many cases, the welfare of these captive animals is compromised and not reflective of a standard more commonly expected throughout more developed areas of the globe.

Often, these standards are derivative of a lack of education amongst those responsible for their care and closely correlated with low literacy levels. Coupled with the fact that animal care as a profession holds an extremely low status in many regions, the provision of resources and educational material is often very limited if available at all.

Another major issue stemming from a lack of education is workplace health and safety with many zookeepers around the world regularly injured or killed

Despite all of these constraints, we know that the majority of these zookeepers share a deep affiliation with the animals they care for. Many of these keepers are desperate for an opportunity and pathway to greater knowledge and understanding of the animals they work with every single day.

The ICZ committee is presently seeking **YOUR** assistance for a very exciting project. It is an illustrated handbook on zookeeping which will be produced in a number of selected chapters. The aim is to provide instruction for these keepers who are unable to read or source educational material in their own language. This project aims to provide keepers with a simple guide to improve animal husbandry and keeper safety via the use of pictograms.



We are working with a graphic design school in Frankfurt, Germany to develop this guide. In order to develop the first chapter (feeding) we need sequential photos of keepers preparing feed and feeding their animals. We require as many **step by step** photos as possible that capture each unique step undertaken during the course of preparing and delivering animals their food.

We are optimistic to have this first chapter ready for trial by the time the ICZ steering committee attends the Philippines in October. It is hoped that we will trial this chapter with some keepers from some of the local organisations.

We are calling on all zookeepers to assist us in this project. We believe that together, we can make a big difference. A very small, achievable task can essentially change the lives of captive animals and their keepers forever.

To assist contact Carsten Knott – Vice President ICZ at [carsten.knott@gmx.de](mailto:carsten.knott@gmx.de) Or [carsten.knott@stadt-frankfurt.de](mailto:carsten.knott@stadt-frankfurt.de);

Or Sebastian Schorr [sebastian.schorr@gmx.de](mailto:sebastian.schorr@gmx.de)

Or [Nicholas.knott@gmx.de](mailto:Nicholas.knott@gmx.de)

You will receive an answer with the link to upload the pics to a cloud in a specific time frame.

## XXIV ALPZA Congress – A Cuban Experience

Yvette Kemp, AAZK International Outreach Committee Chair  
([Yvette.Kemp@aazk.org](mailto:Yvette.Kemp@aazk.org))

Senior Hospital Keeper, San Diego Zoo  
([YKemp@sandiegozoo.org](mailto:YKemp@sandiegozoo.org))

This year's Asociación Latinoamericana de Parques Zoológicos y Acuarios (ALPZA) conference took place from May 29th to June 2nd in beautiful Havana, Cuba. With over 9 Latin American countries plus representatives from the U.K., South Africa, Germany, Australia and the U.S. for a total of 250 participants, it truly was quite an international gathering!

Topics varied from animal welfare to accreditation and standards to conservation but in the end, it was all about working together. With this in mind, Guillermo Delfino from Argentina's Fundación Temaikén and a representative from the International Congress of Zookeepers (ICZ), and myself representing the U.S.'s American Association of Zoo Keepers' (AAZK) and its International Outreach Committee (IOC), were able to share how our respective keeper associations play an important part in keeper growth.

As we are aware, the role of keepers has changed dramatically and keepers are now an integral part of the organizations they work for. Keepers are involved in all aspects of animal care and participate in many conservation projects inside and outside of their jobs. The conference was a great opportunity to share how each of the keeper associations work; how they can assist with keeper training, the resources they offer, and the support they can bring to animal care professionals around the world. Both the ICZ and AAZK offered Latin American keepers a link to reach out and become involved with other keepers by joining their keeper associations. AAZK even formed the IOC with Latin American keepers in mind, offering all their available resources plus a grant to attend the annual AAZK Conference.

Although the ALPZA Conference was a great experience and the Parque Zoológico Nacional de Cuba was an amazing host, it was the time after the conference that I think that Guillermo and I were able to make the biggest impact.

Thanks to ALPZA Executive Director, Martin Zordan, Guillermo and I, along with Dave Morgan from Wild Welfare and Julian Castellanos from the San Diego Zoo, were able to lead a 3 day workshop for 30 animal care personnel from several of the Cuban zoos.



The workshop covered many topics important to keeper development such as documentation, security, animal welfare, enrichment, and exhibit design, and thanks to everyone's participation, I believe we all left with valuable and applicable information.

Participants were able to apply their knowledge in exercises and it was great to see the Cuban keepers debating, sharing, and working together to accomplish various projects. It was the first such workshop for most of them and we were happy to see how much they enjoyed the experience.

The conference and workshop have ended, but that doesn't mean that the ties must break.

Already, I have received multiple emails from people I met and I know I will keep in touch with. AAZK's National Conference will take place soon in Washington, DC, from August 27th through September 31<sup>st</sup>. AAZK will be celebrating its 50<sup>th</sup> anniversary and we hope to see some new faces, including the winner of this year's IOC Latin American Travel Grant Zazyl Macias Mendez from Guadalajara, Mexico.

The ICZ's congress will be taking place in October of 2018 in Buenos Aires, Argentina. This presents another opportunity for animal care professionals to come together and share their experiences while making professional connections.

Thanks to Martin and ALPZA, the Parque Zoológico Nacional de Cuba, and all our new friends in beautiful Cuba for their hospitality. I look forward to keeping in touch and working together again. And I invite everyone to become more involved in their keeper associations (or starting one if you don't have one – we'd love to help you with that). Both the ICZ ([iczo.org](http://iczo.org)) and AAZK ([aazk.org](http://aazk.org)) are here for your support and know the value of sharing our experiences. Hope to hear from you soon!



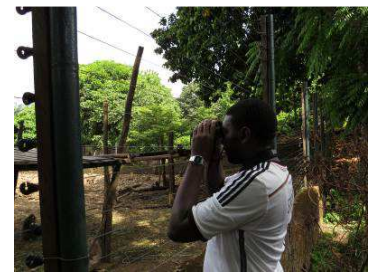
## CONSERVATION NEWS

The Drill, *Mandrillus leucophaeus*, is an Endangered Primate species, only present in Cameroon and Nigeria. In Cameroon, the Limbe Wildlife Centre (LWC) rescues and rehabilitates drills victims of poaching and pet trade, by helping them to (re)acquire natural skills. In 2016, thanks to support from the International Congress of Zookeepers (ICZ Conservation Grant) and Save the Drill, a behavioural study on a group of 92 well-identified drills living in a 1,090 m<sup>2</sup> enclosure at the LWC was conducted to assess the behavioural and social skills of individuals, and the group organisation and cohesion in view of future release. Behaviours were recorded by a volunteer caretaker between June and September 2016, corresponding to 292.8 hours of observation and 8783 instantaneous scan samples. Concurrently, one Cameroonian Master 2 student was successfully trained to identify and characterize individuals, and to collect high quality behavioural data.

Preliminary analysis of activity-budget and social interactions revealed that the social organisation appears natural: adult females ensure cohesiveness of social networks through grooming; high rank adult males are central and maintain stability, while young adult males are peripheral; play, as indicator of well-being, is performed mostly and decrease with age. These results provide valuable knowledge on the drill. Nevertheless, as few individuals were poorly integrated into the group and remained very peripheral, analyses will also serve as valuable management tools to enhance each individual's well-being.

In 2017, LWC will resume the data collection, train more Cameroonians, especially a talented caretaker, to ensure continuity and sustainability of the project.

[peggy@limbewildlife.org](mailto:peggy@limbewildlife.org)  
[www.limbewildlife.org](http://www.limbewildlife.org)  
[www.facebook.com/limbewildlifecentre](https://www.facebook.com/limbewildlifecentre)  
[www.twitter.com/limbewildlife](https://www.twitter.com/limbewildlife)



# THE RANGERS OF TANGKAHAN

## BUFFER ZONE PROTECTION IN THE LEUSER ECOSYSTEM, NORTH SUMATRA

The Rangers of Tangkahan is a community conservation initiative, established to help provide long term protection of the Leuser ecosystem buffer zone environment to benefit both wildlife and people. The Rangers of Tangkahan was formed in 2016 after founder Amy Robbins (Team Leader of Primates at Auckland Zoo) saw a need to help provide protection to the buffer zone of the Gunung Leuser National Park, after witnessing extensive destruction and wildlife conflict as well as poverty within the forest edge communities, which are closely interlinked. Buffer zones should help afford protection of a high conservation area but along the forest edge is where much of the conflict with the environment often occurs. The Leuser ecosystem is one of the worlds' richest, yet least known and threatened forest ecosystems. Over 2.6 million hectares span the provinces of North Sumatra and Aceh on the island of Sumatra, Indonesia, around 30% of which is made up of the Gunung Leuser National Park. This environment is the very last place on Earth where the Sumatran orangutan, tiger, elephant and rhinoceros co-exist. It acts as a life support to around four million people who live in and around it and helps regulate climate worldwide. Buffer zones are a transition area to enhance the protection of a specific conservation space and are increasingly under pressure from human activity.



**Our vision:** *to ensure long term protection of the buffer zone and forest edge communities of the Leuser ecosystem in North Sumatra*

**Our mission:** *To halt activities that damage the buffer zone environment and are a threat to wildlife and to assist in identifying sustainable alternative solutions for the forest edge communities living within the buffer zone of the Leuser ecosystem*

We have four strategic imperatives that outline critical actions required to achieve our vision: patrols, community engagement, human-wildlife conflict and research.

A team of rangers spend 10 days per month in the buffer zone of the Leuser ecosystem. We aim to be in the field for 20 days per month and within two years to employ an additional three teams in other forest edge communities. Patrols will achieve the following: data collection to catalogue the flora and fauna of the buffer zone which has never been done before; collect intelligence to help us determine future conservation strategies; remove traps/snares (over 250 to date) and act as a

deterrent to law breakers; conduct research: monitoring and recording of illegal activity to help determine the level of reliance of each community on such activity; camera trap surveys, aerial surveys utilising drones to document the existing borders between the forest edge communities and the National Park. This will help determine encroachment over time; utilise drones to help locate wild elephant herds before they come into communities and to help identify their behavioural patterns within the buffer zone.

Community engagement is an important aspect of the programme as it is vital we have the support of the communities we are targeting and that they join us on our journey and are committed to change.

The rangers research how these communities receive income and the types of illegal activity they are engaging in, with the goal of helping them develop alternative sustainable income sources; provide educational outreach and build awareness of conservation issues among forest edge communities and authorities.

Sumatran orangutans and elephants are the main conflict species due to crop raiding behaviour. We aim to train a specialist human-orangutan conflict mitigation team with a hotline and printed material; utilise drones and camera traps to help document behavioural and temporal patterns of crop raiding elephants and collaborate with international experts to help develop long term, effective mitigation and prevention strategies for elephant conflict.

We aim to provide local and international research opportunities; collaborate with other organisations for species-specific research initiatives; conduct qualitative and quantitative research to customise a tool kit of long term wildlife conflict mitigation and preventative measures.

Our goals are ambitious but there is an inherent and urgent need to protect this ecosystem and work with the forest edge communities to help drive change and overcome human-wildlife conflict. Our annual operating budget is \$84,838(AUS) and we rely solely on donations and grants. We are currently seeking the donation of good quality camera traps so we can begin our research.

Please contact [therangersoftangkahan@gmail.com](mailto:therangersoftangkahan@gmail.com) if you are able to help our programme in any way.

Visit [www.therangersoftangkahan.com](http://www.therangersoftangkahan.com) for further information.

To support, please donate at [www.gofundme.com/sumatranrangers](http://www.gofundme.com/sumatranrangers) OR [www.gofundme.com/snareremoval](http://www.gofundme.com/snareremoval)





# *Around the ICZ World*

## Association News



### **Australasian Society of Zookeeping News**

The newly formed ASZK Animal Training Community recently held its inaugural two day animal training workshop 24 – 25 May in Canberra, ACT. This included an introductory beginner's day with the second day aimed at incorporating more advanced concepts. Day two also included a trip to Canberra's National Zoo and Aquarium for more hands on demonstrations. Delegates came from all over Australia and beyond, including New Zealand and Papua New Guinea (PNG). It was a sell out at 60 participants and we are hoping to make this a regular event. This is a keeper driven initiative and the ASZK is thrilled to have such willing keepers at the helm of this new venture.

Following on from the very successful workshop the annual ASZK Conference was held at the same stunning venue. Set in the shadows of the ancient hills of Tidbinbilla Nature Reserve, the conference received record engagement from the zoo community with 110 full delegates in attendance. With a theme of "Our evolution or extinction" we witnessed many world class presentations highlighting much of the conservation work keepers are undertaking alongside advances in husbandry, training and enrichment.

Delegates were privileged to receive a traditional indigenous 'welcome to country' which included a smoking ceremony by two of the indigenous rangers from Tidbinbilla. The rangers explained that this traditional ceremony is said to cleanse your spirit. Historic stories were told about the importance of the land we were on and how it was a significant meeting area for tribes from all around the region. They then showed us a

of different artifacts and tools which they still make from the local area to this day. Delegates were extremely fortunate to have the opportunity to purchase some of the beautiful hand-made coolomon's (an aboriginal container made of wood or bark) made by the rangers themselves.

The fun continued as enrichment devices were provided by Aussie Dog Products as another part of our ice breaker. Four separate groups competed to win one of these fabulous primate enrichment devices – lots of different tactics were employed to release the chocolate rewards inside!

Again, National Zoo played host on the Saturday afternoon as we toured their facilities, followed by pre dinner drinks and nibbles whilst overlooking a bachelor group of rhino's. With this being the largest turn out we have had at an annual conference it was indeed a great way for delegates to meet many new faces in our industry and form relationships that we are positive will continue to thrive, and be of great support to all as we move into what is set to be a very exciting future.



ASZK Conference delegates



ASZK Work Shop participants





From 21<sup>st</sup> – 24<sup>th</sup> March, from 21 to 24 the annual AFSA congress was held at the *Parc Animalier de Sainte-Croix*, in the north-east of France. Several topics were addressed at the congress: the situation of European predators, nutrition (including the misconception about the benefits of fruits in diets), the rescue of an Asian Elephant with a broken tibia and fibula at the PAL, management of Toco Toucans, management of European otters, papers on the different species of deer, the first ideas of an ethological study to commence, medical training, different varieties of bats in France and much more.

A total of 105 participants (81 members, 16 speakers and 8 members of the AFSA Steering Committee) gathered at the congress. During the gala evening, an auction was held similar to last year with the addition of Estelle Jourden, the designer of pictures more real than nature being present and raising the auctions success beyond what was anticipated. The various auction items donated by the delegates raised 700 € at the silent auction. The 32 Estelle Jourden pictures sold for 2100€!!!



*Damien, the animator of the open auction, with Estelle Jourden, the designer of the pictures!*

These 2800€ will be donated to the AFSA conservation grant, which will be used initially to finance the transport of bearded vulture for release to the wild, via the association Vulture Conservation Foundation.

Also with these funds, AFSA will support the APECS association for satellite tracking of pelagic sharks near the French coast and thanks to these 2800€, other projects as well will be supported by AFSA!



*Some examples of the 32 pictures drawn by Estelle and their buyers.*

April 25th to 27th, the raptors group gathered at the prestigious park of *Puy-du-Fou*, in the west of France.

41 people registered for this course to speak, learn and exchange about this great family of fascinating birds!

The three days were spent with presentations in the classroom covering subjects such as nutrition, reproduction / incubation, physical characteristics and care, conservation, olfaction and vision, pedagogy. Outside the classrooms, we attended the show of the “*Bal des Oiseaux Fantômes*”, and participated in some behind-the-scene tours, saw the use of falconry equipment, and much more.

Moving forward, the AFSA's Steering Committee will formulate the coming events for 2017, mainly medical training at the *Parc Zoologique de Lyon* at the end of September, and a "reptiles and amphibians" gathering at the *Parc Zoologique de Paris*.





On March 23<sup>th</sup> and 24<sup>th</sup>, AICAS and ICZ were represented at the annual meeting of AIZA (Iberian Association of Zoos and Aquariums) [www.aiza.org.es](http://www.aiza.org.es), held in Benidorm, Spain, and sponsored by Mundomar. The talk presented by R. Cabrera was titled “Animal keeper: a key tool in the conservation, both ex situ and in situ” was successful within the Conservation Group and to the coordinators of whom we want to thank for providing us a place in the program, especially Pepa Ruiz. We aim in continuing this work to strength the relationships between AIZA and AICAS.

We also thank the Barcelona Zoo for their constant support of AICAS, as they funded the registration fee of the AICAS-ICZ representative.

On March 25<sup>th</sup> and 26<sup>th</sup>, Barcelona Zoo held a course organized by AICAS and themed “Herbivores” which was very well accepted by the 19 attendees, 8 of them who came from Portugal. The course consisted of delegates of speakers, professional keepers from Barcelona Zoo, Jardim Zoológico de Lisboa, Badoca Safari Park, as well as veterinarians and biologists working with wildlife and especially with the “Dorcas gazelle Project” in Senegal.

Another reciprocal relationship began with AMUS in the middle of March. AICAS organized a microscope, medicine and consumable collection campaign for NGO AMUS, a Spanish NGO created in 1995, which is involved in the conservation of native wildlife and their habitat in a rehabilitation wildlife centre in Badajoz, Spain. AICAS is funding transport costs from material collected and sent.

[www.amus.org.es/](http://www.amus.org.es/)

We just closed our enrichment picture contest and the winner was P. Delgado from Primadomus, a primate and carnivore rehabilitation center in Alicante, Spain. The prize is a free yearly AICAS subscription and an enrichment book. Congratulations!





*Asociación Ibérica de Cuidadores de Animales*

AICAS solicita colaboración para el centro de recuperación y hospital de fauna silvestre autóctona AMUS.

Es necesario un microscopio para que puedan continuar con su tarea de rehabilitación de aves y demás fauna que ingresa al centro, así como los siguientes materiales y medicamentos:

- ❖ Doppler
- ❖ Guantes P.M
- ❖ Leukapor
- ❖ Jeringas 1ml
- ❖ Valium inyectable (10/2 mg/ml)
- ❖ Búpres
- ❖ Cefotaxina
- ❖ EDTA (Etilato cálcico disódico)
- ❖ Blastestimulina
- ❖ Furacín

Pueden contactar con [bienestaranimal@aicas.org](mailto:bienestaranimal@aicas.org)

[www.aicas.org](http://www.aicas.org)

[www.amus.org.es](http://www.amus.org.es)






# Upcoming events

*Mark your calendars for the ICZ Member & Partner Institution happenings!*

## **INTERNATIONAL**

*Rhino Keeper Association's 10<sup>th</sup> biennial*

### **RHINO KEEPER WORKSHOP**

**August 7-11, 2017**

**Hosted by  
Denver Zoo**

Topics to include:  
assisted reproduction  
RPU enforcement  
captive management  
And a visit to the "Repository"



"Paraceratherium &  
White Rhinoceros compared"  
Copyright © Walter Myers  
<http://www.arcadiastreet.com>

**"Where will we be in 100 years?"**

Go to [rhinokeeperassociation.org](http://rhinokeeperassociation.org) for more details on pre and post trips





**Don't forget that October 4<sup>th</sup> International Zookeeper Day (IZD)!**

This special day is observed annually in recognition of the valuable contribution to ALL who make it their life's work to care for animals, whether its zoos, sanctuaries, aquariums, rescue centers, parks or reserves. Join the International Congress of Zookeepers in helping celebrate the third annual International Zookeeper Day & start planning your event(s) today!

