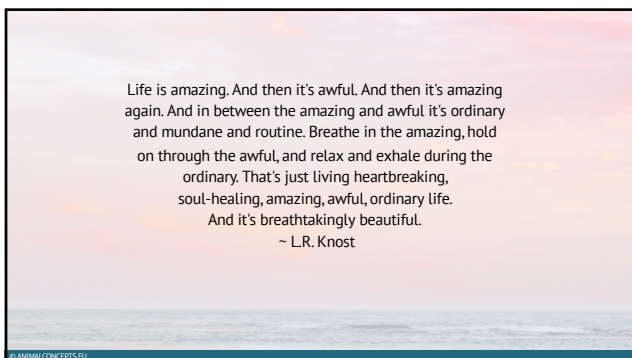


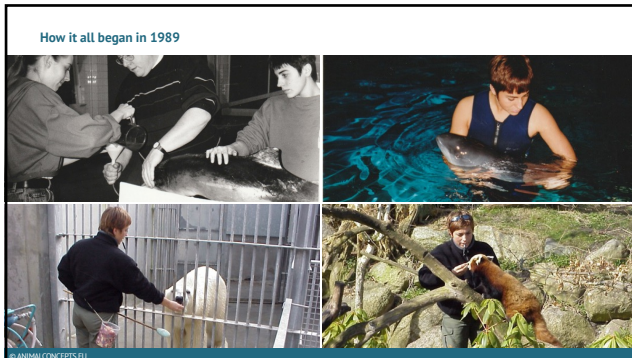
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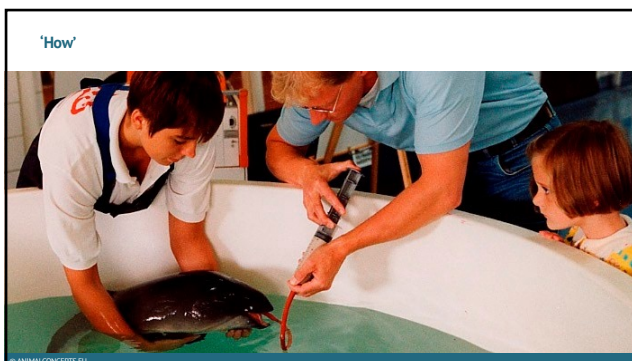
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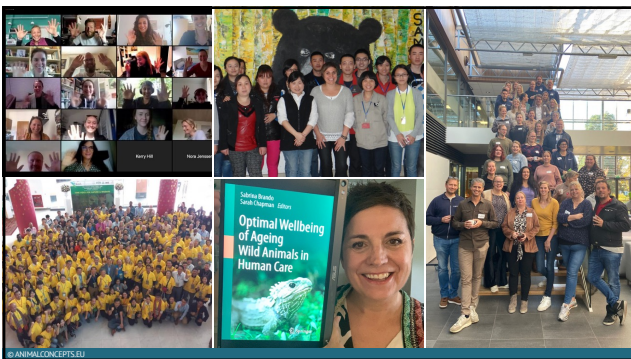
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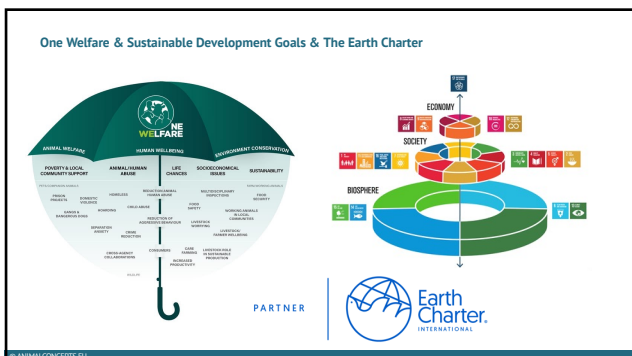
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12

"Animal-first" approach Lincoln Park Zoo

Changing the Approach to Caring for Ambassador Animals

March 28, 2019



"Animal-first" is an approach where various factors are considered:

- Does the animal have choice?
- Does the animal have control?
- Can the animal remain the comfort of her/his habitat?
- Is the program to the animal's benefit?

If the answer is 'yes' to all of these questions, that is an animal-first program. Moving forward, the zoo has committed to this approach for all ambassador animal programs and will be phasing out any program that does not meet these criteria.





"What we found is that the Penguin Encounters had a neutral or **even positive effect on welfare...**" says Senior Animal Welfare Scientist Katie Cronin, Ph.D. "Considering these results with past studies, we are confident that the **ability for the penguins to choose each day whether or not to participate in the encounters is a key factor in the positive impact of the program on penguin welfare.**"

"Previously, these programs placed an emphasis on people touching or doing something to the animals to fuel connection," says Vice President of Learning and Community Engagement Dana Murphy. **Now, these animal-first programs place an emphasis on caring for the animals and provide benefits to the animals** through voluntary grooming, providing diet items, or enrichment opportunities.

"In addition to animal welfare, we study empathy for animals and the impacts on guest learning and takeaways. We found that we can create interactive experiences that don't necessarily include directly touching an animal or removing it from its habitat, to facilitate guests' connections with animals. **We are committed to creating meaningful wildlife experiences to help people develop caring attitudes about the animals that share this Earth with us.**"


13

Understanding Job Satisfaction and Occupational Stressors of Distinctive Roles in Zoos and Aquariums


by  Gabriela Brandão ^{1,2,*}  Patrícia Rachine-Lopes ^{1,3}  Vinícius Donisete Lima Rodrigues Goulart ⁴ and  Lynette A. Hart ⁵

- Identification of joys and stressors
- The link between staff and animal welfare
- Empowerment and professional challenges
- Focus on human wellbeing and work-personal life integration


Professor
Lynette Hart



Dr Patrícia
Rachine-Lopes



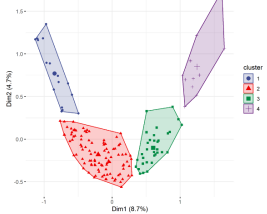
Dr Vinícius Donisete Lima
Rodrigues Goulart



14

1 of the key takeaways of our study was:

Participants who rated job satisfaction low, rated perceptions of animal wellbeing as being low and poor.



15

UNIVERSITY of STIRLING





Individual, team, leadership, and organisational aspects
of human wellbeing in zoos and aquariums

Sabrina Brando
PhD Researcher 2021-2025

Associate Professor
Line Caes

Professor
Hannah Buchanan-Smith




Professor
Sonia Rey Planellas



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16

PhD Research Project



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17

Key findings

EXPERIENCE

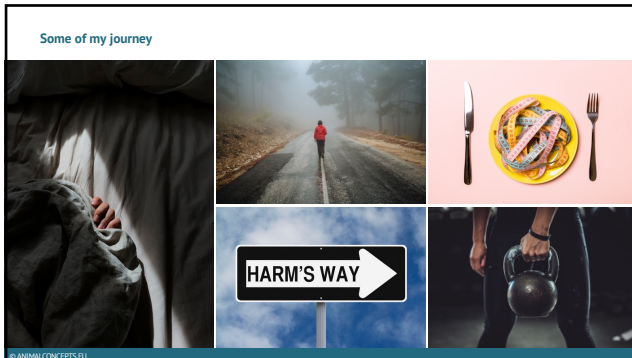
SELF-CARES

ORGANISATIONAL CULTURE

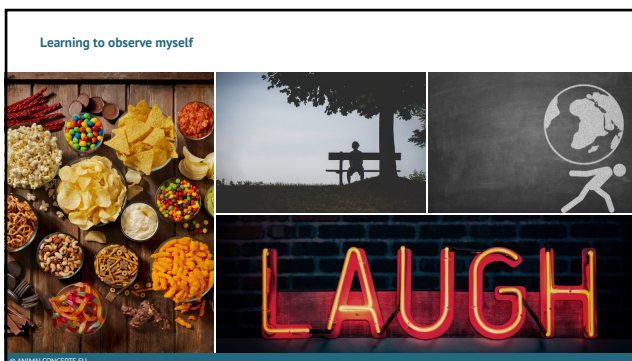


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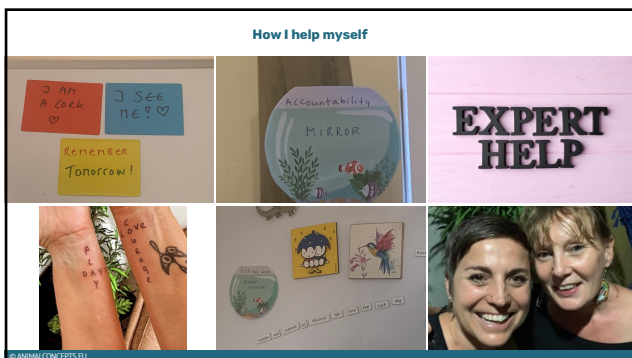
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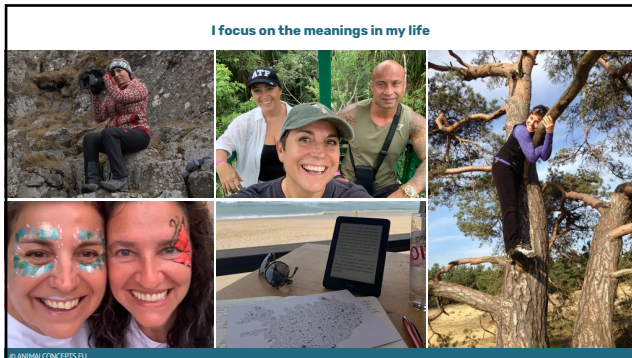
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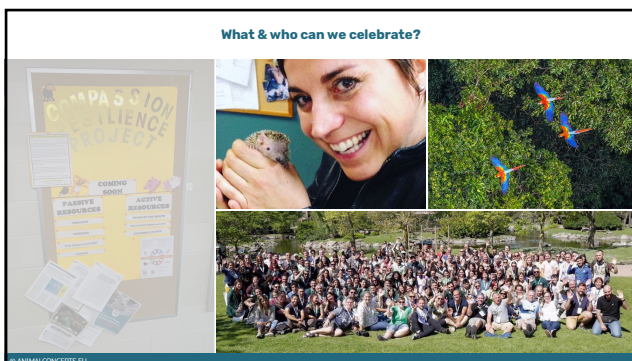
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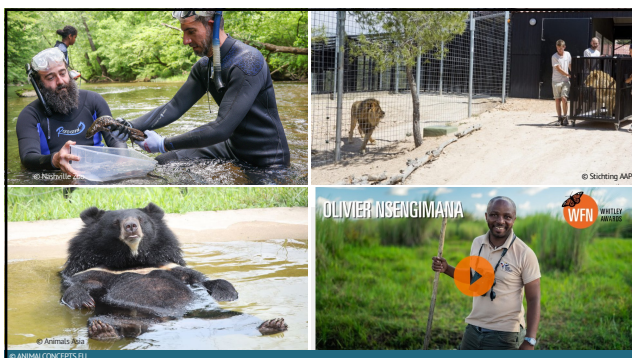
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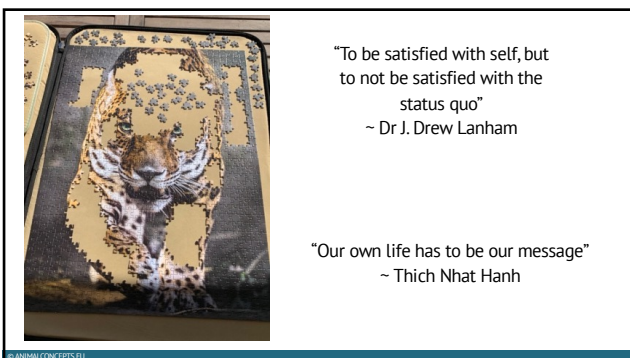
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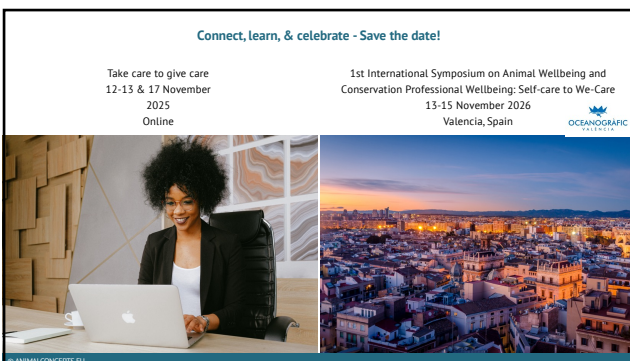
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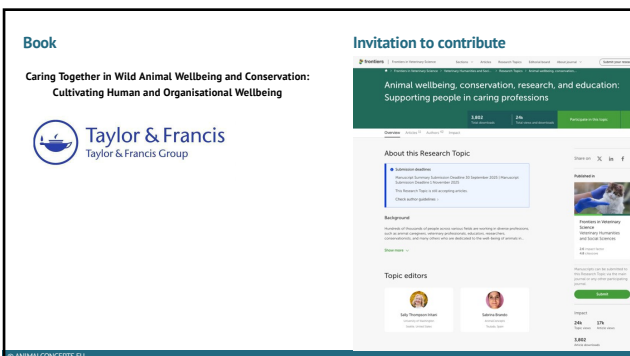
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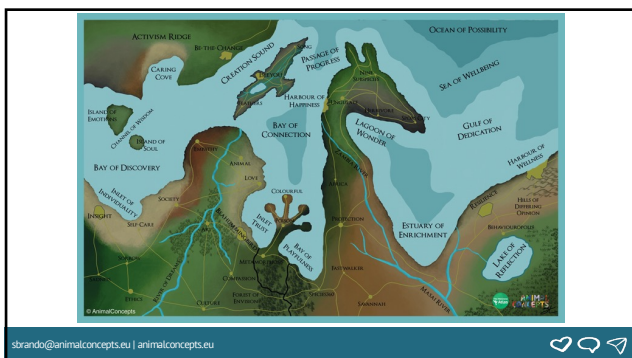
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To love. To be loved.
 To never forget your own insignificance. To never get used to the unspeakable violence and vulgar disparity of life around you. To seek joy in the saddest places. To pursue beauty to its lair. To never simplify what is complicated or complicate what is simple. To respect strength, never power. Above all, to watch. To try and understand. To never look away. And never, never to forget... another world is not only possible, she is on her way. On a quiet day, I can hear her breathing.

Arundhati Roy



32



33
