

Oregon Zoo Animal Welfare Committee Charter

Committee Name: Animal Welfare Committee, AWC

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A Purpose of the Committee

To support our vision of 'Creating a Better Future for Wildlife' and to help implement our strategic mandate of 'Making Animal Welfare a Guiding Principle'.

One of the highest priorities for the Oregon Zoo and its staff is to ensure the best possible welfare for the animals in our care as outlined in our welfare philosophy statement. While Animal Care staff and managers are directly responsible for the welfare and care of our animals, each Zoo staff member has a role to play in enhancing and ensuring optimal care and welfare for our animals. Any emerging animal welfare concerns should be addressed systematically and proactively through early detection and prevention of potential problems, regular feedback about animal care and welfare, evidence-based welfare assessments, and increase of staff awareness about animal welfare. To ensure this happens on an ongoing basis our institution has formed an internal Animal Welfare Committee (AWC).

Primary Goals of the AWC:

1. Promote optimal care and welfare for our animals throughout their lives using a science based approach
2. Provide a forum for animal welfare questions and concerns
3. Raise awareness among staff about what constitutes good animal welfare and recommend specific actions as needed

Specific Action Items:

- Systematically and proactively identify areas of opportunity for further improvement of care and identify action steps.
- Review and propose changes in Zoo policy in relation to animal welfare, e.g., hand rearing, program animals etc.
- Develop a communication plan with Marketing to distribute relevant animal welfare information to staff/volunteers on a regular basis.
- Develop a comprehensive welfare training for staff that includes face to face sessions and online resources and educates staff about evidence based management.
- Educate managers and supervisors about the process and their role in responding to animal welfare concerns.
- Manage the welfare concern process and communicate outcomes to staff.

Committee structure:

- The AWC committee will be led by a chair and a vice chair. The committee will have at least nine internal members (Zoo staff at managerial level) and two external members at any given time. The committee chair will be a permanent appointment, while the vice chair position may rotate among committee members every 12 months. Committee members will represent their own, as well as their divisions', perspectives and expertise to suggest recommended approaches to different welfare issues, concerns and initiatives.

Description of Committee Roles:**Chair:**

- Directs and provides meeting agenda.
- Schedules and leads meetings.
- Together with the committee sets goals and identifies specific actions with assignments and deadlines to achieve set goals.
- Ensures committee activities are linked to strategic goals and ensures action items get moved ahead and completed on time.
- Keeps track of committee progress.
- Helps to initiate responses and assigns roles to address submitted welfare concerns and possible concern investigations. Reports on outcomes to deputy director, director and staff.
- Reports on committee work and initiatives to director, staff and other stakeholders.

Vice chair:

- Supports the committee chair activities and acts as "back up" if the chair is unavailable.
- Actively participates in committee meetings and committee work. Ensures that meeting minutes are taken and records kept of all activities in the AWC folder.

Committee Members:

- Provide feedback and complete assigned tasks in a timely fashion.
- Help to identify existing and potential welfare issues/topics, action steps and awareness efforts.
- Prepare for meetings ahead of time and actively engage in discussions
- Participate in fact finding, information gathering, planning, brainstorming, etc., between meetings, as needed and assigned.
- Provide content and guidance for written guidelines, policies and proposals.

- Agree to a common set of standards by which potential welfare concerns will be evaluated and prioritized. Members agree to abide by and support the decisions of the committee regarding which messages/initiatives are recommended.
- Solicit suggestions from staff for new potential welfare topics and initiatives for consideration. Refer suggestions to the committee for discussion.
- Consider the strategic implications, organizational impacts and outcomes of recommendations being discussed.
- Report on the committee's progress and recommendations as needed.

B Committee Roster and Roles

Membership

Name	Team Role	Department/Division
Dr. Nadja Wielebnowski Conservation & Research Manager	Chair	Conservation & Research
Kristin Spring Vet Hospital Manager	Vice Chair	Veterinary Care
Dr. Don Moore, Zoo Director	Ex officio	Director's Office
Sheri Horiszny, Deputy Director	Member	C3
Amy Cutting, Curator	Member	C3
Travis Koons, Curator	Member	C3
Becca VanBeek, Curator	Member	C3
Bob Lee, Curator	Member	C3
Tanya Paul, Curator	Member	C3
Carlos Sanchez, DVM	Member	Veterinary Care
Hova Najarian	Member	Marketing
Peggy Bodner	Member	Operations
Jennifer Payne	Member	Education
Jill Mellen, PhD	Member	External Scientist and Zoo Animal Welfare Expert
Nick Kockler, PhD	Member	External Ethicist, Regional Director, Providence Center for Health Care Ethics

C Committee Meetings

Meeting Schedule

The committee will meet regularly on a monthly schedule. Occasional “ad hoc” or special topic meetings will be scheduled as needed.

External members can join in person or by phone and are asked to attend at least 50% of all meetings annually (i.e., every other meeting). The committee chair will convene meetings and distribute agenda and meeting materials for members prior to each meeting. Committee members are responsible for reading materials prior to the meeting; members should raise questions for discussion based on their review, they may seek involvement of non-members at any point in the process. Committee members may suggest topics for the meeting agenda by sending them to the committee chair.