



ADVANCING CONSERVATION THROUGH
EMPATHY FOR WILDLIFE

COMMITTEE SHARE OUTS

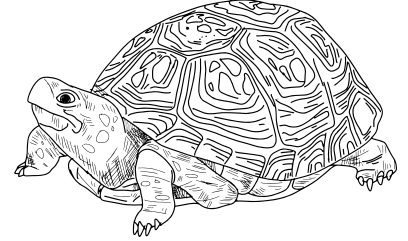
October 2023

The Advancing Conservation through Empathy for Wildlife (ACE for Wildlife) Network's vision is a "conservation-minded society motivated by empathy towards all life." Through achieving our mission of "creating and sharing effective practices to foster empathy for animals and people," Network Partners can: foster empathy, promote conservation missions, and motivate visitors to take conservation action. We pride ourselves in being Member-driven. One of the ways that our Members guide the Network is through our committees. This document highlights the incredible work that our committees have been working on since our February 2023 Summit, and what is to come in the future.

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STEERING COMMITTEE



MEMBERS

Committee Chair: Shana Kent (Alaska SeaLife Center)

Committee Members: Hannah Tilden (Woodland Park Zoo), Jess Thompson (Henry Vilas Zoo), Liz Hines (Point Defiance Zoo & Aquarium), Aszya Summers (Lincoln Park Zoo)

WHAT WE'VE BEEN UP TO

After receiving feedback from Summit attendees in February and with guidance from Catalyze Evaluation, the Steering Committee has been hard at work at finalizing the Empathy Adoption Rubric. The hope is that this new version of the rubric, which was created through a growth mindset, will provide individuals and organizations with a framework to support internal, reflective discussions among your teams to better understand areas of progress and areas for improvement. To view and utilize the Empathy Adoption Rubric, [click here](#).

UPCOMING

The Steering Committee will be working on creating a plan for the Network's long-term sustainability, reassessing committee recruitment and term limits, and supporting the Membership Committee as needed with expansion.

COMMUNICATIONS COMMITTEE



MEMBERS

Committee Chair: Meagan Ashton (Seattle Aquarium)

Committee Members: Ryan Retzke (Racine Zoo), Heather Harelson Nutick (Red River Zoo), Amber Reger (ZooMontana), Paul Vandermeuse (Zoological Society of Milwaukee)

WHAT WE'VE BEEN UP TO

To help acquaint new Members and Affiliates to the Network and our website, the Communications Committee created a Network Welcome Guide. This guide details processes such as setting up your account with the website and discussion board, where to find various resources, an FAQ, and more. You can find the [Welcome Guide here](#), or on the logged in Network Home page of our website. The Welcome Guide will be edited to reflect any changes that will happen once we have a new website.

In addition, the committee edited and consolidated two feedback forms for our website into one. This form can be found in the footer of our website and this version allows you to select to whom, or what committee, you would like your feedback to go. The committee also took Network feedback into consideration and changed the color palette and default layout of the discussion board. The new default organizes the discussion board as a feed as opposed to by categories. However, users can reorganize their board by clicking on the “categories” button at the top of the feed.

UPCOMING

The Communications Committee will be providing feedback to create our new website and implementing feedback to align committee priorities.



MEMBERSHIP COMMITTEE



MEMBERS

Committee Chair: Heather Harelson Nutick (Red River Zoo)

Committee Members: Tierney Ball (Zoo Boise), Fernanda Mora (ZooMontana), Marta Burnet (Woodland Park Zoo), Chris Berg (Shedd Aquarium)

WHAT WE'VE BEEN UP TO

This year, using the Demand Based Expansion Model created by the Steering Committee in 2022, the Membership Committee created a plan to expand the Network beyond our current Affiliate status. We shared this expansion plan at the 2023 AZA Conference and gained 43 new Affiliates.

To review details between Affiliates and Network Partners, [click here](#).

UPCOMING

This committee will work to support and implement the sustainable expansion of the Network.

DEAI COMMITTEE



MEMBERS

Committee Chair: To be elected in 2024

Committee Members: Fernanda Mora (ZooMontana), Shanna Hillard (Zoological Society of Milwaukee), Adam Winegarten (Racine Zoo), Camoya Evans (Woodland Park Zoo), Andrea Tronson (Roosevelt Park Zoo), Crystal Fox (Lake Superior Zoo)

WHAT WE'VE BEEN UP TO

This Working Group has now become a standing committee! To support Network Member and Affiliate learnings around the intersections of DEAI and the environment, the DEAI Committee created the [Inclusive Conservation List](#) in coordination with the Strategic Learning Committee. Should Network Partners choose to engage with this resource, they will be reimbursed up to \$250 to purchase books from the list for staff to further their learnings. Reimbursements must occur before December 31st, 2023.

The committee also created a diversity statement for the Network and is in the process of creating definitions for diversity, equity, inclusion, and accessibility.

UPCOMING

This committee will continue to work to strengthen the Network's DEAI foundation, including determining event topics, creating Network definitions for DEAI, and identifying places for growth.



STRATEGIC LEARNING COMMITTEE



MEMBERS

Committee Chair: Brooke Tucker (ZooMontana)

Committee Members: Isabelle Bieser (Zoological Society of Milwaukee), Melia Paguirigan (Woodland Park Zoo), Liz Gilles (Minnesota Zoo)

WHAT WE'VE BEEN UP TO

In an effort to extend the energy and conversation around Dr. Atkinson's keynote at the February Summit, the Strategic Learning Committee hosted two Climate Anxiety article clubs. There is the potential for similar article-club type events to occur in the future.

Earlier this year, this committee released the first edition of the [Empathy Training Toolkit](#). As 2023 draws to a close, this committee will be coordinating efforts to create the 2024 edition. If you have resources that you would like to be added to the toolkit, please email them to empathy@zoo.org. To support learnings around the intersections of DEAI and the environment, this committee co-created the [Inclusive Conservation List](#) with the DEAI Committee. Should Network Partners choose to engage with this resource, they will be reimbursed up to \$250 to purchase books from the list for staff to further their learnings. Reimbursements must occur before December 31st, 2023.

UPCOMING

The committee will be creating and taking action on a new learning question around cultivating buy-in for empathy work at zoos and aquariums. They will also be reviewing and compiling resources for the 2024 toolkit in the remainder of 2023.



CONSERVATION ACTION COMMITTEE

CONSERVATION CALENDAR 2024



MEMBERS

Committee Chair: To be elected in 2024

Committee Members: Alanna Dasso (ZooMontana), Kelsey Raffel (Como Park Zoo & Conservatory), Toby Seegert (Zoological Society of Milwaukee), Bethany West (Idaho Falls Zoo)

WHAT WE'VE BEEN UP TO

The Conservation Action Working Group has become a committee and created two documents in an effort to help support conservation efforts across the Network. In April, they released the Joint Initiative on Pollinators with suggestions during pollinator specific conservation days (e.g., No Mow May or Pollinator Week) or in everyday messaging about pollinators. In May, they released the Conservation Action Toolkit. Similar in format to the Empathy Training Toolkit, this Toolkit compiles example of conservation initiatives happening across our Network, as well as recommendations and suggestions about developing empathy-infused conservation messaging.

UPCOMING

Save the date for upcoming events! On **November 14th from 1:-30-2:30pm PST**, join us to discuss Conservation vs. Caring Actions with Bekah Hanes, from Como Park Zoo & Conservatory. Lastly, the committee will be creating another joint initiative for **World Wildlife Conservation Day on December 4th.**