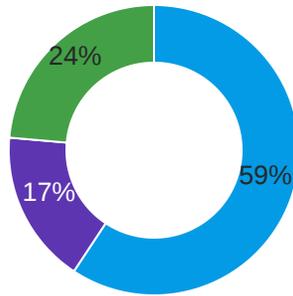


# EMPATHY ACTION PLANNING SURVEY RESULTS

Department:

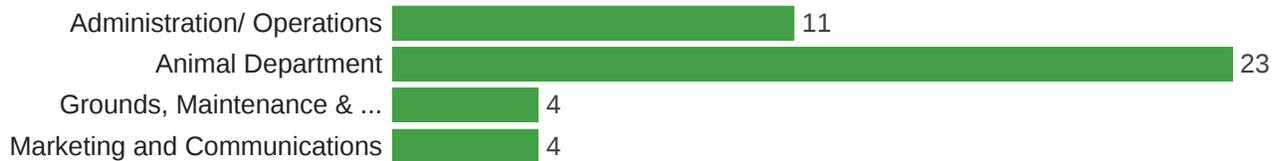
199 Responses



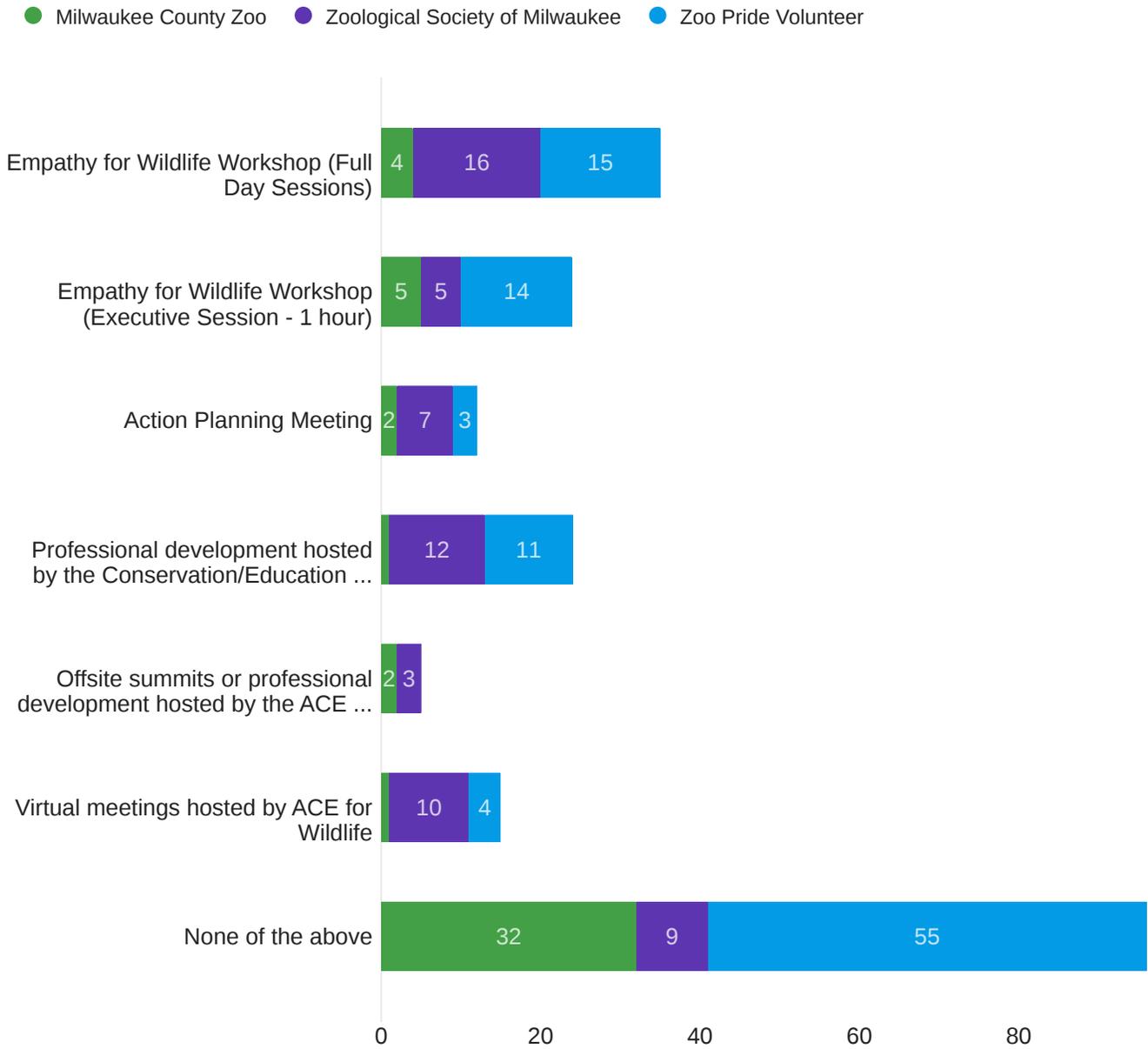
● Zoo Pride Volunteer ● Zoological Society of Milwaukee ● Milwaukee County Zoo

Field	Choice Count
Milwaukee County Zoo	47
Zoological Society of Milwaukee	34
Zoo Pride Volunteer	118
Total	199

## Milwaukee County Zoo Responses by Department



# Did you participate in any of the following Empathy for Wildlife training opportunities hosted by ZSM? (Select any that apply)



Zoo Pride Activity List

Field	Choice Count
Continuing Education Apes and Primates	48
Alex Hoefs-Horticulture	18
Other	11
Continuing Education ARC	47
Continuing Education Large Mammals	36
Continuing Education-Alex Waier and AIA Talks	57
2022 Eastern Massasauga SSP Meeting	8
Amanda Ista-The Tuft Stuff	3
Belize Zookeeper Workshop 2020	9
Community Conservation	11
Dr. Teri Allendorf-Community Conservation	13
Danielle Faucette-Hoof Stock	5
Dawn Fleuchaus-Jamaican Iguana Recovery	7
Dr. Greg Rasmussen-Painted Dogs	26
Flying Jewels	2
Intraoperative Manafement of Intracranial Abscess of a Juvenile Bonobo	21
Jessica Biggins-Ungulate Tag Update	9
Robin Perez-Project Dragonfly	4
Sheri Croce	9
Stacy Whitaker-Blue Iguana Conservation	8
Turtle Survival Alliance and North America Turtle Research Group	4
Zach Mills-Mule Deer	5
Empathy for Wildlife Workshop follow-up	11
Apes and Primates Meeting (Grant-Based)	3

Communications and Resources (Grant-Based)	2
Leadership Kick Off Meeting	22
New Volunteer Training	39
Special Events-Leadership	3
Total	441

Other - Text

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Other training and emails and handouts re empathy

AHC training

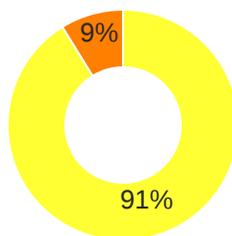
AHC Training

Kulture City Sensory Trng

I have been out of town for 3months and am not sure of all my answers.

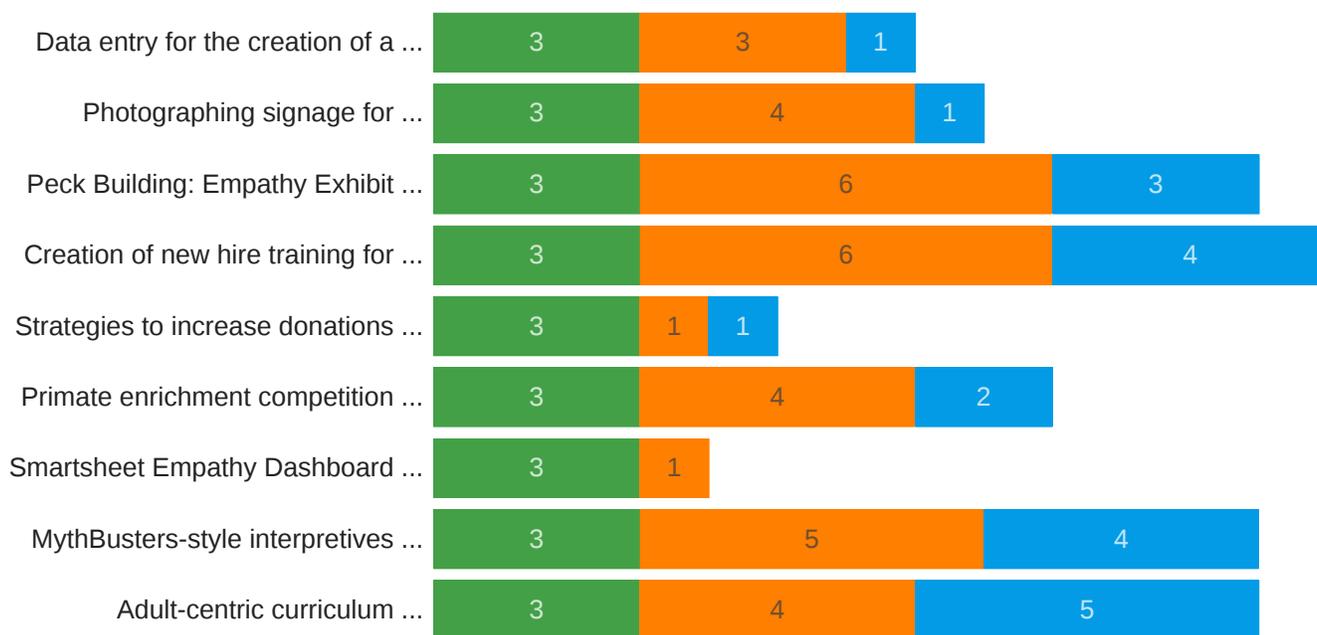
Did you participate in any of the Empathy Round Table sessions hosted by ZSM?

● No ● Yes

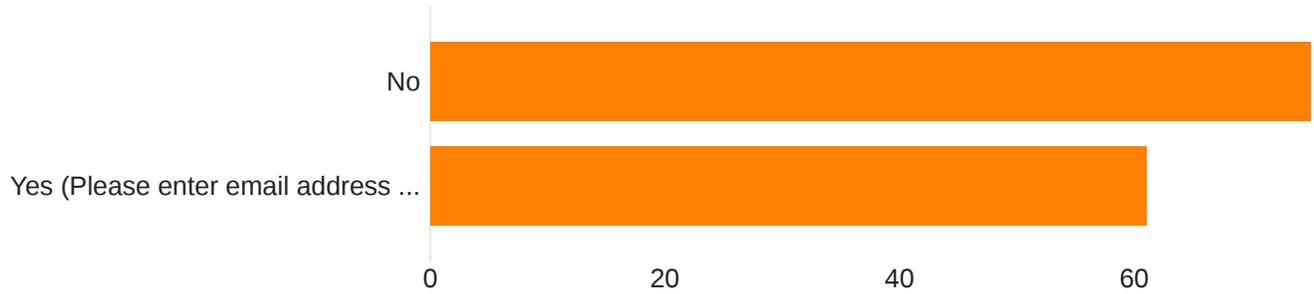


Field	Choice Count
Yes	14
No	145
Total	159

Which of these ideas would you like to hear more about? (Select any that apply.) (Note: Indicating interest does not commit you to the project.)



Q6 - Are you interested in future Empathy Round Table participation?  
These meetings are designed to collaborate with an empathy staff person on projects that are related to empathy and conservation across ZSM and MCZ.



Field	Choice Count
No	75
Yes (Please enter email address below.)	61
Total	136

Yes (Please enter email address below.) - Text

[mollyd@zoosociety.org](mailto:mollyd@zoosociety.org)

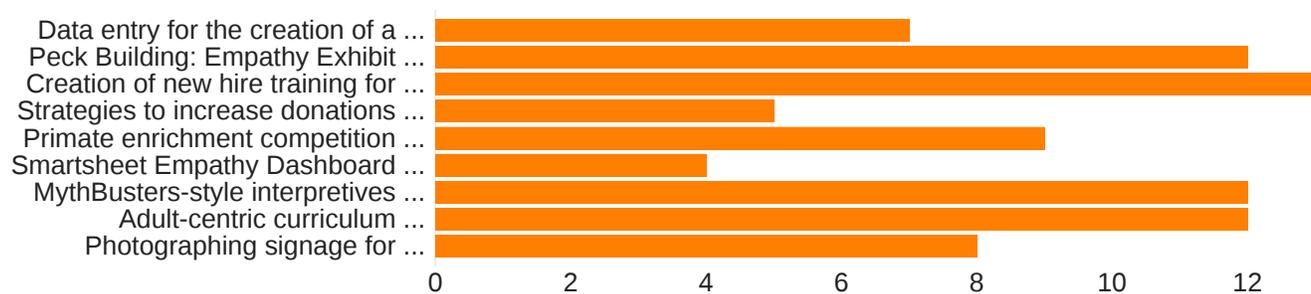
[melissa.spreda@milwaukeecountywi.gov](mailto:melissa.spreda@milwaukeecountywi.gov)

[traczekb@icloud.com](mailto:traczekb@icloud.com)

[Mrsbou@sbcglobal.net](mailto:Mrsbou@sbcglobal.net)

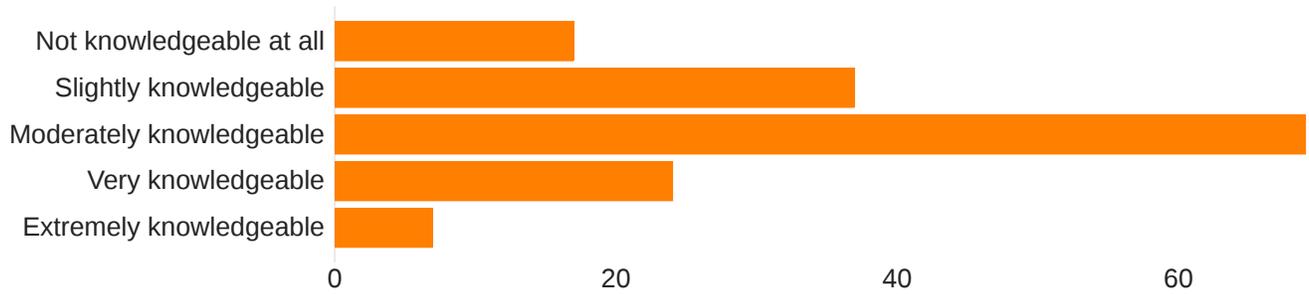
[Pgerber55@yahoo.com](mailto:Pgerber55@yahoo.com)

Q7 - The following list includes potential project ideas that came up during the Empathy Round Table sessions. Which of these ideas would you like to hear more about? (Select any that apply.) (Note: Indicating interest does not commit you to the project.)



Field	Choice Count
Data entry for the creation of a zoo-wide interpretive signage database	7
Peck Building: Empathy Exhibit with mirrors & primate facial expressions	12
Creation of new hire training for Empathy best practices	13
Strategies to increase donations to Amazon enrichment wish list	5
Primate enrichment competition and potential makerspace event	9
Smartsheet Empathy Dashboard creation	4
MythBusters-style interpretives for Small Mammals and ARC	12
Adult-centric curriculum development	12
Photographing signage for creation of zoo-wide interpretive signage database	8
Total	82

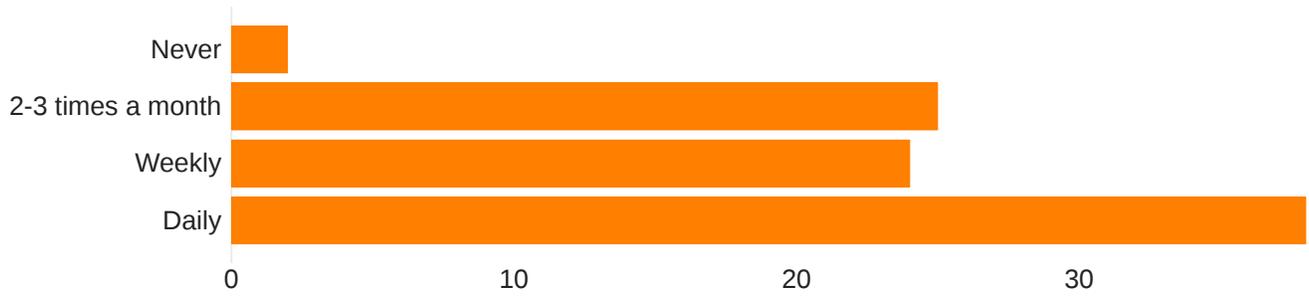
## Q8 - How would you rate your knowledge of empathy for wildlife?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How would you rate your knowledge of empathy for wildlife?	1	5	3	1	1	154

Field	Choice Count
Not knowledgeable at all	17
Slightly knowledgeable	37
Moderately knowledgeable	69
Very knowledgeable	24
Extremely knowledgeable	7
Total	154

### Q9 - How often do you incorporate empathy best-practices into your work?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How often do you incorporate empathy best-practices into your work?	1	5	4	1	1	89

Field	Choice Count
Never	2
2-3 times a month	25
Weekly	24
Daily	38
Total	89

## Q10 - In what ways are you integrating empathy into your work?

### Zoological Society of Milwaukee

In what ways are you integrating empathy into your work?

Training we've received has confirmed that we already have many empathy components woven into programming. Learning about the power of "positive empathy" has motivated me to lean-in and include more information about how zookeepers care for the animals.

Not specifically empathy for wildlife...but in HR I frequently have to demonstrate empathy for humans! This comes into play when listening to a staff member who might want to discuss an issue, or who might need assistance from me in some other way.

### Milwaukee County Zoo

In what ways are you integrating empathy into your work?

One on one guest discussions, creation of new graphics

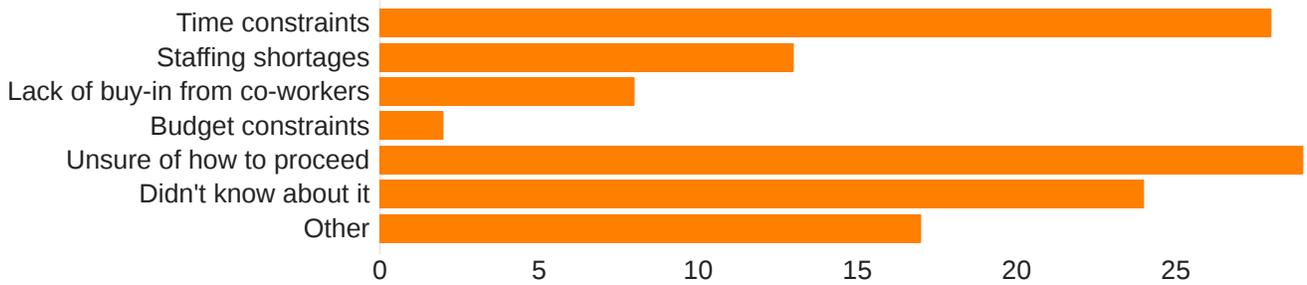
### Zoo Pride Volunteer

In what ways are you integrating empathy into your work?

In discussions with visitors

Using names, ages, stories of specific animals. Asking questions of guests that open a dialog for them to learn specific animal details. Pointing out specific behaviors and enrichment in exhibit.

Q11 - Have you encountered any of the following barriers to using empathy in your work? (Please check any that apply.)



Field	Choice Count
Time constraints	28
Staffing shortages	13
Lack of buy-in from co-workers	8
Budget constraints	2
Unsure of how to proceed	29
Didn't know about it	24
Other	17
Total	121

Other - Text

no

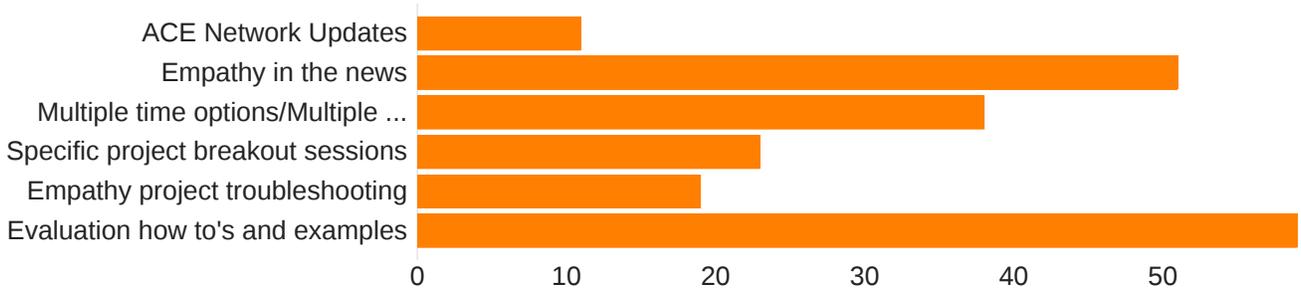
Only work part-time at retail. Empathy doesn't come in there. Do it at Zoo

I do it from the welcome desk Info booth with zoo patrons. I talk allot about anthropomorphizing=what it is and the importance of not doing it.

I'm volunteer

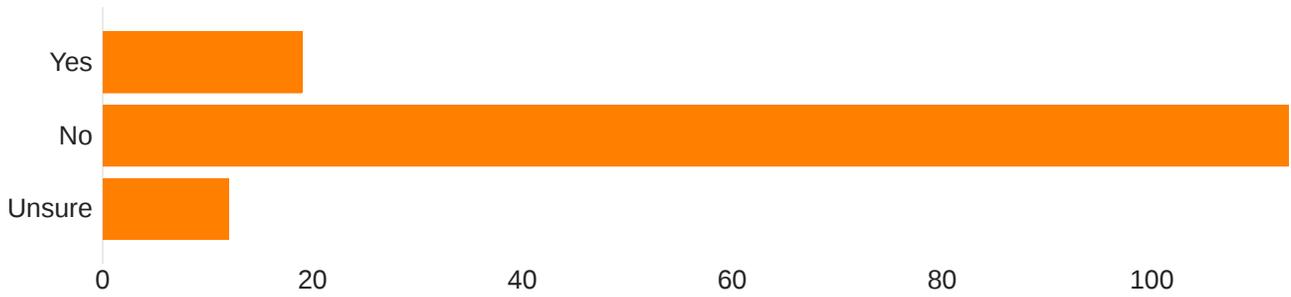
no barriers yet

Q12 - What additions would you like to see to our empathy for wildlife trainings and offerings? Check all that apply.



Field	Choice Count
ACE Network Updates	11
Empathy in the news	51
Multiple time options/Multiple Day options for Empathy Roundtables and Office Hours	38
Specific project breakout sessions	23
Empathy project troubleshooting	19
Evaluation how to's and examples	59
Total	201

Q13 - Have you created an account on the ACE for Wildlife website, our partnership organization which houses resources on empathy for wildlife and conservation actions?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Have you created an account on the ACE for Wildlife website, our partnership organization which houses resources on empathy for wildlife and conservation actions?	1	3	2	0	0	144

Field	Choice Count
Yes	19
No	113
Unsure	12
Total	144

## Q14 - Please provide any additional feedback that you think will help us improve our work as an empathy action planning committee.

Please provide any additional feedback that you think will help us improve our work as an empathy action planning committee.

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I would love to attend these meetings/workshops but animal division does not provide me with the time, unfortunately.

I'm a new volunteer and just learning.

What a joke.

This is so new that we need to put some structure to how individuals can best implement the process.

Keep the examples and suggestions coming in conjunction with Continuing Ed. Lectures