



# CBSG News

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- Announcements

*Volume 14  
Number 2  
September 2003*

*Newsletter of the  
Conservation Breeding  
Specialist Group,  
Species Survival  
Commission, The World  
Conservation Union  
(CBSG, SSC, IUCN)*

## **Strengthening Conservation Partnerships**

As part of a tribute to Ulie Seal, the previous issue of CBSG News presented a summary of the activities of the CBSG Regional Networks and a sampling of CBSG workshops. In this issue, we provide ample evidence that the CBSG retains its vitality, the staff continues to work hard with many partners to further biodiversity conservation, and our regional networks are increasingly active leaders in conservation.

Although the CBSG staff are remarkable in their talents, enthusiasm, and accomplishments, we know that our successes depend largely on the broader network that comprises the CBSG. The various conservation assessment and planning workshops that are a primary vehicle by which the CBSG facilitates conservation action are envisioned when a conservation partner (typically a governmental agency, a conservation NGO, or a zoo, or aquarium, or association) identifies a conservation problem and takes the step to invite the CBSG to convene and facilitate a multi-stakeholder process. The desired workshops can be scheduled when sponsors are found to cover the basic (and bargain rate!) costs of the CBSG participation and also the costs of key field researchers and conservation colleagues who lack institutional or personal resources to attend. The workshops succeed because of the tremendous commitment of time, energy, expertise, and enthusiasm of the participants – who often walk away at the end of the workshops physically exhausted but mentally energized. Finally, the most important part of the process – implementing conservation – happens only when agencies, organizations, associations, and individuals accept responsibility for the species and carry out the actions necessary for ensuring its survival.

I have often heard people question whether CBSG workshops truly accomplish conservation – resulting in the saving of species. I think that the asking of this question reveals a misunderstanding of the nature of conservation. CBSG workshops do not and cannot by themselves accomplish conservation. The conservation of biodiversity requires multiple partners filling diverse niches. The catalytic work of the CBSG to bring together stakeholders, facilitate collaborative assessments, and provide effective analytical and process tools is often an essential component, but conservation requires also the work of field researchers, passionate advocates, policy makers, fund-raisers, educators, resource managers, diligent monitors, and constructive critics. The CBSG is working to identify ways to make our activities even more effective as catalysts for ongoing action, but we must rely on our conservation partners to complete the process, and we need to make no apologies for not doing everything ourselves.

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I would like to describe a few of the ways in which we are working to strengthen our partnerships for conservation. In July, we conducted a Vortex training workshop, hosted by the Copenhagen Zoo. The participants included CBSG staff and several of our Regional Conveners, and also colleagues from Mexico, India, and Belgium who are eager to apply the skills they learned to assist CBSG in conservation workshops.

On the way back from Copenhagen, the CBSG Program Officers and I met with the Conservation & Science staff of the American Zoo and Aquarium Association (AZA) to discuss ways that the two organizations can assist each other. Among the many action steps identified at the meeting is a plan for the CBSG to provide training to AZA members in the use of the Vortex population model. This will strengthen capacity within the AZA and within its institutions, and will also provide the CBSG with a broader network of skilled colleagues who will be able to assist in CBSG workshops. Similar training workshops have been conducted in Mesoamerica and Southern Africa, and we look forward to working also with other regional zoo associations in this way.

Recently, we have been working with the Species Survival Commission, the Commission on Ecosystem Management, the Partridge, Quail, and Francolin Specialist Group, and the World Pheasant Association to design and test a new process for the SSC Specialist Groups to develop more effective species-based Conservation Action Plans. The challenge is to better integrate analyses of human populations and activities, landscape change, and even climatic change with the traditional assessments of wildlife distribution and biology. This will allow us to develop Action Plans that attend to the threats to focal species, while also ensuring broader environmental stability and sustainable livelihoods for the people of the region. The new action planning process will make use of and build upon some of the modeling tools and workshop processes pioneered by the CBSG.

I would like to close this note with two suggestions about how you can help us help you succeed in conservation. First, let us know soon if you would like to nominate someone to receive the Ulysses S. Seal Award for Innovation in Conservation. Second, please consider coming to Costa Rica and participating in the Annual Meeting. Our meetings are working meetings, including some presentations about important conservation activities but also involving working groups that identify issues, propose resolutions (in the true sense of resolving problems), and plan many of the CBSG activities for the coming year. The meeting and all working sessions within it are open to anyone who wishes to attend.

Best regards,

Bob

Robert C. Lacy  
CBSG Chairman



## **CBSG's Statement of Vitality**

*"CBSG cares about saving endangered species and habitat. It bases its mission and activities on the development and implementation of scientifically sound processes. CBSG takes a leadership position in the conservation community based on cross-cultural, interdisciplinary and inter-sector partnerships. CBSG champions openness, inclusiveness, morality, ethics and risk-taking. It constantly evolves in response to the needs of all those concerned with conserving the planet's biodiversity. It depends on the warmth, support, acceptance and vitality of its extended community."*

## CBSG News

*CBSG News* is published by the Conservation Breeding Specialist Group, Species Survival Commission, World Conservation Union. *CBSG News* is intended to inform CBSG members and other individuals and organizations concerned with the conservation of plants and animals of the activities of CBSG in particular and the conservation community in general. We are interested in exchanging newsletters and receiving notices of your meetings. Contributions of US \$35 to help defray cost of publication would be most appreciated. Please send contributions or news items to:

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## The 2003 CBSG Annual Meeting, 14-16 November, Costa Rica

This year's theme:

*Conservation of Wildlife in the Neotropics: the Human Dimension*

Keynote speaker:

*Gerardo Ceballos, Ph.D.*

The 2003 CBSG Annual Meeting, hosted by Simon Bolivar Zoo, will be held 14-16 November in Puntarenas, Costa Rica. Gerardo Ceballos will give the keynote address and several speakers from the region have been invited to discuss their experiences with integration of the human dimension into their wildlife conservation work.

A tentative agenda including proposed working group topics is provided on the next page. If there is a topic you would like to have discussed at the CBSG Annual Meeting that is not on this list, please let us know. This meeting is sure to be interesting and productive and we hope you will be able to attend. Registration information can be found on our web site <http://www.cbsg.org>.



The 58th Annual Meeting of the World Association of Zoos and Aquariums (WAZA) will be held 17-20 November in San Jose, Costa Rica. For more information and to register, visit <http://www.costaricadiscoverytravel.com/>

*We hope to see you in Costa Rica!*



**DRAFT AGENDA: PLEASE NOTE THAT THE TIMES AND TOPICS ARE SUBJECT TO CHANGE**

**Thursday, 13 November 2003**

09.00 - 17.00 CBSG Steering Committee Meeting  
 16.00 - 18.00 Registration  
 18.00 - 19.30 Welcome Reception

**Friday, 14 November 2003**

08.30 - 10.30 Opening Session  
 Welcome: *Yolanda Matamoros, Simon Bolivar Zoo/CBSG Mesoamerica*  
 CBSG Welcome: *Bob Lacy, CBSG Chairman*  
 Keynote Address: *Gerardo Ceballos, UNAM, National Autonomous University of Mexico*

10.30 - 11.00 Coffee break  
 11.00 - 11.30 CBSG Updates  
 11.30 - 12.30 Introduction to CBSG Annual Meeting Format  
Introduction of Working Group Topics (tentative list)

- Lessons from efforts to incorporate the human dimension in wildlife conservation
- CBSG Training Modules
- Zoo biology training modules
- WZACS
- Legislation
- Disease Risk Assessment - where do we go from here?
- Biocomplexity - where to go from here?
- IADISC
- Transponders
- Release of confiscated animals in wild areas
- Evaluation of conservation projects
- Genetic goals of captive breeding programs

12.30 - 13.30 Lunch  
 13.30 - 16.30 Convene Working Groups: Session 1  
 16.30 - 17.30 Plenary Session  
CBSG Regional Network Reports

- CBSG South Asia: *Sally Walker*
- CBSG Mesoamerica: *Yolanda Matamoros*
- CBSG Indonesia: *Jansen Manansang*
- CBSG Mexico: *Amy Camacho*
- CBSG Southern Africa: *Yolan Friedmann*
- CBSG Europe: *Bengt Holst*

19.30 - 21.00 Working group rooms available



**Saturday, 15 November 2003**

08.30 - 9.30 Reconvene Plenary Session  
 Special Regional Presentations

09.30 - 12.30 Working Groups: Session 2  
 12.30 - 13.30 Lunch  
 13.30 - 16.30 Working Groups: Session 3  
 16.30 - 17.30 Reconvene Plenary Meeting  
 Preliminary Working Group Reports

19.30 - 21.00 Working group rooms available

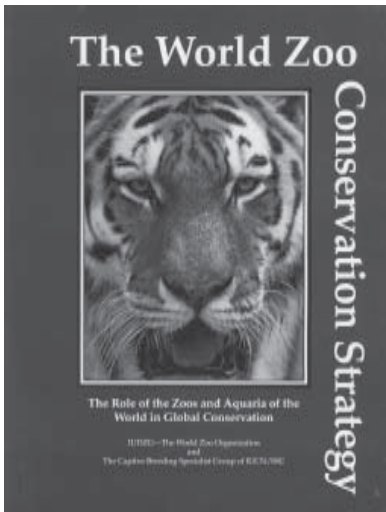


**Sunday, 16 November 2003**

08.30 - 09.00 Reconvene Plenary Session  
 Special Presentations

09.00 - 11.00 Working Groups: Session 4  
 11.00 - 12.00 Final Working Group Report Presentations  
 (Collection of Working Group and Plenary Session Reports)  
 Closing Remarks

## World Zoo and Aquarium Conservation Strategy Revision Progress



CBSG members are most likely familiar with the *World Zoo Conservation Strategy* document (WZCS), published in 1993. There have been many developments during this 10-year period and many more challenges for the zoo

community, resulting in the need for a complete rewrite of this document.

At the 2002 World Association for Zoos and Aquariums (WAZA) meeting in Vienna, a working group was convened to get the project moving. As Chair of the newly formed WAZA Conservation Committee, I have taken on the exciting task of chairing the Steering Group to oversee this project for WAZA. Many people have been involved in discussions as to what format the new document should take. As with the 1993 document, CBSG is playing a major role in the philosophy, content and preparation of the document, and Onnie Byers and Bob Lacy are both Steering Group Members.

The new Strategy will be presented in four documents:

1. *The Foundation Document*. This document lays out the strategy. It will be comparable to the style, size and format of the first WZCS. This document is aimed at zoos and aquariums.
2. *Action Plans*. These will be produced at three levels:
  - a. WAZA
  - b. Regional/National Zoo Associations/Federations
  - c. Individual Zoos
3. *A Handbook of Practical Tools*. This will provide collections and associations with a set of practical suggestions on how to increase their contribution to conservation.

4. *A Marketing Document*. This will be written in a style that will market and explain the strategy to a wide audience and also help raise funds for projects. This document is aimed at the public, politicians, and other interested organizations, and will be produced in a variety of media (CD-ROM, for example).

### WZACS Vision

*We, as a community of zoos, are uniquely poised to become a most potent force for world-wide conservation, because we keep and care for living things; serve and involve vast numbers of people, many of whom are disconnected from nature; invest ourselves in unprecedented global partnerships; reach out from our home communities to wild places around the world; and foster experience and expertise. In achieving our potential we will be EFFECTIVE, RECOGNISED and TRUSTED.*

The Foundation Document, entitled “*The World Zoo and Aquarium Conservation Strategy*” (WZACS), will be published first. The last meeting of the Steering Group was in Berne, Switzerland in April 2003. This meeting resulted in a vision for the Strategy being produced, which is summarized above. The Foundation Document will consist of an introduction and nine chapters, each on a different topic and each with a lead author. The people selected for this task have now all agreed to the outline and content of their chapters and many have produced drafts. Each lead author has a number of collaborators to assist them in their task. The collaborators come from as many regions as possible, and have different areas of expertise.

The chapter headings are as follows:

Introduction

1. Integrated conservation
2. Support for wild populations
3. Education and training for conservation
4. Conservation research (*in* and *ex situ*)
5. Population management for conservation
6. Communication – marketing and PR for conservation
7. Partnerships and politics
8. Sustainability
9. Ethics and welfare in conservation

**Conclusion**

The Director of WAZA contacted all member regional associations (and some non-members) and provided them with the draft content outline, asking for consultation and views on content. It is important that the document covers all regions, and regional associations and WAZA members will play a vital part in this.

We are currently (June 2003) at the phase when the authors, in consultation with their collaborators, are writing their chapters. They have to get them to Peter Olney for editing by the end of July. The draft document is to be ready for comments from CBSG

and WAZA members by the Costa Rica meeting of both organizations in November, and this draft will be circulated to all WAZA members for comment. At this stage the writing of the three other documents will commence. 🌿

*Submitted by Jo Gipps,  
Director of Bristol Zoo  
Chairman of the WAZA Conservation Committee*



**IUCN Statement on *Ex Situ* Populations for Conservation**



CBSG is pleased to announce the adoption by the IUCN Council of the *Statement on the Management of Ex Situ Populations for Conservation*. The effective utilization of *ex situ* facilities and their associated resources as a support to the conservation of wild populations and habitats will be an essential part of any attempt to retain current levels of biological diversity. Since the original IUCN Policy Statement on Captive Breeding in 1987, the science and practice of *ex situ* conservation has developed enormously. In addition, a number of important changes, including policy and legal instruments, have profoundly altered the working context for

*ex situ* conservation. The new version of the Statement is the result of three years work and extensive, broad-based review, which included representation from the botanical community and is designed to serve all *ex situ* practitioners. It broadens the impact of the captive community, raises the profile of *ex situ* work in the eyes of IUCN, and increases acceptance of *ex situ* efforts as an integral part of conservation globally. The adopted version is available on the IUCN website and we will be making a concerted effort to maximize the use of this document through publication of a number of short articles outlining the text and the thinking behind it. 🌿

*Submitted by Onnie Byers,  
CBSG Executive Officer*

## Legislation Working Group Update

### Background

The CBSG Steering Committee, at their meeting in Vienna last fall, discussed the issue of the requirement by the United States Fish and Wildlife Service (USFWS) for North American zoos to show that they have enhanced the wild population in order to receive a permit for animal transport. Some USFWS officers suggested to CBSG that if zoos show participation in and support of CBSG activities related to a specific species, that would constitute enhancement of that species in the wild and meet, at least in part, requirements under the Endangered Species Act. As the discussion progressed, Steering Committee members from other regions and countries gave example after example of ways in which legislation developed to assist conservation is negatively affecting the conservation efforts of zoos and aquariums. The scope of the problem was apparent and Bill Conway was asked to summarize the problem and present it as a possible subject for a working group at the 2002 CBSG Annual Meeting beginning the following day. Bill did this passionately and convened the largest working group of the meeting. That group determined that the problem needed to be explicitly defined and a series of tasks was outlined to move this initiative forward. Each participant was asked to send appropriate case studies to assist Bill Conway in the development of the problem statement.

The next step was to bring the problem statement to a second meeting held in Bern, Switzerland in April 2003. Participants from 10 countries gathered for this meeting with the goals of:

1. gaining acceptance for the draft problem statement;
2. determining a process for completion of the problem statement; and
3. reaching consensus on the group's next steps.

### Problem Statement

Bill Conway had distributed copies of the document in advance and gave an overview at the start of the Bern meeting. The problem statement is a philosophical one but contains facts and figures to support our perception that those responsible for creating and interpreting legislation are unfamiliar with the status of wildlife and the role of zoos in

conservation. Legislative agencies do not seem to recognize the reality that the need for management of wildlife will only increase over the next 10 years. Many species are, and more will be, dependent on *ex situ* population management. The document points out that much of the failure to recognize the value of zoos is the fault of the zoo community itself. We have not done an adequate job making our case. This problem statement will help us begin to solve the problem.

### Finalization of document

Working group participants provided excellent examples illustrating the extensiveness of this problem. They recognized the need for a vehicle for this information and agreed that the draft problem statement is the perfect vehicle. Now we need to fill in the data gaps of this document. All data will be sent to Bengt Holst for consolidation and he will then work with Bill Conway, Peter Dollinger, Yolanda Matamoros and Onnie Byers to complete the document, which will be presented at the next meeting of the Legislation Working Group at the CBSG Annual Meeting in Costa Rica in November. During this meeting, working group members from various nations and regions will review and revise the document, give updates on how they intend to use it to promote the issue, and prepare a coordinated popular media campaign for use at a regional level. 🌿

*Submitted by Onnie Byers,  
CBSG Executive Officer*

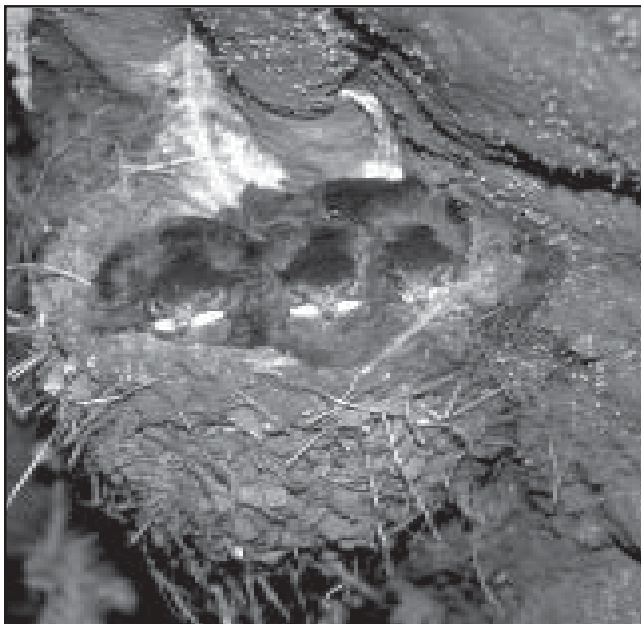




## International Blue Swallow Action Plan Progress

The Blue Swallow *Hirundo atrocaerulea* is an intra-African migrant, which is classified as Vulnerable under IUCN/BirdLife International threat criteria. With its habitat rapidly disappearing, it is regionally assessed, in some of its range states, as being Critically Endangered. In response to this situation, the Blue Swallow Working Group (BSWG) of the Endangered Wildlife Trust (EWT) invited CBSG Southern Africa to facilitate a workshop to develop an International Action Plan for the Blue Swallow in May 2002. This workshop was attended by 25 participants from 9 of the 10 Blue Swallow range states and was conducted in partnership with the Royal Society for the Protection of Birds, BirdLife South Africa and the Darwin Initiative for the Survival of Species.

Steven Evans, coordinator of the BSWG, reports that, "...one of the major impacts of the International Blue Swallow Action Plan stakeholder workshop is the large amount of awareness that it raised amongst African NGO's and governments on the plight of the



Blue Swallow." I recently gave a presentation on the International Blue Swallow Action Plan outcomes and handed out copies of the Executive Summary to delegates at a meeting convened under the umbrella of the African Ministerial Commission on the Environment (AMCEN). The meeting was held at the CoP for the Convention on the Conservation of Migratory Species of Wild Animals. After the AMCEN meeting the Southern African Development Community (SADC) focal point from Tanzania agreed to present the International Blue Swallow Action Plan to a Biodiversity Sub-committee of SADC for approval. This type of approval

will substantially increase our chance of being able to find funding for implementation of the Action Plan from a variety of sources. A funding source currently being approached is the Convention on the Conservation of Migratory Species of Wild Animals. Ara Monadjem, a workshop participant from Swaziland, was fired up by the workshop and is actively coordinating a network in Swaziland monitoring Blue Swallows – a first for Swaziland. I get monthly e-mail updates from Ara as to what is happening.

Another outcome of the workshop was the formation of the African Blue Swallow Working Group, which serves to facilitate ongoing communication and collaboration between the relevant parties in the range states. This group is already communicating via a list serve, which is another step forward in driving the implementation of the Plan. A national PHVA for the Critically Endangered South African Blue Swallow population was held in March 2003, which is another outcome of this exciting international workshop. In time more updates will follow as groups obtain the resources to implement their projects. 🌱

*Submitted by Yolán Friedmann,  
Convenor, CBSG Southern Africa*

## International Cheetah Action Plan Review Workshop



During 2001, CBSG facilitated a workshop to develop an International Action Plan for the cheetah. The outcome was the landmark Global Cheetah Action Plan that resulted from the work of 53

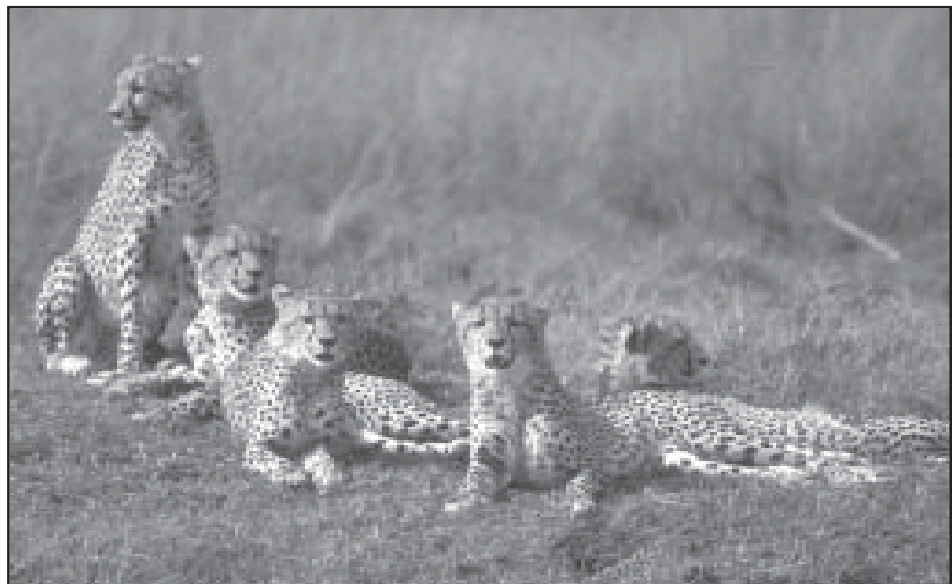
people from 11 countries and covered issues pertaining to cheetah health, *in situ* and *ex situ* population management, the protection of cheetah outside protected areas, the international cheetah studbook, cheetah censusing methods and education and awareness.

The workshop participants gathered together again in July 2002 to review the Global Action Plan. This workshop was attended by 46 people from 12 range countries (Kenya, South Africa, Zimbabwe, Botswana, United States, United Arab Emirates, Iran, Botswana, Namibia, Tanzania, Switzerland and the United Kingdom) and was sponsored by the North American Cheetah Species Survival Plan (SSP) and its member institutions. Working groups convened not only to review the progress of the Global Cheetah Action Plan, but also to address the critical situation facing the remaining Iranian and North African cheetah populations. They focused mainly on developing means to improve knowledge and information available on the cheetah populations, trends, threats and conservation needs in North Africa.

One of the major outcomes of the workshop was the development of the Global Cheetah Forum (GCF), which unites the role-players in cheetah conservation globally and facilitates ongoing communication and collaboration between the stakeholders. The GCF

secretariat is housed with CBSG Southern Africa, and a steering committee has been established comprised of 12 members from seven countries. The group has developed a logo and begun to establish its own identity. A newsletter called "The Fast Track" has also been developed and is into its third edition already. A list serve has been established to serve the communication needs of the group and a website is under construction. The list serve has, for example, given other cheetah conservationists access to the latest camera trap photographs of the elusive Iranian cheetah and facilitated discussions on radio tracking equipment. Various funding proposals have been submitted to raise funds to implement some of the workshop outcomes, including the need to hold a workshop to develop effective techniques for censusing and monitoring cheetah density. The captive cheetah managers also met in April 2003 to begin to implement workshop outcomes pertaining to the *ex situ* cheetah population. Funding for the GCF has been received from Diana Twining (USA) and the Wassenaar Breeding Centre (Holland). Perhaps the most important point to make is that open communication and collaboration in this sector has improved vastly since the workshop, and projects are working together more closely as a result. 🌿

*Submitted by Yolán Friedmann,  
Convenor, CBSG Southern Africa*



## Working to Conserve Costa Rica's Endangered Orchids

Orchids of the *Cattleya* genera are in CITES Appendix I. They produce one of the most beautiful flowers of the genera, which makes them vulnerable to high levels of extraction for commerce. Other threats for these species are habitat loss and fragmentation. The few population patches that remain in the wild are only found in the cliffs of river basins.

After the Costarican Orchid CAMP in 1998 and the review of several species of this group during the Costarican Red List Workshop in 2000, a *Cattleya* PHVA was deemed necessary since in both workshops this was considered the most threatened group of orchids.

The Fundación Pro Zoológicos, the Instituto Nacional de Aprendizaje, the Universidad Nacional and the Costarican Association for Orchids Protection, with the support of CBSG, organized and facilitated this workshop with the goal to analyze the population and the habitat of four species of the *Cattleya* genera in Costa Rica.

Participants included biologists, researchers and wildlife managers from Costa Rica and the United States. The workshop received generous sponsorship from Henry Doorly Zoo in Omaha, Nebraska.

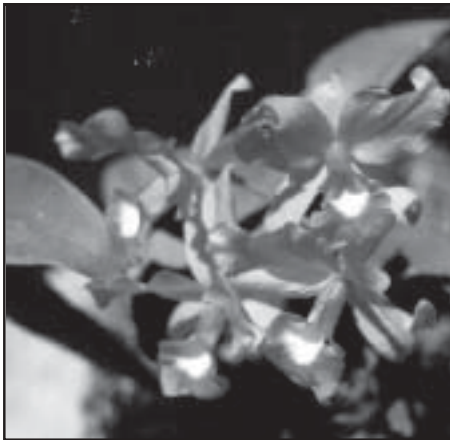
Two working groups were established during the first day: one analyzed the information available on natural history and biology of the species, and the other worked on population status and trends and their geographic localization.

A conservation strategy with a cost of US\$50,000 was proposed, which consisted of 12 objectives and 31 actions to solve the following five key conservation problems facing this species:

1. Legal or illegal extraction.
2. Restricted access to the genetic material, as most of the plants of this genera are in private collections.
3. Decline of natural populations due to habitat loss.
4. Lack of inter-institutional coordination.
5. Lack of publicizing the threat status of the species.

Gaps in the information needed to run a model were determined and included in the proposed conservation strategy. Obtaining the missing information will make it possible to model the populations under various management scenarios in a follow-up workshop. 🌿

*Submitted by Yolanda Matamoras,  
Convener, CBSG Mesoamerica*





## **CBSG Makes Public Scoping Meetings Look Easy**

CBSG's expert facilitators Drs. Onnie Byers and Kathy Holzer brought out creativity and cooperation in citizens and agency people during the early stages of comprehensive planning on the Upper Mississippi River National Wildlife and Fish Refuge. Beginning in August 2002 and ending in April 2003, the Refuge conducted a series of 12 public scoping meetings (473 participants) and seven day-long workshops (217 participants).

For these meetings, Onnie Byers applied her facilitating skills to develop a format that brought equity from all voices, tamed the beast (for now at least), and zeroed in on concerns people have about the future of the Refuge and potential solutions they have to resolve them. We were successful because citizens accepted the meeting format, in spite of its unfamiliar style, requiring both patience and active participation. People realized that the CBSG format would result in both their peers and the Refuge hearing them out.

These meetings were held in town halls, auditoriums, and school cafeterias from Wabasha, MN to Clinton, IA, the 260-mile length of the Upper Mississippi Refuge and points in between. We also held sessions about planning issues at the Trempealeau National Wildlife Refuge (WI) and Driftless Area National Wildlife Refuge (IA), both of which are administered through the Upper Mississippi River National Wildlife Refuge Complex in Winona, MN.

During the 12 scoping meetings, we recorded nearly 500 "issues and concerns" that we grouped into five categories: Hunting and Fishing; Wildlife/Habitat/Environment; Recreational Issues; Closed Areas; and Others. The day-long, "Manager for a Day" workshops produced 36 pages of concerns and potential solutions to more than 20 issues, most of which were derived from the scoping meetings. These products will be used to develop Comprehensive Conservation Plans and Environmental Impact Statements or Environmental Assessments for each of the three refuges. These are high priorities to complete for all 540 Refuges across the nation, as required by the National Wildlife Refuge System Improvement Act of 1997.



### **Scoping Meetings**

Scoping meetings began with an open house for one-on-one discussion with Refuge staff. The facilitated session followed, in which Refuge staff described the planning process and the CBSG representative explained the meeting format. A microphone was passed around the room and citizens were invited to state the primary concern they had about the future of the Refuge. In most sessions, participants had the opportunity to state two or three concerns. The facilitator recorded each speaker's concern on flip charts, under the categories listed above. At the conclusion of the meeting people were given three "sticky dots" and were asked to prioritize these concerns by placing dots beside the issue that most concerned them. Citizens performed this activity with glee and left the room with a smile. The bawdy duck hunter, determined conservationist, highly-informed agency representative, timid birder, and interested bystander all got their moment to be heard and tag their priority issue. That's some satisfaction!

### **"Manager for a Day" Workshops**

Seven "Manager for a Day" workshops were conducted to obtain "potential solutions" for issues facing the Refuge. These all-day workshops were attended by citizens and agency personnel, including refuge staff. Each workshop began with a presentation by Refuge Manager Don Hultman on the "sideboards" or legal requirements under which refuges must operate, with detailed reference to the National Wildlife Refuge System Improvement Act of 1997.



This presentation was followed by Refuge Planner Eric Nelson, who gave a summary of the hundreds of concerns recorded at 12 public scoping meetings. These concerns were consolidated into 12 issues that Manager for the Day participants were asked to address. The issues were printed as one-page Issue Fact Sheets that provided background materials and several major concerns that citizens and staff had expressed about each issue.

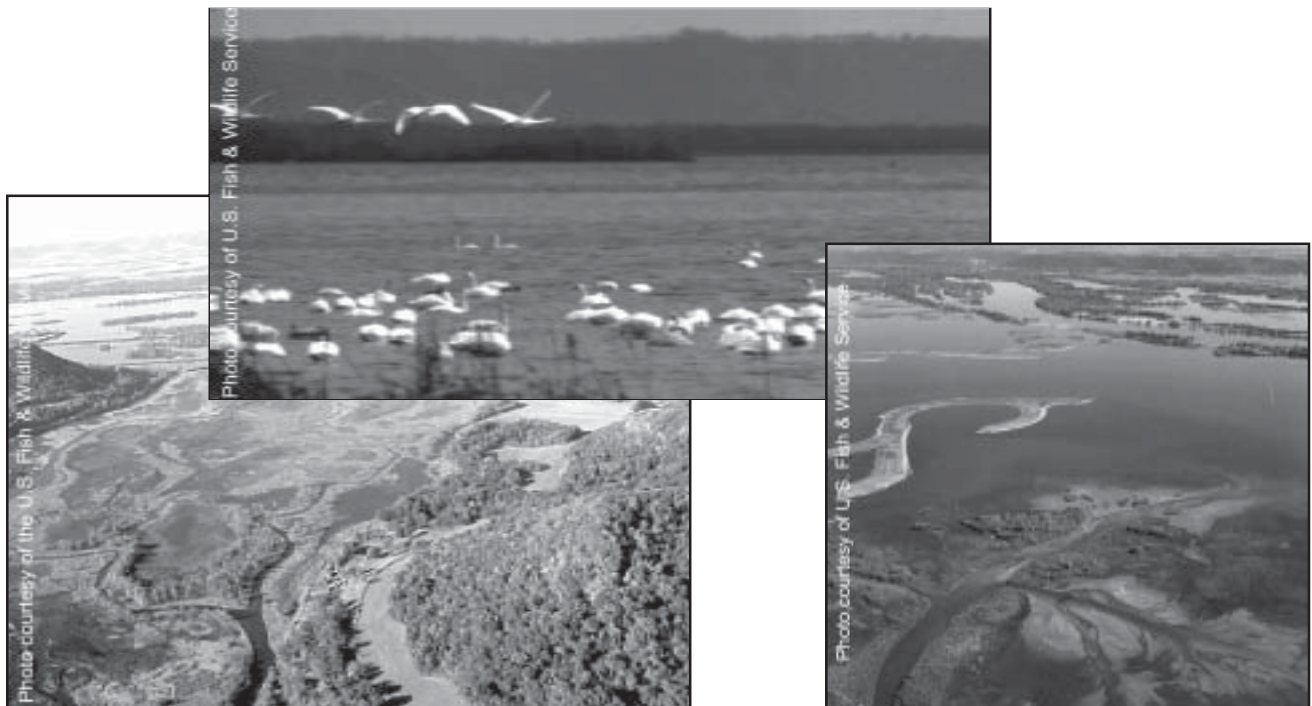
The facilitators then began the workshop process by randomly assigning participants to working groups of 6-8 people. Participants were encouraged to listen carefully, know that all opinions were valid, respect each other, not allow one person dominate, and recognize that differences of opinion would be voiced but not necessarily resolved at the workshop. The groups each selected 5 of 12 Fact Sheet issues that they would address throughout the day. They could add more issues if desired. The groups selected their top five issues for discussion by having each participant place up to 5 sticky dots next to his or her highest priority issue written on flip charts. Each working group selected its own facilitator, presenter, recorder, and timekeeper. All concerns, notes, and solutions were entered into laptop computers by refuge staff. At day's end, presenters for each group told the entire workshop their concerns and potential solutions to issues they had selected.

Workshop participants were hard-working people willing to give up most of a day to discuss Refuge issues. They were satisfied by being heard, they met people with heart-felt concerns and passions about the Refuge, and came away with an understanding of the complexity of issues that managers face on the Refuge. We received new ideas, heard rationale for many management opportunities, and will use workshop products in writing the Comprehensive Conservation Plan.

Detailed accounts of the scoping meetings and workshops are available on our planning web site: <http://midwest.fws.gov/planning/uppermissstop.htm>

It is said that imitation is the greatest form of flattery. The Refuge and other meeting participants have seen how effective the CBSG format is and have witnessed Onnie Byers and Kathy Holzer in action. We want to try this out ourselves, perhaps with some smaller, low-key meetings. However, once the public sees our draft plan and we start another round of meetings for some predictably lively citizen comment, we want the real thing. Thanks to CBSG for your expertise, hard work and fun. 🌱

*Submitted by Eric Nelson, Refuge Biologist/Planner  
Upper Mississippi River National  
Wildlife and Fish Refuge*



## Working to Ensure the Future of the Black-Footed Ferret

### Species Overview

The black-footed ferret (*Mustela nigripes*) is one of the most endangered mammals in North America. This obligate predator of prairie dogs is particularly vulnerable to habitat fragmentation and conversion to agriculture as well as reductions in prairie dog populations due to poisoning and sylvatic plague.

The wild black-footed ferret population plummeted during the last century and was believed extinct until a small population was discovered near Meeteetse, Wyoming in 1981. Canine distemper and sylvatic plague decimated the ferret and prairie dog populations at Meeteetse in 1985, and in 1987 the last remaining 18 individuals were captured to establish a captive population. Cooperative captive breeding efforts have since produced over 4,000 ferrets in captivity. Reintroduction efforts began in 1991, which have included eight sites over six western states and one site in Mexico. Most recovery sites are currently supplemented with captive animals, but a self-sustaining ferret population has been established at Conata Basin, South Dakota.

### Workshop Process

CBSG has been involved with black-footed ferret recovery planning since 1987. Recent issues regarding captive breeding efficiency, genetic considerations, evaluation of reintroduction progress, and needed assessment of various management strategies led to the development of this Population Management Planning Workshop at the request of the U.S. Fish and Wildlife Service. The 3½-day workshop was held in Denver, Colorado from 10-13 June and included twenty-six participants from the Service, Species Survival Plan (SSP) facilities, ferret reintroduction sites, and recovery partner agencies. Participants outlined key questions regarding the recovery of the black-footed ferret, which were themed into four categories: Pen management, SSP management, habitat, and

reintroduction/translocation. Two working groups then formed, one focused on *ex situ* management and one on *in situ* recovery efforts, to analyze key problems facing ferret management and develop management recommendations to address those problems. A variety of modelling tools were used by the CBSG quantitative resource team to assist the working groups in assessing proposed management scenarios.

### Captive Management Issues

A central issue discussed by the SSP/Pen Management Working Group was how to balance genetic management of the captive population with strategies to promote production of ferrets for recovery efforts. The group considered the genetic implications of two recently proposed management strategies to improve production: maintenance of a younger age structure within the SSP, and the use of only proven males as breeders. A younger population would shorten generation time, leading to more rapid loss of gene diversity. Limiting reproduction to a small number of males may promote selection in captivity and accelerate inbreeding. Both strategies were rejected for now, as the genetic consequences outweighed anticipated production benefits. Instead the working group focused upon management strategies that balance genetic and productivity objectives, such as improvements in husbandry and investigation of factors related to reproductive success.

Of concern to the working group was the recent observation of poor sperm quality in some captive male black-footed ferrets. It is not known to what extent poor sperm quality is genetically-based or how environmental conditions may be involved. Evaluations of sperm from wild ferrets show good quality sperm. Possible environmental factors include diet, particularly the inclusion of prairie dog carcasses. Further analysis of the data is being conducted to assess the heritability of sperm traits and the possible influence of inbreeding depression.



The working group identified 18 specific and prioritized recommendations that addressed the issues of concern. Top priorities included retaining an even (older) age structure, investigating factors affecting sperm quality, selecting genetically over-represented individuals for release, modifying pen management to improve reproduction and kit survival, and collecting and analyzing information to help improve reproductive success. All recommendations identified first action steps with timelines within one year.

### Recovery Issues

The Reintroduction/Translocation and Habitat Working Group identified two major challenges to black-footed ferret recovery today: 1) insufficient large prairie dog complexes to support ferret populations necessary to meet recovery goals; and 2) lack of understanding of sylvatic plague as an uncontrollable factor in habitat loss. With these problems in mind the working group developed detailed recommendations with respect to three focal issues: habitat, disease and reintroduction.

In order to establish ferret populations across the species' historical range, the group recommended that at least two suitable recovery planning areas of sufficient size to maintain ferret populations be identified in each western state. Suitable recovery sites should also be identified in Mexico and Canada. Development of these sites should be considered in future land management planning processes.

Sylvatic plague in prairie dog populations remains a primary threat to wild ferret populations. Obstacles hindering the development of an effective plague vaccine need to be identified and eliminated to facilitate vaccine use in the field as quickly as possible.

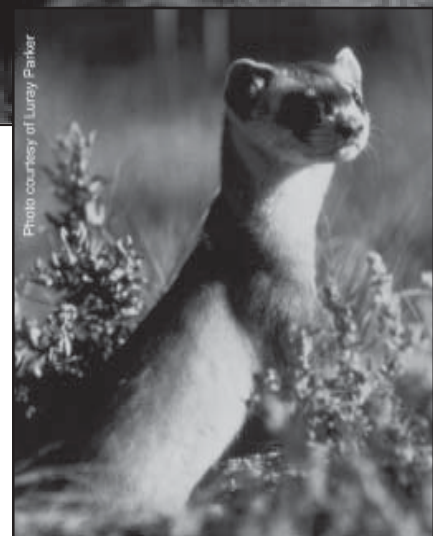
The group recognized the potential value of translocation of wild-born ferret kits (possibly from the successful Conata Basin population) to new reintroduction sites. Based upon model results, the

group recommended the removal of 30% of the annual production of kits to evaluate the effects upon the donor, recipient and control populations and the potential of this management strategy.

### Conclusion

Much progress has been made over the past 15 years in black-footed ferret recovery. Program partners have learned how to produce large numbers of animals in captivity and have met many of the challenges involved in establishing wild populations. The results and recommendations of this workshop will be presented to the Executive Committee in December 2003 for prioritization and implementation and are designed to address many of the new challenges facing recovery of this species. 🌱

*Submitted by Kathy Traylor-Holzer,  
CBSG Program Officer*





## PASA Continues to Guide African Sanctuaries

CBSG, in collaboration with the IUCN/SSC Primate Specialist Group, was invited by the steering committee of the Pan African Sanctuaries Alliance (PASA) to conduct the fourth annual planning meeting for primate sanctuaries of Africa. The meeting was held 11-16 June in Entebbe, Uganda. More than 50 people from 20 different primate sanctuaries throughout Africa attended. PASA, as an alliance, strives to standardize management goals of primate sanctuaries at both the local and regional levels, facilitates the development of consistent management standards from one facility to the next, sets strict veterinary protocols and training across institutions, and regulates the nature and structure of fundraising efforts necessary for continued survival of each sanctuary.

The major focus of this workshop was reintroduction, and Dr. Pritpa Soorae from the IUCN Reintroduction Specialist Group was the guest speaker. The conclusion was to form a feasibility team to assist the sanctuaries. To date, two sanctuaries are planning to re-introduce some of their chimpanzees in the near future and they need help. In polling the sanctuaries, the increase in orphans was about 20% due to bushmeat harvest and deforestation. This issue is causing severe carrying capacity problems for all the sanctuaries, making re-introduction an important option.

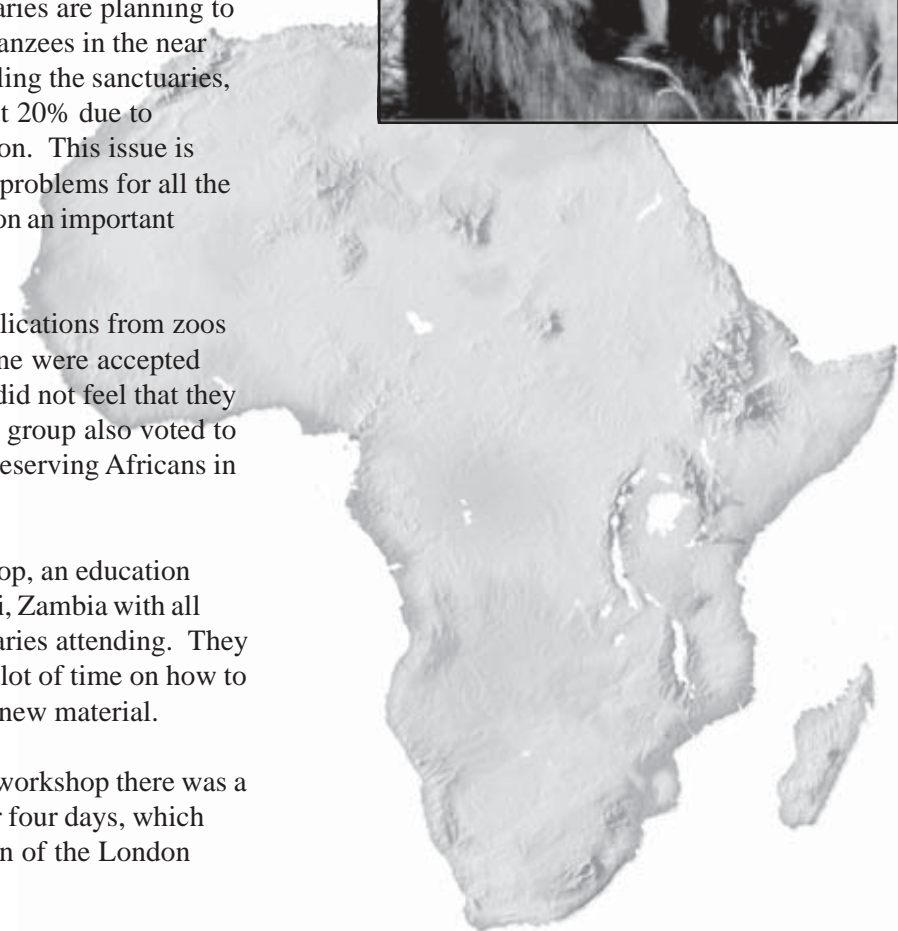
There were a number of new applications from zoos and sanctuaries in Africa, but none were accepted because the advisory committee did not feel that they met the standards of PASA. The group also voted to start a Ulie Seal scholarship for deserving Africans in wildlife conservation.

Three weeks prior to this workshop, an education workshop was held in Chimfunshi, Zambia with all education directors of the sanctuaries attending. They reviewed their programs, spent a lot of time on how to improve them and added a lot of new material.

Immediately following the main workshop there was a special veterinarian workshop for four days, which was lead by Dr. Wayne Boardman of the London

Zoo. Those sanctuaries that do not have full time veterinarians all have higher mortality rates for new incoming orphan chimpanzees; therefore training is imperative for veterinary technicians and new veterinarians. The training was intensive and included hands-on work with the chimpanzees at Ngamba, class work and interactive work with experienced veterinarians from Europe and USA. 🌿

*Submitted by Norm Rosen,  
CBSG Great Ape Project Coordinator*





## Comprehensive Conservation Planning for Protected Areas

### The Process

CBSG's Comprehensive Conservation Planning (CCP) process is a tool for *strategic conservation management planning* in parks and protected areas. The CCP process adheres to the CBSG principles of stakeholder inclusion, participatory process and rapid production of a product. Developed first as a process to assist the U.S. Fish & Wildlife Service with conservation planning for National Wildlife Refuges, it has been modified and expanded to meet similar needs of other agencies and landmanagers worldwide.

### Who Participates?

CCP participants include representatives from national and state agencies, NGOs, local citizens, public focus groups, indigenous groups, scientists and others with a stake in the future management of the landscape. The workshops extend over 3½ days and are conducted in or near the protected area to allow easy access to the workshop by invited members of the local community.

### How is it designed?

The CBSG team tailors the CCP process to meet the needs of the individual park or protected area. The process may be organized as one workshop or a series of workshops, each building on the product of the one before. Participants in the first phase develop a vision for the future of the protected area, explore key issues affecting its future within the larger landscape and begin to craft management goals. During the second phase, these goals are refined, alternatives for future management are identified, and detailed objectives for reaching the goals are created. Costs are dependent upon the scope of the project.

### The Outcome

Each CCP workshop results in the production of a strategic planning document containing a set of specific objectives to guide the future management of the park or protected area. Draft plans are produced and distributed within two weeks of each workshop.

### Why does it work?

CBSG's workshop process provides an objective environment, expert knowledge, and neutral facilitation to support the exchange of information across diverse stakeholder groups in order to reach some agreement on the important issues facing both humans and wildlife. CBSG workshops provide tools for making management decisions and designing programs on the basis of sound science, while allowing new information and unexpected events to be used constructively to adjust management practices. With this understanding, meaningful and practical recommendations for future management can be made.

### What are the results?

Timely production of a plan for managing the landscape into the future has immediate impact on stakeholders and decision makers. CBSG's interactive, participatory approach improves management decision-making and fosters political and social support for conservation actions. Because all participants have the opportunity to provide input during the workshop, there is a high degree of buy-in to the product, which in turn helps ensure implementation. 🌱

For more information, contact the CBSG office: [office@cbsg.org](mailto:office@cbsg.org).

Submitted by Onnie Byers and  
Moriya McGovern, CBSG



Photo courtesy of the U.S. Fish & Wildlife Service

## A Pup Named “Ulie”



After nine years of participating in the Mexican Wolf Species Survival Plan (MWSSP), the Minnesota Zoo was pleased to announce the arrival of a litter of seven Mexican wolf pups to our collection. The three male and four female pups are the result of a pairing that

included genetics of all three lineages of Mexican wolves managed in the MWSSP. Not only is this litter exciting to our zoo visitors due to the “cute” factor of young pups, but it is equally exciting for our staff due to the genetic value of this litter to the captive population of approximately 250 Mexican wolves currently in captivity.

One of the reasons the zoo chose to participate in this program is due to the importance of what this conservation project is about – preservation of an endangered species and the potential restoration of a species to its historic range. This is one of the primary goals of the Minnesota Zoo, but also a goal of a man named Dr. Ulysses Seal. I will never forget the first time I met Ulie. It was at the Wolf Project in Forest Lake, MN where he and others were investigating physiological effects of different immobilizing agents. I was there to learn how to collect blood samples and learn about the research. I was fortunate to continue this connection over the next 14 years, with an occasional chat in the hallway at the zoo about what was new with CBSG or the wolves

at the zoo. One of the last conversations I had with Ulie before he passed away was to tell him we had a new pair of wolves and hoped that we would have a litter in the spring.

In remembrance of what Ulie has done for conservation worldwide, but also for what he has done locally – specifically his support for the creation of the Minnesota Zoo – we were proud to name one of the most “noticeable” pups in the litter after such an unforgettable person. At this point in time, “Ulie” is the top pup in the hierarchy-able to maintain possession of whatever “treat of the day” we give the pack without excessive dominance, often the most visible to the public and, with his “floppy ears”, one of the most endearing to staff and visitors alike. This pup is one of many that hold the future of the species in his genes, and the naming of this pup is a small token of appreciation for what Ulie has done for the Mexican wolf program and countless other species. 🌿

*Submitted by Jackie Fallon,  
Wolf Keeper at the Minnesota Zoo*



## First Bonelli's Eagle Produced by Artificial Insemination

The Bonelli's eagle (*Hieraetus fasciatus fasciatus*) is among the most endangered raptors in Europe. As an example, no more than 23 pairs survive in France and about 15 in Italy. Spain is the range country for the bulk of the European population; however, up to 120 pairs disappeared during the last decade, and the decline continues to reduce and fragment the natural distribution area. Electrocutation, hunting, decline of prey species, human interference and habitat loss are the species' major threats. Additionally, a high percentage of the existing pairs do not reproduce successfully; more than 30% of the pairs do not lay eggs and average pro-ductivity is low (0.82 chicks/pair).

In 11 April 1993, the Center for Studies on Iberian Raptors established a breeding program devoted to preserving existing genetic variability and producing individuals for reintroduction. This is a challenge given the difficulty of breeding birds of prey in captivity, largely due to nervous temperament, which usually translates into low reproductive success. Five years ago, a collaborative program was established with the Conservation and Research Center (Smithsonian's National Zoological Park), the Germplasm and Gamete Physiology Laboratory (USDA) and the Patuxent Wildlife Research Center (USGS). The aim has been to use our collective resources and expertise to better understand the reproductive biology of endangered raptors using an integrative approach. Our cooperation has included cross-continental training of senior scientists and graduate students, as well as research into sperm biology, artificial insemination, reproductive endocrinology (via fecal hormone monitoring) and the impact of physiological stress on reproductive fitness.

On April of this year, the first Bonelli's eagle was produced after intrauterine artificial insemination using approximately two million sperm. The male donor was an individual unable to reproduce because of a physical disability. Semen collected by massage was diluted in a specially developed medium and

deposited in the female using an endoscopic technique. After 11 days of natural incubation, eggs were removed, candled for embryonic development, and a fertile egg transferred to a foster-experienced golden eagle for full-time natural incubation.



"Ulie" at 4 months old

The resulting chick has been named "Ulie" in honor of Dr. Ulysses Seal and his many contributions to promoting integrative science and the breeding of rare species, including in Spain. Since his hatching after 44 days of incubation, 'Ulie' has continued to grow normally. Like his namesake before him, 'Ulie' the Bonelli's eagle is flying daily and is becoming an ambassador for the value of science

in conservation. This milestone is being used to promote Bonelli's eagle conservation *in situ* by drawing attention of the global community to its major threats and, hopefully, to stop population decline. 🌱

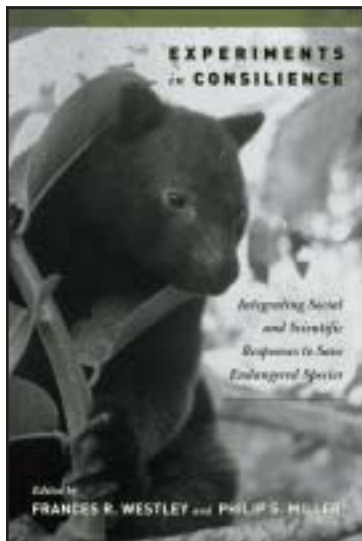
*Submitted by Juan Manuel Blanco, Center for Studies on Iberian Raptors and David Wildt, Smithsonian's National Zoological Park*



"Ulie" as a chick

## CBSG's Interdisciplinary Work Results in a New Book:

*Experiments in Consilience: Integrating Social and Scientific Responses to Save Endangered Species*



The thesis of this book, edited by Frances Westley and Phil Miller, is that in order to solve the environmental crisis that is confronting this planet, human beings need to find ways of working together more effectively across disciplines, across sectors and across cultures. This book is written to meet a pressing need

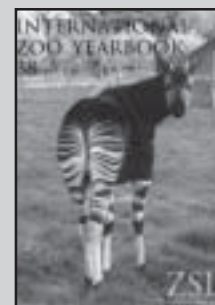
on the part of both practitioners and theoreticians to understand how to integrate knowledge and encourage collaboration to effect conservation planning and action. It is the result of a ten-year collaboration between social and management scientists and conservation biologists determined to find more effective ways to manage populations of endangered species in a human-dominated landscape. This book explores, through chapters on relevant biological and social science theory as well as selected case studies, the result of an action research experiment. For the past five years a group of social scientists and biologists have sought to enhance and expand both the technical and the social-collaborative potential of Population and Habitat Viability Assessment tools. The focus has been twofold: 1) how to use a greater variety of data about the species and its habitat, including human activity on the landscape, to improve the ability

of risk assessment models to develop future scenarios on which to base management and policy recommendations; and 2) how to bring a greater variety of actors to the table to integrate knowledge from different respects and disciplines and to work across sectoral boundaries to recommend and implement conservation action.

The book covers the history and development of PHVA workshop processes in general and their use in CBSG/IUCN risk assessment processes in particular. Most of the diverse topics covered – ranging from institutional regimes and conservation planning, the design and delivery of workshops based on collaborative process, the role of industrial actors as stakeholders in such processes, the role of indigenous groups as stakeholders, and the relationship between human demography and conservation biology as tools for conservation planning – have been addressed, if at all, in quite separate literatures. Here they are strengthened and transformed by being brought together around six PHVA workshops conducted in different places around the world that integrate knowledge and practice. We have distinguished our work by an emphasis on transparency, revealing the failures as well as the successes. We have also attempted to make the learnings accessible, so that others could duplicate the experiments in designing and facilitating complex collaborations. We believe this to be a critical aspect of successful conservation action today and therefore at the very heart of conservation initiatives and efforts. The book will be published by Island Press this winter; check the CBSG website for updates: [www.cbsg.org](http://www.cbsg.org). 🌱

## CBSG Article Published in the *International Zoo Yearbook*

The latest issue of the International Zoo Yearbook, contains articles about the changing face of zoos, including an article written by Onnie Byers and Ulie Seal. This article describes CBSG's core competencies and the underlying philosophy that serves as the framework for the continuing evolution of our tools and processes. 🌱





## HOW CAN I HELP?

CBSG has a scope of conservation activities that spans the globe. The demand for our products and services is intensifying and, in turn, our need for additional funding is increasing. In order to fulfill our mission, we rely on contributions from zoos, zoo associations, corporations and individuals. We welcome any contribution and greatly appreciate your support of our efforts to preserve our planet's biodiversity.

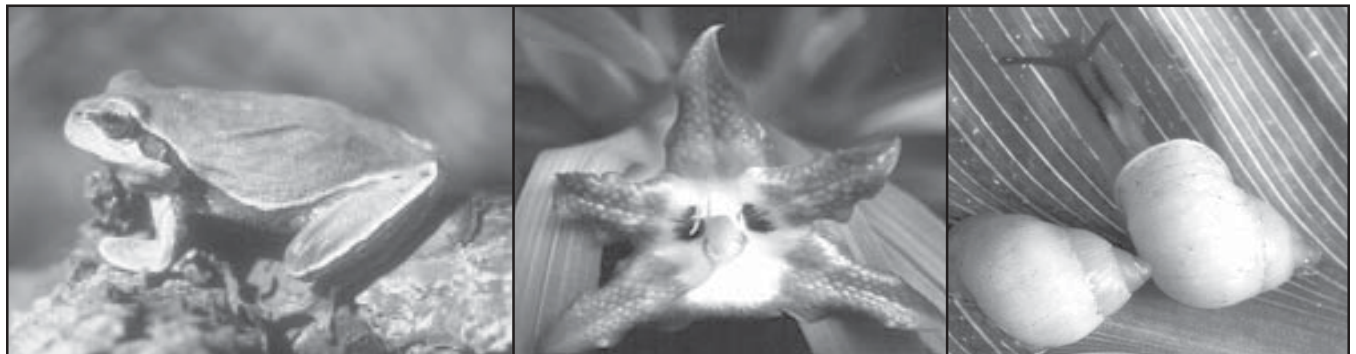
Here are some ways you can help:

- Make a pledge of annual support — you'll receive the quarterly newsletter, *CBSG News*.
- Give a gift — a new computer or printer, office supplies, company gift certificates, etc.
- Sponsor a workshop
- Support the printing of the CBSG newsletter.
- Support travel — donate airline tickets or frequent flyer miles.
- Corporate matching — does your employer match donations?
- Bequests — remember CBSG when you do your planned giving.

To make a monetary donation, fill out the next page, tear it out, and mail or fax it to CBSG. Or, you may contact the CBSG Office:



**Thank you for your interest in CBSG and for your support!**



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**Thanks for your support!**

## ANNOUNCEMENTS

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### **New Titles at CBSG**

To ensure that the CBSG can be as effective as possible, I have asked Dr. Onnie Byers to accept the position of CBSG Executive Officer. Onnie will provide the daily management of the CBSG operations, and I will continue to rely on her as a key partner in making strategic decisions. You should feel comfortable directing communications to the CBSG to either Onnie or to me. Although she will be taking on extra responsibility as Executive Officer, Onnie will continue also to do the work of a program officer, being the one responsible for many of our activities and projects. As you know, Onnie has done an wonderful job of developing processes that are highly effective in leading diverse stakeholder groups to common understanding of issues, shared goals, and widely endorsed plans for conservation action. Just a few examples of her leadership are her work with the US Fish & Wildlife Service to lead development of Comprehensive Conservation Plans for national wildlife refuges, her work with Species Survival Commission staff to improve how the SSC works internally and how it can better facilitate the work of its Specialist Groups, and the guidance she provides while representing the CBSG to WAZA, in the team to write a new World Zoo and Aquarium Conservation Strategy.

Dr. Phil Miller is taking on more and more of a leadership role in programs and projects – identifying needs and opportunities for the CBSG, developing the techniques and tools to meet those needs, and then skillfully applying those techniques to accomplish our conservation goals. Phil has been essential to the collaborations that are pursuing new tools for disease risk assessment and new approaches to understanding and modeling biocomplexity, and he has been a leader in documenting and presenting these advances to diverse audiences. Recognizing the increasingly vital role Phil serves in the CBSG, and my need to constantly ask him to do even more, his title has been changed to Senior Program Officer.

*Bob Lacy, CBSG Chairman*

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### **CBSG Welcomes a new Administrative Assistant**

Ann Phelps has recently been hired by Brookfield Zoo to serve as an assistant to CBSG Chairman Bob Lacy in his Syracuse office. She “retired” a year ago after 23 years at Syracuse University’s Maxwell School (public policy) as Director of Career & Alumni Services. Her education includes a BA in English literature and economics from Middlebury College, and MPA & PhD/ABD from Syracuse University with primary fields in state/local government and finance (especially education K-12 finance) and public personnel/collective bargaining. Formerly the partner of a zoo director, in that capacity she became quite familiar with many of the issues of CBSG and a number of the people in the conservation field. She was also involved on Cape Cod with land conservation and ecosystem protection issues. Right now, she’s helping Bob get his office and materials organized with backlog filed, physically and electronically, so he can both find things easily and get his work done more efficiently. Her hobbies include gardening, antiques, reading and she continues past work with both the Harry S. Truman and Jack Kent Cooke Foundations regarding graduate scholarship selection.

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### **Jenny Shillcox Leaves CBSG**

Jenny Shillcox, one of CBSG’s Administrative Officers has left CBSG to pursue a new career in Urban Planning. She received her Master’s degree from the University of Minnesota’s Humphrey Institute in Spring of 2003. Many of you worked with Jenny on numerous CBSG workshop reports, and saw her beautifully designed report covers and brochures. Jenny worked full-time at CBSG for three years and has been working part-time during the past two years while earning her degree. Her energy and creativity are greatly missed!

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# CBSG *News*

*Newsletter of the Conservation Breeding Specialist Group  
Species Survival Commission  
IUCN – World Conservation Union*



*We hope to see you at our 2003 Annual Meeting in Costa Rica,  
14-16 November!*

*For more information and to register, visit our website: [www.cbsg.org](http://www.cbsg.org)*

## **Thank You**

We wish to express our thanks to everyone who sent condolences following Ulie's death and to those who contributed to the Ulie Seal Memorial Fund. We all feel Ulie's absence deeply and keep him and his philosophy alive everyday through our work. Ulie left a special gift for CBSG in his will and we are incredibly grateful for that and for the inspiration he continues to provide. We look forward to working together with you to continue Ulie's mission of saving the world's endangered species.

