



THE EUROPEAN ASSOCIATION OF ZOOS AND AQUARIA

Benefits of Membership



For further information about how to become a member or make the most of your membership, please contact the EAZA Executive Office.

Website www.eaza.net

Email info@eaza.net

Phone +31 20 520 07 50

Fax +31 20 520 07 52

Postal Address

c/o Artis Zoo - Amsterdam

PO Box 20164

1000 HD Amsterdam

The Netherlands

Visitor Address

Artis Zoo - Amsterdam

Plantage Kerklaan 38-40

1018 CZ Amsterdam

The Netherlands

EAZA Benefits of Membership

Executive Director Myfanwy Griffith

Managing Editor David Williams-Mitchell

Editorial Staff Sofieke Bouwman, Daniëlle de Jong

Design Vrije Stijl - design & communications

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1 ABOUT EAZA



BALI STARLING

- ▶ **Scientific Name** *Leucopsar rothschildi*
- ▶ **Program** EAZA Ex Situ Programme
- ▶ **Year of Establishment** 1992
- ▶ **Red List Status (July 2017)** Critically Endangered

1.1 ZOOS AND AQUARIUMS MOVING FORWARDS TOGETHER

The European Association of Zoos and Aquaria (EAZA) is the largest professional zoo and aquarium association in the world. It was founded in 1992 to encourage cooperation between the most progressive zoos and aquariums on the continent in the areas of conservation, education and research.

While cooperation on breeding programmes started in 1985, after seven years of success, zoo and aquarium directors and staff felt that there were many more opportunities for collaboration.

EAZA starts from the premise that zoos and aquariums can do better work for animals and our communities if we work together:

- Improving care and welfare for the animals in our care
- Protecting species through professional management of *ex situ* populations
- Contributing more to *in situ* conservation through funding and expertise
- Providing a greater learning experience for our visitors, and better sensitizing them to the need for conservation and sustainability
- Developing professional skills through specialist training
- Collaborating on zoological research projects, both with other zoos and aquariums and with universities and other research facilities

We believe strongly that committing to this mission will leave your institution stronger and your local community better informed about nature and more engaged with the collective effort to protect species. The success of the mission depends on open exchange of information, visualising your institution as part of a network, and participating fully in the activities of the Association.

EAZA AT A GLANCE

ACTIVE SINCE
 1992

SUPPORT FOR
IN SITU & 
EX SITU
CONSERVATION

 SUPPORT ON
EU POLICY
AND REPRESENTATION
IN BRUSSELS

MEMBERS



THROUGHOUT EUROPE
AND THE MIDDLE EAST

2 JOINING EAZA



“ EAZA MEMBERSHIP ALSO PROVIDES ACCESS TO A RANGE OF PROFESSIONAL DEVELOPMENT OPPORTUNITIES VIA THE EAZA ACADEMY

2.1 WHAT ARE THE BENEFITS?

Becoming an EAZA Member marks your institution out as one of the leading zoological institutions in Europe. Our Members are consistently singled out by the public, the European Union, conservation organisations and other bodies as the gold standard for zoos and aquariums in Europe and the Middle East.

Quite simply, being a Member of EAZA demonstrates your commitment to everything a modern zoo or aquarium should be: progressive centres of excellence for conservation, learning, research, and animal welfare. By joining EAZA, you can access all the resources and collaborative work listed in the following pages, which can help your institution realise its full potential in all aspects of running a zoo or aquarium.

Benefits in summary:

- The prestige that accompanies membership of an association that includes some of the world's leading zoos and aquariums
- Support and assistance from the EAZA Executive Office, a full service facility in Amsterdam staffed by specialists in three main areas:
 - **Conservation and Population Management:** providing support on issues involving animal collections and conservation both at the institution and in the field
 - **Communications and Membership:** supporting Members with the latest news from across the network, internal and external communications and all membership issues
 - **European Union Policy:** support on EU policy and engagement for Members from our representative office in Brussels
- Access to the continent's most important conferences and forums for zoos and aquariums
- Discounted rates for EAZA Academy courses, state of the art professional development education for zoo and aquarium specialists
- Usage of the EAZA website, an online forum that allows Members to work together and share knowledge
- Accreditation to reinforce your credentials as a modern, progressive institution
- Access to and involvement in EAZA's breeding programmes for over 400 species

This brochure presents a full summary of the benefits of joining EAZA. We strongly advise you to read the brochure and discover details of how EAZA works, what it can do for your institution and how cooperation in conservation, education and research can make a real difference to the future of nature in Europe and beyond.

2.2 TYPES OF MEMBERSHIP

Zoological institutions wishing to join EAZA should apply to the Communications and Membership department of the EAZA Executive Office.

When we have reviewed your paper application, a screening mission will be scheduled. The cost of this mission is borne by the applicant. Based on the findings of the screening team, there are several possible outcomes:

FULL MEMBERSHIP

Your institution meets our Codes and Standards, has effective programmes for research, conservation and education, and demonstrated ability and willingness to participate in the EAZA community.

TEMPORARY MEMBERSHIP

Your institution has demonstrated the potential and willingness to meet EAZA's codes and standards, but at present falls short of the level expected by the screening team. The team will recommend a period of Temporary Membership, at the end of which, your institution will be re-screened, and either upgraded to Full Membership, or asked to reapply for membership after a minimum of five years.

Application refused: If the institution clearly does not meet EAZA Standards, and there appears to be no clear plan for reaching the level required, the screening team will recommend that it should not be granted any level of membership. The institution can reapply for membership after a five year period.

CANDIDATE FOR MEMBERSHIP

For developing zoos and aquariums, EAZA offers the chance to become a Candidate for Membership (CfM). This programme, run by the Association's Technical Assistance Committee, supplies the applicant with a mentor – a senior staff Member from an established EAZA Member – who will advise on all aspects of zoo and aquarium management. The CfM is expected to make significant improvements under the guidance of the mentor during a period of five years, at the end of which, the facility will be screened under the same system as other new Member applicants. Potential CfM Members should contact the Communications and Membership department at the EAZA Executive Office for more information.

ACCREDITATION AND MEMBERSHIP

The EAZA Accreditation Programme (EAP) is a cyclical system of inspection and accreditation for our existing Members. The screening team, made up of senior colleagues from other Full Member institutions, visit and inspect carefully the facility and review whether or not it meets the strict Codes and Standards expected of EAZA Full Members. This is not limited to animal enclosures and husbandry, but also includes a review of health and safety procedures, veterinary care, collection planning, acquisition and disposition of animals, education initiatives and involvement with conservation among other elements.

The purpose of the inspections is to provide a peer review of your facility and make the suggestions for improvement that all zoos and aquaria can find useful. It also pushes our Members to keep their standards high and facility evolving. The accreditation of new Member applicants is identical to the EAP screenings – and while meeting EAZA's strict Standards is a challenge for many new applicants, the screening can provide a clear roadmap for becoming a Full Member, allowing institutions to concentrate their efforts in priority areas.



ASSOCIATE MEMBERSHIP

For animal institutions that are not open to the public, facilities outside of the EAZA region, and organizations with akin goals, EAZA offers Associate Membership. Our Associate Members include institutes of higher learning, animal breeding facilities, professional organisations and others. Please contact Communications and Membership department at the EAZA Executive Office for more information.

CORPORATE MEMBERSHIP

For companies directly or indirectly providing services to our Members and other similar institutions, EAZA offers Corporate Membership. Corporate Members receive access to our Member database, support from the EEO, and significant discounts on advertising in Zooquaria and exhibition space at our Annual Conference. Membership application packs can be received by application to the EEO.

3 BEING PART OF EAZA



“ EAZA AQUARIUMS PLAY KEY ROLES IN MARINE AND FRESHWATER CONSERVATION BREEDING PROGRAMMES; INCLUDING THOSE FOR SAWFISH AND THE BLUE SPOTTED STINGRAY.

photo: Pedro A. Pina at Oceanário de Lisboa

3.1 HEALTHY ANIMALS AND POPULATIONS

Being a Member of EAZA offers the opportunity to join our managed breeding programmes, existing for a large variety of species.

EAZA has approximately 40 Taxon Advisory Groups, and over 400 population management programmes. Together these groups and programmes represent the continent's only effective breeding programme management structure for animals held in zoos and aquariums. They are the heart of the Association, and contribute directly to the protection of species and populations in our care. The TAGs produce Regional Collection Plans, which prioritizes species for the Members to focus on based on education or conservation relevance.

European Ex Situ programmes (EEP) are aiming to have healthy animals in healthy populations on the short and long term. Each programme is managed by a coordinator or studbook keeper, who based on genetic and demographic analyses produces breeding and/or transfer recommendations. Members can benefit from the available Best Practice Guidelines to optimize the husbandry standards and from the Population Management Manual, EAZA's comprehensive guide for programme managers and holders to keeping healthy populations of species in human care.

EEP animals should not have a commercial value, and as such cannot be sold. It is expected that all Members participate in the existing breeding programmes. Each Member is also encouraged to do their part and contribute actively to the overall goals of population management. The success of breeding programmes depends on the dedication and enthusiasm of our Members, full commitment is required. Population management programmes are administered by the EEP Committee, with support from the Conservation and Population Management: department of the EAZA Executive Office.

EAZA
FACILITATES

+/- **40** TAXON ADVISORY GROUPS 

OVER **400** 

EAZA EX SITU PROGRAMMES

OVER **30** YEARS OF POPULATION MANAGEMENT EXPERIENCE 

3.2 EAZA STRUCTURE

EAZA is made up of its Members (the Annual General Meeting), Council, Committees, Taxon Advisory Groups (TAGs) and working groups, and is supported by an Executive Office based in Amsterdam.

For a full explanation of the Association's structure, please go to:
<http://www.eaza.net/about-us/eaza-structure/>

The EAZA Executive Office

The EAZA Executive Office (EEO) is a full service support facility with two principle departments:

- **Conservation and Population Management (CPM):** this department provides expert assistance to the programme leaders of EAZA's collective population management programmes as well as our Members participating in these programmes. This includes species management and monitoring through the EEPs (European Ex Situ Programmes) and ESBs (European Studbooks). CPM provides liaison with the Taxon Advisory Groups (TAGs), the network's premier resource of experts for species specific advice on husbandry, welfare and breeding. CPM provides assistance on population biology, assisting TAGs, EEPs and ESBs with breeding recommendations and population monitoring.

In addition, CPM works to foster links with conservation projects, allowing Members to get involved with and support in situ work, and administers the EAZA Conservation Database, a powerful tool for measuring the contribution made by Members to projects in the field. In addition, the department supports coordination of the programmes of relevant conferences including Annual Conference and the Conservation Forum, and acts as liaison for the EEP, Veterinary and Conservation Committee.

- **Communications and Membership (C&M):** the department is responsible for communicating with Members and the general public, administering the Association's website, and organising conferences. C&M is also responsible for membership issues, including new Member applications, the EAZA Accreditation Programme (EAP), and the Candidate for Membership programme (CfM). The department maintains good media relations and can advise on crisis management and other aspects of public relations. C&M also includes the EAZA Academy professional development network, EAZA Academy Online, and animal welfare training, as well as acting as liaison to the Association's Education Committee.

EAZA also employs EU Policy Managers based in Brussels, who are responsible for lobbying activities, EU funding applications, and relations with relevant bodies within the Commission and the Parliament. EAZA is recognized by all bodies in the Union as the principal stakeholder for the zoo and aquarium community in Europe, and our opinions on issues relating to legislation and action planning are sought regularly by them.

Overseeing the EEO is the Executive Director, who is assisted by the Office Manager. The Executive Director is the liaison to the Executive Committee and is responsible for budgeting and running of the office and its activities.

CONSERVATION CAMPAIGNS

EAZA Members are encouraged to join our conservation campaigns, major collaborative activities which raise awareness and/or funds for conservation projects both local and international. A valuable framework for showcasing your exhibits, your involvement with conservation and so on, these campaigns address some of the most urgent issues facing nature, from global warming to biodiversity loss. We have had some significant successes: a petition from our Bushmeat campaign led to the European Parliament banning the import of bushmeat products into the Union; a coalition including EAZA also brought pressure to the EU to require the labelling of palm oil separately from other vegetable oils – a direct outcome of our Ape campaign.

Participating Members receive all resources for the campaign free of charge, and are encouraged to publicize their events and activities within the campaign to the rest of the membership and to their local and national media. Members can propose themes for campaigns, which are reviewed by the Conservation Committee – the specialist committee responsible for this major aspect of our work.



3.3 CONFERENCES

EAZA organizes several conferences aimed at the free exchange of information and the smooth running of the network.

These include:

- **Annual Conference:** held every year in September, the five day conference includes plenary sessions, workshops, Committee and TAG meetings and the best opportunity of the year to network with peers and colleagues. The Conference also plays host to the autumn meeting of the EAZA Council, the representative body that oversees the business of the Association and which reports to the Annual General Meeting of the whole membership.
- **Directors' Days:** held every year in April, this meeting brings together the leaders of our Member institutions for frank discussions on EAZA's strategy, business and management practice and other issues which affect how zoos and aquariums operate in the 21st century. The conference also includes the Spring Council meeting and the Annual General Meeting, where all Members are able to vote on resolutions proposed by the Council.
- **EAZA Nutrition Conference:** Held every two years, this conference reviews the latest findings in zoo animal nutrition research, runs practical workshops and provides an opportunity for Members to share their experience in the field. The conference will be held in January 2017, 2019, 2021 and so on.
- **EAZA Conservation Forum:** the biennial forum brings together the zoo and aquarium community in Europe with *in situ* conservationists from all over the world, allowing both groups to work together to identify pressing conservation concerns and the methods by which zoos and aquariums can help. Held in May 2016, 2018, 2020 and so on, this conference places EAZA Members at the forefront of conservation support.
- **European Zoo Educators Conference:** Held every two years, the conference brings together the community of zoo educators to discuss methods of visitor learning and engagement. (March 2017, 2019, 2021)

EAZA also contributes specialist knowledge and session planning to a range of other conferences, for example those offered by the Leibniz Institute for Zoo and Wildlife Research (IZW) and the World Association of zoos and Aquaria (WAZA)

In addition, all Committees and Taxon Advisory Groups meet twice a year: once at Annual Conference and once during the mid-year period (February-June). These meetings define the strategies of the Committees and TAGs and review the successes and challenges of the previous period. As such, they are a vital addition to the calendar.

Registration for the conferences is either open or by invitation, and the costs of registration are kept as low as possible to ensure that all Full Members can attend. Members can apply to host a future conference by contacting the C&M Manager at the EAZA Executive Office; this is a great opportunity to showcase your institution's work and gain insights on your facility from your peers.



photo: Wildlands



photo: Wildlands



PROFESSIONAL DEVELOPMENT

The EAZA Academy is a professional development facility run by the Association for the benefit of its Members. With specialized courses ranging from Basic Breeding Programme Management through Exhibit Design and Educational courses, the Academy is the leading professional development network for European Zoos. Courses are held at the EAZA offices in Amsterdam or at selected Full Member venues across Europe.

In addition, the Academy runs Animal Welfare Training Workshops in association with the Animal Welfare Working Group of the EEP Committee. Members of all levels can apply to host a welfare workshop, which covers in depth the principles and practice of good animal welfare in zoos and aquariums.

The Academy also runs an online professional development facility, the EAZA Academy Online, where subscribers can access a number of courses ranging from health and safety practice to species husbandry.

For details of courses and workshops, contact the EAZA Academy Manager at the EEO.



3.4 COMMUNICATIONS

Internal Communications

EAZA commits to providing the most up to date information to Members on all aspects of the Association's work, as well as the issues most likely to affect our Members. We believe in transparency of communication and involving the widest possible cadre of Members of the zoo and aquarium community.

EAZA produces a quarterly magazine called Zooquaria, which contains articles by Members and other contributors on a range of subjects relevant to our work, including conservation, exhibit design, breeding programmes, marketing and so on. We also publish the open-access peer reviewed Journal of Zoo and Aquarium Research (JZAR) four times a year.

The Association produces an Annual Report outlining the work of committees and the financial summary for the previous year, and an annual TAG Report which outline the work of the Taxon Advisory Groups.

A monthly eNews bulletin is also sent to all Members, with the most up-to-date information on conservation, research and education work from the network. Electronic Member mailings are also distributed to individuals within the network, providing a targeted information system on important issues including EU legislation, Council decisions and so on.

External Communications

EAZA has in recent years become a much more public entity. The Communications Committee and the EAZA Executive Office's Communications department provide a strong interface with the media and the public, allowing us to put forward the case of science and science engagement at our Member institutions. We believe strongly that our Association and its Members should be proud of our achievements, and that we should be single-minded in our mission to provide evidence for the positive contributions zoos and aquariums make, not only to nature, but also to local communities.

The EAZA Executive Office aims to answer questions and provide comment to all inquiries on the basis of a transparency that is as far-reaching as possible. EAZA engages with the public via social media to showcase the powerful conservation work done by our Members; we work to combat assertively false claims made by the animal rights lobby, and to protect the interests of our Members within the scope of our codes and standards; and we highlight issues important to the protection of nature worldwide. In addition we produce a selection of collateral materials for use at, for example, European Union events.

The EAZA Website

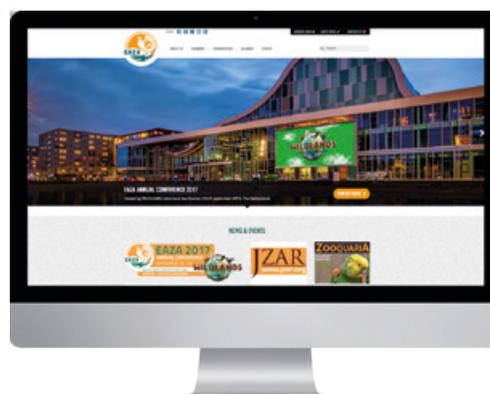
The primary day-to-day resource of the Association is the EAZA website, www.eaza.net. The website has two main areas: a public area which presents the work of the Association and its Members to the general public, and a Member area which allows Members to access and collaborate on documents relating to the care, welfare, breeding and monitoring of animals (TAG pages), conference proceedings, and the work of the Committees and Working Groups.

The public area is aimed at presenting the work of EAZA and its Members as transparently as possible to the public, and includes our guiding documents (EAZA Constitution, Population Management Manual etc.), jointly held positions on difficult issues agreed by Council, as well as a full explanation of who we are and what we do. It's also the main message board for us to communicate to the public, post vacancies from across the network and link to other vital resources.

The Member area, made up of forums and document libraries, is open to registered users only. Members can apply for a user name and password by contacting the C&M department of the EAZA Executive Office. The area also includes a database of Member institutions (including relevant contact details), vacancies within TAGs and Committees, and a facility for ordering coloured legbands for different bird species.



• Zooquaria - quarterly magazine



• EAZA.net - website



• TAG report

• Annual Report

3.5 PARTNERSHIPS

EAZA maintains strong relationships with other regional and global organisations engaging in conservation work, zoo and aquarium membership and related areas. These include Memoranda of Understanding and/or Membership of groups such as the International Union for the Conservation of Nature, the World Association of Zoos and Aquaria and the European Association of Zoo and Wildlife Veterinarians. These relationships allow our Members to participate strongly in regional and global activities such as the Global Species Management Plans and the IUCN World Conservation Congress

3.6 RESPONSIBILITIES OF MEMBERS

Members are expected to dedicate the resources necessary for them to play a full and active part in all aspects of the Association's work. Applicants should be aware that the staff time needed for (for example) the management of breeding programmes will not be reimbursed by EAZA.

Members should:

- Play an active part in Committees, Taxon Advisory Groups, breeding programme management and conservation campaigns
- Attend the Annual Conference and Directors Days conference
- Aim wherever possible to send staff to attend the EZE and Nutrition Conferences as well as the Conservation Forum
- Stand for EAZA Council where appropriate, and play an active part at the Annual General Meeting

EAZA commits to assisting Members to make these commitments.

Costs

Your membership fee is calculated according to your location and the number of visitors you welcome. Fees are among the lowest of any regional or national association and provide exceptional value.

In exchange for keeping costs low, EAZA expects all Members to play an active part in the work of the Association, including the administration of breeding programmes, participation in joint activities such as conservation campaigns, and working in our standing and specialist committees. Your institution's application for membership will be judged on what your institution can do for EAZA, as well as what EAZA can do for you.

Please explore this brochure in depth, and if you have any questions, contact the EAZA Executive Office (contact details are given on the back cover). Thank you for your interest, and we look forward to welcoming you to the community of Europe's most progressive zoos and aquariums!



WWW.EAZA.NET