



CBSG News

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Summary of Recent CBSG Activities

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*Volume 13
Number 2
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*Newsletter of the
Conservation Breeding
Specialist Group,
Species Survival
Commission, The World
Conservation Union
(CBSG, SSC, IUCN)*

MESSAGE FROM THE CBSG

Minneapolis, USA, May 22, 2002 — Dr. Ulysses S. Seal has announced to the membership of the CBSG that he has been diagnosed with a large cell adenocarcinoma of the lung with metastases. The Conservation Breeding Specialist Group of the IUCN Species Survival Commission has been led by Ulie for 22 years. The treatments he is undergoing make it difficult for him to maintain, in the near term, the very heavy schedule that he is accustomed to keeping.

Meetings of CBSG Steering Committee members were held in May 2002 in Marwell, UK and Minneapolis, US to discuss the management of CBSG during the period of Ulie's illness. As a result, Dr. Lee Simmons, director of Omaha's Henry Doorly Zoo, has agreed to assume the duties of Deputy Chair of CBSG to assist Dr. Seal for the immediate future in the leadership of the group. Dr. Onnie Byers will continue to manage the CBSG office, based at the Minnesota Zoo.

Discussions have been held with many of CBSG's key donors and stakeholders. All have committed their continued support for the organization.

CBSG's Program Staff, composed of Dr. Byers and Dr. Phil Miller, will continue to develop its important work program and deliver innovative conservation programs. To meet increasing demand, CBSG is actively seeking additional program staff. More than 14 CAMPs, PHVAs, conservation planning, and training workshops will be delivered over the remainder of the current year, and more are being scheduled. With the assistance of CBSG Regional Networks and Strategic Associates, including Dr. Harrie Vredenburg, Dr. Frances Westley, Dr. Robert Lacy and Dr. Doug Armstrong, all of the current commitments will be met.

CBSG intends to maintain its active schedule. The 2003 schedule is currently being developed and organizations considering using the CBSG tools and processes should contact the CBSG office as soon as possible to ensure inclusion in the CBSG schedule.

Ulie is dealing with his illness in the same energetic and pragmatic manner that he has brought to the work of the CBSG. Ulie welcomes messages from colleagues and friends. If you wish to contact him, messages can be sent to a message board set up for this purpose (www.cbsg.org).

The New www.cbsg.org is Launched!

We are very excited to announce the long-awaited launch of the renovated CBSG website! Visitors to the site may now read current news updates on CBSG activities, learn about CBSG Workshop Processes, get information about the CBSG Annual Meeting, view staff biographies and our current travel schedule, read about our donors and get links to their websites, download Executive Summaries from all CBSG workshop reports, view the Global Zoo Directory, and much more! We are currently trying to update the details in the Global Zoo Directory. To assist CBSG in updating your Zoo Information, please email: gzd@cbsg.org.



CONSERVATION BREEDING SPECIALIST GROUP

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"Catalyzing Endangered Species Survival"

Welcome to the CBSG Website!
Please explore to see current CBSG news, bios of our staff, our busy travel schedule, download the Executive Summaries of our reports, and much more! CBSG has over 10 years of experience and decision making in the context of in situ and ex situ species management. These tools, based on small population and conservation biology, human demography, and social learning, are used in CBSG's workshop process to produce outcomes ranging from specific management recommendations for a single species to assessments of a nation's biodiversity.

IUCN Conservation Breeding Specialist Group
Species Survival Commission,
The World Conservation Union
U.S. Seal, CBSG Chairman

12101 Johnny Cake Ridge Road,
Apple Valley, MN 55124-1851 USA
PHONE: 1-952-997-9800
FAX: 1-952-432-2757
EMAIL: office@cbsg.org



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Our new site also offers links to the IUCN and SSC home pages, the history of CBSG, our Mission and Philosophy, and a capability to search the site for the specific information you're looking for. Duncan Shannon, of Premier TechnCorps in Minneapolis, Minnesota, USA constructed the site. If you have comments or problems please email them to webmaster@cbsg.org. Thank You!



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:

CBSG News

Editor: Moriya McGovern
12101 Johnny Cake Ridge Road
Apple Valley, MN 55124-8151 USA
Phone: 01-952-997-9800
Fax: 01-952-432-2757
E-mail: office@cbsg.org

Staff

Chairman: Ulysses S. Seal, Ph.D.
Program Officer: Onnie Byers, Ph.D.
Program Officer: Philip Miller, Ph.D.
Administrative Officer: Shelly O'Brien
Administrative Officer: Jennifer Shillcox
Administrative Assistant: Moriya McGovern

Strategic Associates: Doug Armstrong,
Don Janssen, Bob Lacy, Mike Maunder,
Lee Simmons, Ron Tilson,
Harrie Vredenberg, Sally Walker,
Frances Westley, David Wildt

Regional Network Convenors: Sally Walker,
CBSG South Asia, Yolanda Matamoros, *CBSG Mesoamerica*, Amy Camacho, *CBSG Mexico*,
Yolan Friedmann, *CBSG South Asia*

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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."

Blue Crane PHVA

Villiersdorp, South Africa
October 2001

The Blue Crane (*Bucconas carunculatus*) is endemic to Southern Africa, has the most restricted range of all crane species and is South Africa's National Bird. Due to its restricted range and the rapid decline in numbers over its range during recent years, the Blue Crane is listed as "Vulnerable" in the Eskom Red Data Book of Birds of South Africa, Lesotho and Swaziland.

Only recently has more detailed information been obtained on the actual numbers of Blue Cranes inhabiting different regions in South Africa, with much concern being expressed on the future of this population.

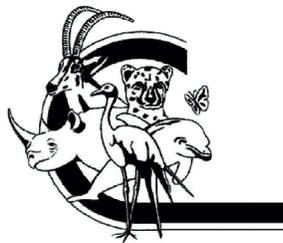
More than half of the remaining global Blue Crane population occurs in transformed agricultural lands, a system with a high likelihood of land-use change in the near future, placing this population at severe risk.

For this reason, the South African Crane Working Group (SACWG), in conjunction with the Endangered Wildlife Trust (EWT) and CBSG South Africa held a Population and Habitat Viability Assessment (PHVA) for Blue Cranes in Villiersdorp, Western Cape from the 1st - 4th of October 2001.

SACWG is one of 11 Endangered Wildlife Trust working groups and focuses on the conservation of the three species of cranes found in South Africa, as well as their habitat.

Last minute drama alters PHVA format . . .

The Blue Crane PHVA was well attended with more than 30 participants from all around South Africa, including landowners, government officials, conservationists and academics. It was touch and go for a few days leading up to the workshop, as to whether or not it was even to go ahead, as Onnie Byers and Phil Miller had to cancel their trip to South Africa at the last minute as a result of the New York terror attacks! After much debate and discussion, it was decided that the workshop would go ahead and thus, the Blue Crane PHVA became the first PHVA which CBSG South Africa – just over a year old -



facilitated alone. Kevin McCann of SACWG, after a crash course in VORTEX, ran the modelling aspect of the workshop, working with Phil Miller at night via cell phones and e-mail. This workshop was therefore a first for CBSG, whereby remote facilitation and modelling were used – to great effect - in a workshop!

The workshop coincided with the Overberg Crane Group's 10th anniversary who generously hosted an ice-breaker for the participants. The PHVA ran over three and half days and working groups were established to deal with the following issues:

- Causes of Blue Crane Mortality
- Policy and Institutional Management
- Education and Awareness
- Trade and Captive Breeding
- Habitat and Land Use

Working groups compiled problem statements, worked out possible solutions and finally drafted resolutions, action plans and steps which will result in achieving the goals they had set. Plenary sessions were active and highly participatory, including lively debates and producing valuable insight from members of other working groups.

The group drafted a list of more than 30 action steps for ensuring the survival of the Blue Crane in the wild, the top four of which were:

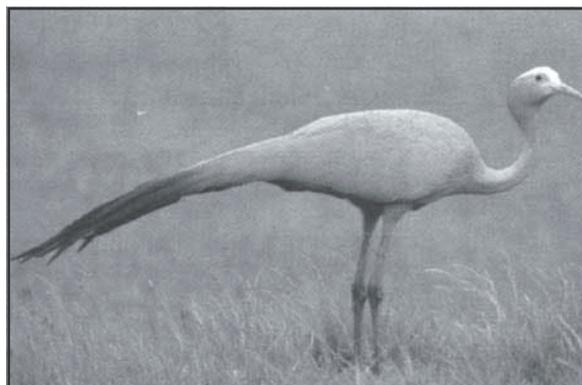


photo courtesy of Yolán Friedmann

- Obtaining accurate data on habitat requirements and preferences of Blue Cranes in the three core areas
- Determining and monitoring the effects of various land uses and farming practices on Blue cranes
- Attempting to identify the historical factors involved in population changes in the three core areas
- Developing a close working relationship with those farmers whose crops may be effected by Blue Crane activities and providing them with information and advice

The final PHVA report represents a well-structured and formulated management plan, based on sound science and expert knowledge, which addresses the long-term needs of the Blue Crane and focuses the activities of the various conservation groups working to conserve the species and its habitat in South Africa. It further highlights specific recommendations and priorities for research and management and covers an assessment of the change in the South African Blue Crane population over the past two decades, and of the extinction potential of this population under current population conditions.

Resolutions from this workshop were included as top priority on the agenda of the annual SACWG meeting and the process of implementation was begun the very next day.

The workshop was a great success and this was in large part due to the hard work and tremendous support of the following groups and people: SACWG (Kerryn Morrison and Kevin McCann in particular), the Overberg Crane Group (especially Wicus Leeuwner and his family), CBSG (Onnie Byers and Phil Miller), the EWT and their support staff and of course, all the participants put time, effort and finances into attending this workshop.

Thank-you also to the Mazda Wildlife Fund, the Nedbank Green Trust and Consol Speciality Glass for supporting this workshop and to the Lomas Wildlife Trust, the Wildlife Biological Resource Centre and the EWT for supporting CBSG South Africa. 🐾

*Submitted by Yolan Friedmann,
Convenor, CBSG South Africa*



Hungarian Meadow Viper PHVA

November, 2001, Budapest, Hungary

The Hungarian meadow viper, *Vipera ursinii rakosiensis*, has received full legal protection in Hungary since 1974 and is a high-profile species in the nation's conservation legislation activities. Nevertheless, the viper continues to be very susceptible to human persecution: agricultural activities such as intensive grazing, burning, and machine mowing appear to constitute a grave threat to the viper and its habitat. To make matters worse, the taxon appears to be unusually sensitive to both human and natural disturbance. Because of significant declines in population size and habitat over the past two decades, the viper is listed in the 2000 IUCN Red List as Endangered and is listed as a CITES Appendix I and Bern Convention Annex II subspecies.



Photo courtesy of Zoltan Korsós, Hungarian Natural History Museum, Budapest

In order to better understand the factors leading to the precipitous decline of the Hungarian meadow viper, and to develop a set of alternative population management options, The Budapest Zoo requested a Population and Habitat Viability Assessment (PHVA) Workshop. The workshop was held at the Zoo 5 – 8 November 2001, with a total of twenty-one people from nine European countries in attendance. Participants included National Park representatives, university and NGO researchers, and zoo biologists working together closely throughout the duration of the meeting to discuss issues and assess the available biological and social information relevant to viper conservation. Workshop sponsors included The Budapest Zoo and Tiergarten Schönbrunn, Vienna.

At the beginning of this workshop, the participants were asked to give individual answers to the following three questions:

- What is your personal goal for this workshop?

- What, in your view, is the primary challenge for conservation of the Hungarian Meadow Viper over the next 25 years?

- What do you wish to contribute to the workshop?

This exercise clearly indicated that the primary challenges for viper conservation revolved around agency-specific habitat management conflicts, and the absence of successful communication / collaboration between the scientific and management communities. In addition to these two general themes, a smaller set of people expressed an interest in the feasibility of ex situ conservation of the taxon in the region. Based on all of this information, three working groups were formed – habitat management, life history / population viability modeling, and captive population management.

High priority issues for the Life History and Population Viability Modeling working group included the lack of detailed demographic data on this taxon, which made accurate quantitative modeling of future growth dynamics very difficult at best. In addition, the group recognized the importance of population modeling as a tool to guide development of population management strategies and to assist in the prioritization of research studies and/or methodologies. In order to investigate the population dynamics of the Hungarian meadow viper and the risk imposed by human activities on the viper's habitat, the group developed a stochastic simulation model of the species using the *VORTEX* computer modeling package. Using this modeling approach, the group developed a demographic sensitivity analysis that identified the importance of female reproductive characteristics – namely age of first reproduction, interbirth interval, mean clutch size, and adult female mortality – as primary determinants of population growth dynamics. Scenarios simulating the impact of natural catastrophes (severe spring floods) and man-made catastrophic events (meadow burning resulting from

military activity, mechanical cutting, livestock grazing, etc.) were also constructed. These scenarios demonstrated the considerable impact that these forces can have on meadow viper population growth; particularly in the presence of fire hazards, viper populations can be expected to decline rapidly and to face a significant risk of local extinction within the next few decades.

With these analyses in hand, the group developed a series of goals designed to address the issues discussed above. These goals included the construction of detailed demographic studies designed to improve our understanding of Hungarian meadow viper population biology and our ability to properly target population management strategies; the refinement of population viability models utilizing these new demographic data; to assemble and review relevant data to document the recent history of population decline; and to develop means to improve communication not only among meadow viper researchers throughout Europe, but also between these researchers and the involved management authorities within Hungary.

Being aware that the decline of the Viper is still going on, the Habitat Management working group developed the following high-priority goals and actions:

1. Achieve consensus on the priority of the conservation of *Vipera ursinii rakosiensis* by arranging a high level decision making meeting in the ministry to, amongst others goals, initiate species recovery and develop an Action Plan;
2. Achieve proper habitat management with special emphasis on tussock habitat;
3. Develop a consensus on the issue of species habitat management vs. ecosystem management;
4. Determine the likely impact and extent of proposed water retention on present *Vipera ursinii rakosiensis* habitat and determine alternate scenarios on habitat quality (Must avoid drowning or freezing individuals within threatened populations, unless or until alternative adjacent habitat has been developed);

5. Guide recovery of *Vipera ursinii rakosiensis* by preparing a map(s) showing existing and recent sites, potential and restoration / linkage habitats; transfer data to G.I.S.

Finally, the Captive management working group discussed the key problems associated with the critical situation of the taxon and who should be responsible for it. The evaluation of available data on the wild population resulted in the consensus that there is an urgent need to create *ex situ* conservation project for the Hungarian Meadow Viper. It is vital to establish a parallel population in captivity as a safety net, as a source of individuals for reinforcement and reintroduction actions, and as a source of valuable information for in situ conservation.

The working group identified a series of concrete action steps regarding future *ex situ* conservation of the Hungarian meadow viper:

1. Immediately establish a captive population at The Budapest Zoo, which will serve as the source of individuals for reintroduction to convenient localities already not inhabited by wild meadow vipers but in the frame of the historical distribution of this subspecies.
2. Secondly, build a breeding facility at Kiskunság National Park as soon as possible, where animals will be kept under semi-natural conditions and will serve as a source of individuals for reinforcement of the local wild population.
3. Initiate removal of founders from the wild when the captive facilities are prepared. 🐾

Submitted by Tibor Kovács and Phil Miller



South Asian Bat (*Chiroptera*) CAMP

March 2002, Madurai, Tamil Nadu, India



The Order Chiroptera, or bats, is one of the most numerous groups of mammals. Throughout the world they make up as much as 20 – 30 % of mammalian diversity in almost any country. In South Asia alone, there are 130 different species, which accounts for about 25% mammalian diversity in this region. There are a minimum of 70 bat specialists in South Asia who are members of the CBSG, South Asia bat network, called the Chiroptera Conservation and Information Network of South Asia (CCINSA). CCINSA officially represents the IUCN SSC Chiroptera Specialist Group in South Asia.

CCINSA and CBSG South Asia teamed up with the Department of Animal Behaviour and Physiology, School of Biological Studies, Madurai Kamaraj University (MKU) to organize the first South Asian Bat CAMP, in Madurai, Tamil Nadu. At MKU Dr. G. Marimuthu, an internationally known Chiroptera specialist, and Chair of the Chiroptera Specialist Group of South Asia and CCINSA, and his staff were gracious hosts to the forty-odd bat specialists gathered on 21 - 25 March 2002 to share information they had collected on bats during much of their career for the conservation of species.

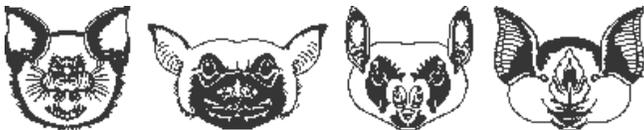
The bat CAMP, a Conservation Assessment and Management Plan Workshop for Chiroptera of South Asia, was almost three years in planning and preparation. This CAMP Workshop followed an earlier exercise by the same name — for all Indian mammals — in 1997 under the auspices of the Biodiversity Conservation Prioritisation Project. At this workshop in 1997, six bat specialists assessed 102 species of Indian bats. More than 50% were assessed as Data Deficient.

A few were not assessed as there was uncertainty about their validity. Clearly more information and experts were required urgently.

At the 1997 Mammal CAMP itself, a Working Group on Chiroptera recommended that a network of bat field researchers should be initiated. Zoo Outreach Organisation, host to CBSG South Asia and an expert in networking, set up the network. The North of England Zoological Society / Chester Zoo very generously agreed to sponsor the network which they have done since 1999. Chester also sponsored a Training Workshop in 2001 in which participants were given an introduction to the CAMP process.

The network grew over two years to 70 members who were assigned a variety of tasks, the first of which was to find out how many of the Data Deficient species had been studied by the network members and to encourage them to take up these studies. Another project was to distribute a “handbook” or notebook of bat information for researchers to use as a handy field notebook to keep information and to start a newsletter. The training course in field techniques and taxonomy featured the well-known bat researcher, taxonomist and biologist, Dr. Paul Bates. This successful workshop drew together the bat researchers, paving the way for the CAMP workshop. Resolutions taken at the workshop highlighted the need for revision of legislation to give protection to fruit bats, which has become a reality.

The Bat CAMP Workshop was sponsored by the Chester Zoo, Bat Conservation International, Columbus Zoo, Metro-Toronto Zoo, and the AZA Bat TAG. It was attended by bat specialists from 6 countries: USA, United Kingdom, Bangladesh, Nepal, Sri Lanka and India. The workshop had the endorsement of David Brackett, IUCN SSC, the IUCN SSC Chiroptera Specialist Group, and the IUCN Regional Biodiversity Programme, Asia. Mr. Tony Hutson, Co-Chair Chiroptera Specialist Group participated in the CAMP as well as Dr. Paul Bates,



of Harrison Zoological Museum, author of the definitive book, Bats of the Indian Subcontinent.

Sanjay Molur, Red List Advisor for CBSG South Asia and CCINSA facilitated the workshop, assisted by Sally Walker. Participants elected to assess taxa at the species level, which added up to 130 species of chiroptera for South Asia. A summary is below although these totals will remain in "Draft" until the Taxon Data Sheets are given a final review.

Status Summary		Total
CR	Critically Endangered	2
EN	Endangered	10
VU	Vulnerable	14
NT	Near Threatened	26
LC	Least Concern	57
DD	Data Deficient	19
NE	Not Evaluated	2
Total		130

Tony Hutson conducted a meeting of the South Asia Chiroptera Specialist Group, South Asia and CCINSA. Many suggestions and recommendations made in this

meeting resulted in Special Issue Working Groups organised later. These were on Temple bats, Education, Taxonomy, Field surveys and conservation priorities and Legislation.

Thanks to the CAMP Data Entry Programme, developed by CBSG and the immense efforts of the ZOO data entry flying squad (Padma Priya, Binu Priya, Latha Ravi Kumar and Hanneke de Boer), participants were able to take home a 300 page Draft Report right from the workshop. More copies have been returned than usual and in record time and the very immense work of converting the Draft into a Report has begun. The IUCN SSC Chiroptera Specialist Group will use the output of the workshop to update the IUCN Red List for the 2003 Red List of Threatened Animals.

Previously the IUCN Red List was a mysterious and vague concept. Now, it is a practical tool that can be used at many levels. It is through the CAMP Process that field biologists from far-flung regions can contribute directly to the IUCN Red List, often for the first time. 🐉

*Submitted by Sally Walker,
Convenor, CBSG South Asia and CCINSA.*

Obituary: "Pen" Atsushi Komori 1928-2002

The international zoo fraternity lost a dear friend, who for decades had struggled to upgrade the profession in Japan. Affectionately known to friends and colleagues as Pen (because of his talent in writing), Atsushi Komori was born in Bombay, India in 1928 and later moved to Japan with his family. He began zoo life at Ueno Zoo, Tokyo as a "handy man" in 1947. A life-long student, he not only studied zoology but also taught himself languages including Greek and Latin, while in a sanatorium with tuberculosis as a young man. Mentored by Ueno Zoo director, Dr. Tadamichi Koga, he developed an insight into zoo and wildlife issues on an international scope, which later helped him to be active in CBSG. Without a college degree, Pen never advanced beyond the middle management level at both Ueno and Tama Zoos. However, he was the brain behind the scenes with unparalleled knowledge in zoology and organizing skills. He was peerless in the zoo field in his country. He helped to form the basis of the Japanese Association of Zoological Gardens and Aquariums (JAZGA) and additionally, to organize the Japanese Association of Museums. He retired as the general curator of Ueno Zoo in 1984 to devote more time for the JAZGA as its executive director. Pen was in semi-retirement when he was diagnosed with lymphosarcoma in the spring of 2001. Despite intensive chemotherapy at the University of Tokyo Medical Center, he died on 3 April 2002.

Submitted by Ken Kawata

Southern African Coastal Seabirds CAMP

February 2002, Cape Town, South Africa

In southern Africa, as elsewhere, seabirds face a number of threats due to changes brought about by human activity and its consequences, such as from oil pollution, over-fishing, incidental mortality in fisheries, human disturbance, and habitat loss. Although many southern African seabirds breed at protected sites, away from the direct effects of human development, they are not immune to these pressures and a number of them are considered to be at serious conservation risk. Because many species of seabirds have wide distributions, often crossing international boundaries, their conservation status may be improved through internationally-coordinated efforts. Seabirds are also of economic significance, such as for eco-tourism and as indicators of prey stocks of commercial value.

Most of the 17 southern African coastal seabird species and subspecies evaluated in this workshop breed on islands and rocks close inshore of the coasts of southern Angola, Namibia and the Northern, Western and Eastern Cape Provinces of South Africa. A few species and populations also breed on mainland cliffs, coastal dune fields, salt pans, estuaries and at inland localities. Of the 17, the African Penguin *Spheniscus demersus*, three of the four cormorant species, the Cape Gannet *Morus capensis*, and two of three species of gulls and one of four tern species are endemic to southern Africa.

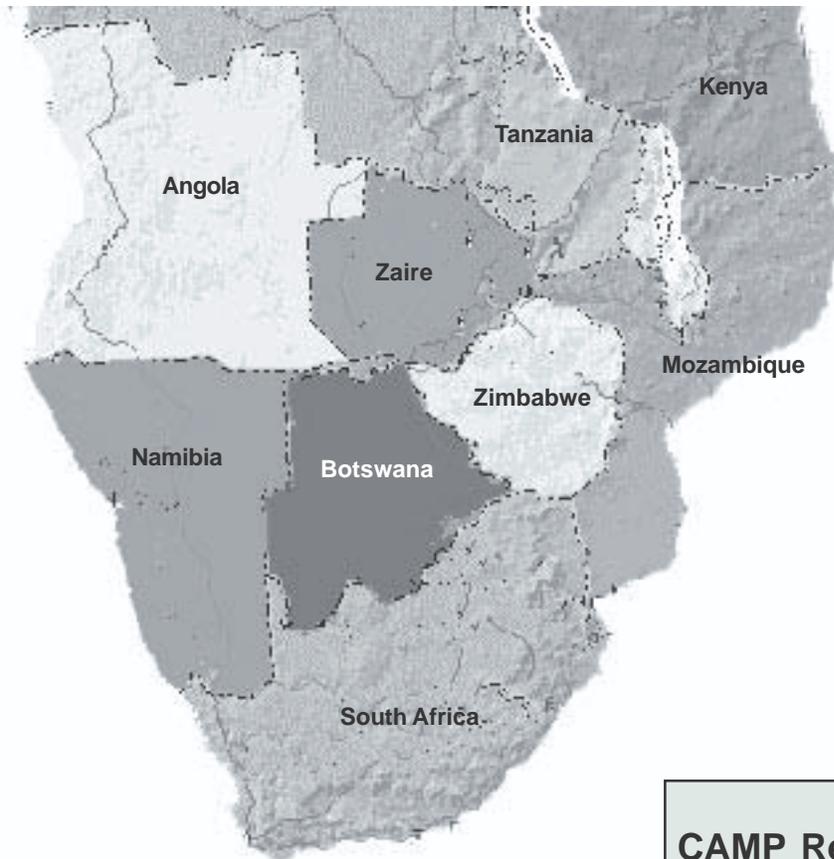
A number of international agreements have the potential to enhance the conservation status of southern African seabirds. However, the Convention on the Conservation of Migratory Species of Wild Animals (Bonn Convention or CMS) is considered to hold out the most promise for conserving southern African breeding seabirds. All southern African breeding seabirds are migratory in terms of the Bonn Convention, since they cross international boundaries, including into the high seas, as part of their normal life cycles.

A Conservation Assessment and Management Plan (CAMP) for Southern African Coastal Seabirds, sponsored by African Seabird Group, Marine and

Coastal Management Branch of the South African Department of Environment Affairs & Tourism, Namibian Nature Foundation, the Pelicaniform and Penguin Taxon Advisory Groups of the American Zoological Gardens Association (USA), Penguin Fund of Japan, Wetlands International and WWF South Africa, was held at the Marine and Coastal Management Aquarium in Cape Town, South Africa from 4 to 8 February 2002. The workshop was organized by John Cooper of the Avian Demography Unit of the University of Cape Town in collaboration with CBSG. This 5-day workshop was attended by 25 participants, from South Africa and Namibia, with diverse and relevant backgrounds, such as scientists, field biologists, conservationists, park managers and governmental and NGO representatives. The goal of the workshop was to determine a strategy for improving the conservation status of this group of 17 southern African seabirds by fostering regional co-operation between southern African countries.

In southern Africa, as elsewhere, seabirds face a number of threats due to changes brought about by human activity and its consequences, such as from oil pollution, over-fishing, incidental mortality in fisheries, human disturbance, and habitat loss.

Workshop participants evaluated status of threat of the coastal seabirds of Southern Africa, considering the most recent information on population size, trends and threats. At the workshop, it was agreed by consensus that two additional coastal species should be added to the species under review and to be covered by the planned regional agreement. The species are the African Black Oystercatcher, a southern African endemic shorebird restricted to the marine coastline, and the Antarctic Tern, a winter non-breeding migrant from the Southern Ocean. The reasoning was that these species occupy similar habitats in southern Africa to those occupied by the breeding seabirds, so that management activities for the latter group would be able to improve their conservation status as well. Twenty-nine percent of the species and subspecies evaluated were assigned threat categories according to the IUCN Red List criteria. Two (12%) were classified as Endangered and three (18%) as Vulnerable.



Most significantly, the CAMP Workshop, acting on advice received from attending representatives of the Bonn Convention, decided that rather than a Memorandum of Understanding (MoU) in terms of the Convention, it was more logical for the proposed regional agreement to be part of its “daughter” instrument, the African-Eurasian Migratory Waterbird Agreement (AEWA). South Africa became a member of AEWA on 1 January 2002. Participants revised previously prepared draft nomination texts to AEWA for 11 of the species. In addition, participants identified the key threats affecting the conservation of Southern African coastal seabirds and then worked in small groups to develop action plans to mitigate these threats: Pollution, Habitat loss and alteration, Predation, and Human disturbance. Each group then produced a report on their topic, which is included in the document resulting from the meeting. 🐾

Submitted by John Cooper and Onnie Byers

CAMP Red List Assignments

Endangered

Bank Cormorant *Phalacrocorax neglectus*
Leach's Storm Petrel *Oceanodroma leucorhoa*

Vulnerable

African Penguin *Spheniscus demersus*
Cape Gannet *Morus capensis*
Roseate Tern *Sterna dougallii*

Near Threatened

African Black Oystercatcher *Haematopus moquini*
Damara Tern *Sterna balaenarum*
Cape Cormorant *Phalacrocorax capensis*
Great White Pelican *Pelecanus onocrotalus*

Least concern

Antarctic Tern *Sterna vittata*
Caspian Tern *Hydroprogne caspia caspia*
Crowned Cormorant *Phalacrocorax coronatus*
Hartlaub's Gull *Larus cirrocephalus poiocephalus*
Hartlaub's Gull *Larus hartlaubii*
Kelp Gull *Larus (dominicanus) vetula*
Swift Tern *Sterna bergii bergii*
White-breasted Cormorant *Phalacrocorax carbo lucidus*

The Threatened Fauna of Arabia's Mountain Habitat CAMP Workshop

Sharjah, United Arab Emirates
February 2002

Arabian Fish

Seldom remembered, and considered of little interest, are the fish species found thriving within the mountain habitat. Freshwater fish are an important, often forgotten component of regional biodiversity, and for this reason the CAMP Workshop; hosted by the Environment and Protected Areas Authority, Sharjah included experts able to assess these invisible vertebrates.

The newly formed fish group had the daunting task of analyzing the available scientific and general literature of the estimated 19 different species occurring in Arabia during the short time the workshop was in progress. They successfully completed taxon data sheets for each species under consideration, and were able to establish nine basic initiatives for the conservation of many of the species.

There is concern that some fish species are under threat of rapid extinction as a result of increased human impact, and the group felt that standardized field assessment surveys are a high priority for immediate action throughout the region.

The Arabian killifish (*Aphanius dispar dispar*), an indigenous fish to the region, was discussed as a potential threat to other native species when introduced as a mosquito control agent outside its natural habitat. It is characteristically a surface feeder, but is also an able mid-water or bottom feeder and out-competes native species when there are no surface mosquito larvae available. Group members with responsibility in mosquito vector control have endeavored to investigate alternative methods in wadi systems.

The Omani Blind Cave Fish (*Garra barreimiae*) also received considerable mention as so little is known about this tiny, isolated population found only in a cave in the Jabel Akhdar Mountains in Oman. This species

has been successfully housed and bred in captivity at Chester Zoo, Hamburg Natural History Museum and the Breeding Centre for Endangered Arabian Wildlife. These captive populations provide an important base for the population and its continuance.



Photo courtesy of Damien Egan,
the Breeding Centre for Endangered Arabian Wildlife, Sharjah.

Also of particular interest in the group discussion was the Hatta Goby, which may be an isolated freshwater population of *Awaous aeneofuscus*. Further research and investigation surrounding these fish is a strongly recommended priority recognized in the goals set by the group to conduct standardized field surveys, implement and encourage legislation protecting freshwater fish species of Arabia and breed captive populations.

The participation of Dr. F. Krupp was a great benefit to the group as he was able to contribute his extensive knowledge of the fish of the region gained over nearly 20 years of research. The presentations given by F. Krupp on the freshwater fish of the Arabian Peninsula and by N. Hamidan on the reintroduction research project, conducted at the Royal Society for the Conservation of Nature, Jordan, provided new and exciting insight for workshop participants from all fields of expertise. The interest shown in the fish species of Arabia is encouraging and can only lead to positive results.

Arabian Caracal and Arabian Leopard

Obtaining positive results proved to be the main focus and objective of all the discussion groups at the workshop. Following a review of existing data, the Cat Group compiled updated taxon data sheets for the Arabian caracal and the Arabian leopard. Only once consensus was reached by the group members that the true status of the cats in the wild was accurately reflected, did the group of regional and international felid experts review the progress of the actions proposed for the Arabian leopard during their last meeting in 2001. Alarmingly, there was very little positive feedback to report. This group clearly had many unresolved issues to discuss between the

representatives of the different countries, and entered an exciting and dynamic phase in the conservation of the very rare and highly endangered Arabian leopard. Considered a useful tool within the group was the development of an Internet chat group where information and ideas can be exchanged; where previously non-existent contact can be established. It now remains the responsibility of each member of the group to maintain increased cooperation.



Photo courtesy of Jane Edmonds, the Breeding Centre for Endangered Arabian Wildlife, Sharjah.

Arabian Gazelle

A major issue for the Arabian Gazelle Action Group remained the confusion surrounding the many named subspecies and the different forms and colour variants occurring within the species. Genetic research at King Khalid Wildlife Research Centre has made some progress towards identifying distinctive types, but it was generally felt that until the research at KKWRC has been completed little emphasis should be placed on examining the species in great detail. The proposed goal of establishing an agreed taxonomy of the mountain gazelle will be fulfilled by cooperation of all range states in providing genetic samples to the KKWRC laboratories for analysis. In return, the laboratory will provide completed results to all concerned institutions to help identify populations in need of immediate action. Gazelle.net was re-launched to improve communication between group members and ensure that group members are able to

keep abreast of new findings/policies. Because of the wide distribution of these ungulates and the diverse habitat they occupy, the group found unanimous decisions very difficult to achieve. The main emphasis therefore for building future conservation programs was based on three problem statements/ goals: 1) Establishment of an agreed taxonomy; 2) A common, workable and coordinated ecosystem-based strategy for their conservation and 3) Prevention of the direct loss of the mountain gazelle.

Arabian Tahr and Nubian Ibex

The Arabian Tahr and Nubian Ibex were considered together in one action group. Again, there was grave concern among the participants over the lack of progress since CAMP 2001. The group definitely felt that a lack of awareness of wildlife issues among both the public and enforcement officials needs improvement, and have dedicated themselves to establishing a strategy for wildlife education, public awareness and local involvement. As with many

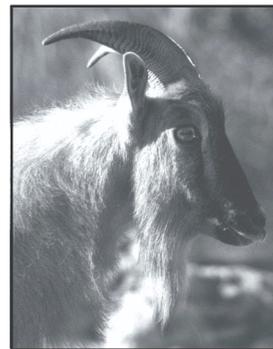


Photo courtesy of Jane Edmonds, the Breeding Centre for Endangered Arabian Wildlife, Sharjah.

species occurring on the Arabian Peninsula, there is a lack of recent, reliable data on Tahr and Ibex. The action group has also proposed collection and collation of information and hopes to improve relations between participating institutions through increased data sharing.

Conclusion

The success of conservation on the Arabian Peninsula undoubtedly falls to the dedication of the range states of each of the species included in this CAMP workshop; "The Threatened Fauna of Arabia's Mountain Habitat". Conservation requires the dedication of all interested institutions and the foresight to set aside differences in opinion to achieve a common goal. Conservation of a niche will ensure conservation of a healthy population; conservation of many healthy populations will ultimately lead to the conservation of an entire ecosystem and all organisms that coexist within! 🐾

Submitted by Jane Edmonds, Breeding Center for Endangered Arabian Wildlife, Sharjah

South Asian Regional Primate CAMP

Coimbatore, India, March 2002



The South Asian regional CAMP for Primates was held from 5-9 March 2002 at the State Forest Service College in Coimbatore. More than 50 field biologists from all over South Asia attended along with four zoo personnel and two IUCN/SSC Primate Specialist Group representatives from USA and UK. The Review could take advantage of the new information to come out of the long-term Indo-US Primate Project in India, a Smithsonian Project in Sri Lanka and several other, smaller projects.

The South Asian Primate CAMP was endorsed by the IUCN/SSC Primate Specialist Group, the IUCN/SSC Conservation Breeding Specialist Group, the Ministry of Environment and Forests, the Regional Biodiversity Programme, Asia and the Indo-US Primate Project. Conservation International, USA, Primate Conservation, Inc., Chester Zoo, North Carolina Zoological Park, Lincoln Park Zoo, Oklahoma City Zoo, Toronto Zoo, the European Association of Zoos and Aquaria, and Appenheul Primate Park, Netherlands provided funds for bringing participants from far away places, their upkeep and other expenses. The workshop was facilitated by Sanjay Molur, Red List Advisor for CBSG, South Asia and Sally Walker, Convenor.

In the workshop, six South Asian countries (India, Nepal, Sri Lanka, Bangladesh with live participants, and Bhutan and Pakistan via email throughout the exercise), USA and UK were represented. Participants were primarily field biologists working in South Asia. However, primate taxonomist Dr. Douglas Brandon-Jones, Primate Specialist Group Vice-Chair for Asia, Dr. Ardith Eudey, trade expert, Manoj Misra as well as several foresters and zoo managers were also in attendance.

In a CAMP, most of the work is done in Working Groups and reviewed in several plenary sessions. In this workshop the groups were organised by region with a South India group, a North-East Alliance (including NE India, Nepal and Bangladesh), a North-Central group (also included Nepal), and a Sri Lanka group.

One of the important issues to be addressed in the workshop was the revisions in primate taxonomy, which were circulated in an unpublished paper authored by Brandon-Jones *et al.* resulting from a Primate Specialist Group workshop, other revisions which appeared in a book in 2001 by Colin Groves, and refinements of the Brandon-Jones *et al.* paper. Extensive reference material provided by Groves and Brandon-Jones was circulated to participants before the workshop. At the workshop, after some intensive discussion, it was decided to use the most recent draft of the Brandon-Jones *et al.* work with a few modifications as the workshop species list. The problem with both taxonomic systems was that some taxa, which had been considered as one species for some years and surveyed as such, had been split into several species (in the case of Groves) and subspecies (in the case of Brandon-Jones).

Primates are relatively well studied in some South Asian countries, so an innovation in this CAMP was to provide a full two page (or more, as required) spread sheet for listing localities, instead of the few lines normally given in the Taxon Data Sheet. For some species such as Hoolock Gibbon, Golden langur, Rhesus and Bonnet macaque, participants filled more than three long pages with locality data. Participants completed this demanding task before filling their Taxon Data Sheets. These very detailed locality data, which were coordinated with maps, made it possible for participants to figure out which subspecies they had surveyed and assess them. With the added advantage of having many currently working field biologists from the range of these species, there were many more species and subspecies assigned to threatened categories than in the 2000 Red List of Threatened Animals, which used the revised PSG workshop taxonomy. In the workshop, 36 of the 45 species and subspecies of primates were categorized as "threatened", as opposed to 28 of 49 species of South Asian primates in the 2000 Red List. The final assessment will be ascertained only after receiving reviewed Taxon Data Sheets but it is likely that there will be 6 species/subspecies of South Asian primates

categorized as Critically Endangered, 24 Endangered, and 5 Vulnerable according to the IUCN Red List Criteria.

Another innovation for this CAMP was to draw up individual Species Action Plans for nearly all species. “Special Issue” Working Groups were formed on the following subjects: Urban monkey problems; Funding Field Studies; Education and Species Conservation Action; *Semnopithecus entellus* Taxonomy; and Conservation Breeding.

A Draft Report containing Taxon Data Sheets for all 45 species and subspecies was given to all participants at the end of the workshop thanks to the CAMP Data Entry Program and hard work by recorders. A Report will be brought out incorporating their corrections and comments and widely distributed.

In the workshop, 36 of the 45 species and subspecies of primates were categorized as “threatened”...

The output from the workshop will find a place in the IUCN Red List of Threatened Species 2003. This is an appropriate utilisation of information from local field biologists and primate students from South Asia and a credit to their work.

Primates in zoos in India

There are more than 180 public zoos, mini zoos and deer parks in India and 97 of them hold from one to 8 species of primates. Primates are among the most popular zoo animals due to their similarity to man and their funny, charming behaviour. The total number of individual primates is rather large, 1753, of which 1526 are just four species, Bonnet Macaque (693), Rhesus Macaque (573), Common Langur (149) and Assamese Macaque (111). Seven of the 15 species listed by the Central Zoo Authority had been assessed as threatened globally with the remainder non-threatened and data deficient.



The CAMP workshop provided a forum for the Central Zoo Authority and the Indian zoo community to address revisions in primate taxonomy and nomenclature, which have been evolving for the last few years and are still changing. Now, instead of 15 species of primates with Indian distribution, there are more species and subspecies defined in different taxonomic systems. The new taxonomic system creates a challenge for the South Asian zoos to identify the different subspecies within collections already in the zoos. The Conservation Breeding Working Group recommended that zoos with such species and subspecies refrain from breeding until they could be correctly identified and organized to avoid unwanted propagation of hybrids. They also recommended that zoos update their signage and educational materials and focus on planned programs for non-controversial species for the time being.

Comprehensive Education Project

Following the publication and distribution of the Report, ZOO/CBSG South Asia will launch a comprehensive education program with the primary objective of promoting output of the CAMP and its implications. Different versions of the Report designed to appeal to different target groups are to be published, including summary versions in attractive format. The variety, distribution, status and ecology of South Asian primates will be featured in educational material for young people of different ages which will be made available free of cost to zoos, voluntary organizations, museums, etc. who agree to put on a primate event. For these events, which are a regular feature of ZOO/CBSG South Asia, many items are included in different packets designed for very young and adolescent youngsters, such as masks, bracelets, games, booklets, and other learning devices. A special Guidelines booklet is prepared with games focused on the program theme, in this instance, primates. A similar program has been drawn up for bats and hopefully will be done for all CAMP workshops we do this year. 🐼

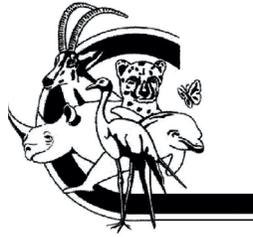
*Submitted by
Sally Walker,
Convenor,
CBSG South Asia*

South African Mammal CAMP

South Africa, March 2002

During March 2002, CBSG South Africa undertook its most ambitious project yet – a CAMP to review the current status of 300 land and marine mammals in South Africa with a view to updating the South African Mammal Red Data Book. Vodacom, the largest cellular company in South Africa, along with the National Research Foundation and the Lomas Wildlife Trust generously supported this workshop, which resulted in one of the largest collaborative projects undertaken by the mammal community in South Africa to date.

The current South African mammal Red Data Book dates back to 1986 and is outdated and data deficient. The South African Mammal CAMP comprised a review of 300 mammal species over a six day period. The workshop was attended by 33 participants and used data submitted by an additional 26 contributors. Participating organisations included national and provincial parks boards, research organisations, non-government organisations, national and provincial museums, academic institutions, private organisations and government departments. Almost all of the taxon datasheets were completed and received before the workshop started and this contributed in a large way to the workshop's success as participants were well prepared and knew what was expected of them. Workshop facilitators included Onnie Byers (CBSG), Craig Hilton-Taylor (IUCN, SSC) and John Williams and all commented many times on the remarkable enthusiasm and hard work of all the participants and their total commitment and dedication to this project. Workshop participants spent up to twelve hours a day at their computers and managed to complete not only a full mammal review but also a day of discussing many of the current issues facing mammalian conservation in South Africa.



Results

The first day of the workshop comprised opening addresses by the chairman of the Vodacom Foundation and the president of the Endangered Wildlife Trust. This was followed by an introductory presentation by Onnie Byers on the CBSG and the CAMP process. Craig Hilton-Taylor then presented an overview of the IUCN Red List Programme and the 2001 criteria and assessment procedures. The next four and a half days were spent on species assessments and compilation of distribution data and maps for each species.

Summary of assessed species

300 mammal species (including certain sub-species) were reviewed:

- Critically endangered: 10
- Endangered: 16
- Vulnerable: 26
- Near threatened: 36
- Least concern: 166
- Data deficient: 37
- Not evaluated: 9

Note: As this was the first time that many of the cetaceans were regionally assessed, most were found to be data deficient. This does not mean that they are not potentially threatened, it simply indicates a lack of adequate data to assign a category of threat. Therefore, many of the data deficient species could in fact be severely threatened.

Recommendations

- PHVAs: 22
- Captive breeding: 9
- Wild pop management: 76
- Habitat management: 120
- Research: 222
- Monitoring: 167

Issue -Based Working Groups

On day five, the whole group was convened and an open-floor discussion was held in which the major issues facing mammalian conservation in South Africa, were brainstormed. These issues were grouped, and participants were divided into four issue-based working groups. They spent the last day and a half in working groups discussing the following issues:

- Mammal database initiative
- Research (current and future)
- Conservation management issues
- Public education and awareness

Recommendations and outcomes arising out of this session included (among many others):

- Recommendations to deal with taxonomic issues
- National Management plans (especially for bats)
- National translocation policy for all mammals
- Registration and management of current and future breeding programmes
- PHVAs (recommended for 22 species)
- Consolidation of existing habitat and biodiversity databases (areas of endemism, currently unconserved areas of importance, habitat transformation and changes, etc.)
- Habitat transformation in favour of threatened species
- Capacity building in communities and conservationists
- Increased stakeholder participation in mammal conservation
- National Mammal Survey
- Validation and improved management of existing data
- Establishment of a Mammalian Demographic Unit
- ***Review the status of all SA mammals in another 5 years***
- Identify directed and focused research priorities for the conservation of mammalian taxa, including future Red Listing processes.
- The establishment of a “Mammalnet” – to improve communication and collaboration
- Interdisciplinary research efforts aimed at habitats and ecosystems
- Interdisciplinary centres of mammalogy
- Mammal atlassing and baseline information gathering on distribution and abundance
- Long term studies on population trends

- Taking the RDB to the public through posters, “Red Weeks” and a popular version of the RDB
- National Launch of the popular and scientific RDB books in January 2003

Important Points:

- The RDBs (public and scientific versions) will be launched in January 2003 to coincide with the international launch of the Global 2003 Red List. A national PR campaign will be planned around this event and will involve all the institutions that participated in the CAMP. “Red Week” will be launched at this time with the emphasis on threatened species of both fauna and flora.
- It was unanimously agreed that a full review of the 2003 South African Mammal Red Data Book would be done in 2008 using the CBSG CAMP process. All participants are committed to this and to directing their current and future research and management programmes towards ensuring that this is facilitated.

Action steps have been drafted for the above-mentioned points and individuals and organisations that will undertake to pursue their implementation have been identified in most cases.

The CAMP report is scheduled for completion in July 2002 and will document all these results and outcomes in greater detail. 🐾

*Submitted by Yolanda Friedmann,
Convenor,
CBSG South Africa*



Global Cheetah Action Planning Workshop

Johannesburg, South Africa, August 2001

The cheetah is listed as Vulnerable on the IUCN Red List and on CITES Appendix I as a direct result of human activities and habitat fragmentation.



The lack of genetic diversity within the global cheetah population further complicates things making it more susceptible to ecological and environmental changes and disease threats. Fewer than 15,000 cheetah remain and therefore, if the world's fastest land mammal is to continue to survive, it requires the combined efforts of all stakeholders in a comprehensive conservation action plan.

To address this, the North American Cheetah Species Survival Plan, CBSG and CBSG South Africa and the Endangered Wildlife Trust hosted a Global Cheetah Masterplanning Workshop in Johannesburg in August 2001. The goal of this workshop was to unite the work that has already been carried out in the wild and in zoological institutions for cheetah conservation and to develop a conservation action plan for the future which links these initiatives, enhances collaboration and provides for the long-term survival of cheetahs in the wild.

The lack of genetic diversity within the global cheetah population further complicates things making it more susceptible to ecological and environmental changes and disease threats.

The workshop was attended by 53 invited delegates from 10 countries, including the USA, Australia, Britain, The Netherlands, Kenya, Zimbabwe, Namibia, the United Arab Emirates and Tanzania, and was facilitated by Dr. Susie Ellis. The meeting produced some exciting and promising results for cheetah conservation and research worldwide. Working groups dealt with issues including census methods, the

protection of cheetah outside protected areas, international cooperation, veterinary and health issues, genetic management, education and awareness, data collection and dissemination and the international cheetah studbook.

The workshop also resulted in a series of projects being formulated, one of which is the establishment of a global Cheetah Interest Group, for enhanced collaboration and improved focus within current cheetah conservation efforts. CBSG South Africa, through the Endangered Wildlife Trust, is the acting secretariat of this group whose objectives include:

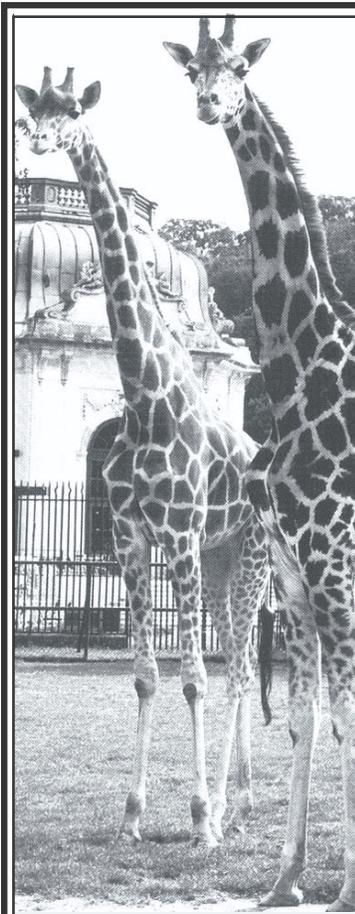
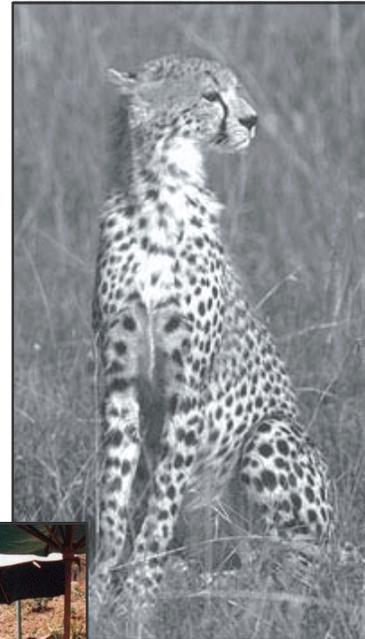
- Facilitating open and effective communication and dynamic, interactive collaboration between cheetah conservationists worldwide
- Facilitating dynamic, interactive collaboration and information exchange between various role players in cheetah research and conservation, worldwide
- Educating and informing the public and other stakeholder groups on matters relating to cheetah conservation
- Encouraging and supporting sound scientific research on cheetah
- Encouraging an holistic approach to the conservation and management of cheetah
- Providing a link between *ex situ* and *in situ* cheetah conservation programmes
- Acting as a neutral mouthpiece for cheetah conservation organisations worldwide
- Facilitating fundraising for cheetah research and conservation and channeling funds into needy projects
- Acting as a forum through which obstacles facing effective cheetah research and conservation can be addressed and dealt with
- Providing a forum for channelling queries and requests for information or participation from cheetah conservationists, as well as members of the public, to the appropriate organisations / individuals
- Keeping the processes initiated at the Global Cheetah Master Planning workshop "alive" and dynamic

Over the next few months, the Cheetah Interest Group will develop a membership, an interactive web

site and will host a follow up workshop to the one held in 2001 to build on the projects, and relationships established at the previous forum.

A special thanks to Jack Grisham for his hard work in raising the funds for the workshop, and to Susie Ellis for facilitating it. Thank-you also to: Birmingham Zoo, Columbus Zoo, CBSG, De Wildt Cheetah Centre, Endangered Wildlife Trust and the Wildlife Biological Resource Centre, Fort Worth Zoo, Fossil Rim Wildlife Centre, Kirkpatrick Foundation/OK, Milwaukee County Zoo, North American Cheetah SSP, Oakhill Centre for Endangered Cats, Oklahoma City Zoo, San Diego Zoo, St. Louis Zoo and the White Oak Conservation Center/CCF for sponsoring this workshop. 🐾

*Submitted by
Yolan Friedmann,
Convenor,
CBSG South Africa*



2002 ANNUAL MEETINGS

HOSTED BY SCHOENBRUNN ZOO, VIENNA, AUSTRIA



The theme of this year's CBSG Annual Meeting is:

ENSURING CONSERVATION IMPACT GLOBALLY AND LOCALLY

Conservation Breeding Specialist Group (CBSG): August 10-13

World Association of Zoos and Aquaria (WAZA): August 13-17

International Association of Zoo Educators (IZE): August 17-22

For more information or to register, please visit the CBSG web site: www.cbsg.org.

We hope to see you there!

CBSG Assists in Global Invertebrate Conservation Planning

November 2001, Washington, DC

The Need

Invertebrates represent the vast majority of our planet's biodiversity and comprise over 95% of all described animal species. Most of the approximately 10,000 new species discovered every year are invertebrates. In addition, many invertebrate groups have a vital economic, scientific and cultural value for mankind. Many of these organisms are responsible for creating and maintaining soil, recycling nutrients and ensuring clean water and air, for pollination of critical plants and for pest control. These ecoservices make it possible for humans (and most other life forms) to exist on earth, and they provide the foundation for economic activities that generate disposable income (agriculture, forestry, horticulture, waste disposal, tourism).

Although the majority of invertebrate species on earth remain to be scientifically described and investigated, we know that levels of endemism are exceptionally high with many thousands of species confined to small, fragmented areas. Further more, there are many species (across a diverse range of taxonomic groups) whose conservation status is well established. Their vulnerability is illustrated by the fact that in the 2000 IUCN Red List of Threatened Species, 1,928 species of invertebrates were listed as threatened (29% of all assessed species). Concerted efforts are therefore essential if we are to begin to adequately meet their conservation needs. A way needs to be found to address their current under-representation in global conservation initiatives.

CBSG's parent organization, the IUCN's Species Survival Commission (SSC), is uniquely positioned to enable invertebrate specialists, and the wider conservation community, to most effectively tackle the many and diverse conservation needs for these species. Recognizing this, CBSG was asked by the SSC to facilitate an invertebrate strategic planning workshop. The workshop aimed to develop a strategy for enhancing the SSC's input to global invertebrate conservation and included 12 participants from seven countries representing seven specialist groups, the SSC

headquarters and the SSC Red List and Trade programmes.

In addition, at last year's CBSG Annual Meeting in Rottneest Island, Patrick Honan of Melbourne Zoo and London Zoo's Paul Pearce Kelly, chair of CBSG's Invertebrate Working Group and EAZA Terrestrial Invertebrate Advisory Group co-Chair, convened a group to gather information to serve as input into this international invertebrate scoping meeting. Paul participated, and presented the CBSG group's concerns and recommendations, in the SSC workshop.

The Process

At the beginning of the SSC Invertebrate Scoping Workshop, the participants identified the major impacts affecting the conservation of invertebrates. These issues were themed into working group topics for further analysis. The following topics were identified (in order of priority): 1) lack of taxonomic and conservation related knowledge; 2) habitat destruction; 3) human resource issues; 4) invasive species; 5) lack of awareness; 6) pollinator loss; 7) climate change; and 8) exploitation and sustainable use.

Two working groups developed problem statements, outputs, and detailed targets to implement the outputs, for each of the issues identified. The resulting report, which is available from the CBSG Office, outlines the direction in which the workshop participants feel the SSC must focus its efforts to effect positive influence on invertebrate conservation.

The Vision

"A world that researches, documents, monitors, values and conserves invertebrate biodiversity for the maintenance of ecosystem health and integrity into the future."

The Results

The need for increased networking was very strongly emphasized by workshop participants. This includes developing linkages and collaboration with the wider invertebrate community, and the sharing of knowledge, web-based biodiversity and status data. This networking would be enhanced through leadership of a SSC invertebrate officer and a steering committee, as

well as through invigoration of current Specialist Groups and the formation of strategic new ones. One of the tasks would be to establish the status of current levels of invertebrate diversity. Problems facing invertebrate survival into the future need bringing to the fore, especially threats posed by alien invasives, habitat destruction, loss of pollinators and exploitation in its various forms. There is also an urgent need to enhance our taxonomic base to deal with these problems.

The workshop recommendations are listed below in order of priority:

1. Establish a broader coverage of invertebrate taxa groups through the formation of new Specialist Groups. Specifically it is recommended that SSC initiate new regional invertebrate specialist groups for South Asia and Australia and Europe by 2004.
2. Generate and link reliable and accessible web-based biodiversity and status data.
3. Enhance the current information and networking mechanism to fully utilize the knowledge and ability of the international invertebrate community.
4. Harness information on the value of invertebrates in maintaining ecological integrity and health and disseminate the information in popular form through print and electronic media.
5. Proactive baseline assessments for monitoring of invertebrates as related to trends and future potential habitat destruction.
6. Raise the consciousness of the invasive species problem.
7. Accurate assessments of invertebrate biodiversity loss relating to type and intensity of existing habitat destruction.
8. Quantify and characterize the pollinator loss problem.
9. Identify those species that are threatened through exploitation.
10. Review the impact of bycatches on invertebrate conservation. Identify the types of bycatch and review the implications for invertebrate conservation.



11. Influence and support relevant efforts (e.g. Global Taxonomic Initiative and GBIF) to encourage increasing current resource levels.

The Next Steps

All recommendations will be taken to the SSC Executive Committee for their information and action as appropriate. Specifically, the request for the formation of an Invertebrate Conservation Committee (similar to the existing Plant Conservation Committee)

will be an item for the consideration of the Committee. In the meantime, the workshop participants have formed an interim Invertebrate Working Group to begin some of the activities outlined during the workshop. To assist with the Working Group, an Invertebrate Conservation Listserv is being established at IUCN headquarters to create a discussion forum

for both substantive and organizational issues of the network. While there are no available resources for a full-time invertebrate program officer, Jean Christophe Vie, Deputy Coordinator of SSC's Species Program, will serve as the focal point for the invertebrate Specialist Groups. His duties will include facilitating the setting of priorities for their work and identification and securing of the human and financial resources required to implement those priorities. We are particularly pleased that the recommendation to form a South Asia Invertebrate Specialist Group has already been implemented under the auspices of CBSG's South Asia Network. Finally, discussions have begun with the editor of IUCN's World Conservation magazine for an entire issue devoted to invertebrate conservation.

The workshop results indicate that there are several areas of SSC's programme into which the invertebrate conservation community can provide input - including alien invasive species, climate change and biodiversity, and ecosystem management and restoration. As opportunities in these program areas become available, the SSC invertebrate network may be called upon to contribute their knowledge and expertise. The outputs of the workshop will assist with increasing the role of invertebrates in biodiversity status assessments, via Red Listing, and increasing the prominence of invertebrate conservation issues within the SSC network, and the wider conservation community. 🐾

Submitted by Onnie Byers

ZOO/CBSG South Asia host a Specialist Group



Zoo Outreach Organisation and CBSG South Asia host a number of taxon networks, all of which are themed around CBSG process workshops and philosophy and ZOO's education programmes. ZOO/CBSG South Asia host networks for invertebrates, bats, rodent and insectivores, amphibians

and reptiles. The IUCN/SSC taxon based Specialist Groups have found this networking useful for their immense global activities and requested these networks to represent them in South Asia. So ZOO/CBSG South Asia represents DAPTF, the South Asian Reptile and Amphibian Specialist Group, the Chiroptera Specialist Group, Rodent Specialist Group, and Insectivore Specialist Group. Although there are individual taxon groups, there has been no specialist group for invertebrates as a whole, however, so our network, the Invertebrate Conservation and Information Network of South Asia (ICINSA) has been operating on its own.

In November of 2001, the Species Survival Commission of IUCN convened a "Scoping Workshop" to determine the needs and plan of action for the monolithic task of conserving invertebrate diversity on the Earth. Sanjay Molur from ZOO/CBSG South Asia attended the workshop for this region. Dr. Onnie Byers of CBSG SSC IUCN designed and facilitated the workshop. (See article page 20)

A South African Invertebrate Specialist Group was formed a few months before. Thus, soon after the IUCN/SSC Scoping Workshop, we requested SSC to permit us to initiate an IUCN/SSC South Asian Invertebrate Specialist Group to expand our activities in line with the recommendations of the SSC Scoping Workshop. David Brackett sent a gracious letter accepting our request and ZOO is now hosting this Specialist Group.

The Specialist Group has two chairs: Dr. T.N. Ananthkrishnan, a well-respected, internationally known entomologist, who chairs the South Asian

Invertebrate network along with Dr. B. A. Daniel, initiator of the network in Zoo Outreach Organisation. Prof. T.N. Ananthkrishnan is an Emeritus Scientist; he has published more than 400 scientific articles besides over 25 books. He is the recipient of several national awards.

Dr. B.A. Daniel obtained his Ph.D. in 1992 from the University of Kerala for his thesis on Ecophysiology of filariasis vector. Dr. Daniel has worked for Zoo Outreach Organisation for most of his professional career. He initiated the invertebrate network in 1996 and has built it up more than 400 members. He is also a member of CBSG and experienced in CAMP workshops and Red Listing exercises. Daniel is also a very active member of the ZOO education team and has developed outstanding educational materials for children, and has compiled a Handbook of Butterflies on the Wildlife Protection Act of India.

The long-term plans and activities of this network will be to:

- initiate Action Plans for invertebrate groups and regions
- plan national / sub-regional conservation work plans and identify contact persons for the region
- form taxonomic group-specific specialist groups for South Asian region
- initiate interaction among existing specialist groups such as Social Insect, Orthoptera, and Odonata
- conduct training programmes in areas of taxonomy, field techniques, identification
- identify priorities for invertebrate research in general
- conduct National / Regional Red Listing CAMP workshops using IUCN Red List Criteria and CBSG process tools
- initiate interaction with governments, conservation institutions and agencies with respect to national conservation legislation
- form an e-group
- develop an electronic newsletter
- organise Specialist group meetings on an annual or biannual basis

At last the largest group of organisms, and the most neglected, is getting the attention it deserves. 🐾

*Submitted by Sally Walker,
Convener, CBSG South Asia*

Genetic Management for Giant Pandas *Ex Situ*

January 2002, Chengdu, China

Giant pandas maintained *ex situ* in zoos and breeding centers are important as protection against extinction of this species. Giant pandas in captivity also are valuable for educating the public about the plight of wild pandas in nature and are useful as a scientific resource for collecting new biological information. In the future, this population will be a resource if (or when) reintroduction programs are developed to return animals to appropriate sites in nature.

Although the current *ex situ* population is generally healthy and genetically and demographically stable, there is danger for the near future. Giant pandas in captivity within China and throughout the world are not being managed interactively to take advantage of available genetic diversity. Rather, the species mostly is being managed within individual facilities with the three major breeding centers located in the China Research and Conservation Center for the Giant Panda (Wolong Nature Reserve), the Chengdu Base of Giant Panda Breeding and at the Beijing Zoo. There are more than 30 much smaller populations located at zoos throughout China and in a few locations internationally (USA, Japan, Germany, Mexico). There is little, if any, cooperation in transferring giant pandas or their sperm to ensure that inbreeding is avoided and that maximal genetic diversity is retained.

In order to address these issues in greater detail, the Smithsonian National Zoological Park and the China Wildlife Conservation Association (CWCA) agreed to co-sponsor a workshop on the Genetic Management of Giant Pandas *Ex Situ*. This workshop, a collaborative effort with the China Association of Zoological Gardens (CAZG) and CBSG, was hosted by the Chengdu Base of Giant Panda Breeding on January 5-9, 2002. Forty-three participants attended representing 20 government, nongovernmental, zoo and breeding center organizations. A team of six western specialists also participated, primarily to



share new information, technologies and their experiences with managing small populations, conducting paternity analysis and developing cooperative breeding programs. This process represented a culmination of activities that began in 1996 when CBSG was invited by the Chinese Ministry of Construction to assist in developing a management plan for giant pandas living in Chinese zoos, and continuing for three years during the CBSG-led Biomedical Survey of pandas housed throughout the country.

Through lectures, training and active discussions, workshop participants developed adequate information to make the following recommendations:

- The Chinese (and global) giant panda population held *ex situ* should be managed cooperatively to retain 90% genetic diversity for the next 100 years. This will require several steps, one being the increase in the size of the captive population as rapidly as possible. For example, to meet the genetic goal of 90% retention of extant genetic diversity will require achieving a total population of 300 individuals within 25 years (this involves a 3% annual rate of population increase). However, this only will be possible if (1) giant pandas (or their sperm) are shared among breeding centers and (2) breeding facilities are strengthened

in numbers of animals held, husbandry capacity and the amount of research done. To achieve a goal of creating a self-sustaining captive population of giant pandas requires a radical change from the tradition of breeding pandas in isolated centers. It is mandatory to begin managing giant pandas in China as a single population, merging together animals from independent zoos and the forestry system. The timing for this plan is perfect. There still is adequate genetic diversity, and China leads the world in breeding technology (natural and artificial insemination) for this species.

- There is a need to develop a Cooperative Breeding Plan (CBP) for the Giant Panda *Ex Situ* that is organized under a Management Group. It is recommended that this group be

formed and include two Co-Coordiators, one from CAZG and one from CWCA, the current Giant Panda Studbook Keeper and representatives from all major breeding facilities. The primary purpose of this Management Group will be to develop and implement a CBP that ensures that the captive population remains genetically viable based on annual breeding recommendations that are based on annual quantitative analyses. The CBP Management Group also should develop a husbandry manual, monitor and provide advice to existing and potentially new breeding facilities, seek out funds to support high priority research and training and develop a website. When necessary, the Management Group should be supported by outside experts (from China or abroad) in the areas of reproduction, nutrition, genetics, population biology, veterinary medicine, pathology, conservation, behavior, education and genome resource banking.

- This workshop used appropriate, modern software programs such as PM2000 to identify high priority animal pairings for the 2002 breeding season. Selected valuable males also were identified for genome resource banking (sperm freezing). For this year, it will be unnecessary to move animals between locations, although a recommendation was made to transport sperm for the artificial insemination of one female. In the future, it will be necessary to (1) transfer animals and (2) formally

establish a genome resource bank for the cooperative breeding program to be successful and to avoid inbreeding depression.

- Giant pandas scheduled for reproduction in 2002 and all breeding seasons thereafter should be identified using quantitative computer analysis and the use of mean kinship values (relatedness of animals within the population). Giant pandas that are from underrepresented genetic lines will be recommended for breeding, thereby maintaining maximal genetic diversity. Workshop activities allowed generating a mean kinship table for the population. In plenary session and with participation of all breeding facilities, a set of breeding recommendations for the 2002 year was made that also includes those males to be added to the genome resource bank. A similar process is recommended annually through a meeting of the CBP Management Group with the advice of foreign specialists, if needed.

The foreign specialists participating in this workshop strongly endorse these recommendations and are willing to provide further advice, collaboration and training to assist in this opportunity to improve and secure the future of giant pandas *ex situ*. 🐼

Submitted by David Wildt, Xie Zhong, Zhang Shanning, and Phil Miller

Global Animal Data Group Meeting

February 2002, San Jose, Costa Rica

The Global Animal Data Group (GADG) was initiated by Bob Lacy of The Brookfield Zoo in suburban Chicago, IL (USA) with the intention of creating open and neutral ground for the world's zoos and zoo associations to discuss more effective animal information systems for the future. Because it is not a structure of The International Species Information System (ISIS, the current global record-keeping authority), or any another organization, it provides a framework. This greatly facilitates the open exchange of views and information that is necessary to tackle complex technical and organizational issues.

GADG was formed as an ad-hoc organization during a meeting of more than 20 zoo and wildlife conservation professionals in June 2001 at Brookfield Zoo. This initial meeting was an important forum to begin the complex process of review and revision of the current methods for international animal record keeping, but it was also clear that more focused discussions on organization and administrative issues was required before any substantive progress could be made on the technical specifications of a revised global system of animal data.

Towards that end, another meeting of GADG was convened in San Jose, Costa Rica in February 2002. The meeting was generously hosted by Yolanda Matamoros, Director of the Simon Bolivar Zoo, and was facilitated by CBSG. Financial support was provided by the many zoological institutions and



Service (SIS) and the Biodiversity Conservation Information System (BCIS).

Two and a half days of very frank and direct conversations were held. Informational presentations included a detailed review of the work of the AZA's Animal Data Information System Committee, or ADISC. This effort is considered to be the most advanced of the systems designed to provide a more effective alternative to the current system. After a review of the current structure, capabilities and shortcomings of both ISIS and the ADISC initiative, the group began making concrete recommendations designed to take advantage of the programs' collective strengths in the design of a future organization devoted to more effective animal management.

Everyone agreed that ADISC's initiative was technically exciting, but that the current ISIS organizational structure was inadequate to effectively move the design and implementation efforts forward. Furthermore there was broad agreement that the new ADISC-based system, originally designed within AZA, had to be expanded to reflect a truly global design and administrative philosophy. Specifically, it was recommended that ADISC become International, or IADISC. Intense discussions around the IADISC organizational structure resulted in a design that included five departments: Membership Services, Operational Administration, Product Development & Management, Business Practices, and Fundraising & Marketing. After additional discussion it became obvious to the group that ISIS, having recently expanded its Board structure to include Associations and recently expanded its committee structure (both following GADG recommendations in June 2001) should be further transformed to become this ideal, neutral, globally credible, administrative home for the envisioned new technology system.

regional associations represented at the meeting. Participants hailed from zoos and regional associations around the world, as well as from external conservation information networks such as the IUCN's Species Information

The key points were that ISIS was globally owned, globally governed, globally most credible with the international regulatory community, and has for 27 years been building relationships with the zoological community worldwide. The group-recommended restructuring for ISIS includes a modified Board with something like 8 member-elected Trustees, 8 Association representative Trustees, 2 external conservation organization Trustees, and 2 Corporate Trustees. The other strong recommendation was that ISIS plan for a five department structure, plus administrative support, build a budget for this, and work on a new Business Plan that would permanently fund such a strengthened structure. A Business Plan needs to be developed for a new ISIS organization and the Board has worked very hard toward its development.

Therefore, the group agreed to go forward most effectively by building on the technical strengths of ADISC and the global network, relationships, and brand-name recognition of ISIS. They will back the technology push in the direction laid out by ADISC, and will work together to support the fund-raising effort needed to further develop this proposed new system. In addition, they will help to develop a more effective ISIS business model, so that dependence on outside funding to move forward is reduced. Finally, the group will support further changes to the ISIS governance, administrative structure, and fund-raising capacity, to build on the quarter-century of international credibility and the wide web of relationships ISIS has developed.

At the end of the meeting, the group discussed the future of GADG itself. Overall, GADG has served a very critical role in the creative discussion of important issues, but most participants agreed that they did not want yet another committee and associated acronym and meeting schedule to fill an already hectic professional life. Besides, many participants noted that GADG appeared to have largely accomplished the goals that Bob set out in his original proposal to convene the first meeting at Brookfield. Therefore, it was proposed that IADISC could serve as the forum for discussing relevant issues as they arise in the future. Consequently, the group recommended that GADG be effectively dissolved, with the understanding that if IADISC is not the proper forum to discuss emerging issues, GADG could be resurrected when necessary. 🐾

Submitted by Bob Lacy, Nate Flesness, Jerry Borin, and Phil Miller

CBSG's Role in Wildlife Refuge Conservation Planning

CBSG has undertaken the development of a Conservation Planning process to assist the United States Fish and Wildlife Service (USFWS) with the development of National Wildlife Refuge Comprehensive Conservation Plans (CCP). These Plans are a required element of the National Wildlife Refuge Improvement Act of 1997 (Public Law 105-57—Oct. 9, 1997) which states that all 535 refuges will be managed in accordance with an approved CCP that when implemented will achieve the mission of the National Wildlife Refuge System (System) and the Refuge purpose.

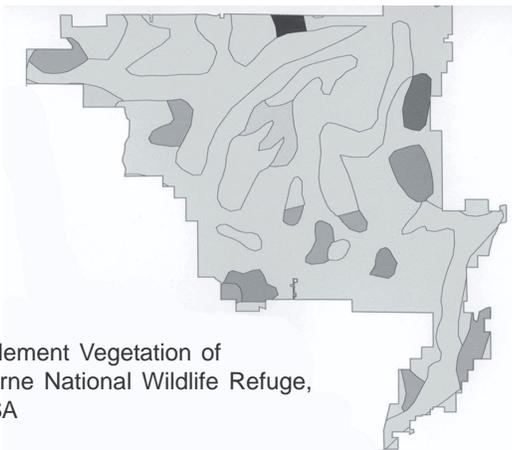
The National Wildlife Refuge System was created to conserve fish, wildlife, and plants and their habitats. This conservation mission will be facilitated by providing Americans opportunities to participate in compatible wildlife-dependent recreation (National Wildlife Refuge Improvement Act of 1997). For the purposes of the Act:

- (1) The term 'compatible use' means a wildlife-dependent recreational use or any other use of a refuge that, in the sound professional judgment of the Director, will not materially interfere with or detract from the fulfillment of the mission of the System or the purposes of the Refuge.
- (2) The terms 'wildlife-dependent recreation' and 'wildlife-dependent recreational use' mean a use of a refuge involving hunting, fishing, wildlife observation and photography, or environmental education and interpretation.

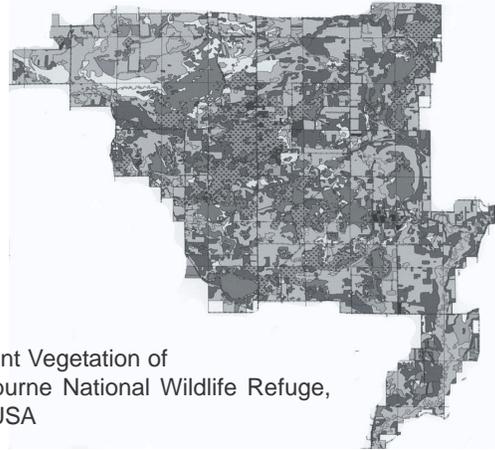
CBSG has designed a three-workshop process to contribute to the development of CCPs. The first of the three 3 ½ day workshops is organized to assist the Refuge staff, the USFWS and other stakeholders begin the CCP process by developing a shared understanding of the Refuge purpose, developing a vision for the future of the Refuge and exploring key issues affecting the Refuge and its future in the landscape. Workshop two is devoted to developing goals for the Refuge based on the agreed upon vision and purpose and determining management alternatives that meet these goals. In the third workshop, participants produce detailed, measurable objectives and identify strategies to implement the objectives. By the end of the series of workshops, participants have learned and utilized group decision-making tools, developed collaboration, cooperation and communication with stakeholders and produced a product that can serve as a framework for the finalization of a CCP.

A draft report is produced at the end of each workshop which is reviewed by workshop participants. The production of the final report for each workshop is rapid (usually no more than one month from the close of the workshop). The final product is a series of 3 workshop reports that are in line with the Refuge's core purpose and mission and can feed directly into the production of a CCP. Ultimately, this results in more effective and integrated conservation initiatives from which all benefit. 🐾

Submitted by Onnie Byers



Presettlement Vegetation of Sherburne National Wildlife Refuge, MN, USA



Current Vegetation of Sherburne National Wildlife Refuge, MN, USA

Refuge Conservation Planning Training Course

The scope of the need for development of CCPs within the Refuge System is far greater than CBSG can handle. Therefore, CBSG has developed a training course for teams of Refuge planners who will, after observing a Conservation Planning Workshop Series, attending a training course and being mentored as lead facilitators of a series of workshops, be capable of conducting Conservation Planning Workshops for other Refuges.

This Refuge Conservation Planning Training Course consists of 4 days of intensive, participatory exercises. Through focused training in group dynamics, facilitation, interpersonal skills, rational problem solving, and the role of conflict, participants

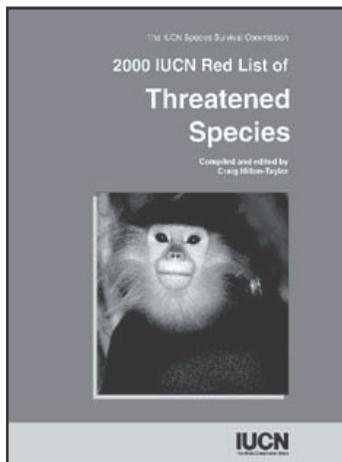
learn to improve communication and efficiency during meetings in general and specifically the Refuge Planning Process. Participants are introduced to tools and processes that can help them to both successfully organize and participate in the Refuge Planning Process. Group team exercises give participants an opportunity to practice the tools and processes, giving them the experience and confidence to continue their utilization in the 'real world'. Trainees will take part in a simulation of the Refuge Planning Process and learn specific techniques for each step of the Process.

The CBSG Training Course participants will leave with the skills and confidence they need to take the Refuge Conservation Planning Process forward in their region and, potentially, throughout the nation. 🐾

Submitted by Onnie Byers

Red List Training Workshop

South Africa, March 2002



A Red List Training workshop was an outstanding success with 25 participants from across South Africa and from a wide range of organisations (Department of Environment Affairs and Tourism, SANParks, Dept of Water and Forestry, Johannesburg Zoo, Endangered Wildlife Trust, National

Botanical Institute, Natal Sharks Board etc.) attending. Craig Hilton-Taylor, SSC Red List Program Officer, presented the three-day course and trainees were taken through the 2001 IUCN Red List criteria and given case studies to work through. Open floor discussions were held after each working group

session where results were discussed as a group. Trainees were also asked to bring data on their own species of expertise and these "real life cases" were worked on in working groups and discussed in plenary. Craig also gave the trainees an overview of the RAMAS Red List software and its application in the assessment process.

It has been proposed that we run this course annually in different provinces so that the IUCN/SSC tools are better understood, utilised and incorporated into local conservation programmes at all levels.

A BIG THANK-YOU to the National Research Foundation, the CBSG and EWT and their staff, Onnie Byers, Craig Hilton-Taylor, John Williams, James Harding, Albert van Jaarsveld, the CAMP consultants and the workshop participants for all their hard work and enthusiasm. Thanks to Vodacom, Lomas Wildlife Trust, National Zoological Gardens of South Africa, Pan African Association of Zoological and Botanical Gardens and Aquaria (PAZAAB), and Elizabeth Wakeman Henderson Fund, for their support and financial assistance. 🐾

Submitted by Yolán Friedmann

Sally Walker receives Honorary Scientific Fellow Award from Chester Zoo

On 1 December, 2001, Sally Walker was named Honorary Scientific Fellow of the North of England Zoological Society. This award is made in recognition of a substantial and sustained contribution to the advancement of practical science and education applied to conservation in India.



Sally Walker was born in the United States of America. She first traveled to India in the early 1970's. This deep cultural immersion also awakened a profound interest in the concept of a 'wholeness of nature', increasingly expressed in a concern for the welfare and conservation of the threatened wildlife of India. Sally's first practical commitment in this regard was as a volunteer at Mysore Zoo where in 1981 she established the Friends of Mysore Zoo Society – an educational, public relations and scientific support group, the first of its kind in Asia. So began a life-long dedication to Indian and, subsequently all Asian zoos, and a firm commitment to develop, through education and science, their role and mission in conservation.

Sally Walker's early success resulted in an appointment to the *National Zoo Advisory Board* of the Department of Environment, Government of India. Government officials encouraged Sally to set up the *Zoo Outreach Organisation (ZOO)* in 1985. Although based in India, the organisation now extends throughout South Asia, including the nations of Bangladesh, Bhutan, Nepal, Maldives, Pakistan, Sri Lanka and, most recently, Afghanistan. In a region of such immense biodiversity - racked with all manner of political, economic, administrative and social problems - conservation work can be impeded by the diverse cultures which lack the practice of communication, co-operation and collaboration. The *Zoo Outreach Organisation*, with Sally's guidance and support, has successfully tackled these problems. Working both for zoo and field conservation, the ZOO organisation has become a model for successfully building networks to facilitate or catalyze conservation action. It brings together stakeholders, e.g. scientists, other specialists and lay persons in order to bring about consensus over a variety

of conservation issues. Two monthly publications, *ZOOS'PRINT* and *ZOOZEN*, founded and edited by Sally, carry the work of the organisation far beyond South Asia. Sally's other excellent and prolific contributions to scientific publishing are legendary, as evidenced by the two dozen essays recently published in the *Encyclopaedia of the World's Zoos* - an unprecedented contribution.

Sally Walker's other work has included lobbying initiatives, provision of educational material and the development of scientific training programmes. In South Asia in particular, as Convenor of the SSC IUCN CBSG, India, she has been instrumental in establishing, with a single-minded determination, the now celebrated CBSG Regional Networks. Sally's early work with zoos led to a six year membership on the *Central Zoo Authority*, an autonomous body of the Ministry of Environment, Government of India, and membership on Ministerial committees - rare and unusual honours indeed for those born outside India. A recent personal initiative is the foundation of the *Society for the Promotion of the History of Zoos and Natural History in India and Asia*. This perfectly combines Sally's cultural and scientific interests and talents. Sally Walker's links with Chester Zoo began with a shared interest in the Sangai (better known as the Manipur Brow-antlered Deer – *Cervus eldi eldi*), where the first joint initiatives were for educational material and posters, leading to wider involvement in ear tagging projects and record keeping work. Later, we had the privilege of co-supporting many other endeavours, including a Mahout training programme and the *Chiroptera Conservation and Information Network for South Asia (CCINSA)*, and we have helped facilitate links with other UK zoos.

Sally's special abilities to bypass bureaucracy, confound chaos and promote education and science, make her a most worthy recipient of this special honour. 🐾

Submitted by Gordon McGregor Reid, Zoo Director and Chief Executive of the North of England Zoological Society

ANNOUNCEMENTS

New Orangutan Information Resource Web Site

As a result of the CBSG facilitated *Orangutan Reintroduction and Protection Workshop: Perspectives at 10 years* held 15-18 June 2001 in Balikpapan, East Kalimantan, Indonesia, a new web site: www.orangoutan.org exists. It will be developed into an online orang-utan resource centre offering great networking opportunities to all. You can access the workshop section (which is in English) by clicking either on CBSG or on the workshop logo. You'll arrive on a home page divided into Workshop recommendations, Situation update, Forum, Actors & Partners, Multilingual Online Library. The forum will be online by June 19th 2002 for the Follow Up Workshop: *The Implementation of Conservation Actions for Orangutans*, to be held 19 – 22 June 2002 at Palangkaraya, Kalimantan, Indonesia.

CBD Plant Strategy

The Parties to the Convention on Biological Diversity (CBD) adopted, in plenary, the Global Plant Conservation Strategy, April 19, 2002! For details please see the website: <http://www.iucn.org/themes/ssc/plants/whatsnew/globalstrategystory.html>. This is a much-awaited result, and included a lot of work by many people, including many SSC members. It means that for the first time Governments have agreed to contribute to a set of global targets aimed at plant conservation, which will result in increased activity on this very fundamental and urgent need. The final plant strategy will be posted on the CBD website, and the IUCN website will be linked to this when the final text is posted. In the meantime if you wish to see what was discussed, you can see the draft plant conservation strategy at: <http://www.biodiv.org/meetings/cop-06.asp>.

Position Announcement: Program Officer for CBSG

CBSG has a vacancy for a Program Officer to be based in Minnesota, USA. The responsibilities of a CBSG Program Officer center around conservation planning tools and facilitating workshops, including Conservation Assessment and Management Planning (CAMPs) and Population and Habitat Viability Assessments (PHVAs).

The successful candidate will work closely with the CBSG Chairman, the two other Program Officers and a small staff to initiate, organize and facilitate workshops conducted throughout the world. The candidate must have an advanced degree in the biological sciences (Ph.D.), willing to move to Minnesota, excellent social skills, interest in travel (25% time) and be highly proficient in writing and oral communication. Experience in writing grant proposals and a second language (Spanish or French) also are preferred. Facilitation skills are highly desirable, but can be taught upon hire.

Salary will be commensurate with experience and training but is expected to be between US\$35,000-\$45,000. Benefits include medical, dental and life insurance, 13 days paid vacation, 11 paid holidays and eligibility for 403b retirement plan.

Interested candidates should send a cover letter with their CV to CBSG, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124, USA or to office@cbsg.org. Closing date for applications is 1 October 2002 but the search may be terminated at an earlier date if an excellent candidate is identified. For more information please consult our web site at www.cbsg.org.

CBSG *News*

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



CBSG Regional Networks: CBSG South Asia, CBSG Mesoamerica, CBSG South Africa, CBSG India, CBSG Indonesia, CBSG Sri Lanka, CBSG Nepal, CBSG Japan, CBSG Mexico