# AZA Animal Population Management Committee

## STRATEGIC PLAN

### About This Plan

This strategic plan is the distilled expression of our shared priorities for the next 5 years. It rolls up to a vision that may take 10 years to achieve, and is supported by annual operational (tactical) plans. It was developed by the Animal Population Management (APM) Committee and was approved by the AZA Board of Directors in April 2019.

### Background

Time is running out: without broad, sweeping change to AZA Animal Programs, practices, and resource allocation, many species will no longer exist in zoos and aquariums. It is clear that all AZA zoos and aquariums must join this movement immediately and hold each other accountable for their individual part in addressing this pivotal problem. The AZA APM Committee is committed to doing whatever it takes to spark the transformation, reinvent our current model, and support our colleagues as we navigate this crisis together.

### Purpose

We lead AZA zoos and aquariums in the collaborative management and smart growth of animal populations.

### Future

We envision a future with all AZA members committed to managing robust animal populations in zoos and aquariums.

### Strategic Priorities

Zoos and aquariums are at a crossroads. If we want to make certain that species thrive in our care now and into the future, we must make tough decisions, adopt a new philosophy, and commit to a radical change from our current paradigm.

1. **Spark a transformation** across AZA to change the way all members respond to the animal population management crisis.

2. **Lead the change** by reinventing our current model, focusing our efforts, and challenging the AZA community to address the population management crisis.

3. **Support the revolution** by doing the hard work to provide the tools, training, inspiration, and metrics to achieve success.
<table>
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<th>STRATEGIC PRIORITIES</th>
<th>Strategies to support each priority</th>
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<tr>
<td><strong>1. SPARK A TRANSFORMATION</strong></td>
<td>Spark a transformation across AZA to change the way all members respond to the animal population management crisis.</td>
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| 1.1 Create a comprehensive communication plan that sounds the alarm of the urgency of the animal population management crisis throughout the AZA community, and maintains the momentum by assuring that the message of our movement is incorporated into the AZA Accreditation Standards as well as all AZA programs, communications and conferences.  
1.2 Strengthen our cooperative relationship with facility decision-makers and communication professionals to be certain that they understand this crisis and we understand their needs.  
1.3 Develop a stronger relationship with the AZA Board of Directors to be certain that board-approved APM Committee decisions are supported at the board level throughout the life of this strategic plan. |
| **2. LEAD THE CHANGE** | Lead the change by reinventing our current model, focusing our efforts, and challenging the AZA community to address the population management crisis. |
| 2.1 Examine the APM Committee governance model in light of this crisis, and improve procedures and actions to empower more efficient and effective animal population management.  
2.2 For all AZA Animal Programs, develop a strong framework complete with clear criteria and the conviction to own our decisions.  
2.3 Reimagine TAGs to effectively, accountably manage SSPs and to coordinate the use of relevant animal space throughout the AZA community.  
2.4 Reimagine SSPs to serve clear, customized and achievable purposes with TAG-approved objectives.  
2.5 Collaborate with external and internal partners toward successful animal population management in zoos and aquariums. |
| **3. SUPPORT THE REVOLUTION** | Support the revolution by doing the hard work to provide the tools, training, inspiration, and metrics to achieve success. |
| 3.1 Assist zoos and aquariums with their site master planning and institutional collection planning, as well as their resource allocation needs, toward the goal of successful collaborative animal population management.  
3.2 Provide zoo and aquarium decision-makers with the tools they need for success as well as the metrics for accountability.  
3.3 Strengthen our cooperative relationship with AZA Animal Program leaders and participants to provide a framework, ample training, and tools for success as well as the metrics for accountability.  
3.4 Reward and encourage achievements and innovation that support our new direction. |