

Because of you:

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The biannual newsletter for Pueblo Zoo supporters

Pueblo Zoological Society

ZooNews



Photo: Sandy Morrison

Wellbeing at the Zoo

What does wellbeing mean to you? For some, the zoo may be part of that answer. Many of our guests come to the zoo to find solace, relaxation, distraction and fun. It is an aid to their mental health, especially in these last couple of trying years. There have been studies that show a visit to a zoo can actually improve human health through effects such as lower blood pressure and the opportunity for exercise. **We love that!**

The health and wellbeing of animals at the zoo are, of course, top of the priority list for our staff and for our guests. And rightly so. In order

to achieve animal wellbeing our staff too must stay strong, healthy and resilient. This has been an increasing challenge over the last couple of years with all that has been thrown at our world - the pandemic, inflation, natural emergencies. The needs of humans and animals have both commonalities and differences, but the results of tending to health and wellbeing undeniably pay off for both. In this issue of ZooNews we examine wellbeing at the Zoo - its challenges and ways we are trying to maintain wellbeing for both animals and our staff.

Healthy People = Healthy Animals



What a Year this Week has Been

It is no secret that most “animal people” love animals perhaps more than they love humans - a sentiment many of our readers relate to. Working in a job that feeds our passion is an amazing privilege. However, it does not come without stressors. In addition to the universal contributors to modern stress (i.e. finances, inflation, climate change, politics, etc.), animal care professionals contend with more unique challenges including compassion fatigue, burnout and animal loss.

Despite historically high levels of employee passion and dedication, the industry has not been immune to the recent labor woes. Burnout, comparatively low wages, and labor shortages have contributed to vacancies and increased stress in the industry. But we must prevail. If our people suffer, eventually our animals may suffer.

What are we to do?

Pueblo Zoo is a rewarding place to work, and the support and joy we receive from you makes it all the more enriching. However, as a small non-profit on a limited budget, we don't have the option of just throwing money at our problems. We must be creative and work together to find ways to take care of each other. Some of the pieces we are tackling:

LIVING WAGE

Pueblo Zoo is at the low end of wages when compared to like markets. We recognize we are not where we need to be, but with the support of the City and County of Pueblo and donors like you, we were able to provide raises, and one-time hardship and loyalty bonuses during the height of the pandemic.



Professional development can help supplement wages in contributing to satisfaction.



We created a training fund for employees to deepen their skills. Recently the Sperry S. and Ella Graber Packard Fund for Pueblo approved \$4,000 in funding for both leadership training and wellness activities.

TRAINING

TEAMBUILDING & NOURISHING

Our “Well-Fun Committee” plans activities that appeal to a variety of personalities to help us connect as a team, encourage self-care and have fun. Activities include, a Spring Egg Hunt, a Pride Month Potluck and a Staff Mental Health Day where we closed the zoo for half a day for food, games, yoga, etc.



Good ideas and feedback come from all levels and areas. The Zoo strives to provide a variety of opportunities for staff to express feedback in a way that suits their communication styles (i.e. introverts & extroverts) and know they are being heard.



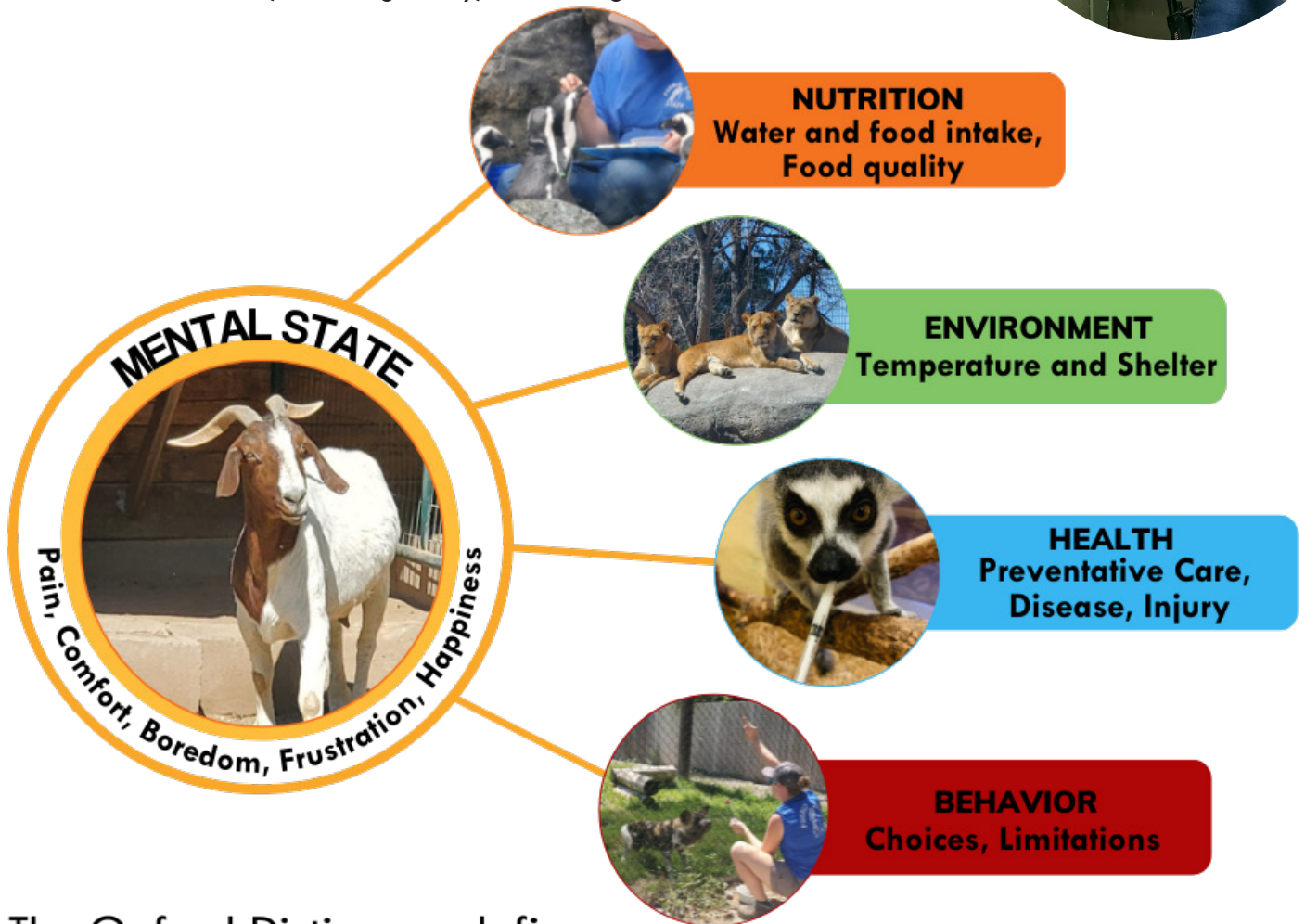
LISTENING

Animal Wellbeing & Welfare

What is the difference between welfare and wellbeing?

The Association of Zoos and Aquariums (AZA) has recently introduced the 'Strategic Framework for the Wellbeing of Animals' which incorporates the concept of "wellbeing" as part of animal welfare.

Professionals use the 5 Domains of Animal Welfare as a framework for assessing animal welfare. The first 4 domains: Nutrition, Environment, Health & Behavior are physical factors that can be measured and controlled. The 5th, Mental State, acknowledges that for every **physical** aspect that is affected, there may be an accompanying **emotion** that may also affect welfare or, one might say, wellbeing.



The Oxford Dictionary defines:

well-be·ing

/ˌwel ˈbeɪŋ/

noun: wellbeing

the state of being comfortable, healthy, or happy.

"an improvement in the patient's well-being"

Similar: welfare, health, happiness,
comfort, security, safety

ASSOCIATION
OF ZOOS &
AQUARIUMS

says:

"Individuals (humans and other animals) experiencing a high level of wellbeing are described as flourishing or thriving."

"If you keep animals, keep them well"
Bill Conway, animal conservationist, Bronx Zoo

ZOOFARI

Thank you for your generous sponsorship!

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Senior Week 2022

Presented by:



Health
SOLUTIONS
Your Health Is Our Priority
Thank you for your generous sponsorship!

Clear Springs Health Essentials

Humana | SRDA

Melanie Sena Insurance

Celebrating 30 years of honoring local Seniors

Giving Corner

Kim Spelts and her team generously donated their time and expertise for some important medical procedures. In addition, they donated a petMAP and a Heska infusion pump to our Veterinary team for future care of our animals during routine medical care. **We appreciate you and your partnership.**

Can you imagine what goes through an animal care washing machine at a zoo? Suffice it to say it can be hard on standard machines. We put out a call for help and the Bob & Doris Johnston Foundation responded immediately with a generous donation of a commercial washer and dryer. **Thank you for your continued support of the Pueblo Zoo.**



MARK YOUR CALENDARS

ElectriCrittters

Presented by:



150 animated animal creations & 250,000 dazzling lights
Candy Cane Café, holiday music & Santa Sundays
Open weekends: (Fri, Sat, Sun) November 25 thru December 11
Open daily: December 16-23 & 26-27
5:30-8:30 (last entry 8:00)

A special **Thank You** to Black Hills Energy for not only being our presenting sponsor, but for years of support keeping the lights on. Last year Black Hills Energy provided an upgrade to improve performance and reliability to keep the magic going.

A poster for the ZooBoo event. It features a large full moon, several black bats, and three cartoon tigers. The word 'ZooBoo' is written in large, bold, black letters with a white outline. Below the title, the dates and times are listed: 'OCTOBER 28 - BOOBONUS! MEMBERS ONLY 2PM-6PM' and 'OCTOBER 29 - OPEN TO ALL 10AM-3PM'.

ZooBoo
OCTOBER 28 - BOOBONUS! MEMBERS ONLY 2PM-6PM
OCTOBER 29 - OPEN TO ALL 10AM-3PM

Adopt a Zoo animal
this holiday season!

Give the gift of a Pueblo Zoo animal this year!
By adopting an animal, you help to feed and care for that animal, while also supporting education & conservation programs at the zoo.

Adoption program animals: African lion, African painted dog, African penguin, bison, red panda, ring-tailed lemur, river otter.

Visit the Pueblo Zoo gift shop or our website:
pueblozoo.org/adopt.



COMMUNITY FIRST FOUNDATION

COLORADO GIVES DAY 1-TBANK
Community Partner

ColoradoGivesDay.org **Dec. 6**

Schedule your donation today!

<https://www.coloradogives.org/organization/Pueblo-Zoological-Society-1>

SAFETY FIRST

For the first time ever, Pueblo Zoo, Pueblo Police Department, AMR, and the Pueblo Fire Department are conducting an **all-day, multi-agency training on Friday, Nov. 4.**

The Zoo will be closed all day. The goal is collaborative learning and communication to improve outcomes in the event of an actual incident, such as an active shooter. Please do not be alarmed by the presence of emergency personnel in City Park and around the Zoo.



OUR MISSION

To empower people to
engage in conservation
of animals and their natural habitat

ACCREDITED BY THE
**ASSOCIATION
OF ZOOS &
AQUARIUMS**

Photo: Sandy Morrison

Letter from the Director



I'm not going to lie, these last couple of years have been tough. Just when we think we have weathered the storm, a rogue wave sneaks up on us. Granted, going through COVID, climate change, political bi-polarization and racial reckoning has not been fun, but it has taught us some things if we are open to really looking. It has made us examine things a bit more deeply. Wellbeing is one of those things. In the zoo world, we have long talked about animal welfare. That concept and vocabulary is now shifting more towards wellbeing. "What is the difference?" you might ask. The shift is subtle. One might look at welfare as being the absence of the negative and wellbeing might focus more on the presence of a more holistic sense of the positive. In the animal world, look at a simple example of drinking water. Welfare might define that an animal has adequate safe drinking water. Wellbeing might suggest that water not just be adequately provided but be available at any time the animal chooses to look for it. In caring for animal collections, we work very hard to ensure the wellbeing of our animals. Like any caregiver, in the pursuit of caring well for our animals, we sometimes forget to take care of ourselves. Last year, the Pueblo Zoo experienced a 33% staff vacancy rate at some points. This was hard on everyone. As in many industries, the reasons for leaving varied - changes in priorities, the Great Resignation, the need for better wages or less stress. Ultimately, though, what is left is the realization that we must take better care of ourselves. Better care of each other. Only in doing that can we give our animals our best selves and their best care. We thank you for the support you give us in understanding that, providing opportunities and better wages, treating us from time to time whether with kindness or dollars. You do all of that and it makes all the difference in keeping the passion burning bright. In return, we also wish you wellbeing.

With gratitude,

- Abbie Krause, Executive Director

Upcoming Events

October 28-29: ZooBoo!

ZooBoo is back! Dress up in your most creative costume and have a spooktacular time at the Pueblo Zoo. Enjoy treat stations, costume parades, crafts and games. Tickets available online and at the gate.

Members only - BooBonus - Friday, Oct 28, 2-6 pm

Open for all! - Saturday, Oct 29, 10am-3pm

More details online: www.pueblozoo.org/zooboo

November 4: CLOSED for Safety Training

Pueblo Zoo, Pueblo PD, Pueblo FD and AMR are conducting an all-day multi-agency training.

November 5: National Bison Day

The bison is America's national mammal! Help us celebrate our majestic bison during National Bison Day.

November 5-6: Military Weekend presented by Security Service FCU.

Free admission for all military with valid military ID.
(Includes veterans, spouse and dependent children)

November 25 - December 27: ElectriCrittters

The holiday season wouldn't be complete without a visit to ElectriCrittters! See thousands of lights and imaginative designs, enjoy the Candy Cane Cafe and have a memorable experience with the whole family! **Open Fri-Sun, Nov 25 - Dec 11.**

Open daily Dec 16-23 & 26-27 (Closed Christmas Eve and Day).

Santa Sundays: Nov 27, Dec 4, 11, 18

Full details: www.pueblozoo.org/electricrittters

Holiday Closures: Nov 24 (closed), Dec 24 (closing at noon), Dec 25 (closed), Dec 31 (closing at noon), Jan 1 (closed)