



Advocating for Safety

Advice for Grassroots Implementation of Safety Measures When Working with
Dangerous Carnivores

Kate Neal and Maggie Raglin: Little Rock Zoo

Big or Small, Change Needs to be Effective



The key to implementing an effective safety system is rooted in the team

Is your team united in their desire for change?

Has your team developed a culture of safety?

Does everyone understand the end goal?



First, there needs to be unity and a desire for change among the primary staff. Discuss the concepts with all the team members and other stakeholders including managers. It is important to have buy-in and a commitment to ensure the system will be given an honest try.

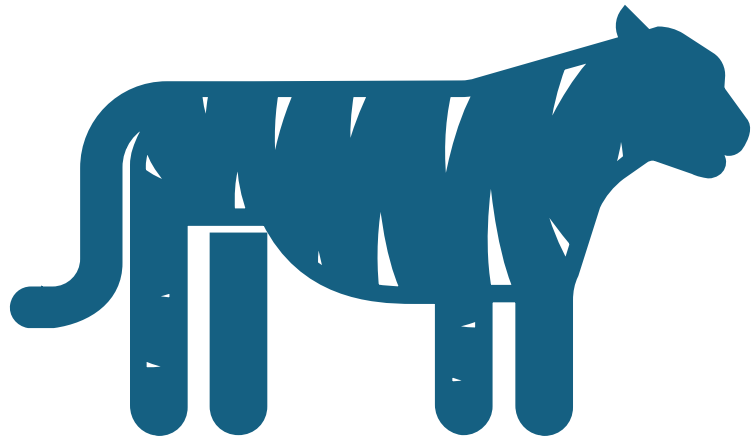


Pilot Planning

Outline Proposed Procedures

- Include facility updates such as adding hasps for locks
- Changes in routine or staff timing
- Estimated costs

Seek resources such as GRAZE or zoos of similar size who have implemented desired changes.



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Goal: to move from single shifter to 2lock/2key shifting for big cats

- Addressed the desire for additional safety measures with direct supervisors
- Approached each carnivore team member to gauge initial support
- Reached out to Akron Zoo after 2019 Felid TAG presentations
- Walked through the big cat building with the LRZ welder to list options for adding locks and changing locking mechanisms
- Priced options for new locks and keys
- Discussed end goal processes
- Summarized the needed facilities changes, costs, and proposed end protocol in a proposal for management

Approval

1

Submit a written proposal to your managers

2

Request a follow-up meeting

3

Be ready to answer questions and address concerns

4

Advocate for Safety

5

Make adjustments based on management feedback

Remember, a successful system will be the result of collaboration

Training and Implementation



Staff will need to practice the new system

Create phases of implementation to avoid becoming overwhelmed

Agree on Verbiage

Collect Feedback



Update the plan as you collect feedback and data

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- Phases of Implementation:
 - Decided on clear and concise verbiage and use of sterile cockpit rule
 - Moved to 2 man shifting using existing locks
 - Added a carabiner to existing locks to simulate 2nd lock
 - Submitted the request for new locks and combination lock box
 - Carnivore team members took a 2lock/2key shifting test
 - Added new locks to the big cat building
 - Added emergency glass front box to the big cat building

Now 2lock/2key shifting is a part of our SOP and daily routine. All new carnivore staff are trained into this system and take the shifting test.

Accountability



Trouble Shooting

- Be prepared to make changes and collaborate to find a solution.
- Keep an open mind to different solutions to trouble shooting issues.
- Trouble shooting as a team helps solidify buy in from all parties.

THANK YOU!

- Kate Neal

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