



TSG Plans for Action 2004-2005

The TSG Plans for Action Workshop was conducted on the final day of the Second International Tapir Symposium held in Panama City, Republic of Panama, from January 10 to 16, 2004. It consisted of a full-day meeting and the main objective of this session was to set short-term goals and actions that the TSG should take during the next two years (2004-2005) in order to be more effective in terms of tapir conservation worldwide. Dr. Philip S. Miller, Senior Program Officer of the IUCN/SSC Conservation Breeding Specialist Group (CBSG), United States, and Amy Camacho, General Director of Africam Safari and Convener of the CBSG - Mexico Regional Network, facilitated the workshop.

In advance of the conference, participants were asked to prepare a list of ten (10) actions they believed should be considered as the priorities of the TSG over the next two years. Participants were requested to ask themselves "What the TSG should do as a group?" and "What actions should the TSG take in the next two years in order to be more effective in terms of tapir conservation?"

The workshop facilitators reviewed the lists of actions previously prepared by the symposium participants and defined the workshop dynamics. Four (4) different working group topics were identified based on the actions suggested earlier: 1.) Research; 2.) *In-Situ* Management; 3.) *Ex-Situ* Management; and 4.) Communication & Education/Public Awareness. Participants were then asked to join one of these groups at their own discretion, and each group was requested to identify a leader, a flip-chart recorder, a computer recorder, a timekeeper, and a reporter.

As a first step, each working group was given the tasks of identifying the issues and developing the short-term goals for TSG activities related to the main topics they were covering. The goals identified by each one of the working groups during these initial deliberations were presented in a plenary session, to guarantee everyone had an opportunity to contribute to the work of the other groups, and to ensure that issues and goals were carefully reviewed and discussed by the group. Once all the identified goals were presented, each participant was asked to rank them in order of priority. The workshop facilitators then compiled the individual scores in order to obtain a group prioritization of TSG goals.

As a second step, all working groups reassembled and were asked to develop a list of specific actions that TSG needs to take in order to reach those higher-priority goals. For each one of the actions, a deadline, an estimated cost, a person to be responsible for its achievement, potential collaborators, and indicators of success were established. Where necessary, similar actions developed by different working groups for an individual goal were combined in the most effective manner. Within any one goal, time was insufficient during the workshop to allow for group prioritization of actions; consequently, these actions are listed in no particular order of priority.

The final outcome of the TSG Plans for Action Workshop was a list of twenty-seven (27) priority goals and fifty-five (55) specific actions that the TSG will put into practice during the next two years (2004-2005) in order to reach those goals between now and the Third International Tapir Symposium that will be held in Buenos Aires, Argentina, in January 2006.

Long-term issues directly related to the conservation of the four species of tapirs and their habitats were not addressed during this specific workshop, but will be carefully discussed during the process of revision and updating of the first edition of the IUCN/SSC *Tapir Status Survey and Conservation Action Plan* (1997), which is underway.

Working Group Goals

Research Group

PARTICIPANTS: Carl Traeholt (Denmark/Malaysia), Diego J. Lizcano (Colombia), Anders Gonçalves da Silva (Brazil), George Ortmeier Velastin (Brazil), Javier Adolfo Sarria Perea (Colombia), Pilar Alexander Blanco Márquez (Venezuela), Adrián Naveda Rodríguez (Venezuela), Epigmenio Cruz Aldán (Mexico), Iván Lira Torres (Mexico), Matthew Colbert (USA), Karla Aparicio (Panama), Corinne Kendall (USA), Charles R. Foerster (USA/Costa Rica), Jason Scott (USA), and Jeffrey Ortiz Gamboa (Costa Rica).

Goals:

1. To establish the TSG Genetics Committee and develop the International Tapir Genetics Project;
2. To establish standard data collection methods and databases in all tapir range countries;
3. To create a TSG members section in the TSG Website where information can be divulged;
4. To involve researchers from tapir range countries that are not currently part of the TSG;
5. To identify research hotspots, priorities, and actors in all tapir range countries;
6. To encourage field projects to include health aspects;
7. To provide support for technical training and capacity building on veterinary issues;
8. To have threat assessments in each country for species and habitat;
9. To collect ethno-zoological knowledge.

In-Situ Management Group

PARTICIPANTS: Olga L. Montenegro (Colombia), Emilio Constantino (Colombia), Jaime Andres Suárez Mejía (Colombia), Sergio Sandoval Arenas (Colombia), Adriana Mercedes Sarmiento Dueñas (Colombia), Eduardo J. Naranjo Piñera (Mexico), Denis Alexander Torres (Venezuela), Juan de Dios Valdez Leal (Mexico/Costa Rica), Silvia C. Chalukian (Argentina), José Roberto Ruiz Fuamagalli (Guatemala), and Nereyda Estrada Andino (Honduras/Costa Rica).

Fundamental Goal: To have National Action Plans for tapir conservation and management in all the tapir range countries.

Specific Goals:

1. To gather and organize all available information about tapir population status and their habitats (distribution, threats, management needs etc.);
2. To have a diagnosis about legislation and management policies related to tapir conservation in each country;
3. To form local groups working on National Action Plans for tapirs.

Ex-Situ Management Group

PARTICIPANTS: Bengt Holst (Denmark), Rick Barongi (USA), Lewis Greene (USA), Alan H. Shoemaker (USA), Michael Dee (USA), Jennifer McLain (USA), Mitch Finnegan (USA), Douglas M. Richardson (Canada), Humberto Wohlers (Belize), Viviana B. Quse (Argentina), Eduardo Francisco (Argentina), Carolina Villegas (Colombia), Alberto Baché Zarauz (Mexico), Celia Frias (Panama), and Andres Valencia (Panama).

Goals:

1. To have TSG approved husbandry guidelines for all four species of tapirs;
2. To have husbandry guidelines distributed to regional/national zoo organizations or individual zoos in range countries;
3. To have all tapir holding zoos aware of TSG and its activities;
4. To have 10 EAZA/AZA zoos with developed partnerships with zoos in range countries;
5. To have 10 EAZA/AZA zoos with developed partnerships with field researchers;
6. To have all tapir holding zoos aware of what data is needed for proper record keeping;
7. To have 10% of computerized tapir holding zoos consistently using ARKS;
8. To have legal authorities aware of international management needs and acknowledging zoos' role in conservation.

Communication & Education/Public Awareness Group

PARTICIPANTS: Siân S. Waters (U.K.), Gareth Redston (U.K.), Gilia Angell (USA), Kelly Russo (USA), Justine Powell (Australia), Siti Khadijah Abd. Ghani (Malaysia), Rafael Samudio Jr. (Panama), Angela Glatston (The Netherlands), and Alberto Mendoza (Mexico/USA).

Fundamental Goal: To increase awareness of tapirs amongst the general public, capturing people's interest about tapirs. Help tapir conservation by raising awareness outside of the TSG.

Specific Goals:

1. To increase involvement of range countries in the TSG;
2. To increase awareness of tapirs outside of the TSG;
3. To improve communication between TSG members;
4. To improve communication between the TSG and other organizations;
5. To establish a clear and recognizable/concise mission about what the TSG is and why it is important;
6. To establish the TSG as "the" point of reference for everyone seeking information on all aspects of tapirs.

Priority Goals

	Goal	Rank
1	To have National Action Plans for tapir conservation and management in all the tapir range countries	49
2	To establish standard data collection methods and databases in all tapir range countries	37
3	To identify research hotspots, priorities, and actors in all tapir range countries	30
4	To have 10 EAZA/AZA Zoos with established partnerships with tapir field researchers	26
5	To increase awareness of tapirs outside of the TSG	23
6	To establish the TSG Genetics Committee and develop the International Tapir Genetics Project	20
7	To involve researchers from tapir range countries that are not currently part of the TSG	20
8	To have 10 EAZA/AZA Zoos with established partnerships with zoos in range countries	19
9	To form local groups working on National Action Plans for tapirs	19
10	To gather and organize all available information about tapir population status and their habitats	18
11	To provide support for technical training and capacity building on veterinary issues	17
12	To establish the TSG as THE point of reference for everyone seeking information on all aspects of tapirs	16
13	To get all tapir holding zoos aware of what data is needed for proper record keeping	15
14	To get all tapir holding zoos aware of the TSG and its activities	14
15	To encourage field projects to include health aspects	14
16	To increase involvement of range countries in the TSG	12
17	To have TSG approved husbandry and veterinary guidelines for all four species of tapirs	11
18	To collect ethno-zoological knowledge	10
19	To improve communication between the TSG and other organizations	8
20	To have threat assessments in each country for species and habitat	8
21	To have husbandry guidelines distributed to regional/national zoo organizations or individual zoos in range countries	6
22	To have legal authorities aware of international management needs and acknowledging zoos' role in conservation	5
23	To have a diagnosis about legislation and management policies related to tapir conservation in each country	5
24	To improve communication between TSG Members	2
25	To establish a clear and recognizable/concise mission about what the TSG is and why it is important	2
26	To create a TSG Members section in the TSG Website where information can be divulged	1
27	To have 10% of computerized tapir holding zoos consistently using ARKS	0

TSG Plans for Action 2004-2005

GOAL 1 To have National Action Plans for tapir conservation and management in all the tapir range countries.

ACTION 1 Identify TSG Members (appoint new members if necessary) to be the TSG Country Coordinators, who will be responsible for coordinating the development of the National Action Plan in each tapir range country in Central and South America, and Southeast Asia.

Time 4 months
Cost nil
Responsibility TSG Chair (Patrícia Medici)
Collaborators TSG Species Coordinators and TSG Membership
Indicators TSG Country Coordinators have been identified.

ACTION 2 Establish a TSG Action Planning Committee formed by the TSG Chair, TSG Deputy-Chairs, TSG Species Coordinators, TSG Country Coordinators, and other key members.

Time 4 months
Cost nil
Responsibility TSG Chair (Patrícia Medici)
Indicators TSG Action Planning Committee has been established.

ACTION 3 Elaborate Guidelines for the Development of National Action Plans. Distribute document to all TSG Country Coordinators in Central and South America, and Southeast Asia.

Time 8 months
Cost nil (electronic distribution)
Responsibility Olga L. Montenegro (Colombia)
Collaborators TSG Chair (Patrícia Medici), and TSG Action Planning Committee
Indicators Guidelines have been elaborated and distributed to all TSG Country Coordinators.

ACTION 4 Establish Regional Tapir Action Planning Committees to work on the development of National Action Plans for Tapir Conservation and Management in each tapir range country in Central and South America, and Southeast Asia.

Time 8-10 months
Cost nil
Responsibility TSG Country Coordinators
Collaborators TSG Chair (Patrícia Medici), and TSG Species Coordinators
Indicators Regional Tapir Action Planning Committees have been established.

ACTION 5 TSG Country Coordinators compile a directory of all key people and organizations directly or indirectly involved in tapir conservation and management within their countries (researchers, governmental and non-governmental organizations, universities, zoological institutions, community organizations etc.).

Time 8-10 months
Cost nil
Responsibility TSG Country Coordinators
Collaborators TSG Species Coordinators and TSG Membership
Indicators Directories of key people and organizations per country have been compiled.

- ACTION 6** TSG Country Coordinators send questionnaires to all key people and organizations directly or indirectly involved in tapir conservation and management within their countries (researchers, governmental and non-governmental organizations, universities, zoological institutions, community organizations etc.). Questionnaires will include questions about tapir status, distribution, threats etc. Questionnaire templates will be provided in the Guidelines for the Development of National Action Plans (See Action 3). The information gathered through this initial survey will be used to draw up preliminary documents for each country, which will be presented and discussed during the regional action planning meetings.
- Time 10 months to send the questionnaires / 14 months to receive answers, compile the information and draw up and distribute the preliminary document
- Cost nil (electronic query)
- Responsibility TSG Country Coordinators
- Collaborators TSG Species Coordinators and TSG Action Planning Committee
- Indicators Questionnaires have been sent, responses have been received, and preliminary document has been produced and distributed to all members of the Regional Tapir Action Planning Committee.
- ACTION 7** Organize and conduct Regional Action Planning Meetings in each tapir range country in Central and South America, and Southeast Asia. The objective of these meetings is to discuss, improve and prioritize the preliminary action planning documents, and produce the first drafts of the National Action Plans for Tapir Conservation and Management.
- Time 20 months
- Cost To be estimated on a country-basis
- Responsibility TSG Country Coordinators
- Collaborators TSG Species Coordinators and TSG Action Planning Committee
- Indicators The meetings have been conducted, and the first drafts of the National Action Plans for Tapir Conservation and Management for each tapir range country in Central and South America, and Southeast Asia have been produced and distributed for final revisions.
- ACTION 8** Elaborate the final version of the National Action Plan for Tapir Conservation and Management in each tapir range country in Central and South America, and Southeast Asia.
- Time 24 months
- Cost nil
- Responsibility TSG Country Coordinators
- Collaborators TSG Species Coordinators and TSG Action Planning Committee
- Indicators The final versions of the National Action Plans for Tapir Conservation and Management for each tapir range country in Central and South America, and Southeast Asia have been produced, distributed to all interested parties, and made available for Species Action Plans. Final versions of the National Action Plans will be presented during the Third International Tapir Symposium, which will be held in Buenos Aires, Argentina, in January 2006.
- ACTION 9** Finalize and distribute the Malay Tapir Action Plan developed during the Malay Tapir Population and Habitat Viability Assessment (PHVA) held in Malaysia in August 2003.
- Time 3-4 months
- Cost Printing and mailing costs
- Responsibility TSG Chair (Patrícia Medici)
- Collaborators EAZA Tapir TAG Chair (Bengt Holst), TSG Malay Tapir Coordinator (Carl Traeholt), IUCN/SSC Conservation Breeding Specialist Group (Philip Miller), and TSG Members in Southeast Asia
- Indicators Malay Tapir Action Plan has been published and distributed to all interested parties in Southeast Asia, and made available for individual National Action Plans. Malay Tapir Action Plan is available in downloadable format from the TSG Website.

ACTION 10 Conduct a Population and Habitat Viability Assessment (PHVA) Workshop for Mountain Tapirs - *Tapirus pinchaque* - with participants from all range countries (Colombia, Ecuador, and Peru). Venue: Otún-Quimbaya Fauna and Flora Sanctuary, Pereira, Colombia. Date: 12-15 October 2004.

Time 10 months

Cost US\$25,000

Responsibility TSG Chair (Patrícia Medici)

Collaborators Red Danta de Colombia (Colombian Tapir Network), local conservation organizations and researchers, IUCN/SSC Conservation Breeding Specialist Group (CBSG), AZA Tapir TAG, and EAZA Tapir TAG

Indicators PHVA workshop has been conducted, Mountain Tapir Action Plan has been published and distributed to all interested parties in the range countries, and made available for individual National Action Plans. Mountain Tapir Action Plan is available in downloadable format from the TSG Website.

ACTION 11 Conduct a Population and Habitat Viability Assessment (PHVA) Workshop for Baird's Tapirs - *Tapirus bairdii* - with participants from all range countries (Belize, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, and Panama). Venue: The Belize Zoo and Tropical Education Center, Belize, Central America. Date: 15-19 August 2005.

Time 24 months

Cost US\$42,000

Responsibility TSG Chair (Patrícia Medici), TSG Deputy-Chair (William Konstant), and TSG Member Alberto Mendoza

Collaborators The Belize Zoo and Tropical Education Center, IUCN/SSC Conservation Breeding Specialist Group (CBSG), Houston Zoo Inc., AZA Tapir TAG, and EAZA Tapir TAG

Indicators PHVA workshop has been conducted, Baird's Tapir Action Plan has been published and distributed to all interested parties in the range countries, and made available for individual National Action Plans. Baird's Tapir Action Plan is available in downloadable format from the TSG Website.

ACTION 12 Elaborate a Geographical Analysis for Lowland Tapirs - *Tapirus terrestris*.

Time 24 months

Cost US\$40,000

Responsibility Silvia C. Chalukian (Argentina) and Patrícia Medici (Brazil)

Collaborators Adriana Mercedes Sarmiento Dueñas (Colombia) and Olga L. Montenegro (Colombia)

Indicators Geographical Analysis has been elaborated. Final report has been developed and distributed (database, maps), and made available for individual National Action Plans and Species Action Plans.

GOAL 2 To establish standard data collection methods and databases in all tapir range countries.

ACTION 1 Establish a working group of field researchers to initiate e-mail discussions about standard ways of collecting and reporting tapir data. Develop draft Excel data sheets and checklists for the database.

Time 6-12 months

Cost nil

Responsibility Diego J. Lizcano (Colombia), Olga L. Montenegro (Colombia), Silvia C. Chalukian (Argentina), Patrícia Medici (Brazil), Pilar Alexander Blanco Márquez (Venezuela), Iván Lira Torres (Mexico), Leonardo Salas (Venezuela/Indonesia), and Eduardo J. Naranjo Piñera (Mexico)

Indicators Preliminary standard data collection and reporting guidelines have been established. Draft data sheet and checklists have been prepared.

ACTION 2 Conduct a workshop to finalize discussions about standard ways of collecting and reporting tapir data. Develop final Excel data sheets and checklists for the database.

Time 18 months

Cost US\$10,000

Responsibility Diego Lizcano (Colombia), Olga L. Montenegro (Colombia), and Patrícia Medici (Brazil)

Indicators Workshop has been conducted, and document including standardized methods has been prepared and distributed, published in the *Tapir Conservation* Newsletter, and posted online on the TSG Website.

GOAL 3 To identify research hotspots, priorities, and actors in all tapir range countries.

ACTION 1 Develop a survey and distribute to TSG Members and other tapir conservationists in each range country asking which areas deserve attention. Interface results with existing scientific literature that supports areas suggested and recommended by range country representatives. Add list of recommendations to National and Species Action Plans.

Time 12 months
Cost nil (electronic query)
Responsibility TSG Chair (Patrícia Medici)
Collaborators TSG Species Coordinators and TSG Country Coordinators
Indicator List of recommended areas has been developed and distributed via e-mail, published in the *Tapir Conservation* Newsletter, posted online on the TSG Website, and made available for individual National Action Plans and Species Action Plans.

ACTION 2 Compile a satellite image bank for a GIS (Geographical Information System) survey of the areas. Coordinators will compile all images they can for free, and then go to University of Maryland for further images.

Time 2 months, within 12 months have a report on what can be done
Cost US\$600/image
Responsibility TSG Species Coordinators and TSG Country Coordinators
Indicators Image bank has been established and made available for individual National Action Plans and Species Action Plans.

GOAL 4 To have 10 EAZA/AZA Zoos with established partnerships with tapir field researchers.

ACTION 1 Identify all tapir holding institutions and tapir field projects worldwide.

Time 6 months
Cost nil
Responsibility Jennifer McLain (Houston Zoo Inc., USA) and TSG Chair (Patrícia Medici)
Collaborators AZA and EAZA Tapir Studbook Keepers, AZA and EAZA Tapir TAG Chairs
Indicators Tapir holding institutions and tapir field projects have been identified and listed, and database has been established.

ACTION 2 Provide all TSG Members with a list of tapir holding institutions worldwide.

Time 6 months
Cost nil (electronic distribution)
Responsibility TSG Zoo Committee Coordinator (Siân S. Waters) and TSG Chair (Patrícia Medici)
Indicators List of tapir holding institutions has been developed and distributed to all TSG Members.

ACTION 3 Provide all tapir holding institutions worldwide with a prioritized list of tapir field projects needing funding.

Time 6 months
Cost nil (electronic distribution)
Responsibility TSG Zoo Committee Coordinator (Siân S. Waters) and TSG Chair (Patrícia Medici)
Collaborators AZA Tapir TAG Chair, AZA and EAZA Tapir Studbook Keepers, and TSG Zoo Committee
Indicators List of tapir field projects needing funding has been developed and distributed to all tapir holding institutions worldwide.

ACTION 4 Involve ARAZPA (Australasian Regional Association of Zoological Parks and Aquaria) and SEAZA (South East Asian Zoos Association) to help with Asian Zoos and Malay tapir field projects.

Time 6 months
Cost nil
Responsibility TSG Zoo Committee Coordinator (Siân S. Waters)
Indicators Verbal commitments from ARAZPA and SEAZA have been obtained.

ACTION 5 Place information about the TSG in the Websites and newsletters of the American Zoo and Aquarium Association (AZA), European Association of Zoos and Aquaria (EAZA), Australasian Regional Association of Zoological Parks and Aquaria (ARAZPA), South East Asian Zoos Association (SEAZA), and World Association of Zoos and Aquaria (WAZA).

Time 6-8 months

Cost nil

Responsibility TSG Zoo Committee Coordinator (Siân S. Waters)

Collaborators AZA and EAZA Tapir TAG, TSG Education & Outreach Committee, and TSG Webmaster (Gilia Angell)

Indicators Announcements have been published.

ACTION 6 Conduct awareness campaigns for partnerships at Regional Zoo Association meetings in tapir range countries in Central and South America, and Southeast Asia.

Time 15 months

Costs nil

Responsibility Viviana B. Quse (Fundación Temaikén, Argentina)

Collaborators TSG Zoo Committee, AZA, EAZA, ARAZPA, SEAZA, and Regional Zoo Associations in tapir range countries in Central and South America, and Southeast Asia

Indicators Info material has been developed, and campaigns have been conducted in each region.

ACTION 7 Maintain the TSG Zoo Conservation Funding Database. Announce the existence of the database in the *Tapir Conservation* Newsletter, and on the TSG Website.

Time 6 months, ongoing as we add emerging conservation funds

Cost nil

Responsibility TSG Zoo Committee Coordinator (Siân S. Waters) and TSG Fundraising Committee Coordinator (Patrícia Medici)

Indicators Database is up to date, and its existence has been announced in the *Tapir Conservation* newsletter, and on the TSG Website.

GOAL 5 To increase awareness of tapirs outside of the TSG.

ACTION 1 Launch the new TSG Website: www.tapirspecialistgroup.org

Time 3-6 months for initial rollout, ongoing

Cost US\$50 for three years domain name; US\$400/year for credit card processing

Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)

Collaborators TSG Chair (Patrícia Medici) and TSG Membership

Indicators All the navigation elements have been linked to valid content. We are able to collect donations on our Website. We are in the top 5 results on Google for search term "tapir".

ACTION 2 Create the "TSG Members" and "Tapir Project Profiles" pages on the TSG Website.

Time 3-6 months

Cost nil

Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)

Collaborators TSG Chair (Patrícia Medici) and TSG Membership

Indicators TSG members have sent their professional biographies and information about their projects to the TSG Webmaster (Gilia Angell). The deadline for information submission is May 10, 2004. The "TSG Members" and "Tapir Project Profiles" pages have been created, and are online on the TSG Website.

ACTION 3 Design and distribute an attractive and multi-lingual HTML E-mail including information about TSG and its activities. The TSG will be given a personality through the Chair's signature. The HTML E-mail will be "signed" by TSG Chair Patrícia Medici and offer her e-mail for contact, and point to the TSG Website for information. HTML E-mail will be sent out on behalf of any of the TSG members. HTML E-mail will be sent to institutional partners, large conservation organizations, agencies that have provided grant funding opportunities for tapir conservation projects, range country governmental and non-governmental organizations, universities etc.

Time 4-6 months
Cost nil (electronic distribution)
Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)
Collaborators TSG Education & Outreach Committee Coordinator (Kelly Russo) and TSG Chair (Patrícia Medici)
Indicators HTML E-mail has been designed and distributed to all organizations mentioned above.

ACTION 4 Design and distribute attractive and multi-lingual TSG Educational and Promotional Brochures. Brochures will be distributed at tapir holding zoos worldwide, and mailed to institutional partners, conservation organizations, agencies that have provided grant funding opportunities for tapir conservation projects, and range country governmental and non-governmental organizations, schools, universities, local communities etc. Use our in country TSG Members, TSG Country Coordinators, and other contacts to distribute.

Time 4-6 months
Cost Printing and mailing costs
Responsibility TSG Education & Outreach Committee Coordinator (Kelly Russo)
Collaborators TSG Marketing Committee Coordinator (Gilia Angell); Siti Khadijah Abd. Ghani to translate into Bahasa Malay, Alberto Mendoza to translate into Spanish, Patrícia Medici and Anders Gonçalves da Silva to translate into Portuguese
Indicators TSG Brochures have been developed, and each TSG Member has received a shipment of brochures to distribute in their countries. Brochures are available in downloadable format from the TSG Website.

ACTION 5 Develop an educational CD with tapir information and high-resolution photos for zoos exhibit graphics, and placement of our materials on other Websites.

Time 18 months
Cost CDs and mailing costs (revenue to come from fee charged to well established zoos)
Responsibility TSG Education & Outreach Committee Coordinator (Kelly Russo)
Collaborators TSG Zoo Committee Coordinator (Siân S. Waters), TSG Webmaster and Marketing Committee Coordinator (Gilia Angell), and TSG Chair (Patrícia Medici)
Indicators CDs have been developed and distributed (50 CDs burned within 6 months of completion).

ACTION 6 Use Stephen Nash's tapir illustrations for promotional materials (T-shirts, bags, posters etc.), and fundraising.

Time 24 months
Cost Printing/production and distribution will be recouped by sale.
Responsibility TSG Education & Outreach Committee Coordinator (Kelly Russo)
Collaborators TSG Marketing Committee Coordinator (Gilia Angell) and TSG Chair (Patrícia Medici)
Indicators Promotional materials have been developed for sale on the TSG Website, and at the Third International Tapir Symposium, which will be held in Buenos Aires, Argentina, in January 2006.

ACTION 7 Send TSG information (HTML E-mail) to mass media vehicles (newspapers, magazines, television networks etc.), pointing back to the TSG Website as the point of reference for multi-media/mass media and articles on tapirs. Follow ups of streaming video of tapir captures, interviews with researchers etc. will follow, and will be posted to the TSG Website.

Time 24 months
Cost nil (electronic distribution)
Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)
Collaborators TSG Education & Outreach Committee Coordinator (Kelly Russo)
Indicators Number of tapir-related newspaper articles, television shows, documentaries etc. in the mass media.

ACTION 8 Invite producers of different animal-related television programs (Animal Planet, Discovery Channel, National Geographic, BBC etc.) to include tapirs in their programs.

Time 24 months
Cost nil
Responsibility TSG Marketing Committee Coordinator (Gilia Angell) and TSG Chair (Patrícia Medici)
Indicators Number of tapir documentaries produced.

ACTION 9 Identify a celebrity to act as TSG spokesperson.

Time 12 months
Cost nil
Responsibility TSG Marketing Committee Coordinator (Gilia Angell) and TSG Chair (Patrícia Medici)
Indicators Spokesperson has been identified and is acting.

ACTION 10 Compile images and videos available, making a TSG Multimedia Library.

Time 12 months
Cost nil
Responsibility TSG Chair (Patrícia Medici) and TSG Marketing Committee Coordinator (Gilia Angell)
Collaborators TSG Membership
Indicators TSG Multimedia Library has been compiled.

GOAL 6 To establish the TSG Genetics Committee and develop the International Tapir Genetics Project.

ACTION 1 Establish the TSG Genetics Committee including members from all tapir range countries in Central and South America, and Southeast Asia.

Time 2 months
Cost nil
Responsibility TSG Genetics Committee Coordinators (Anders Gonçalves da Silva, Javier Adolfo Sarria Perea, and Cristina Luis)
Collaborators TSG Veterinary Committee and TSG Chair (Patrícia Medici)
Indicators TSG Genetics Committee has been established.

ACTION 2 TSG Genetics Committee Coordinators send genetics survey to all members of the committee in all tapir range countries in Central and South America, and Southeast Asia. Survey will include questions about genetic information needs, the types of samples that can be collected, where the samples can be collected, existence of local genetic labs, local legislations for managing genetics samples etc.). Use information gathered to write a proposal and start raising funds for the project.

Time 6 months to send the surveys and compile the information / 12 months to write the proposal and begin the process of raising funds for the project
Cost nil (electronic query)
Responsibility TSG Genetics Committee Coordinators (Anders Gonçalves da Silva, Javier Adolfo Sarria Perea, and Cristina Luis)
Collaborators TSG Veterinary Committee and TSG Chair (Patrícia Medici)
Indicators Genetics survey has been sent to all members of the TSG Genetics Committee, responses have been received, and proposal has been written and submitted to funding agencies.

ACTION 3 Establish the International Tapir Genetics Project as a network of cooperation among field researchers, veterinarians, zoos, universities, conservation organizations, local laboratories etc. in tapir range countries, so that samples can be collected and analyzed, and local and regional questions about tapir genetics can be answered. Identify and establish partnerships with at least three (3) laboratories in tapir range countries. Obtain CITES blanket permits for the four species of tapirs. Obtain permits to export and import samples from at least five (5) range countries in Latin America and Southeast Asia.

Time 24 months

Cost Project budget under preparation

Responsibility TSG Genetics Committee Coordinators (Anders Gonçalves da Silva, Javier Adolfo Sarria Perea, and Cristina Luis)

Collaborators TSG Veterinary Committee and TSG Chair (Patricia Medici)

Indicators Tapir Genetics International Project has been established; partnerships with 3 laboratories in tapir range countries have been formalized; CITES permits have been obtained; and permits to export and import from 5 countries have been obtained. The preliminary data and results of this project will be presented during the Third International Tapir Symposium, which will be held in Buenos Aires, Argentina, in January 2006. The final data and results will be presented during the Fourth International Tapir Symposium in 2008.

GOAL 7 To involve researchers from tapir range countries that are not currently part of the TSG.

ACTION 1 Identify TSG Members in all tapir range countries that are not currently part of the TSG (Honduras, Nicaragua, Suriname, French Guiana, Peru, Paraguay, and Myanmar) (See Goal 1, Action 1).

Time 2 months

Cost nil

Responsibility TSG Chair (Patricia Medici)

Collaborators TSG Species Coordinators and TSG Country Coordinators

Indicators New TSG Members identified in each tapir range country that is not currently part of the TSG.

ACTION 2 Develop lists of tapir researchers and conservationists working in each tapir range country in Central and South America, and Southeast Asia. Send information to Jennifer McLain (Houston Zoo Inc., USA), who will be working on the creation and maintenance of a database of tapir holding institutions and tapir field projects worldwide (See Goal 4, Action 1).

Time 6 months

Cost nil

Responsibility TSG Country Coordinators and TSG Chair (Patricia Medici)

Indicators List of tapir researchers and conservationists working in each tapir range country has been developed and sent to Jennifer McLain.

GOAL 8 To have 10 EAZA/AZA Zoos with established partnerships with zoos in range countries.

See ACTIONS listed for GOAL 4.

GOAL 9 To form local groups working on National Action Plans for tapirs.

See ACTIONS listed for GOAL 1.

GOAL 10 To gather and organize all available information about tapir population status and their habitats.

See ACTIONS listed for GOAL 1.

GOAL 11 To provide support for technical training and capacity building on veterinary issues.

ACTION 1 Identify any possibilities of training and capacity building for field and zoo veterinarians working on tapirs. Develop and distribute a list of potential courses on Wildlife Medicine including training on anesthesia, health assessments, epidemiological studies, collection, handling and storage of biological samples, biomedical parameters etc.

Time 6 months

Costs nil

Responsibility TSG Veterinary Coordinator (Pilar Alexander Blanco Márquez) and TSG Chair (Patrícia Medici)

Collaborators TSG Veterinary Committee, AZA Tapir TAG Veterinarian Advisers, Wildlife Conservation Society (WCS) Veterinary Program, IUCN/SSC Veterinary Specialist Group (VSG), and American Association of Zoo Veterinarians (AAZV).

Indicators List of potential courses on Wildlife Medicine has been developed and distributed to all field and zoo veterinarians working on tapirs, and posted on the TSG Website.

ACTION 2 Elaboration of the curriculum of a training course specifically directed to field veterinarians working on tapirs.

Time 12 months

Costs nil

Responsibility TSG Veterinary Coordinator (Pilar Alexander Blanco Márquez)

Collaborators TSG Veterinary Committee, Wildlife Conservation Society (WCS) Veterinary Program, IUCN/SSC Veterinary Specialist Group (VSG), and AZA Tapir TAG Veterinarian Advisers.

Indicators Training course curriculum has been elaborated.

ACTION 3 Establish a small annual fund within the TSG Conservation Fund to support the activities of the TSG Veterinary Committee, including professional training of committee members, veterinary support to tapir field projects worldwide, and establishment of the TSG “Vets Without Frontiers” Program.

Time 12 months

Costs nil

Responsibility TSG Fundraising Committee Coordinator (Patrícia Medici) and TSG Veterinary Committee Coordinator (Pilar Alexander Blanco Márquez)

Indicators Annual fund has been established.

GOAL 12 To establish the TSG as THE point of reference for everyone seeking information on all aspects of tapirs.

See GOAL 4, ACTIONS 3, 4, 5 and 6.

See GOAL 5, ACTIONS 1 to 10.

See GOAL 14, ACTIONS 1 and 2.

GOAL 13 To get all tapir holding zoos aware of what data is needed for proper record keeping.

ACTION Develop standardized record keeping forms in appropriate language to all tapir holding facilities worldwide. Final document will be incorporated to the TSG Zoo Committee “Tapir Package” and distributed to all tapir holding zoos worldwide (See Goal 17).

Time 6 months

Costs nil

Responsibility Douglas M. Richardson

Collaborators AZA and EAZA Tapir TAG

Indicators Standardized record keeping forms have been developed and translated.

GOAL 14 To get all tapir holding zoos aware of the TSG and its activities.

ACTION 1 Design and develop an attractive and multi-lingual HTML E-mail (addressing zoo administrators, curators, educators and keepers) including information about TSG and its activities. Distribute to all tapir holding zoos worldwide.

Time 4-6 months

Costs nil (electronic distribution)

Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)

Collaborators TSG Chair (Patricia Medici), TSG Zoo Committee Coordinator (Siân S. Waters), TSG Education & Outreach Committee Coordinator (Kelly Russo), and AZA and EAZA Tapir TAG

Indicators HTML E-mail has been designed and developed, and distributed to all tapir holding zoos worldwide.

ACTION 2 Encourage tapir holding zoos to create links to the TSG Website. Contact key target people at the zoos, including their webmasters, and follow up with e-mails or telephone calls.

Time 4-6 months

Costs nil

Responsibility TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)

Collaborators TSG Zoo Committee Coordinator (Siân S. Waters), and AZA and EAZA Tapir TAG

Indicators Links to the TSG Website have been established.

GOAL 15 To encourage field projects to include health aspects.

ACTION 1 Resume and finish the process of development of the Tapir Veterinary Manual started during the First International Tapir Symposium in Costa Rica. Distribute the Manual to the entire TSG Membership, and any other researchers and organizations working on tapirs.

Time 6 months

Costs nil

Responsibility TSG Veterinary Committee Coordinator (Pilar Alexander Blanco Márquez)

Collaborators TSG Genetics Committee, TSG Species Coordinators, and TSG Country Coordinators

Indicators Tapir Veterinary Manual has been finished and distributed to the entire TSG Membership, and other researchers working on tapirs. Manual is available in downloadable format from the TSG Website.

ACTION 2 Develop a list of areas of veterinarian expertise within the TSG Veterinary Committee (Anesthesia, Medicine and Health, Parasitology, Microbiology, Public Health, Health Management, Capture and Manipulation, Genetics, Reproduction, Immunology, Pharmacology etc.). Distribute the list to the entire TSG Membership and any other researchers and organizations working on tapirs.

Time 6 months

Costs nil

Responsibility TSG Veterinary Committee Coordinator (Pilar Alexander Blanco Márquez)

Collaborators TSG Species Coordinators and TSG Country Coordinators

Indicators List of areas of veterinarian expertise has been developed and distributed to the entire TSG Membership and other researchers working on tapirs, and put available online on the TSG Website.

ACTION 3 Create the Tapir Talk Vet e-list to facilitate the communication and information exchange among veterinarians working on tapirs.

Time 2 months

Costs nil

Responsibility TSG Veterinary Committee Coordinator (Pilar Alexander Blanco Márquez)

Indicators Tapir Talk Vet e-list has been created.

GOAL 16 To increase involvement of range countries in the TSG.

See ACTIONS listed for GOALS 1 and 7.

GOAL 17 To have TSG approved husbandry and veterinary guidelines for all four species of tapirs.

ACTION Develop and distribute a "Tapir Package" (including tapir husbandry and veterinary guidelines, simple environmental enrichment ideas for tapirs, and standardized record keeping forms) in appropriate languages for all four species.

Time 24 months

Costs Printing and mailing costs for those zoos with no Internet access

Responsibility Alan H. Shoemaker (AZA Tapir TAG, USA) and TSG Zoo Committee Coordinator (Siân S. Waters)

Collaborators AZA and EAZA Tapir TAG, and TSG Veterinary Committee

Indicators "Tapir Package" has been produced, translated, and distributed to all tapir holding zoos worldwide and TSG Membership. "Tapir Package" is available in downloadable format from the TSG Website.

GOAL 18 To collect ethno-zoological knowledge.

ACTION Establish a working group of TSG Members to discuss ways to collect ethno-zoological data in the tapir range countries, and create standard data sheets and checklists.

Time 6 months

Costs nil

Responsibility Adrián Naveda Rodriguez (Venezuela)

Indicators Working group has been established, and data sheets and checklists have been created.

GOAL 19 To improve communication between the TSG and other organizations.

See ACTIONS listed for GOAL 1.

GOAL 20 To have threat assessments in each country for species and habitat.

See ACTIONS listed for GOAL 1.

GOAL 21 To have husbandry and veterinary guidelines distributed to regional/national zoo organizations or individual zoos in range countries.

See ACTIONS listed for GOAL 15.

See ACTIONS listed for GOAL 17.

GOAL 22 To have legal authorities aware of international management needs and acknowledging zoos' role in conservation.

ACTION 1 Partner with the IUCN/SSC Conservation Breeding Specialist Group in their efforts to sort this out.

Time 6 months

Costs nil

Responsibility Douglas M. Richardson

Collaborators AZA and EAZA Tapir TAG, and IUCN/SSC Conservation Breeding Specialist Group (CBSG)

Indicators Draft has been developed and distributed among appropriate TSG Members, and AZA and EAZA Tapir TAG members for comments and approval.

ACTION 2 Develop a draft TSG Statement of Philosophy on movement of tapirs between facilities and regions.

Time 6 months

Costs nil

Responsibility Douglas M. Richardson

Collaborators AZA and EAZA Tapir TAG

Indicators Draft has been developed and distributed among appropriate TSG Members, and AZA and EAZA Tapir TAG members for comments and approval.

GOAL 23 To have a diagnosis about legislation and management policies related to tapir conservation in each country.

ACTION TSG Country Coordinators send questionnaires to governmental agencies and policy-making agencies in each tapir range country in Central and South America, and Southeast Asia.

Time 10 months

Cost nil (electronic query)

Responsibility TSG Country Coordinators

Collaborators TSG Chair (Patrícia Medici) and TSG Species Coordinators

Indicators Questionnaires have been sent, responses have been received, and document including information about legislation and management policies related to tapir conservation in each country has been produced and distributed.

GOAL 24 To improve communication between TSG Members.

ACTION 1 Develop a pledge to communicate to be written into the signed IUCN/SSC TSG Membership Form.

Time 3 months

Costs nil

Responsibility TSG Chair (Patrícia Medici) and TSG Deputy-Chair (Siân S. Waters)

Indicators Pledge developed and incorporated to the IUCN/SSC TSG Membership Form.

ACTION 2 TSG Chair and other TSG officers communicate with the entire membership and/or members of specific TSG Committees at least once a month.

Time 24 months

Costs nil

Responsibility TSG Chair (Patrícia Medici) and other TSG officers

Indicators Communication among TSG members has increased. Each TSG member has become involved in at least one task listed on the TSG Plans for Action 2004/2005.

GOAL 25 To establish a clear and recognizable/concise mission about what the TSG is and why it is important.

ACTION Conduct an e-mail discussion among TSG Members and develop a new TSG Mission Statement in accordance with the IUCN/SSC mission. Identify someone with the necessary background to facilitate the discussions.

Time 12 months

Costs nil

Responsibility TSG Chair (Patrícia Medici)

Collaborators TSG Marketing Committee Coordinator (Gilia Angell) and TSG Membership

Indicators E-mail discussions have been conducted, and new TSG Mission Statement has been developed.

GOAL 26 To create a TSG Members section in the TSG Website where information can be divulged.

See GOAL 5, ACTION 2.

TSG Fundraising Committee: Plans for Action 2004-2005

GOAL 1 Re-Structure the TSG Conservation Fund (TSGCF).

ACTION 1 Move the TSG Conservation Fund (TSGCF) to the Houston Zoo Inc.

Time 2 months
Costs nil
Responsibility TSG Chair (Patrícia Medici) and Houston Zoo Inc. Director (Rick Barongi)
Indicators The TSGCF has been moved to the Houston Zoo Inc. and is functioning normally.

ACTION 2 Create web pages for the TSG Conservation Fund (TSGCF) on the TSG Website, and establish a system of donations online.

Time 4-6 months
Costs \$200-\$500 up front investment in credit card processing software
Responsibility TSG Webmaster (Gilia Angell)
Collaborators TSG Chair (Patrícia Medici)
Indicators The TSGCF web pages have been created, and the TSGCF online donation form is functioning, and online donations can be made, processed and accepted.

ACTION 3 Improve the TSG Conservation Fund (TSGCF) Proposal Reviewing Forms.

Time 6 months
Costs nil
Responsibility TSG Fundraising Committee Coordinator (Patrícia Medici)
Collaborators TSGCF Reviewing Committee
Indicators The TSGCF Proposal Reviewing forms have been reviewed and improved.

GOAL 2 Raise a larger amount of funds for the TSG Conservation Fund (TSGCF) and distribute these funds to tapir conservation projects (field and captivity) through selective processes.

ACTION 1 Conduct Annual TSGCF Campaigns for Private Donors worldwide (printed flyers, e-mails, and through the TSG Website).

Time 24 months
Costs Printing and mailing costs
Responsibility TSG Fundraising Committee Coordinator (Patrícia Medici), and TSG Webmaster and Marketing Committee Coordinator (Gilia Angell)
Indicators Two annual campaigns (2004 and 2005) have been conducted.

ACTION 2 Conduct Annual TSGCF Campaigns Tapir Holding Institutions worldwide (Tapir Appeals).

Time 24 months
Costs Printing and mailing costs
Responsibility TSG Chair (Patrícia Medici), and AZA and EAZA Tapir TAG
Collaborators TSG Zoo Committee Coordinator (Siân S. Waters)
Indicators Two annual campaigns (2004 and 2005) have been conducted.

ACTION 3 Develop the TSG Proposal (printed and multimedia) and the "Menu" of Tapir Conservation Projects. Submit or present the proposal to at least five (5) major potential funding sources.

Time 6 months for the development of the proposal / 24 months for the applications
Costs Printing and mailing costs
Responsibility TSG Fundraising Committee Coordinator (Patrícia Medici)
Indicators The TSG Proposal (printed and multimedia) has been developed and submitted or presented to at least five major potential funding sources.

ACTION 4	Identify two (2) conservation organizations to establish partnerships with the TSG, adopting the group and supporting its activities on a regular basis.
Time	24 months
Costs	nil
Responsibility	TSG Chair (Patricia Medici)
Collaborators	TSG Fundraising Committee, and AZA and EAZA Tapir TAG
Indicators	Two conservation organizations have established partnerships with the TSG, and are supporting the group's activities on a regular basis.
ACTION 5	Conduct at least two (2) funding cycles, and distribute at least ten (10) tapir conservation grants.
Time	24 months
Costs	nil
Responsibility	TSG Fundraising Committee Coordinator (Patricia Medici)
Indicators	Two TSGCF funding cycles have been conducted (2004 and 2005), and ten tapir conservation grants have been distributed.
GOAL 3	Raise funds for the upcoming Tapir Meetings in 2004, 2005 and 2006: Mountain Tapir PHVA (Colombia, October 2004), Baird's Tapir PHVA (Belize, August 2005), and Third International Tapir Symposium (Argentina, January 2006).
ACTION	Write and submit proposals for each one of the meetings.
Time	24 months
Costs	nil
Responsibility	TSG Chair (Patricia Medici) and TSG Fundraising Committee
Collaborators	AZA and EAZA Tapir TAG
Indicators	Funds have been raised, and meetings have been successfully conducted.
GOAL 4	Find financial support for the TSG printing and mailing expenses (fundraising campaigns, action plans, brochures etc.), promotional materials (T-shirts, posters, bags etc.), educational CDs etc.
ACTION	Identify and contact as many potential donors as possible.
Time	24 months
Costs	nil
Responsibility	TSG Chair (Patricia Medici) and TSG Fundraising Committee
Collaborators	AZA and EAZA Tapir TAG
Indicators	Financial support has been found, and materials have been produced and distributed (or sold).
GOAL 5	Raise funds for the establishment of specific TSG-Supported Projects such as the International Genetics Project, TSG Veterinary Committee Training Fund, TSG "Vets Without Frontiers" Program, TSG Exclosure Plots Project etc.
ACTION	Write and submit proposals for each one of the projects.
Time	24 months
Costs	nil
Responsibility	Projects' Principal Investigators and TSG Fundraising Committee
Collaborators	TSG Committees Coordinators
Indicators	Funds have been raised, and projects have been established.

GOAL 6 Provide support for TSG members and other tapir conservationists to identify potential funding sources, and raise funds for their projects.

ACTION Provide TSG endorsement for tapir proposals.

Time 24 months

Costs nil

Responsibility TSG Chair (Patrícia Medici) and TSG Co-Deputy-Chairs (Siân S. Waters and William Konstant)

Indicators Tapir proposals being reviewed and endorsed on a regular basis.

See GOAL 4 (TSG Plans for Action), ACTIONS 1, 2, 3, 6, and 7.

See GOAL 5 (TSG Plans for Action), ACTION 2.