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HYBRID CONFERENCE & WORKSHOPS



## RAINBOW DIVERSITY AND INCLUSION IN A ZOO AND AQUARIUM CONTEXT

By

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### ABSTRACT

“Leave No One Behind”, is the central promise of the United Nations Sustainable Development Goals (SDGs)<sup>1</sup>. In this spirit, progressive zoos and aquariums have a responsibility to ensure demonstrated commitment to diversity and inclusion for members of Rainbow communities (LBGTTQIA+<sup>2</sup>) who both work at and visit our organisations. Stonewall International set out the intersectionality of rainbow community issues with SDGs 1 (No Poverty), 3 (Good Health and Wellbeing), 4 (Quality Education), 5 (Gender Equality), 10 (Reduced Inequalities), 11 (Sustainable Cities and Communities) and 16 (Peace, Justice and Strong Institutions)<sup>3</sup>. This presentation will begin with an explanation of some of the specific areas these SDGs intersect with the general work and mission of zoos and aquariums in Australasia, before exploring a case study of Wellington Zoo.

Wellington Zoo celebrates the diversity of the living world including people. As an inclusive organisation we welcome everyone to our wild party. We are committed to accepting, valuing and embracing the diversity of all people from Rainbow communities. Over the past 18 months Wellington Zoo has been working towards Rainbow Tick certification. Rainbow Tick is a service of Kāhui Tū Kaha in Aotearoa, and is also provided in Australia by Rainbow Health Australia.

This presentation will explain some of the actions that Wellington Zoo has undertaken within, and beyond, the Rainbow Tick framework. It will also provide some first steps that all progressive zoos and aquariums can undertake to become more inclusive and accessible to Rainbow staff members. Discussion will reference actions relating to recruitment, policy, culture, development and training. The presentation will also consider how zoos and aquariums can authentically engage with members of Rainbow communities to provide happy and safe places for Rainbow community members to visit.

### BIOGRAPHY

Daniel Warsaw (he/him) is Wellington Zoo’s Chief Operating Officer, and is also a Board member and Treasurer of the Madagascar Fauna and Flora Group (MFG) one of Wellington Zoo’s conservation partners, helping to protect the rich biodiversity of eastern Madagascar. A member of the ZAA Ethics Committee, Daniel is dedicated to the practical application of animal welfare science and world leading animal care. Daniel is passionate about applying sound business strategy and techniques to create sustainable change for the Zoo as a social enterprise. In 2015 Daniel was a finalist for New Zealand Young Executive of the Year and he has a Master of Business Administration (MBA) from Massey University.

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<sup>1</sup> <https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind>

<sup>2</sup> Lesbian, Bisexual, Gay, Trans, Takatāpui, Queer/Questioning, Intersex, Asexual

<sup>3</sup> <https://www.stonewall.org.uk/system/files/sdg-guide.pdf>