



working together for wildlife

What is BIAZA

The British and Irish Association of Zoos and Aquariums (BIAZA)¹ is a conservation, education and scientific wildlife charity founded in 1966 out of a mutual desire within the zoo and aquarium community to see sound principles and practices of animal management widely adopted in the British Isles and Ireland. Today BIAZA is the professional organisation representing the zoo and aquarium community in Britain and Ireland. BIAZA is a member of the European Association of Zoos and Aquaria (EAZA) and the World Association of Zoos and Aquaria (WAZA).

The **Vision** of the organisation:

To be a powerful force in the care and conservation of the natural world

Is reflected in its **Mission**:

BIAZA is a professional organisation which represents its members and promotes the values of good zoos and aquariums. It leads and supports its members:

- To inspire people to help conserve the natural world
- To participate in effective co-operative conservation programmes
- To deliver the highest quality environmental education, training and research
- To achieve the highest standards of animal care and welfare in zoos, aquariums and in the wild

We **believe** that:

- the natural world is intrinsically precious and the biodiversity of animals, plants, habitats and people must be sustained and protected
- zoos and aquariums are uniquely placed to inspire and educate people to understand the interdependence of all living things, and to make changes in people's behaviour which will have a positive impact on wildlife

¹ The British and Irish Association of Zoos and Aquariums, a charitable company limited by guarantee and registered in England and Wales number 6789783, Registered Office Regents Park, London, NW1 4RY, Registered Charity Number 1128168

- through integrated science, education and conservation programmes zoos and aquariums can be a powerful force for wildlife conservation
- the global network of zoos and aquariums enables effective partnerships with each other, as well as with governments, other conservation agencies and local communities at home and overseas
- we can ensure that our members deliver the highest standards of animal welfare, as well as excellence in environmental education, scientific research and visitor experience

Membership of BIAZA

The Association has two categories of members: collections licensed under the ZLA and Associate Members.

Licensed collections fall in to two categories: **Full** and **Provisional Members**. Provisional Membership is for those organisations that have not reached the criteria expected of Full Membership but are working towards it.

Members have to do more than follow legislation as laid down in the Zoo Licensing Act (Amendment, England and Wales) Regulations 2002. In addition to following the Secretary of States Standards of Modern Zoo Practice (which are amongst the highest in the world) Member collections must undertake work in the field of animal welfare, conservation, education and research under the terms of the Constitution and Codes of Practice of the organisation.

All members must adhere to the Animal Transaction Policy, which ensures that all animal movements comply with the highest ethical and welfare standards.

There are several classes of Associate Member:

- **Basic Associates** – those having an interest in zoos, aquariums and their work.
- **Professional Associates** – those with professional links to zoos, aquariums and their work
- **Accredited Associates** - those with private animal collections
- **Commercial Associates** - trade membership
- **Education Associate** – educational institution membership

The Work of BIAZA

BIAZA supports and leads its Members in their important work. The Association is governed by a Council which is elected by the membership, on a rotational basis. Much of the work of the organisation is carried out through its committees and subcommittees, each of which has terms of reference. The committees are:

Membership and Licensing (M&L): deals with all matters relating to membership and standards of members.

Conservation and Animal Management (CAM): deals with conservation and animal management matters. CAM has several sub-committees:

- **Taxon Working Group Committee (TWGC)** which oversees the work of the Taxon Working Groups (TWGs): Mammals, Birds, Reptiles and Amphibians, Terrestrial Invertebrates, Aquarium, Plants and Native Species. TWGs liaise closely with EAZA and discuss species management programmes (EEPs, ESBs), animal management, research and conservation issues pertaining to their relevant taxa.
- **BIAZA Research Group (BRG)** which is comprised of those working in zoo and conservation related research. This group organises an Annual Zoo Research Symposium each year with workshop and training sessions. The proceedings of which are published (ISSN 1479-7100). It also produces guidance on research in zoos and aquariums and other topics, and a regular newsletter.
- **Veterinary Group**, which advises on veterinary related matters
- **Animal Records Group**, which advises on animal records.
- **Conservation Group**, which advises on matters to do with field conservation and sustainability

Communications and Development Committee (CDC): advises the BIAZA office with regards to marketing and PR, oversees any promotional activity, campaigns and communication on the work of Members to the community at large. CDC also organises an annual seminar on marketing and PR issues (part of the Awards, Communications and Education conference).

Education and Training Committee (ETC): ETC is responsible for coordinating the work of Members in conservation education and training. It advises on issues regarding education and training as well as overseeing the group which coordinates the keeper training course (Advanced National Certificate in the Management of Zoo Animals). Each year ETC & CDC organises a meeting along with the Annual Awards, termed ACE (Awards, Communication, Education).

Under the auspices of ETC, BIAZA, in conjunction with ISIS (International Species Information System), organise training courses in animal record keeping systems (ARKS and SPARKS) to help Members with their record keeping and population management.

BIAZA provides information to the public on all matters of animal welfare, conservation, animal management, general zoo information and training programmes.

The main thrust of the work of the Association is related to the conservation and education role of zoos. This includes setting up a framework within which animal care is improved with Member collections, providing support for habitat and species conservation in the wild and inspiring people about the wonder of nature and wildlife.

Species Management, BIAZA and EAZA

BIAZA member collections cooperate to manage their animals as one population, exchanging individuals between collections under the auspices of a species manager or studbook keeper. Using demographic and genetic analysis of the population of the whole (e.g. all the Sumatran tigers in BIAZA Member zoos), the studbook keeper will recommend animals for transfers and breeding (and not breeding in some cases).

Historically, this has been done at a BIAZA level, overseen by Joint Management of Species Committee (JMSP) and a number of Taxon Advisory Groups (TAGs) through programmes called Joint Management of Species Programmes (JMSPs).

These programmes were subordinate to European level managed programmes, European Endangered Species Programmes (EEPs), through the European Association of Zoos and Aquariums (EAZA). As more and more species are being managed at EAZA level the need for JMSPs has reduced. Currently there are few BIAZA JMSPs and these tend to be for native species only.

BIAZA takes EAZA's lead in terms of species management and regional collection planning and works with them on issues such as EU legislation and campaigns.

Taxon Working Groups

As most of the species management work is carried out at the EAZA level, BIAZA disbanded their TAGs in June 2006. In their place, seven Taxon Working Groups (TWGs) were set up; Mammals, Birds, Reptiles and Amphibians, Terrestrial Invertebrates, Aquariums, Plants and Native Species. The aim of the TWGs is to progress captive management, husbandry and welfare of species through bringing together interested parties for presentations, workshops and discussion. Like TAGs, the idea is to share ideas, members learning off each other or experts that have been brought in. It is envisaged that TWGs are a good training ground for trainee keepers as well as progressing the profession.

The TWGs also identify required research projects and support field conservation. In addition to plant conservation, the Plant TWG carries out work on recommending suitable plant species for animal enclosures both in terms of decoration as a food source.

One of the tasks of TWGs is to produce husbandry guidelines and in 2002 and 2003 three sets were published: elephants, pancake tortoise and owls (for a full list of these see publications).

Research

BIAZA tries to collate as much information as possible on the work of its members and to that end keeps a list of research projects carried out in zoos and aquariums. The Research Group holds an Annual Symposium on Zoo Research, the proceedings of which are published each year and available from the BIAZA website. BIAZA also compiles lists of species kept in member collections, and these inventories are published each year. BIAZA's annual questionnaire tracks the number of research projects carried out each year in Member Collections. In 2004 603 projects were completed.

Field Conservation

The Association believes that the best place to conserve wildlife is in the wild and so encourages its members in their efforts to support field conservation work. A survey carried out in 2001 (available from the Association office) showed that during the previous three years (1997-2000) member collections supported 177 field conservation projects in 62 countries representing over 10 million pounds. In 2004 this had increased to 377 involving 46 full time and 72 part time staff. In 2007, in total, members supported 609 projects totalling £7.75 sterling. Eighty-four of these field projects were on species native to the region, Members also supplied husbandry and management skills, staff and equipment for habitat and species conservation and essential materials for local education and awareness programmes in developing countries. Zoos such as London, Jersey, Chester, Marwell, Paignton and Bristol are well known for their pioneering conservation work. However, all members contribute to the Association's conservation objectives by raising awareness and essential funds for conservation at home and abroad. Zoos often form partnerships to increase their ability to conduct in situ work.

Communication

Membership publications

BIAZA publishes an Annual Report and a quarterly magazine, LifeLines, for wide circulation. Members receive a monthly enews with updates on issues such as legislation, notices about meetings and training workshops as well as reports on the activities of the office and BIAZA committees.

BIAZA produces a number of codes of best practice, policy and animal management guidelines.

The BIAZA office is a central place for queries from members, particularly with regards to providing contacts and advice on all issues related to zoos and aquariums.

A full list of publications is available on the website.

BIAZA Meetings

Other than regular council and committee meetings, BIAZA has two major meetings each year; the Annual Conference and Annual General Meeting (in May) and the Awards, Communication and Education conference (in the autumn).

The Annual Conference has a different theme each year; in 2004 (held at Marwell Zoological Park) it centred around the new edition of the World Zoo and Aquarium Conservation Strategy, in 2005 (held in Curragh's Wildlife Park) it focused on how BIAZA can assist its members put the strategy into action and in 2006 (held at Chester Zoo), the focus was on zoos and aquariums in the community, for the first time considering political and economic communities as well as conservation and animal welfare. The 2007 conference will be held at Africa Alive! and the theme is yet to be determined.

Awards are presented to BIAZA members in recognition that they are constantly striving to achieve more and push the boundaries of *best practice* ever further.

The Award categories are:

- significant advances in husbandry and welfare,
- significant achievements in sustained breeding,
- best field conservation project
- best education project – schools and educational institutions
- best education project – public and general visitor
- best marketing project
- best public relations project
- best research project
- significant advances in zoo and wildlife medicine.
- best use of plants in a landscape, feature or display
- outstanding achievement for individual

The Awards are presented to members at an Awards ceremony that precedes that a joint communication and education conference. The aim of this conference is for education, marketing, PR and other relevant staff to learn off each other and invited guest speakers. It is a forum for new staff to learn about zoo communication and for more established staff to find out about the latest developments.

The Education and Training Committee hold regional educators meetings three times a year.

In addition to these two meetings, the Taxon Working Groups (TWGs) meet throughout the year and an Annual Zoo Research Symposium, normally in July.

NOTE - these meetings are open to anyone who wishes to attend. BIAZA members will get a subsidised rate and priority if space is of a premium.

Liaising with Government

The Association works closely with government (and the Zoos Forum) to ensure, through the implementation of the Zoo Licensing Act, that the highest standards of welfare are maintained throughout the country and that collections fulfil their obligations under the EU Directive for conservation, education and research criteria (see Appendix I).

All Members must adhere to the Animal Transaction Policy, which ensures that all animal movements comply with the highest ethical and welfare standards.

As the only professional body for zoos and aquariums in Britain and Ireland, BIAZA is a key stakeholder and source of information for issues such as animal welfare, conservation, CITES, infectious diseases, quarantine and transport of animals.

In addition, BIAZA is an active member of a number of All Party Parliamentary Groups and hosts an annual reception at the Houses of Parliament to increase our profile and that of our members, directly to Members of Parliament.

Liaising with public and media

BIAZA regularly communicates with the public and media on topics of generic (non-site specific) zoo and aquarium issues. Most recently, BIAZA has handled most of the media attention on zoos and avian influenza.

Through our website and by phone, we answer a wide range of enquiries about zoos, aquariums and their activities.

Benefits of BIAZA Membership

Zoos and aquariums cannot survive in isolation, their strength and their future contribution to conservation can only be effective if they are part of a group of like-minded collections. BIAZA is the organisation which leads and supports its members in their goals. BIAZA offers the opportunity to work closely with others. Collections cannot be too big or too small to benefit from BIAZA Membership and the larger its membership the more the Association can accomplish. Whatever your theme; zoo, wildlife park, bird garden, butterfly house, invertebrate collection, aquarium you will have much to gain and to give when you become a BIAZA Member. The Association is the voice of Zoos and Aquariums in Britain and Ireland.

Zoos and aquariums now, more than ever before, have an important role in conservation, education and scientific study. They are also carrying out important work in animal welfare. Zoos and aquariums can only achieve their maximum effectiveness by cooperation and the Association is the professional body which brings the best zoos and aquariums in Britain and Ireland together. Cooperation is for the benefit and survival of zoos and aquariums and the many threatened species and habitats that they help to protect. It is vital, not only that zoos and aquariums can carry out this important work effectively, but that it is also recognised by the media, public and politicians. Zoos and aquariums must also be seen to be involved in coordinated species management programmes, in conservation and in education and research.

They must also use their valuable knowledge and expertise to influence and help decision makers and government. Only by working together can they do this effectively and efficiently.

General Benefits:

1. Status of belonging to an organisation whose standards are of internationally high repute.
2. Contacts through the Association with civil servants and politicians responsible for formulating policy and legislation at national and European Community level. BIAZA is the professional body that represents zoos on the many government consultations that affect zoos, directly and indirectly.
3. Opportunities to participate in, and to benefit from, education, marketing and public relations activities.
4. Access to the technical expertise of other Member zoos and aquariums (e.g., veterinary, reproductive, curatorial, marketing/PR, researchers, business management).
5. Becoming part of the international and regional network of responsible zoos and aquariums. BIAZA is an active and influential component of this network; the work and importance of the network, which already involves over 1,000 zoos worldwide, is recognised and endorsed by the major conservation bodies, most notably IUCN – The World Conservation Union.
6. Participation in the co-operative, co-ordinated and scientifically based animal management programmes in Great Britain and Ireland (Taxon Working Groups), which operate under the auspices of BIAZA. TWGs also produce husbandry guidelines and link with relevant IUCN specialist groups in the production of recommended support for field conservation efforts.

7. Keeper training. The Association is the lead body of the Steering Group that oversees the Advanced Certificate in Zoo Animal Management, currently provided by Sparsholt College Hampshire. Further training courses are run as the needs arise, often in conjunction with TWGs.
8. All Full Members are eligible to put themselves forward for nomination to council thereby having a significant say in the way BIAZA works.

BIAZA offers many services, including: -

9. Gathering and dissemination of material and information of concern to Membership. A newsletter, LifeLines is produced four times a year, and a monthly Enews is sent to all members. Proceedings of meetings and symposia and information and updates on government legislation are also available to Members.
10. Production of husbandry guidelines and general leaflets, annual animal inventories and a web-based facility to make known available and wanted animals.
11. Administration of a committee structure to help to define and operate clear policies and action for the organisation.
12. Organisation of seminars and meetings to provide a forum for discussion on matters of interest to the Membership and to keep abreast of professional issues, e.g., public relations, animal management, education, research.
13. Overseeing the zoo keeper training course.
14. Campaigning and the co-ordination of fundraising activities. In recent years this has been carried out with EAZA, helping to run the annual conservation campaigns in Britain and Ireland.
15. Support for members going through low periods and for potential members who may not currently be up to BIAZA standards but who are working towards it.
16. Liaison with governmental agencies, e.g., Joint Nature Conservancy Council (JNCC), English Nature (EN) (soon to be Natural England), Department of Environment Food and Rural Affairs (DEFRA), and non-governmental bodies, e.g., World Conservation Monitoring Centre (WCMC), International Council for Bird Preservation (ICPB), Conservation Breeding Specialist Group (CBSG).
17. Increasing the political profile in order to create a higher profile for our members and 'good zoos and aquariums'.
18. Membership and/or representation in zoo and aquarium organisations, e.g., the World Association of Zoos and Aquariums (WAZA), European Association of Zoos and Aquaria (EAZA).
19. Membership and/or representation in international organisations dealing with conservation, and captive breeding and re-introduction programmes, e.g., World Conservation Union (IUCN), and the Specialist Groups, e.g., Conservation Breeding Specialist Group (CBSG), Re-introduction Specialist Group (RSG).
20. Representation at national, regional and international meetings.
21. Generation of positive PR on all aspects of the work of zoos and aquariums. BIAZA is experienced in talking to the public about generic zoo issues (having taken advice from the experts within the membership) and is explicit about distinguishing between members and non members.

Specific to aquariums:

22. An Aquarium Committee has been set up with positions for a Chair, Vice Chair and some elected members. The aim is to discuss matters that are specific to aquarium members. In this way, aquariums will be able to formalise the processes they have set up already and slot them in to an existing framework with the benefits of joining other committees such as marketing and education.
23. BIAZA council has suggested that aquariums joining up to the end of 2007 will get a 50% discount of the full membership subscription in their first year of membership. In their second year of membership, this discount will be 25% terminating in their third year. If the aquarium is part of another non-zoo licensed attraction, such as a theme-park, visitor numbers will be calculated by the proportion that actually goes in to the aquarium.

BIAZA expects its members to exceed the SSSMZP. If a collection does not quite come up to the standards that the Association expects of its members – they now have the opportunity to come up to these expectations. The Association now helps collections reach the required standards of membership through a new category of membership – Provisional Member – which gives a potential member the benefit of mentoring during the transition period.

The larger the membership the more the Association will accomplish. Remember, BIAZA is the voice of zoos and aquariums in Britain and Ireland –

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Appendix I: Zoo Legislation and Standards in UK Zoos and Aquariums

In England Scotland and Wales all zoos and aquariums have to be licensed under the Zoo Licensing Act, 1981 (see <http://www.defra.gov.uk/wildlife-countryside/gwd/zoo.htm>). In 1999 the European Zoos Directive (EC Directive 199/22/EC on the Keeping of Wild Animals in Zoos) was published and came into force in April 2002. This sets conservation, education and animal welfare standards for all zoos and aquariums in EU countries. As a result of this Directive the Zoo Licensing Act was amended [(Amendment England and Wales) Regulations 2002]. Northern Ireland introduced legislation in 2003 [Zoo Licensing Regulations (NI) 2003]. In England and Wales the Act is regulated by Defra, in Scotland by the Scottish Executive and in Northern Ireland by the Department of the Environment.

To operate zoos and aquariums have to have a licence, this means that they have to undergo regular inspection by Inspectors from the Secretary of States List. Inspectors follow the Secretary of States Standards of Modern Zoo Practice which are available at:

<http://www.defra.gov.uk/wildlife-countryside/gwd/zoo.htm#stand>

Full details of this legislation is given in Circular 02/2003 to the Zoo Licensing Act available at <http://www.defra.gov.uk/wildlife-countryside/gwd/zoo.htm#stand>

The Zoos Forum was formed in 1988 as an independent advisory body to government on zoo matters (see www.defra.gov.uk/wildlifecountryside/gwd/zoosforum/index.htm). The Forum was established as part of the Government's proposals to modernise British zoos and aquariums and ensure that captive wild animals are properly cared for into the next century. The Forum is composed of people with a broad range of expertise and experience in the world of animal welfare and conservation, from scientists and veterinary surgeons to educators and members of animal conservation institutions. The Forum has produced a Handbook with information to help zoos and aquariums achieve the highest standards.

BIAZA has consistently supported a strong legislative control of zoos and aquariums and was one of the bodies who lobbied for and supported the original 1981 Act. BIAZA believes that only through effective legislation can high standards of husbandry and welfare be consistently achieved in collections across the European Union.

The Association will continue to offer its expertise, advice and experience to the on-going debate and formulation of zoo and aquarium policies. Along with the vast majority of the British public the Association shares a vision of zoos and aquariums being centres of excellence, thus making a valuable contribution to the conservation of the natural world.

Appendix II – relationship to EAZA

BIAZA and EAZA

This should be read in conjunction with the 'what is BIAZA' leaflet. This document is not meant to be fully comprehensive and those wishing to know more about either association should visit their respective websites and contact the Association offices. The purpose of this document is to provide a short background in the differences between national associations (in this case BIAZA) and regional (EAZA) and how both work together in synergy to strengthen the commitment and effectiveness of the modern zoo and aquarium

BIAZA is the British and Irish Association for Zoos and Aquarium (covering the British Isles and Ireland), **EAZA** is the European Association for Zoos and Aquaria (covering Europe and parts of Asia). BIAZA is an associate member of EAZA and a member of WAZA (the World Association of Zoos and Aquariums), and part of BIAZA's role is to assist, and work closely with, both Associations.

Although the general standards and ethos of BIAZA and EAZA are similar, they have a different focus and *modus operandi*. EAZA, being pan European, cannot specialise in issues affecting single countries. Also, because of the vast differences in philosophy and standards in zoos and aquariums throughout the geographical area that it covers, EAZA cannot effectively address the more specific issues concerning legislation and standards within countries. Both associations have strong ethical codes and guidance for the acquisition and deposition of animals which members must follow.

BIAZA currently (December 2008) has 95 member collections (86 Full Member and 9 Provisional. EAZA has 50 members in the BIAZA region of which 11 are members of EAZA and not BIAZA.

ISIS Membership: both organizations have compulsory membership of ISIS. This is current with EAZA but BIAZA states that it will be fully enforced two years after ZIMS becomes available to all. This is because currently aquariums have problems with ARKS software.

EAZA:

- To be a member of EAZA you have to undergo an inspection – similar to a zoo licensing inspection, with expectations of exceeding standards in conservation, education and animal welfare
- EAZA operates with an office in Amsterdam and through its committees. BIAZA is a member of some of these committees, notably legislation, veterinary and transport. Recently EAZA formed a committee for national associations. BIAZA is very active in this committee.
- A major part of the work of EAZA is species management programmes, working through TAGs and EEPs. BIAZA does not operate species management programmes and works with EAZA's programmes.
- EAZA has one major meeting in the autumn of each year where the EEPs and TAGs meet, and there are also plenary sessions. These are now very large meetings. EAZA TAGs also have mid year meetings.

- EAZA facilitates other specialist pan European meetings: marketing, conservation, education and organizes training for members
- EAZA deals with legislative matters on an European level.

BIAZA:

- Is organized in a similar way to EAZA – with an office based in London and much of the work carried out through committees
- To be a member of BIAZA you do not have to undergo an inspection (unless you are in Jersey or the Channel Islands where no zoo legislation exists). A form with accompanying information has to be supplied with recommendations from two existing full members. The last zoo licensing inspection report also has to be provided. If it is felt that a collection is not up to full membership standards provisional membership may be granted with a condition that full membership must be achieved within three years
- BIAZA's legislative focus is in the UK and Ireland, where it actively represents its members. BIAZA is part of a Defra zoo stakeholders group and is the first port of call for Defra on zoo related issues. BIAZA intends to work more closely with EAZA on issues concerning European legislation.
- BIAZA's close working relationship with Defra means we can ensure policy makers are making informed decisions, using up-to-date BIAZA data, and get accurate information from Defra out to members very quickly in times of crises.
- BIAZA works to increase the reputation of its membership with decision makers, industry and politicians. To this end it works closely with the All Party Zoo and Aquarium Group and, from 2008, has a President whose brief is to increase the intercourse between BIAZA, government and industry.
- BIAZA has an annual meeting each spring, an ACE (Awards Communication and Awards) meeting in the autumn and a research symposium in the summer. BIAZA organizes training for members & is a partner with Sparsholt College Hampshire in running the Advanced National Certificate in the Management of Zoo Animals. BIAZA has a successful network of seven taxon working groups, each of which holds an annual meeting. This are an excellent opportunity for staff to exchange knowledge and information on animal management issues.

If you are not a member of EAZA or BIAZA:

If you are a serious zoo or aquarium and believe and follow the guidance and recommendations of the World Zoo and Aquarium Strategy then you should be a member of a zoo association. If you are not then you need to examine the ethos of your zoo. The World Zoo and Aquarium Conservation Strategy clearly states 'The WZACS maintains that all zoos and aquariums should be, or should strive to be members of a regional and/or national zoo association'.

If you decide to become a member of EAZA first: although possible this will become increasingly difficult. All new applicants to EAZA who are not members of their national association will be asked why they are not members. Remember 'getting animals' is NOT the reason to join EAZA. You should be fully committed to the ethos of the modern zoo with a commitment to be a participative member in the association.

If you decide to become a member of BIAZA first: this has the advantage of introducing you to the advantages of being a member of a zoo association with the accompanying networking opportunities. It will be easier and less expensive for your staff to attend BIAZA meetings. BIAZA is also happy to advise and assist you with your EAZA application.

If you are currently a member of BIAZA but not EAZA:

If you intend to be a serious player in TAGs and EEPs then you really have to join EAZA. Although the EEP committee may allow some EEPs to include non-EAZA members, this usual only occurs in exceptional circumstances

If you are currently a member of EAZA but not BIAZA:

You are missing out on the huge advantages of being a member of your national association and your staff are missing out on the opportunity to attend the many BIAZA meetings, conferences and events. You are also missing out on the stimulus of networking and influencing the development of the zoo and aquarium community in Britain and Ireland.

Conclusion

All zoos and aquariums that are serious about following the recommendations in the World Zoo and Aquarium Conservation Strategy should be members of both their national and regional zoo and aquarium associations. Ideally they should be members of both, but the best place to start is with the national association.