

Report of the Resolutions Committee to the 20th ICOMOS General Assembly

29 November 2020, last revised on 5 December 2020

In accordance with Articles 44-1 and 44-2 of the Rules of Procedure, the Annual General Assembly of 2019 appointed a Resolutions Committee to prepare for the General Assembly, consisting of: Chilangwa Chaiwa (Zambia), Priyanka Singh (India), Adriana Careaga (Uruguay) and Kirsti Kovanen (Finland) as Chair. In September 2020 two more members were appointed to the Committee, Marilyn Truscott (Australia) as a native Anglophone member, and Michèle Callut (Belgium) as a native Francophone member. The Committee invited as ex officio members the Treasurer Laura Robinson, the Secretary General Peter Phillips, the Director General Marie-Laure Lavenir, and Lucile Smirnov from the International Secretariat. The Chair of the Resolutions Committee thanks the entire team for their commitment, hard work and time.

The role of the Resolutions Committee is to examine, co-ordinate and evaluate the draft resolutions presented, in order to obtain a balance in substance and in form. Toward this aim, the Resolutions Committee may discuss the need of the draft resolution and its text with the proponents. The work of the Committee is guided by Articles 44, 57 and 58 of the Rules of Procedure.

Call for resolution drafts

With the help of the ICOMOS International Secretariat, the submission of resolutions was invited from all National Committees, International Scientific Committees and ICOMOS individual members in advance of the General Assembly, on 19.02.2020. (E-News 6, 19.02.2020).

The call for resolutions was circulated via the National Committee and International Scientific Committee listserves and the ICOMOS e-news, as well as made available on the ICOMOS website. A resolution template was available for helping to formulate the submissions and fulfil the requirements of Article 57 of the Rules of Procedure. The prior preparation of a Heritage Alert was required for the site-specific resolutions.

Draft resolutions submitted

14 draft resolutions were received from the membership and from ICOMOS Bodies:

Resolutions on Statutory Matters

- Resolution on cultural diversity and multilingualism
- Amendments to the ICOMOS Ethical Principles
- Triennial Scientific Program Reboot

Resolutions on site related matters

- Rescue the antiquities in situ at the Venizelos Metro Station in Thessaloniki, Greece

Resolutions on doctrinal texts

- Revision and update of the Principles for the recording of monuments, groups of buildings and sites (1996) (withdrawn)
- ICOFORT Charter on Fortifications and Military Heritage; Guidelines for Protection, Conservation and Interpretation

Resolutions on other heritage issues

Cultural Heritage and Climate Emergency

- Supporting the preservation of historical heritage sites and preventing the desecration thereof for political reasons
- People-Centred Approaches to Cultural Heritage

- Resolution on Protecting Our Built, Landscape and Cultural Heritage from Fires
- Resolution on Quality Principles

Resolutions on organisational matters

- Virtual statutory meetings in 2021
- Internal Working Methods Working Groups and Focal Points
- ICOMOS Emerging Professionals

Business resolutions based on the Statutes

- Attendance and quorum: adoption of the report of the Credentials Committee
- Election of the President, Vice-Presidents and the Rapporteurs of the 20th General Assembly
- Adoption of the Agenda
- Adoption of the minutes of the July 2020 General Assembly
- Confirmation of the members of the Elections Committee
- Presentation of the report of the Candidatures Committee
- Reports on the triennium 2017 2020 and adoption of annual accounts
- Approval of the general programme and budgetary guidelines for 2021 2023
- Approval of the 2021 budget
- Appointment of the Credentials Committee of the 2021 Annual General Assembly

All draft resolutions submitted by the membership were found to have been submitted by the deadline of 3 October 2020, most being consistent with the required format in a minimum of two languages, English and French, as well as with the required number of proposers and support. The Board's proposal on the amendments of the Ethical Principles was published in August as it was considered equivalent to a statutory matter proposal requiring a 4 months' publication time.

In its coordination task, the Resolutions Committee negotiated with the proponents concerning the extent to which the relevant actions proposed were within the competence of ICOMOS, as well as with the Treasurer and the International Secretariat on the implications that the proposed actions would have on human and financial resources. These negotiations resulted in refinements and in some cases substantial changes to the initial texts.

Two doctrinal text proposals were included in the first drafts of resolutions, but were later withdrawn because the process described in Article 10 of the Rules of Procedure had not been completed.

One draft resolution concerning the Triennial Scientific Plan and claimed to be of an urgent and important nature was submitted following the meeting of the Advisory Committee, and was referred to the Board in accordance with the process according to Article 58 of the Rules of Procedure. The Board agreed in an out-of-session decision by email that this resolution could proceed.

During the drafting, negotiation and consultation phase, the Resolutions Committee has met virtually in 10 meetings and in several negotiations virtually and through emails. The International Secretariat and the Francophone group of ICOMOS Belgium have provided the translations for the working phase and the final drafts.

Consultations with the membership

The draft resolutions were published for review in three consecutive batches, and two rounds of comments were facilitated in writing through emails. An online Information session was held on 10 November, and members were offered a further opportunity to seek clarification in writing of the final drafts. There were few responses: there may be a need to raise members' awareness of their potential role to contribute to the resolution process. The schedule may also be a little tight: the timetable can put the members under a lot of pressure and prevent fruitful contributions in the consultation process. The Resolutions Committee thanks the members who responded for their contributions.



Following the General Assembly, the adopted resolutions will be circulated within 60 days to all members and ICOMOS partners including UNESCO. The results, effects and implementation of the resolutions are then annually reported to the Advisory Committee by the Secretary General of ICOMOS.

Recommendations of the Resolutions Committee concerning the learnings from the process, especially in a virtual General Assembly

The members of the Resolutions Committee encourage ICOMOS members to commit and take the opportunity to participate in the resolutions, and recommend to the future Committees and Assemblies the following:

- Some written guidelines could help the Chairperson leading the group;
- The template for draft resolutions could be amended to provide more guidance on the nature and content of draft resolutions that will be in accordance with appropriate and acceptable General Assembly practice, and perhaps equally importantly what kinds of resolutions will not be appropriate or acceptable (for example, quasi doctrinal texts);
- The first meeting of the Committee could be a preliminary session for the Resolutions Committee to be familiarised with the work and processes ahead;
- The International Secretariat could issue separate calls for members' contribution to the resolution process;
- Some other systems and processes for General Assembly resolutions, such as the IUCN model which involves a significantly longer time period for circulation and comment, could be explored in the future in order to improve members' involvement and a wider participation and content;
- As the early stages of work of the Resolutions Committee will probably need to continue to be undertaken remotely even after meetings in person resume, it is recommended that discussions with proponents of proposed changes to draft resolutions should preferably occur in virtual meetings rather than by exchange of emails, to allow all parties to explain their position;
- An amendment to the Rules of Procedure could be considered which creates a process for commenting on resolutions that are required to be submitted four months in advance of the General Assembly, and which requires that any proposed changes to such resolutions (other than minor corrections to the text) must be submitted at least one month before the General Assembly to allow for circulation of the proposed changes to the full membership.

Resolution drafts for vote at the 20th General Assembly

As a result of the preparatory procedure, the Resolutions Committee submits the agenda items 6-3, 6-4, 6-5, 6-6 and 6-7 in English and French as attached to this report to the 20th General Assembly for adoption.

Annex

20th General Assembly of ICOMOS 3-16 December 2020, Online

Draft Resolutions of the General Assembly

20GA Agenda item 1 Official Opening of the General Assembly

Vote of thanks Text added following the GA

In Memoriam List added following the GA

20GA Agenda item 2 Organisation of the sessions

Agenda item 20GA point 2-2 Resolution 20GA 2020/1 - Confirmation of the members of the Elections Committee

The 20th General Assembly of ICOMOS,

Noting that contrary to a physical General Assembly, at an online General Assembly, the Elections Committee needs to already work with the Secretariat ahead of the General Assembly to check the online voting platforms and procedures;

Taking into account the approval by the ICOMOS Advisory Committee, at its October 2020 meeting, on a proposal by the ICOMOS Board, to appoint Gideon Koren (President of ICLAFI and Head Teller of the July 2020 General Assembly) and the members of the standing Candidatures Committee as Elections Committee for the 20th General Assembly (with any necessary adjustment to be made by the Board in November 2020 – if any members had to be replaced) – so that they could work with the International Secretariat in the run up to this General Assembly,

Confirms the appointment of the Elections Committee as follows:

- Joint Head Tellers: Gideon Koren (Israel) and Alfredo Conti (Argentina)
- Tellers: Ishanlosen Odiaua (Nigeria), Faika Bejaoui (Tunisia), Sharif Shams (Bangladesh), Anja Vintar (Slovenia, Emerging Professinnals Working Group).

Agenda item 20GA point 2-3 Resolution 20GA 2020/2 - Attendance and quorum: adoption of the report of the Credentials Committee

The 20th General Assembly of ICOMOS,

Noting that Article 9-c of the ICOMOS Statutes requires that General Assembly decisions should be taken by a majority of the voting members present or represented from at least one third of the National Committees - i.e. 28.

Having regard to the report of the Credentials Committee;

Takes note that:

- As of 31 December 2019 there were 1125 voting members from 85 National Committees and 75 individual members from countries with no National Committees; that is a total of 1200;
- This 3 December, there are 713 designated voting members expressing 945 votes and representing 65 National Committees up to date with their dues and having sent their list of voting members and proxies;
- The Credentials Committee's decision to add 5 potential voting members to the above; bringing the overall figure of possible voting members to 950;

Adopts the report of the Credentials Committee and notes that the requirements of Article 9-c of the Statutes for the validity of decisions at this General Assembly have been met.

Agenda item 20GA point 2-4

Resolution 20GA 2020/3 - Election of the President, Vice-Presidents and the Rapporteurs of the 20th General Assembly

The 20th General Assembly of ICOMOS elects as:

- President of the General Assembly: Toshiyuki Kono (President of ICOMOS);
- Vice Presidents of the General Assembly: Sanaa Niar (Algeria) and Laura Robinson (Treasurer of ICOMOS);
- Secretary General of the General Assembly: Grellan Rourke (Vice President of ICOMOS);
- Rapporteurs of the General Assembly: Dominique Schneider (ICOMOS France) and Lucile Smirnov (International Secretariat).

Agenda item 20GA point 2-5 Resolution 20GA 2020/4 - Adoption of the Agenda

The 20th General Assembly of ICOMOS <u>adopts</u> its Agenda.

Agenda item 20GA point 2-6 Resolution 20GA 2020/5 - Adoption of the minutes of the July 2020 General Assembly

The 20th General Assembly of ICOMOS <u>adopts</u> the minutes of the July 2020 General Assembly.

Agenda item 20GA point 2-7 Resolution 20GA 2020/6 - Presentation of the report of the Candidatures Committee

The 20th General Assembly of ICOMOS <u>adopts</u> the report of the Candidatures Committee, according to which the following candidates shall be eligible by the General Assembly for the offices indicated:

For the position of President: Teresa Patricio (Belgium)

For the position of Secretary General: Fabian Llisterri (Spain) Mario Santana Quintero (Canada)

For the position of Treasurer:

Pamela Jerome (USA) Marc Kocken (Netherlands)

For the position of Vice President:

Riin Alatalu (Estonia) Bo Jiang (China) Leonardo Castriota (Brazil) Aboulkacem Chebri (Morocco) Alpha Diop (Mali) Luigi Fusco Girard (Italy) Khalid El Harrouni (Morocco) Pamela Jerome (USA) – if not elected to the position of Treasurer Mario Santana Quintero (Canada) – if not elected to the position of Secretary General Assaad Seif (Lebanon) Maria Guadalupe Zepeda (Mexico)

For the Board:

Nils Ahlberg (Sweden) Mohammad Al Aidaroos (Saudi Arabia) Tariq Al Murri (Egypt) Naima Benkari (Algeria) Fernande Bodo (Cameroon) Adriana Careaga (Uruguay) Andreas Georgopoulos (Greece) Han Suk-Young (South Korea) Donald Hankey (United Kingdom) Leonid Kondrashev (Russian Federation) Anastasia Martynova (Russian Federation) Takeyuki Okubo (Japan) Maria Cristina Paterno (Philippines) Peter Phillips (Australia) Cyrill von Planta (Austria) Nupur Prothi (India) Grainne Shaffrey (Ireland) Jean-Christophe Simon (France) Hatthaya Siriphatthanakun (Thailand) Pascall Taruvinga (South Africa) Zeynep Gül Ünal (Turkey) Stacy Vallis (New Zealand)

20GA Agenda item 5

Reports on the triennium 2017 – 2020 and adoption of annual accounts

Agenda item 5-5

Resolution 20GA 2020/7 - Approval of the 2019 accounts and discharge of the Board and Treasurer from liabilities

The 20th General Assembly of ICOMOS,

<u>Approves</u> the reports by the President, Secretary General and Treasurer; <u>Further approves</u> the accounts of 2019 and discharges the Board and the Treasurer.

20GA Agenda item 6 Resolutions

Agenda item 6-3 Resolutions on Statutory matters

Agenda item 6-3-1 Resolution 20GA 2020/8 - Approval of the general programme and budgetary guidelines for 2021-2023

Submitted by the Board of ICOMOS

The 20th General Assembly of ICOMOS,

Recalling that Article 9-d-5 of the Statutes requires the General Assembly to vote the General Programme for the next triennium, and Article 10-d-12 requires the Board to propose the draft General Programme;

Acknowledging that the draft General Programme has been proposed by the Board and recommended by the Advisory Committee;

Adopts the following ICOMOS General Programme for the next triennium.

ICOMOS General Programme 2021 - 2023

Mission: Act and be recognised as leaders in cultural heritage conservation

Objective: Reaffirm the role of ICOMOS as a leading and respected advocate and think-tank for the conservation of cultural heritage worldwide

- Strategies:
 - Actively promote the theme of climate change and cultural heritage as the core topic of the Triennial Scientific Programme Outcome: Inclusion of cultural heritage issues and approaches in core scientific work and policies on climate change at the national and international level
 - Stimulate debate and promote discussion on cultural heritage in the context of emerging issues, such as racism, enslavement and gender bias Outcome: Preparation of discussion papers, seminars and expert meetings on the intersection of current issues with cultural heritage conservation

- Continue to monitor the impact of the COVID-19 pandemic on cultural heritage places and those who care for them, and to develop ways of responding to the challenges *Outcome: Annual surveys and reports on the impact of the pandemic throughout the world, and new training programmes for conservation professionals*
- Disseminate widely the work and results of ICOMOS at the international and national level through its websites, publications and conferences
 Outcome: Every ICOMOS web site contains up-to-date information on recent scientific
 work

Mission: Develop and strengthen the ICOMOS professional network

Objective: Involve all of our members and committees in the professional work of ICOMOS at the local and international level

Strategies:

- Ensure the good governance of all National Committees, Scientific Committees and working groups by effectively monitoring their inclusiveness and activities Outcome: All committees and groups actively involve interested members in their work, admit new members, regularly refresh their leadership and submit annual reports on their activities
- Involve emerging professionals in all ICOMOS activities including training, mentorship, public advocacy and the dissemination of knowledge Outcome: All National and Scientific Committees and working groups have at least one emerging professional member
- Promote collaborative/shared meetings and scientific symposia on common issues and interlinkages between existing work programmes such as rights-based approaches and the sustainable development goals *Outcome: An increased number of scientific meetings involving more than one International Scientific Committee or working group*
- Promote regional and sub-regional cooperation, exchanges and projects among National Committees on matters of common interest
- Outcome: An increased number of regional and sub-regional meetings
 Continue to promote multilingualism and professional exchanges between members from
 - different cultures Outcome: An increased number of ICOMOS doctrinal texts and publications translated, and international meetings at which simultaneous interpretation is offered, into both working languages and other international and national languages
- Increase targeted and effective communication about ICOMOS activities Outcome: Increased use of the ICOMOS international calendar to publicise national and international activities
- Share best practice documents freely among ICOMOS members Outcome: An increased number of National and International Scientific Committees that publish toolkits of good practice for the use of members

Mission: Reach out to other institutions, the private sector, authorities and communities Objective: Use the ICOMOS networks to establish and build on fruitful partnerships at the international, national and local levels with external bodies, contributing the cultural heritage knowledge and skills of members while seeking out and benefitting from the knowledge and skills of others.

Strategies:

- Encourage National Committees to involve local people, communities, institutions and authorities in local ICOMOS activities Outcome: An increased number of National Committees use international events (such as 18 April) and national events to connect with local communities and promote the mandate of ICOMOS by using its name, logo, and technical information
- Build on existing partnerships with other international institutions, and develop new partnerships, to extend the reach and influence of ICOMOS within international and regional organisations in the broader spheres of conservation and culture *Outcome: An increased number of agreements, advisory roles and joint work plans are developed with partners that provide opportunities for the involvement of members*
- Promote the use of ICOMOS best practice documents at the national and local level



Outcome: An increased number of national and local governments that have adopted documents prepared by ICOMOS (or ICOMOS and others) as standards of best conservation practice for cultural heritage

- Enhance the role of ICOMOS in public education about cultural heritage conservation Outcome: Develop a programme of webinars that can present the works and concepts of ICOMOS to a broader general audience
- Strengthen and promote ICOMOS open access resources available to the public such as the ICOMOS Photobank and ICOMOS Open Archive and ICOMOS publications such as toolkits and guidelines

Outcome: Expand the Resources section of the web site to include easily located links to good practice guidelines such as Disaster risk management

Mission: Nurture and sustain the ICOMOS organisation

Objective: Maintain and improve the viability of ICOMOS as a financially stable organisation with a genuinely globally representative membership and an environmentally sustainable operation **Strategies**:

- Promote the benefits of international membership and encourage all National Committees to increase their numbers of international members
- Outcome: Membership numbers at the international level increase each year
 Support the formation of new National and Transnational Committees to connect local members with one another, especially in regions where there are few Outcome: An increased number of National Committees in Africa, the Arab States and the Asia-Pacific regions
- Develop an ICOMOS Sustainability Policy to assist all parts of the organisation to reduce their carbon footprint and their adverse impact on the environment Outcome: Adopt a Sustainability Policy at the General Assembly in 2023
- Develop new models for statutory international meetings that promote more equitable participation, voting and funding among all members Outcome: A majority of statutory meetings and elections are conducted virtually using electronic platforms available to all members, sharing the costs equitably among the participants
- Seek sustainable financial and human resources to achieve ICOMOS' goals, support ICOMOS solidarity funds and increase the capacity of the Secretariat
- Outcome: An increased proportion of ICOMOS income is derived from stable recurrent sources, such as international institutional membership

Agenda item 6-3-2 Resolution 20GA 2020/09 - Approval of the 2021 budget

The 20th General Assembly of ICOMOS <u>approves</u> the budget for 2021 as presented in the working documents.

Agenda item 6-3-3 Resolution 20GA 2020/10 - Appointment of the Credentials Committee of the 2021 Annual General Assembly

The 20th General Assembly of ICOMOS **appoints** the following members to serve on the Credentials Committee for the 2021 Annual General Assembly:

- Robert Quarles van Ufford (Netherlands) chair
- Fauzia Qureshi (Pakistan)
- Saul Alcantara Onofre (Mexico)
- Laura Robinson (South Africa)
- (new Treasurer ex officio)

Agenda item 6-3-4 Resolution 20GA 2020/11 - Multilingualism as a factor of Cultural Diversity

Submitted by ICOMOS France, ICOMOS Belgium, ICOMOS Canada, ICOMOS Mali, within the framework of the Groupe francophone

The 20th General Assembly of ICOMOS,

Recalling articles 10-d-8 and 21 of the ICOMOS Statutes and Resolution 19GA 2017/31 on the ICOMOS Policy on Cultural Diversity and Multilingualism including a trial for developing the translation work;

Also recalling the report by the French translation group on their working methods,

<u>Underlines</u> the role of multilingualism in the dissemination of information, the development of international exchanges and the inclusion of ICOMOS members and their languages;

<u>Welcomes</u> the efforts made by the International Secretariat and the groups of volunteer translators to improve multilingualism in ICOMOS activities since the adoption of the Policy on Cultural Diversity and Multilingualism;

<u>**Requests</u>** the Board, the Advisory Committee, the International Secretariat, and all the Committees and working groups to give increased priority to multilingualism, to continue and strengthen multilingualism within ICOMOS, and to implement the measures below within the constraints of available resources:</u>

- Complete the translation of the Ethical Principles and doctrinal texts into Spanish in accordance with Article 21-b of the Statutes;
- Make the translation system even more professional and efficient;
- Gradually expand towards the general inclusion of other languages starting with Spanish;
- Continue to specify in the Terms of Reference the mandatory and desirable requirements for interpretation at international meetings;
- Facilitate oral communication at international meetings;
- Explore the feasibility of establishing a fund to support translations and interpretation.

Agenda item 6-3-5 Resolution 20GA/12 - Amendments to the ICOMOS Ethical Principles

Submitted by the Board of ICOMOS

The 20th General Assembly of ICOMOS,

Recalling General Assembly resolution 18GA 2014/11, art. 7-d of the Ethical Principles and art. 10-d-9 of the Statutes;

Noting the Board's report on the implementation of the Ethical Principles, consultations with the membership in 2019 - 2020 and with the Advisory Committee in 2019, and the dissemination of the amendments to the membership in August 2020;

Acknowledging that the review undertaken by the Board on the Ethical Principles is in accordance with the aforementioned articles;

Having examined the review and the proposed amendments to the Ethical Principles,



Adopts the following amendments to the ICOMOS Ethical Principles:

(a) In Article 3-c, deletion of the words "They collaborate..., cultural heritage" and substitution in their place of the words "They engage in an open and supportive dialogue. They contribute to building trust and enabling transparent access to communication channels";

(b) In Article 3-e, deletion of the words "including appreciation of, access to" and substitution in their place the words "participation and stewardship for the identification of, access to, enjoyment and management of",

(c) Addition of a new Article 3-f as follows: "In cases where there are conflicting heritage values, ICOMOS members support and contribute to conflict resolution processes."

(d) In Article 4-c, addition of the word "transparent" after "professional" and addition at the end of this sentence the words "and are open to public debate";

(e) Addition of a new Article 4-e as follows: "ICOMOS, its members and Committees endeavour to conduct their activities sustainably.";

(f) In Article 5-a-2, deletion of the words "of local or national authorities" and addition of the words "by those bodies" after the words "any decision";

(g) In Article 6-e, deletion of the word "Hence" and substitution in its place the words "In particular", and deletion of the word "attached";

(h) In Article 6-f, deletion of the word "association" and substitution in its place the word "organisation";

(i) Addition of a new sub-Article 6-f-2 as follows, and renumbering of subsequent existing subarticles in Article 6-f accordingly: "ICOMOS members must not by their public statements or actions bring the organisation or any of its Committees into disrepute".

Agenda item 6-3-6 Resolution 20GA/13 - Triennial Scientific Plan Review

Submitted by the Advisory Committee and Scientific Council, with the support of 10 members

The 20th General Assembly of ICOMOS,

Having examined the work of the Climate Change and Heritage Working Group (CCHWG) and its publication "The Future of Our Pasts: Engaging Cultural Heritage in Climate Action";

Taking into account the recommendation of the Advisory Committee on reviewing and refocusing the current Triennial Scientific Plan on developing ICOMOS climate change action,

Supports the development of the next ICOMOS Triennial Scientific Plan 2021-2024, to focus Committees and members attention on climate change action, through a collaborative work between International Scientific Committees, National Committees, ICOMOS working groups and members, and referencing the CCHWG road map, to be presented to the Advisory Committee for recommendation to the Annual General Assembly in 2021.

20GA Agenda item 6-4 -Resolutions on site related matters



Agenda item 6-4-1 Resolution 20GA/14 - Protect the antiquities *in situ* at the Venizelos Metro Station in Thessaloniki, Greece

Submitted by ICOMOS Hellenic National Committee and ICOMOS Europe Group

The 20th ICOMOS General Assembly of ICOMOS,

Taking into account the concern expressed by ICOMOS Hellenic as well as several other statements of concern that have been issued by national and international official, scientific and professional institutions and bodies, and by several NGOs;

Affirming the outstanding significance of the Venizelos Metro station antiquities, a cultural ensemble that dates from late antiquity up to the transitional period and the beginning of the Middle Byzantine times (4th - 9th century CE) and comprises the main Roman marble paved road, Decumanus Maximus, and the commercial centre of Roman and Byzantine Thessaloniki;

Noting with concern that the current development proposals threaten the integrity and authenticity of the antiquities of the Thessaloniki Metro Station, and substantially change and undermine their cultural heritage value;

Also taking into account the ICOMOS Hellenic Heritage Alert;

<u>Calls upon</u> the Hellenic Government not to proceed with the implementation of the current plan that involves the detachment of the antiquities, given the fact that this is a monumental ensemble which constitutes an integral part of the history of the city of Thessaloniki and of the world cultural heritage;

Invites the Hellenic authorities in charge of the management, protection and conservation of cultural heritage to revise the action plan and to implement policies and best practices, in accordance with the provisions of all relevant international charters, including the relevant ICOMOS Charter on Archaeological Heritage Management, and international conventions adopted by the Hellenic Republic.

20GA Agenda item 6-5 Resolutions on doctrinal texts

Agenda item 6-5-1

Resolution on the ICOMOS Charter on Fortifications and Military Heritage; Guidelines for Protection, Conservation and Interpretation

Submitted by ICOMOS International Scientific Committee on Fortifications and Military Heritage (ICOFORT)

Comment by the Resolutions Committee

The draft of this resolution, as published on the ICOMOS web site, proposed the adoption of the Charter on Fortifications and Military Heritage prepared by the International Scientific Committee ICOFORT.

The process for the adoption of doctrinal texts is set out in the Rules of Procedure art. 10. After the preparation and consultation rounds, the draft charter is required to be presented to the Board for approval six months before the charter can be presented to the General Assembly for adoption. A check of the process has revealed that this did not occur, and the Board has therefore decided that it would regretfully have to postpone the approval of this charter and that the Charter would need to be approved by the incoming Board, after which it could be presented for adoption at the 2021 Annual General Assembly.



The Resolutions Committee has considered the process of a doctrinal text and the decision of the Board, and has decided that in these circumstances the charter should not be brought to the 20th General Assembly for adoption.

20GA Agenda item 6-6 Resolutions on other heritage issues

Agenda item 6-6-1 Resolution 20GA/15 - Cultural Heritage and the Climate Emergency

Submitted by the Climate Change and Heritage Working Group, International Scientific Committee on Cultural Landscapes ICOMOS-IFLA, International Scientific Committee on Cultural Tourism (ICTC), International Scientific Committee on Earthen Architectural Heritage (ISCEAH), International Scientific Committee on Economics of Conservation (ISCEC), International Scientific Committee on Intangible Cultural Heritage (ICICH), International Scientific Committee on Risk Preparedness (ICORP), ICOMOS New Zealand and ICOMOS Spain, with the support of 47 members

The 20th General Assembly of ICOMOS,

Recalling Resolution 19GA 2017/30, which recognises that human activities are producing unprecedented concentrations of greenhouse gases (GHG) that are changing the climate, and calls on ICOMOS to meet the challenge of climate change by finding cultural heritage-based solutions to implement the Paris Agreement;

Noting that in 2018 the Intergovernmental Panel on Climate Change (IPCC) in its special report "Global Warming of 1.5 °C found that climate change impacts on both human and natural systems may be long-lasting or irreversible, that these impacts are even now adversely affecting cultural heritage, and that the ability of some heritage sites to successfully adapt will depend on the rate of global GHG mitigation efforts;

Acknowledging that the IPCC Report found that for many systems, adaptation is expected to be more challenging at 2 °C of global warming than at 1.5 °C, and that therefore the impacts, losses, and damages to cultural heritage from climate change must be appropriately addressed immediately at all levels;

Recognising that the world is failing to meet the Paris Agreement targets, with current GHG concentrations the highest ever recorded, and that at the same time the reality and human cost of climate change has been thrown into even sharper relief through mean sea level rise, and elevated temperatures and wildfires;

Recognising the immense potential of cultural heritage to enable inclusive, transformative and just climate action, including through heightening the ambition and capacity of communities to act, supporting climate adaptation and resilience, contributing to mitigation interventions to reduce GHG emissions, and addressing loss and damage from climate impacts;

Acknowledging that the present COVID-19 pandemic has revealed some essential lessons, including the imperative of heeding science, the consequences of a breakdown between humans and nature, the importance of centering on the needs of the most vulnerable, and the fact that rapid and far-reaching social and economic change is possible when society wills it;

Noting that in November 2019, more than 11,000 scientists jointly declared that Earth is clearly and unequivocally facing a climate emergency and that many countries, jurisdictions and organisations have similarly acknowledged and declared this emergency;



Declares a Climate and Ecological Emergency and calls upon other culture and heritage organisations to do the same;

<u>Reiterates</u> the need to better integrate cultural heritage and climate research and science, and in this regard;

<u>Welcomes</u> the proposal for the ICOMOS Triennial Scientific Plan, and the June 2020 decision of the IPCC to approve the joint proposal of UNESCO and ICOMOS for an IPCC International Expert Meeting on Culture, Heritage and Climate Change to be held in 2021;

<u>Calls</u> for urgent collective action by all relevant actors to safeguard cultural and natural heritage from climate change, including through vulnerability assessment and adaptive management and also through implementation of a collective precautionary approach that pursues pathways for limiting global warming to 1.5°C;

Thanks the Climate Change Heritage Working Group, the 32 National Committees (NCs) and International Scientific Committees (ISCs) and the almost 50 invited experts for their contributions to the ICOMOS Report "The Future of Our Pasts", published in 2019 which scopes numerous ways in which cultural heritage can drive climate action and also catalogues the many climate change impacts on diverse kinds of heritage;

<u>Notes</u> the ICOMOS Triennial Scientific Plan Reboot invitation on climate action during 2021 to collaboratively identify ways and means to expand knowledge and define good practice for supporting heritage responses to climate change;

<u>Calls on</u> all the ICOMOS community to implement heritage responses to climate change that:

- Seek to safeguard all types of heritages from the current and projected adverse impacts of climate change, both rapid and slow onset, by undertaking vulnerability and risk assessments, monitoring, and by implementing appropriate, climate change adaptation strategies and riskinformed, disaster mitigation, preparedness, response and recovery strategies;
- Implement appropriate, climate change adaptation strategies and risk-informed, disaster mitigation, preparedness, response and recovery strategies;
- Seek to realise the potential of cultural heritage including both tangible and intangible heritage and local communities' knowledge and practices - to contribute to transformative change, drive GHG mitigation and climate adaptation, and deliver climate resilient pathways that strengthen sustainable development;
- Seek to connect heritage responses to climate change with the UN Sustainable Development Goals, in particular SDG13 on Climate Action, in order to ensure these responses are holistic and include the social, economic, environmental and cultural dimensions of sustainability, as well as those of peace, justice and partnerships;
- Recognise that existing heritage conservation practice, tools, assessments and methodologies will need to be supplemented with new, cooperative, transdisciplinary and participatory approaches and models relevant to the global issue of climate change;
- Recognise equity and justice as fundamental to understanding and addressing the challenges of climate change, including through solidarity with Indigenous Peoples and vulnerable and frontline communities; participatory climate governance; and gender-responsive, human rights and rights-based approaches;
- Integrate the conservation of nature and culture, endogenous and traditional knowledge, and landscape-scale approaches into policies and programmes where appropriate.

Encourages all ICOMOS National Committees to adopt climate change-related programmes in their own countries, including actions to better protect heritage from climate impacts; to enhance participation in climate change networks such as the Climate Heritage Network; and to engage governments and other relevant external parties on applicable climate policy and planning processes, for example to secure inclusion of cultural heritage in national climate adaptation frameworks.

Encourages all ICOMOS International Scientific Committees to adopt climate change-related programmes and activities in their own remits, including working to make familiarity with climate change a baseline competency of heritage management, and to see that good conservation



practice is modified as needed to find alternative ways and means of sustaining heritage significance amidst a changing climate;

Encourages the organisers of all ICOMOS events to take into account their carbon footprint and plans to reduce it.

Agenda item 6-6-2 Resolution 20GA/16 - Protecting heritage sites in situations of political conflict and civil unrest

Submitted by ICOMOS Russia, with the support of ICOMOS Hellenic, ICOMOS Netherlands, ICOMOS Palestine

The 20th General Assembly of ICOMOS,

Recognising that access to cultural heritage is a universal human right;

Noting that cultural heritage enriches the quality of life of all people, promotes economic development and supports social cohesion;

Acknowledging the various international charters and declarations relating to the protection of cultural heritage and human rights, and the legislation for cultural heritage protection in various countries;

Considering that the protection of cultural heritage confers responsibilities on individuals, communities and nations, and that mutual understanding and respect for all forms of cultural expression enhances living conditions and social cohesion;

Taking into account that preservation and management of living heritage is accomplished through the transfer of knowledge and skills between generations in collaboration with communities;

Expressing concern about the widespread harm to historical sites, monuments and memorials,

Resolves that:

- Every effort be made to support the protection of cultural heritage in situations of political conflict and civil unrest;
- Consideration be given to strengthening efforts to preserve and promote the cultural heritage of all nations through ICOMOS members;
- The role of all relevant experts in and custodians of cultural heritage be emphasised in order to facilitate an inclusive scientific and ethical approach to the protection, preservation and management of heritage sites;
- The inclusion of preventive actions in management and conservation plans be encouraged in order to safeguard heritage sites from the impacts of political conflict and civil unrest.

Agenda item 6-6-3 Resolution 20GA/17 - Protecting Our Built, Landscape and Cultural Heritage from Fires

Submitted by the International Scientific Committee on Risk Preparedness (ICORP), International Scientific Committee on Places of Religion and Ritual (PRERICO), International Scientific Committee on Wood (IIWC)

Comment by the Resolutions Committee



The draft of this resolution published on the ICOMOS web site included an Annex containing considerable detail on its implementation. Following the consultation period, the Committee received comment from the membership objecting to the inclusion of the Annex on the grounds that it was tantamount to a doctrinal text, and had not been subject to the widespread and considered review of the whole of ICOMOS as a doctrinal text should be before it is presented to the General Assembly for adoption. The inclusion of the Annex constituted a dangerous precedent for sidestepping the proper review process in the future, and belittled the work of those members and committees that had taken the time and care to follow the correct process.

The Resolutions Committee has considered the objections raised and after discussion has decided that they should be supported. The revised draft below therefore omits the Annex, and includes in the final paragraph a request for the guidelines to be circulated to the membership for comment and review.

The 20th General Assembly of ICOMOS,

Recalling the significant and devastating fires that have occurred at heritage sites, including recently at Notre Dame Cathedral (Paris, France), the National Museum of Brazil (Rio de Janeiro), Nantes Cathedral (France), Sungnyemun Gate (Seoul, Republic of Korea), the Tombs of Buganda Kings (Kasubi, Uganda), Shuri Castle (Naha, Japan), Milot Church (Haiti), Novodevichy Convent (Moscow, Russian Federation), the Glasgow School of Art (UK), Dormition Church (Kondopoga, Russian Federation), Church Parroquia de la Asunción (Santiago, Chile), and numerous other sites and structures of cultural significance;

Noting that ICOMOS' mission is to promote the preservation and protection of monuments, buildings and sites including the need to protect these places from fire and other disasters;

Reiterating ICOMOS' commitment to support the UN Sustainable Development Goals (SDGs), and recognising that the appropriate incorporation of disaster risk management, particularly in relation to fires, is a critical component in effectively addressing and achieving these SDGs;

Taking into account that fires continue to cause avoidable and significant damage to and/or total loss of our heritage sites and structures;

Recognising that construction related activities, including conservation, restoration, rehabilitation, represent one of the most vulnerable and high-risk periods in the life of these historic sites and structures, significantly increasing the threat of fire, and that these activities need to be appropriately addressed by a qualified expert in fire;

Acknowledging that there are significant opportunities to reduce both, the potential for fire ignition to occur and the subsequent damage that results, including through prevention, mitigation, response and recovery measures,

<u>Calls on</u> all ICOMOS members, National Committees, International Scientific Committees, and Working Groups, as well as all individual and institutional members to make every effort to better protect our heritage from fires and to undertake relevant actions, including:

- Gaining knowledge related to fires, fire risks and behaviour: safety issues, prevention, mitigation, response and recovery measures and strategies, and disseminating this widely throughout ICOMOS;
- Ensuring that local, indigenous and traditional knowledge, methods and materials related to fire are incorporated in all of these efforts;
- Raising awareness, building capacity and disseminating information by various means;
- Encouraging and engaging in the development of cultural policies, codes, standards, guidelines, and monitoring practices, and fostering laws to protect heritage sites and structures from fire:
- Including fire risk and vulnerability assessment reviews by appropriately qualified experts in projects, management plans and World Heritage nominations to ensure that these documents include appropriate recommendations to reduce the risks presented by fire;

- Developing, implementing and enforcing risk-informed, tailored fire prevention strategies to address fire safety issues before, during and after construction, renovation, rehabilitation and/or conservation related activities;
- Developing criteria for the conservation of authenticity and appropriately addressing this in the prevention/mitigation phases, so that appropriate fire safety prevention, mitigation response and recovery measures are in place;
- Ensuring that the people engaged in activities/aspects related to fire and life safety and protection of heritage sites and structures, including assessments, planning, strategising, reviewing, designing, documenting, implementing, commissioning, maintaining and managing, have appropriate fire expertise, training and experience in relevant areas including fire engineering, disaster risk management, cultural heritage and emergency response;

<u>**Requests**</u> the Advisory Committee, the Scientific Council and relevant International Scientific Committees and Working Groups to institute discussions aimed at:

- Understanding the issues and challenges related to fire safety faced by all stakeholders at cultural heritage sites and structures; These include the identification of needs, challenges and opportunities, relating to capacity building, the raising of awareness and training, as well as the development and implementation of prevention, mitigation, response and recovery measures;
- Identifying and developing methods, including capacity building activities, to help more
 effectively address the issues and findings from the research conducted, and:
- Creating guidelines to help better address the protection of cultural heritage sites and structures from fire, incorporating findings from the research and circulating these to the whole membership of ICOMOS for comment and review in accordance with the Rules of Procedure.

Agenda item 6-6-4 Resolution 20GA/18 - European Quality Principles

Submitted by ICOMOS Italy, ICOMOS Ireland and the Europe Group

The 20th General Assembly of ICOMOS,

Recalling the Paris Declaration on heritage as a driver of development (2011), the Delhi Declaration on Heritage and Democracy (2017), and the Florence Declaration on Heritage and Landscape as Human Values (2014), adopted at the 18th General Assembly of ICOMOS, which highlights the role of ICOMOS in the development of tools to improve the quality of life of people and communities through the management of the world's cultural heritage.

Recognising that the integration of heritage practices into society enriches the concept of "quality" of interventions on the tangible and intangible cultural heritage, that more holistic considerations and a value-based approach, generating benefits in all the four pillars of sustainable development should guide investments with potential impact on cultural heritage;

Emphasising that cultural heritage has cross-cutting nature, intersecting diverse policy areas and investment plans, which can gain from the integration of conservation principles and standards that produce environmental, cultural, social and economic benefits; that at the same time the direct and indirect impact on the enhancement, conservation and safeguarding of cultural heritage should be taken into account in planning, implementing and evaluating those policies and actions;

Acknowledging the achievements of the European Year of Cultural Heritage 2018 in the promotion of debate, research and the exchange of good practices on the quality of interventions on cultural heritage, and the progress made at European level with the Council of Europe Framework Convention on the Value of Cultural Heritage for Society (Faro, 2005) and the Davos Declaration "Towards a high-quality Baukultur for Europe" (2018),

<u>Welcomes</u> the "European Quality Principles for European Union-funded interventions with potential impact on cultural heritage", assembled by ICOMOS, under the mandate of the European Commission and in the framework of the European Year of Cultural Heritage 2018, a document providing guidance on quality principles for all stakeholders directly or indirectly engaged in



European Union-funded interventions that could impact on cultural heritage and promote the adoption of quality measures by raising awareness and strengthening the implementation of conservation principles and standards at every stage of a project, from conception to completion;

Calls upon National Committees and Regional ICOMOS groups:

- To promote the translation of the "European Quality Principles" into national languages;
- To develop similar tools taking into account the specificities of local and regional communities and diverse public and private investments on cultural heritage to advocate for their adoption and implementation;
- To collaborate and partner with related organisations in their dissemination and application.

Agenda item 6-6-5 Resolution 20GA/19 - People-Centred Approaches to Cultural Heritage

Submitted by ICOMOS Our Common Dignity Rights-Based Approaches Working Group, ICOMOS Sustainable Development Goals Working Group, ICOMOS Climate Change and Heritage Working Group, ICOMOS Emerging Professionals Working Group, ICOMOS Iraq/ Syria Working Group, with the support of the ICOMOS Advisory Committee, of ICOMOS Canada, ICOMOS Turkey, ICOMOS Ireland, ICOMOS Norway, ICOMOS New Zealand, ICOMOS Estonia, ICOMOS South Africa, ICOMOS Hellenic, ICOMOS USA and ICOMOS Spain National Committees, ICOMOS International Scientific Committee on Vernacular Architecture (CIAV), ICOMOS International Scientific Committee on Theory and Philosophy of Conservation and Restoration (Theophilos), and 88 members

The 20th General Assembly of ICOMOS,

Considering the United Nations (UN) Declaration of Human Rights, which recognises that all human beings are born free and equal in dignity and rights;

Considering the UN 2030 Agenda and the Sustainable Development Goals (SDGs), as the global plan of action for People, Planet, Prosperity, Peace, and Partnerships, which acknowledges that resilient and sustainable communities depend on the safeguarding of cultural and natural heritage;

Considering the UN Framework and Convention on Climate Change (UNFCCC) and the Paris Agreement, which stresses the need for ambitious and early action to mitigate the causes of climate change and to adapt to its impacts, which are already affecting communities, cultures, and rights globally, threatening the survival of future generations;

Considering the UNESCO Convention Concerning the Protection of the World Cultural and Natural Heritage (the 'World Heritage Convention'), which in its implementation celebrates the interactions between culture and nature of Outstanding Universal Value, and the fundamental need to preserve the balance between cultural and natural heritage;

Recognising the necessity of ICOMOS' leadership in addressing today's social, economic, cultural, and environmental challenges related to cultural heritage through the contribution of its members to sustainable development strategies; climate change adaptation and mitigation solutions; safeguarding cultural diversity; the rights of past, current and future generations; Indigenous Peoples and local communities;

Recalling ICOMOS' founding principles expressed in the Venice Charter, calling for the safeguarding of cultural heritage for future generations, and the ICOMOS doctrine developed to

date to address the above issues including the Paris Declaration on Heritage as a Driver of Development, the Buenos Aires Declaration on Rights-Based Approaches, and the respective General Assembly Resolutions on Our Common Dignity, Sustainable Development, Emerging Professionals, Climate Change and Heritage, and Indigenous Heritage;

Acknowledging the essential nature of cultural expressions to help humankind sustainably adapt to challenges particularly in times of uncertainty such as the global crisis of COVID-19 which has impacted human interactions and highlighted the vulnerability of human connections and access to places,

Resolves to:

- Support and seek to expand continuing cooperation of International Scientific Committees, Working Groups, and National Committees in relation to the shared objectives of sustainable development; climate change action; cultural diversity; human rights-based approaches; and the diverse forms of the cultural heritage of the Indigenous peoples, relevant ethnic communities, and associated local cultural groups;
- Further support the integration of that work on these shared objectives into ICOMOS' theoretical and conceptual frameworks, as well as its institutional operations and best practices, in a coordinated, collaborative, intergenerational, and transversal manner;
- Promote people-centred approaches, the connections of people with heritage and places; intercultural dialogue and understanding, sustainability and well-being when addressing local, national, and international heritage policies and practice. This will allow to better realise the full potential of cultural heritage to deliver climate-resilient pathways to strengthen sustainable development, while promoting a just transition to low-carbon futures;
- Honour the rights of heritage communities and individuals' rights, while acknowledging and seeking to reconcile competing and conflicting rights, taking into consideration past, present and future generations, acknowledge their role in developing and implementing resilience strategies in a rapidly changing world, and assist authorities to empower people to maintain and develop their values and livelihoods in a dignified, responsible, and sustainable manner;
- Work to synergise cultural heritage conservation and management sustainably with the diverse cultural, environmental, and socio-economic concerns of people and communities, through building partnerships with relevant sectors, such as social and health services; cultural and creative industries; nature and biodiversity conservation; tourism; urban and territorial planning and development; and infrastructure and energy provision.

20GA Agenda item 6-7 Resolutions on organisational matters

Agenda item 6-7-1 Resolution 20GA/20 - Virtual statutory meetings in 2021

Submitted by the ICOMOS Board

The 20th General Assembly of ICOMOS,

Taking into account that:

- The COVID-19 pandemic continues to cause serious disruption to normal global activity, and continues to be out of control in some parts of the world;
- Many countries have imposed bans on international travel (with some exceptions for citizens returning to their own country), in addition to restricting large gatherings of people and closing many public venues;
- The articles 9-b, 10-b and 12-b of the Statutes of ICOMOS require the General Assembly to meet at least once a year, the Board to meet at least twice a year; and the Advisory Committee to meet once a year in conjunction with the annual General Assembly;

- Although meetings by teleconference are not specifically prohibited in the Statutes, the Statutes and Rules of Procedure are silent on how the required actions of the General Assembly and the Advisory Committee listed in the Statutes are to be accomplished should circumstances prevent their meetings from taking place as physical meetings;

Considering Resolution GA2020-7-5 passed by the General Assembly in July 2020 allowing ICOMOS to hold all statutory meetings in 2020 as virtual meetings, not necessarily in conjunction with one another, and affirming that the decisions and deliberations of these meetings would be fully valid;

Acknowledging

- The likelihood that in 2021 the Board meetings, Bureau meetings, Annual General Assembly and Advisory Committee meetings will continue to need to be held as virtual meetings to enable ICOMOS members to attend the meetings and participate in decision and voting in sufficient numbers;
- That due to the nature of virtual meetings, it is not practical to necessarily hold meetings in conjunction with each other as when they are at the same physical venue,

Resolves

- To allow all forthcoming ICOMOS statutory meetings Annual General Assembly, Advisory Committee, Board and Bureau meetings - in 2021 to be held if necessary as virtual meetings, whilst ensuring compliance with the Statutes;
- That these meetings may not necessarily be held in conjunction with one another, to facilitate the organisation of the virtual meetings;
- That the decisions and deliberations of these virtual meetings will be considered fully valid.

Agenda item 6-7-2 Resolution 20GA/21 - Internal Working Methods - Working Groups and Focal Points

Submitted by ICOMOS Europe Group

The 20th General Assembly of ICOMOS,

Taking into account art. 14-a and 14-d of the ICOMOS Statutes, and art. 78 of the ICOMOS Rules of Procedure;

Recognising the need for ICOMOS to organise discussions and activities on topical themes;

Conscious of the need to allow different forms of work to flourish in the discussions and scientific work during a period of rapid change;

Acknowledging the draft guidelines for working groups and focal points that have been prepared by the Eger-Xian Principles Working Group, presented to the Scientific Council and which will be circulated to members for comment,

<u>**Requests</u>** the Board to reflect, in co-operation with the Advisory Committee, on the scope of tasks, responsibilities, rights and organisation of ICOMOS Working Groups and Focal Points, so that their work is sufficiently guided, and to consider establishing guidelines or amending the Rules of Procedure accordingly.</u>

Agenda item 6-7-3 Resolution 20GA/22 - ICOMOS Emerging Professionals Submitted by ICOMOS Emerging Professionals Working Group (EPWG), the National Committees of ICOMOS Argentina, ICOMOS Belgium, Wallonie-Bruxelles, ICOMOS Ireland, ICOMOS New Zealand, ICOMOS Slovenia, ICOMOS Spain, ICOMOS Sweden; the International Scientific Committees on Underwater Cultural Heritage (ICUCH), on Legal, Administrative and Financial Issues (ICLAFI), on Fortifications and Military Heritage (ICOFORT), on Wood (IIWC), and 21 members

The 20th General Assembly of ICOMOS,

Taking into account the establishment and growth of the Emerging Professional Working Group (EPWG) since 2016, Resolution 19GA 2017/33 on "Emerging Professionals Initiative", and the Model ISC By-Laws that include Emerging Professionals, with the successful projects and cross-Committee collaboration, the diverse involvement in ICOMOS events;

Recalling the growing Emerging Professional representation through dedicated internal Working Groups within ICOMOS National Committees and International Scientific Committees,

<u>Requests</u> the Board to prioritise the development of a permanent ICOMOS Mentorship programme in collaboration between the Board and Emerging Professionals Working Group, National Committees and International Scientific Committees for presentation in 2021, with an implementation trial over 2022-2023, and following a review at the GA2023;

<u>Requests</u> National and International Scientific Committees to proactively support intergenerational, multicultural scientific dialogue within ICOMOS by calling on National and International Scientific Committees to develop projects in collaboration with the EPWG to engage emerging professionals and expert members in exploring the evolving concepts and issues of heritage;

<u>**Requests</u>** all ICOMOS Committees to consistently engage Emerging Professionals in the management, communication and coordination of ICOMOS events, initiatives and meetings;</u>

<u>Requests</u> the Advisory Committee to confirm the consistent implementation of the Emerging Professional engagement for International Scientific and National Committees, and to encourage the continued establishment of international scientific and national Emerging Professional groups and networks;

<u>**Requests**</u> the Board to identify and activate mechanisms to increase funding in support of activities that foster intergenerational collaboration and professional growth.