

ICOMOS EPWG

INFORMATION
PACKAGE



DECEMBER
2020

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PREFACE



Stacy Vallis

Secretary - Emerging Professionals Working Group

There is great scope for sharing diverse perspectives to embrace current challenges, and generating opportunities for the future! The International Emerging Professionals Working Group is a platform designed to help enhance intergenerational dialogue across ICOMOS. Core aims and objectives are to explore and facilitate new, creative means of ongoing professional development, drawing from the needs expressed by the wider Emerging Professional Membership base. The EPWG strongly advocates multilingual, inclusive collaborations across all National Committees, International Scientific Committees, and Taskforces. To all current students, graduates, and early career professionals: we welcome your queries, and await your engagement within our growing network!



PREFACE



Toshiyuki Kono

ICOMOS President

I am very happy to see the progress of the Emerging Professional Working Group during the last 3 years. In September 2017, we were still trying push a young/emerging professional initiative and thanks to the big success of the very first young/emerging professional meeting in New Delhi, where the efforts of Emerging Professionals spontaneously gathered together materialized. It has been such a pleasure to work with you together. I am very convinced that this will continue in a productive manner and you will make a big contribution to ICOMOS. Congratulations and I am looking forward to seeing further progress.

Advisors to Working Group

Toshiyuki Kono	<i>ICOMOS President</i>
Peter Phillips	<i>ICOMOS Secretary</i>
Mikel Landa	<i>ICOMOS Advisory Committee President</i>
Gideon Koren	<i>Former ICOMOS Vice President & ICLAFI President</i>
Sheridan Burke	<i>Scientific Council Officer</i>

PREFACE



Peter Phillips
ICOMOS Secretary

I want to extend a huge thank you to Stacy Vallis, the Secretary of the Emerging Professional Working Group, and all the rest of the members who have been running the EPWG. You have done some astonishingly good things over the last three years and shown the way forward for ICOMOS - particularly those in the translations and communications teams, but really everyone has made a contribution. Please carry on with your work, because it is really vital for the future of ICOMOS. And never forget that you need to keep pressing your way into every crevice of ICOMOS, making this intergenerational knowledge transfer an ongoing effort, and looking backwards as well as forwards so that the members

coming after you can get the same help from you that you have had from us mentors. I hope that before too long this exchange of expertise and leadership will be so institutionalised within ICOMOS that there will be no need for an EPWG – but until then, very well done everybody and keep doing what you are doing.



Mikel Landa
ICOMOS Advisory Committee President

To create the Emerging Professionals Working Group has undoubtedly been one of the best strategic proposals of ICOMOS, in the last decade. Its positive impact in the organization, notwithstanding its youth, has quickly become relevant, and will soon become crucial. The future of the organization in the mid and the long term, will lie in the shoulders of this generation that is already, a relevant part of its present.

To collaborate with you, emerging professionals, is a pleasure not only because of your positive attitude and approach, to whatever initiative might be launched by you, by the Advisory Committee or by any other body of ICOMOS, but because of how you focus the subject, organize, and do. One can be sure that you will deliver, with efficiency and reliability.

However, there is much more than efficiency and reliability, much more than to do what is expected to be done. And you, emerging professionals, also show us the way about how to collaborate, with empathy, with optimism and positivity, as one.

It is a pleasure to share with you some moments in those face-to-face meetings that we used to organize until Covid19 changed our lives. Let's hope we will be able to meet again soon, and keep on learning from each other. I will always be there for you, and I know that you also will be there. Thank you.



Gideon Koren

Former ICOMOS Vice President & ICLAFI President

When we encouraged the ICOMOS board to start this journey some 5 years ago, we had no idea what it would look like. And indeed, it took us a little time to realise that we need not work ‘for’ the Emerging Professionals, but rather ‘with’ you, the younger generation of heritage professionals. Establishing the EPWG in Delhi was not an easy challenge but undoubtedly the best response to it was and still is the success of this group, thanks to many of you, EP members, as well as leaders, and the time and efforts you have all devoted in the last three years. We all look forward to the continuation of this fantastic journey. We still have many challenges ahead of us, which I am sure we can successfully cope with in the coming triennium. In summing up the past three years, congratulations to all of you and best wishes to keep up the good work. It has been a privilege working with all of you.



Sheridan Burke

Scientific Council Officer

When I think about the EPWG- which I often do- I think about your smiles, your positive attitudes and about the camaraderie. And I see the future of ICOMOS in strong hands. Over the last few years I’ve watched you grow professionally and personally with such pleasure. I have the greatest confidence in your ethical foundations and feel certain that your individual and collective passion for heritage conservation will benefit all your countries and disciplines. I’m thrilled to see you excelling and driving forward in your lives, study and work in such enormously difficult times. I see the EPWG growing linkages and collaborations globally that will stand you (and ICOMOS) in good stead for the future- which will be entirely different to anything I’ve experienced. My professional life has been moulded by my involvement in ICOMOS. It’s the third child in our family, and I hope that it will deliver for you as much knowledge,

PREFACE

friendship and fun as it has for me- all the sheer hard work and late nights will be worth it.

The challenges ahead of your generation are significant, you are equipping yourselves through study, friendship and collaboration to face them. Maintain your courage, sustain those EPWG friendships, explore together what the new normal will hold.

I’m so honoured to be one of your mentors and delighted to have been able to help you on your many and various journeys. I will continue to do so in any way you may request. I am sorry not to be greeting you personally in Sydney next month, but look forward to doing so in 2023.

Congratulations EPWG on a great Triennium 2017-2020 and strength ahead...

Thank you for inviting me to be an EPWG mentor.



ICOMOS

international council on monuments and sites

ICOMOS works for the conservation and protection of cultural heritage places.

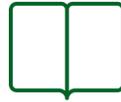
It is the only global non-government organisation of this kind, which is dedicated to promoting the application of theory, methodology, and scientific techniques to the conservation of the architectural and archaeological heritage.

ICOMOS is a network of experts who benefit from the interdisciplinary exchange amongst its members, who are architects, historians, archaeologists, geographers, anthropologists, engineers, town planners, craftsperson's and conservators. Individuals from allied areas of work who also engage with heritage in different capacities can be members. The members of ICOMOS contribute to improving the preservation of heritage, the standards and the techniques for each type of cultural heritage property: buildings, historic cities, cultural landscapes and archaeological sites.

The ICOMOS Organisation

ICOMOS is comprised of National Committees (which represent individual countries) and International Scientific Committees (international groups representing particular cultural heritage fields), through which the members contribute.

ICOMOS also has a number of Working Groups, to reflect on its doctrinal input and good practices on topical themes involving the conservation of cultural heritage.



ICOMOS Resolution 19GA 2017/33

The Recommendations passed by the 19th General Assembly in 2017 as **'Resolution 19GA 2017/33 – Emerging Professionals Initiative'**¹, advocated the participation and integration of emerging professionals within ICOMOS:

The 19th General Assembly of ICOMOS, Taking into account the Emerging Professionals Working Group (EPWG) desire to enhance the integration of Emerging Professionals (EPs) into all levels of ICOMOS;

Acknowledging the need to maintain ICOMOS' scientific relevance for future generations;

Acknowledging the decision of the ICOMOS Board in July 2017 and recommendation of the Advisory Committee on 11 December 2017;

Requests the ICOMOS Board to:

1. *Encourage the nomination to the Emerging Professionals Working Group of one representative from all National Committees and International Scientific Committees that are currently not yet represented in this working group, by 1 February 2018;*

2. *Encourage the formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees to collaborate nationally and internationally during the 2017 - 2020 triennium;*
3. *Include arrangements for dedicated Emerging Professionals sessions at the General Assemblies in 2018, 2019 and 2020;*
4. *Encourage the National and International Scientific Committees to engage with ICOMOS Emerging Professionals at their meetings and conferences both at the national and international level, and that they include updates on such activities in their annual reports;*
5. *Nominate a contact person or persons to liaise with the EPWG on behalf of the Board;*

6. *Include a report from the EPWG on progress in these initiatives and its work in the agendas of future Advisory Committee and Board meeting and to submit this report annually to the General Assembly;*
7. *Seek the advice of the International Scientific Committee on Legal, Administrative and Financial Matters (ICLAFI) on how the recognition of EPs*

8. *Endorse EPWG involvement with regular ICOMOS projects such -as the International Day for Monuments and Sites, and regional activities such as the European Year of Cultural Heritage 2018;*



EPWG Presentation at the ADCOM Meeting GA17

9. *Endorse the recognition and inclusion of representatives of the EPWG within existing ICOMOS communication channels;*

Requests the Advisory Committee to include the implementation of the all the above National and International Scientific Committee actions as the fourth pillar of its National and International Scientific Committee compliance mechanism.

The EPWG reports annually to the ICOMOS Advisory Committee on the progress of the implementation of 'Resolution 19GA 2017/33 – Emerging Professionals Initiative' actions by all the National and International Scientific Committees.



EPWG Group Photo at the GA17

ICOMOS

international council on monuments and sites

Recommendations (2020)

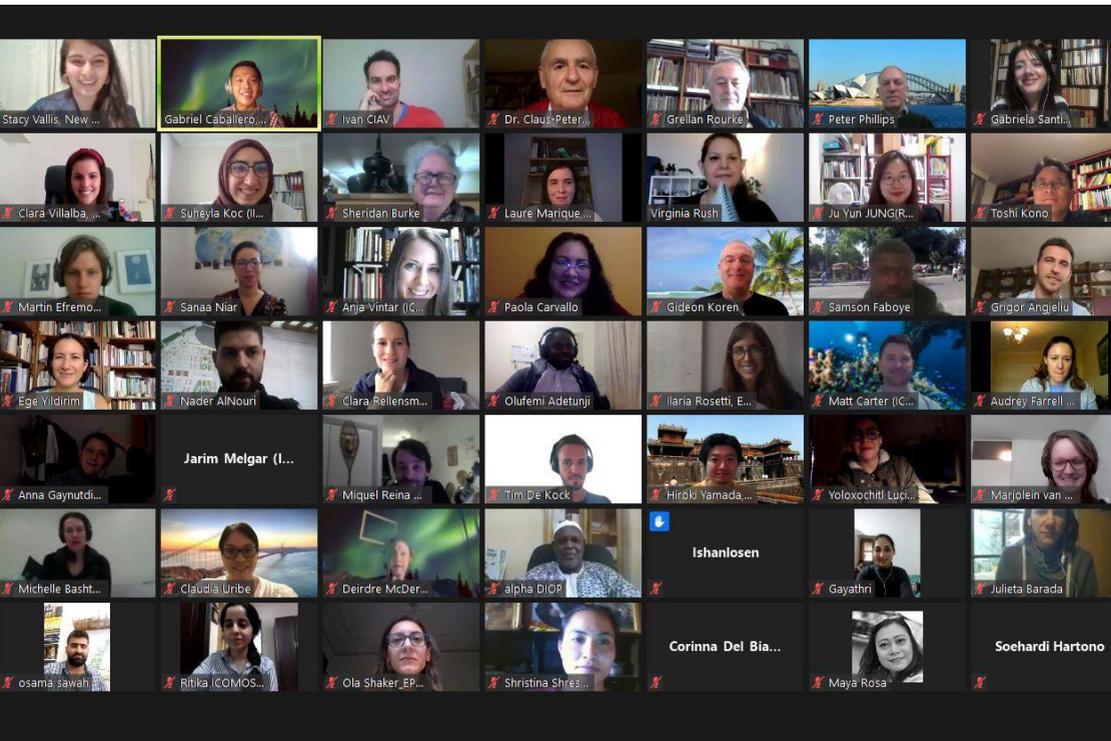
The following **recommendations** are being adopted in the **General Assembly 2020**. The official version will be updated in the next version of the Information Pack.

- *Recommends the development of an ICOMOS Mentorship program template by the Emerging Professionals Working Group in collaboration with designated contact points in National Committees and International Scientific Committees for presentation at the ADCOM Meeting 2021, followed by trial by Committees over 2022-2023 for review at the GA2023, to enable meaningful, intergenerational dialogue and organizational continuity.*
- *Recommends support to intergenerational, multicultural scientific dialogue and requests the Advisory Committee, Scientific Council, National Committees and International Scientific Committees to develop scientific projects in collaboration with the EPWG to engage emerging professionals and expert members, including, and not limited to the 'Journeys to Authenticity'.*
- *Recommends the inclusion of Emerging Professionals in the management, communications, and coordination of ICOMOS Scientific Committee, Working Group, and Taskforce events (e.g. Scientific Symposia, General Assemblies, ADCOM Meeting, Regional Meetings) through the identification of Emerging Professionals to work with the respective Committee and Scientific Council Officers. The EPWG warmly offers its support in facilitating involvement of all Emerging Professional members.*
- *Support the continued establishment of Emerging*

Professional groups and/or networks within all National Committees, International Scientific Committees and Taskforces.

- *Encourage collaboration within ICOMOS Committees to identify*

allocation of internal ICOMOS Committee funding for activities that foster intergenerational collaboration and professional growth.





ICOMOS International Emerging Professionals Working Group

In 2017, an inaugural ICOMOS International Emerging Professionals Working Group (EPWG hereafter) meeting was held at the 19th ICOMOS General Assembly in New Delhi, in conjunction with the presentation of a Mission Statement containing nine Recommendations to the Advisory Committee.

EPWG Group Photo at the 2018 ICOMOS Annual GA, Buenos Aires

ICOMOS EPWG

The ICOMOS International Emerging Professionals Working Group was established to:



enable expansion of young professional/early career membership base



to engage with early career members across ICOMOS; within both the ICOMOS National Committees (NCs) and the International Scientific Committees (ISCs)

The main aims of the EPWG, as articulated by the Mission Statement, remain to:



maintain ICOMOS' scientific relevance for future generations



secure intergenerational engagement to ensure the organisation's continuity



share ICOMOS ethical tenets to professionals during early stages of their education and career



Emerging Professional **Definition**

The definition of an 'Emerging Professional', informing **Art. 7, International Scientific Committee Model ISC By-Laws**, defines an emerging professional as:



7.1 An Emerging Professional means an individual member of ICOMOS who is a student or at an early stage of his/her professional career.

7.2 Emerging Professionals are recognised within ICOMOS to maintain scientific relevance for future generations and to secure intergenerational engagement to secure the organisation's continuity, including through mentorship.

7.3 An Emerging Professional may be an Expert Member or an Affiliate Member and in this regard shall have the same rights and obligations accorded to each of those types of membership.

7.4 The Committee shall encourage Emerging Professional to join its work, introduce mentorship programs, and strive towards achieving a 20% composition of Emerging Professional Members within the Committee.

7.5 When appropriate an ISC may ask a National Committee to designate one or more Emerging Professionals to help build up the particular expertise in countries where such a need exists.

7.6 A member identified by the Committee as an Emerging Professional shall cease to be regarded as being in this category after a preset time period as set out in the Committee By-Laws.



The development of a definition is intended for National Committee Model Statutes in due course as they are reviewed.



EPWG **Representative**

In accordance with Resolution 19GA 2017/33, **each National Committee and International Scientific Committee must nominate an Emerging Professional Representative to the Emerging Professionals Working Group.** The President of the NC or ISC should email the nomination to the EPWG Secretary at epwg.secretary@icomos.org and the ICOMOS International Secretariat at: secretariat@icomos.org.

The establishment of local Emerging Professional Working Groups is encouraged, in addition to the election of emerging professionals to the NC/ISC Committee Board, in order to support intergenerational dialogue through participation.

After establishment of the EPWG, one of the first tasks was to create an appropriate definition for an ICOMOS Emerging Professional. A study of the characteristics of the EPWG Representatives (age group/type of member/how long a member of ICOMOS) was carried out, which informed the definition.²



EPWG Group Photo at the 2019 ICOMOS Annual GA, Marrakesh

ICOMOS EPWG



EPWG Representative **Responsibilities**

The Key Responsibilities of the EP Representatives to the EPWG are:

- i.** Active participation in monthly EPWG teleconferences.
- ii.** Dissemination of information from the EPWG to their respective Committee Board, Committee EP Group etc. (including informing EPs of the EPWG Facebook page.)
- iii.** Establishing an internal Emerging Professional Group within their respective National Committee or International Scientific Committee to promote and encourage EP activity within the Committee.
- iv.** Report to the EPWG on their Committee EP initiatives and activities.
- v.** Formal Report annually regarding their Committee EP membership numbers, initiatives and activities for EPWG Report to ADCOM.
- vi.** Contribute to the EPWG through participating with the work of 'teams' within the EPWG.

International collaboration is to take place in tandem with national and international efforts, where the establishment of local Emerging Professional Working Groups is advocated, in addition to the election of emerging professionals to National Committee Boards.



EPWG Representative **Term**

The recommended term for the Emerging Professional Representative with the EPWG is approximately 3 years. This is to allow

- i. Year One:**
 - a period of 'hand-over' from Committees previous EPWG Representative,
 - learn about the EPWG, the groups structure and activities, and their role as a representative both within the EPWG and their Committee,
 - become an active participant with initiatives within the EPWG and a leader within their Committee EP Group.
- ii. Year Two:**
 - Assist the EPWG to plan to achieve its goals through active participation with the group and within their Committee.
- iii. Year Three:**
 - To achieve goals (also period of 'hand-over' to Committees new EPWG Representative).

This should effectively allow the EPWG Representative to participate and contribute to a tri-annual General Assembly as part of the EPWG term.

ICOMOS EPWG



EPWG, 2019 ICOMOS Annual GA, Marrakesh



EPWG **Future Planning & Succession**

After an EPWG Representative completes their term, **they should continue to support their Committees' Emerging Professional group in making the transition.** The knowledge and experience they would have gained about ICOMOS as an organisation, from being involved in the International EPWG will be a stepping stone to become a leader within their Committee. It is also an aspiration that they will become active in ICOMOS internationally, through their NC or ISC.

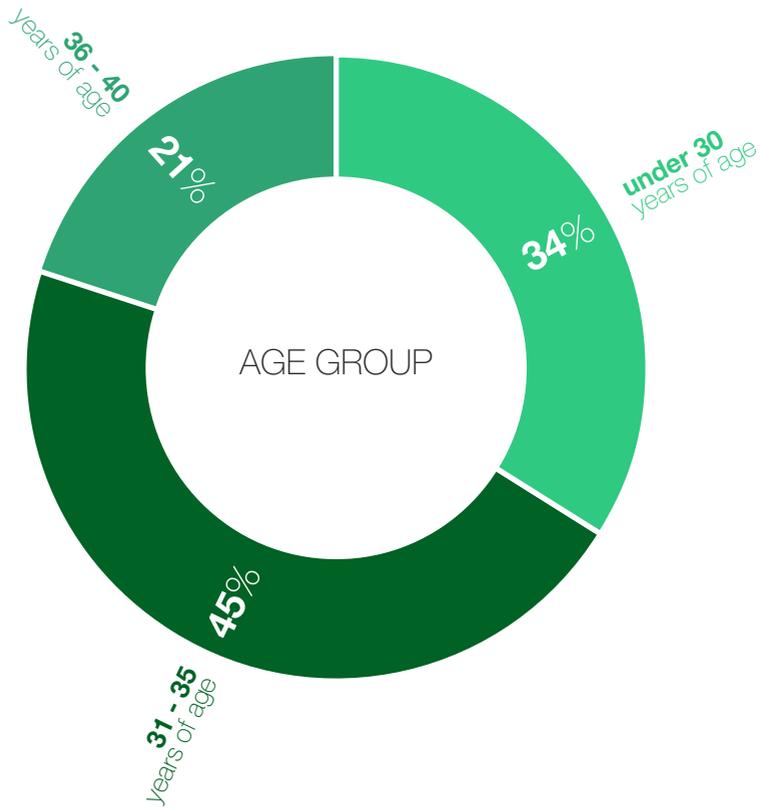
ICOMOS
EPWG



Emerging Professionals Survey

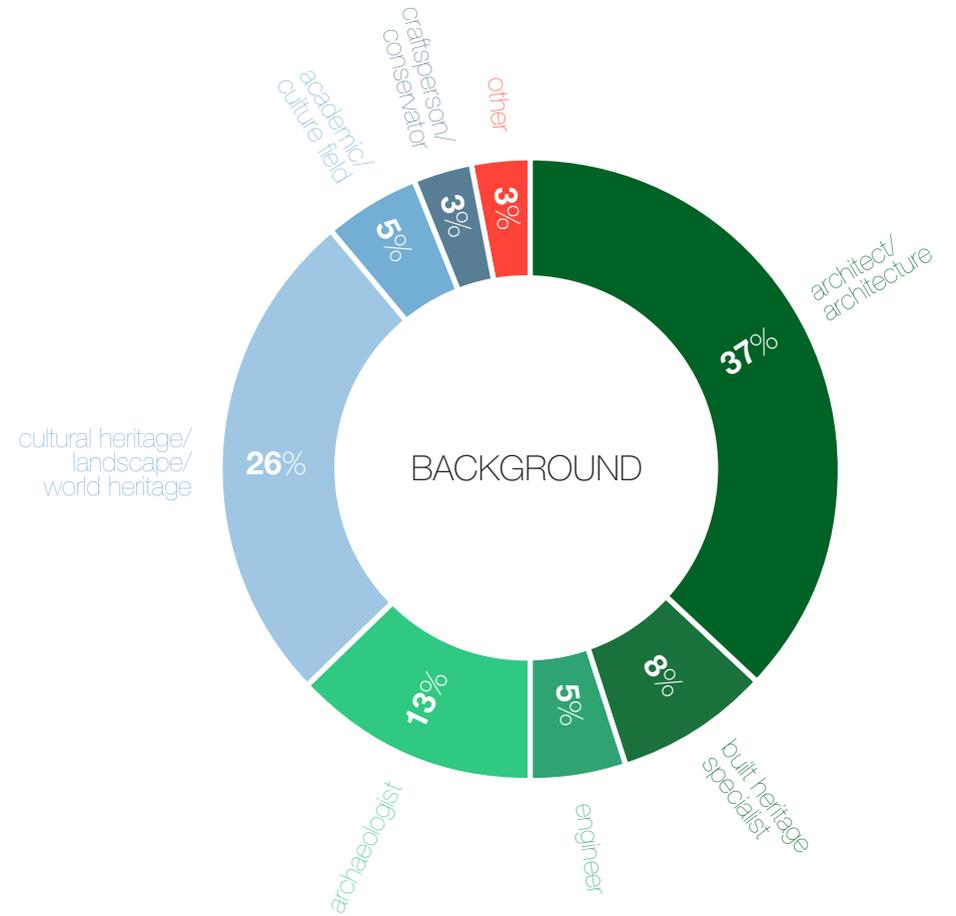
Since its establishment in 2017, the EPWG has been constantly self-analysing in order to better understand and define the 'Emerging Professional' within the overall ICOMOS membership structure. As of July 2020, the EPWG has 100 members; operate in English, French, Spanish, Russian and Arabic; and represent all regions of the world.

As the EPWG is international and binds together people of different age, gender, cultural and professional background, the ICOMOS EPWG is becoming ever more complex, diverse and agile. Our 2020 membership survey indicates the following composition of the EPWG team members.



Age of the ICOMOS EPWG Members

ICOMOS EPWG



Professional Background of the ICOMOS EPWG Members

UNDER 30 WHEN JOINED ICOMOS

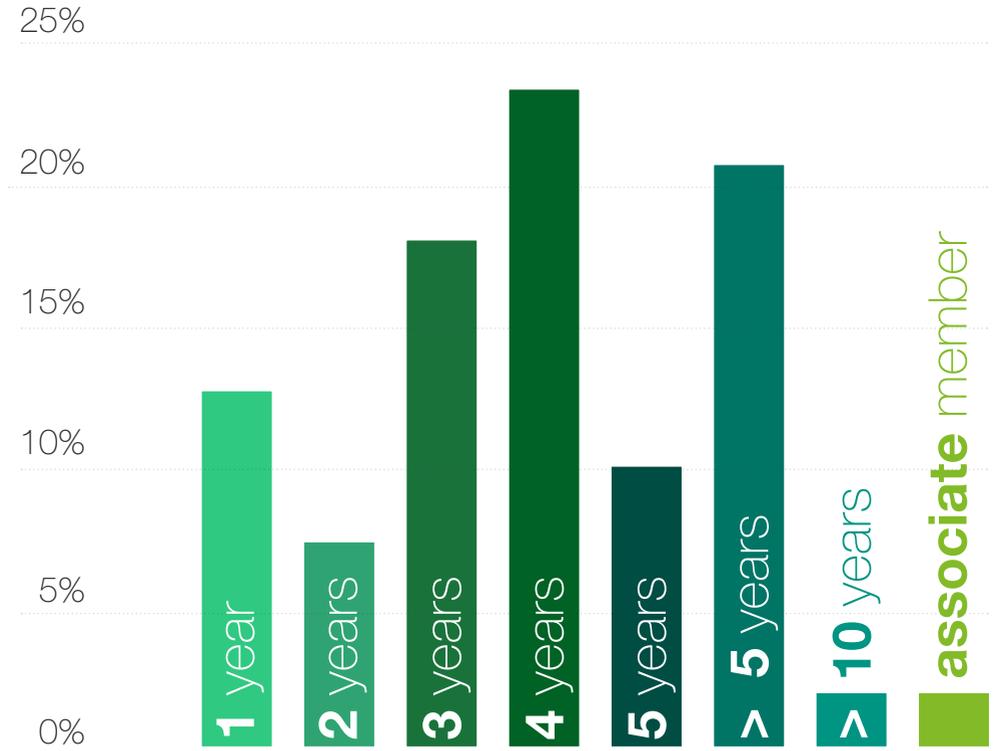


WERE YOU AN AFFILIATE / ASSOCIATE / STUDENT MEMBER OF YOUR ICOMOS NC BEFORE BECOMING A FULL MEMBER?



ICOMOS EPWG

HOW LONG HAVE YOU BEEN AN ICOMOS INTERNATIONAL FULL MEMBER?





EPWG, 2019 ICOMOS Marrakesh ADCOM



ICOMOS EPWG

EPWG Structure & Task Teams

In order to effectively facilitate communication and co-ordinate ongoing initiatives undertaken by the international EPWG, the **EPWG is led by the EP Secretariat and supported by officers grouped into teams:**



EPWG Secretariat



Membership Team



Communications Team



Translations Team



Funding Inventory Team



In addition, **a network of EPWG Regional Coordinators** was established as focal points to act as a conduit between EPWG international and regional representatives, in ensuring greater and equitable participation of all members.

The teams draw on the collective experience and skill of the EPWG members. The structure assists in developing international collaboration across the EPWG.



EPWG Secretariat

The EPWG Secretariat serves as a key conduit between the EPWG and ICOMOS Secretariat **to ensure EP representation and participation across ICOMOS Committees and Taskforces**. A key responsibility is to serve as a contact point between all EPWG teams closely liaise between EPWG Mentors, designated contact point/s on ICOMOS Board, and ICOMOS Working Groups/Taskforces to ensure ongoing EP collaboration. The EPWG Secretariat is responsible for coordinating activities across the EPWG and facilitating monthly teleconferences. The EPWG Secretariat facilitated compilation and presentation of EPWG Annual Reports to the ADCOM on a regular basis throughout the term and during General Assemblies. They are also responsible for disseminating all information pertaining to EPWG events, opportunities and activities to all representatives via email listserv.

The EPWG Secretariat is aided by the supporting teams in accomplishing their duties and responsibilities.

epwg.secretary@icomos.org



EPWG Membership Team

The Membership Team supports the EPWG Secretariat with the EPWG membership, and is **responsible for maintaining the official EPWG 'List of Members' record with contact details** (in line with GDPR.) The team maintains the EPWG Membership Roster for the EPWG Webpage.

It further assists the EP Secretary to report to Advisory Committee on the compliance of National and International Scientific Committees to nominate an EPWG Representative under Resolution 19GA 2017/33, the fourth pillar of its National and International Scientific Committee compliance mechanism.

The Membership Team provides the new representatives with a 'welcome email', orienting them with the background and contact details of EPWG, and has the responsibility to review and the update the EPWG 'Information-Pack' with new examples of EPWG developments and initiatives.

epwg.contactlist@icomos.org



ICOMOS EPWG

The team also assist other EPWG sub-groups/teams with contacting members.



EPWG Communications Team

The Communications team disseminates information to the EPWG, and provides inputs to reports / discussion points prepared for monthly meetings, general assemblies, and other meetings. They are responsible for creating initiatives to improve engagement of EPs through online platforms such as EPWG Facebook Group.

The team is responsible for **maintaining archival records of EPWG meetings, documents and any other material produced that is accessible to its members.**

They support the ICOMOS International in its overall communications strategies through initiatives such as the 'Memory of ICOMOS Project', management of the ICOMOS International Facebook page and ad-hoc support for communications projects. They also provide support to the Regional Communications Officers for communications techniques and protocols, developed within the EPWG.

epwg.communications@icomos.org



EPWG Translations Team

The Translations Team ensures that translations of EPWG produced documents are available in the official languages of ICOMOS; English and French, as well as in other languages such as Spanish, Russian to help ensure accessibility by all members. This fosters the active participation of non-English speakers in meetings and activities.

The team is also responsible for the translation of official communication letters/e-mails of ICOMOS, NCs and ISCs, to the official languages of ICOMOS and other languages dependent on the skills of the members. They also assist ICOMOS International with translations when needed.

The EPWG is working towards establishing a '**Multilingual Communications Team**' based regionally and internationally, by joining forces of the Communications and Translations team over the 2021-2023 triennium, in order to keep improving and facilitating the EPWG discussions worldwide.

epwg.translations@icomos.org



EPWG Funding Inventory Team

The Funding Inventory Team aims to **improve access to knowledge over existing funding mechanisms**, within and outside ICOMOS, for all Emerging Professionals who need support for training and mobility. It does not aim at raising funds for internal use of the EPWG.

The team is currently progressing with two phases of work: investigation and recommendation. The working strategy

has focused on collecting data through an online survey within the EPWG network, to create a database accessible to all interested members and inform the potential allocation of internal resources for intergenerational collaboration. In the upcoming triennium, the next working phase will see the development of operational recommendations and the launch of pilot projects to monitor Progress.

epwg.fundinginventory@icomos.org

ICOMOS EPWG





EPWG Regional Coordinators

With an increased and wider membership base of EPs across the globe, the EPWG Regional Coordinators help create greater and equitable engagement of members situated in all the regions. The regional coordinators **liaise with and co-ordinate local engagement with the EP Representatives from their designated regions.** The EPWG Regional Coordinators are responsible for **organizing and coordinating regional meetings, initiatives and projects** in achieving the objectives of EPWG.

The Regional Coordinators are in a position to ensure the visibility of the EPWG work carried out at regional level, and in turn showcase it for the larger membership base. This is achieved in collaboration with Regional Communication Officers.

The Regional Coordinators have scope for developing collaborations with other organizations, in order to further expand the EPWG network and to

create initiatives for the development of synergies and the sharing of knowledge across the regional network, through liaising with the EPs from the region.

The opportunity to collaborate within the EP network from the region is expected to bear fruition in form of finding solutions to common problems in the region and strengthen the regional network of professionals.

The regional groups are consolidated **mirroring the ICOMOS Regional Groups** as follows:

- Africa
- Arab States
- Asia-Pacific
- Europe
- Latin-America & Caribbean
- North America

ICOMOS EPWG

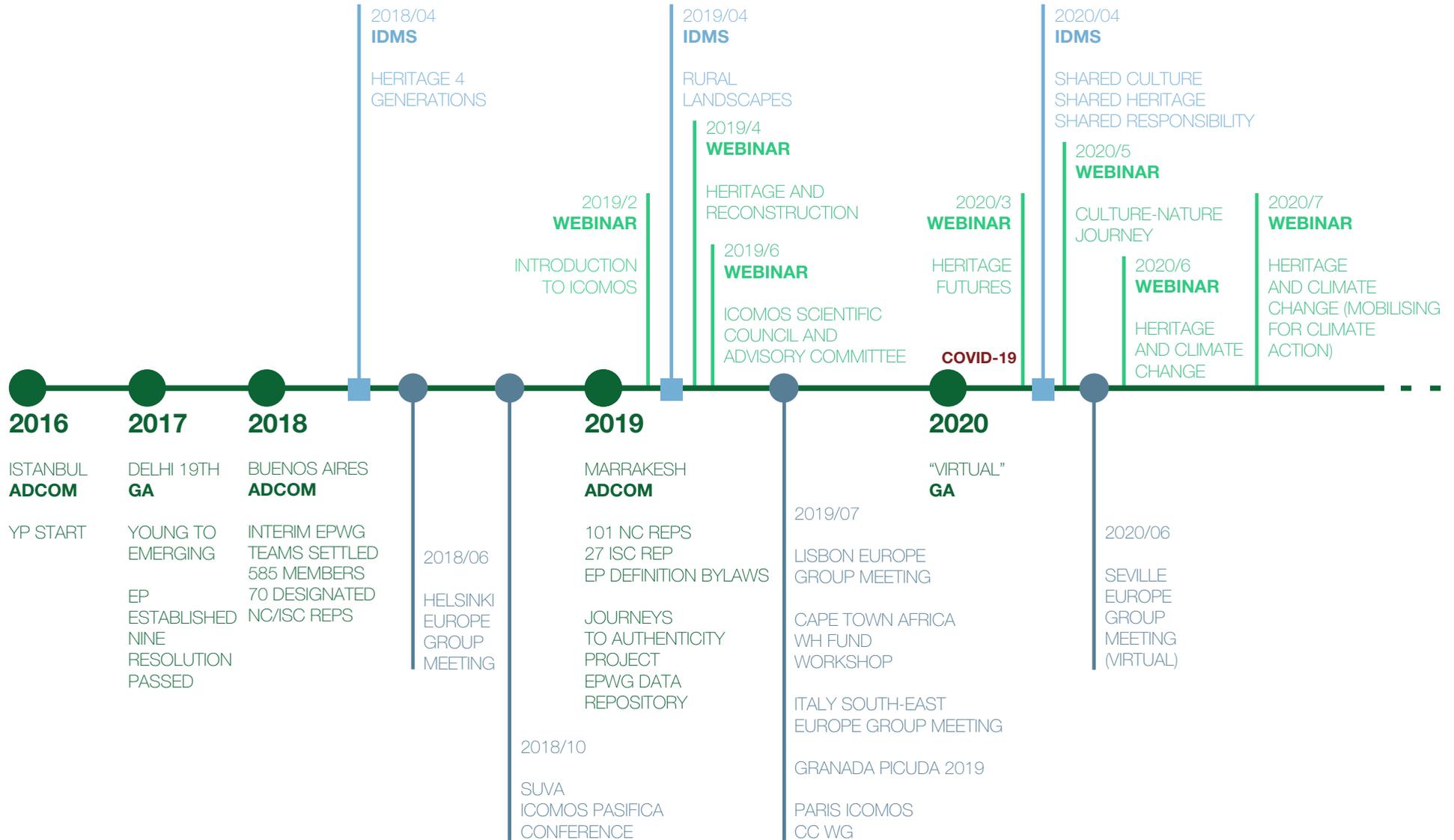


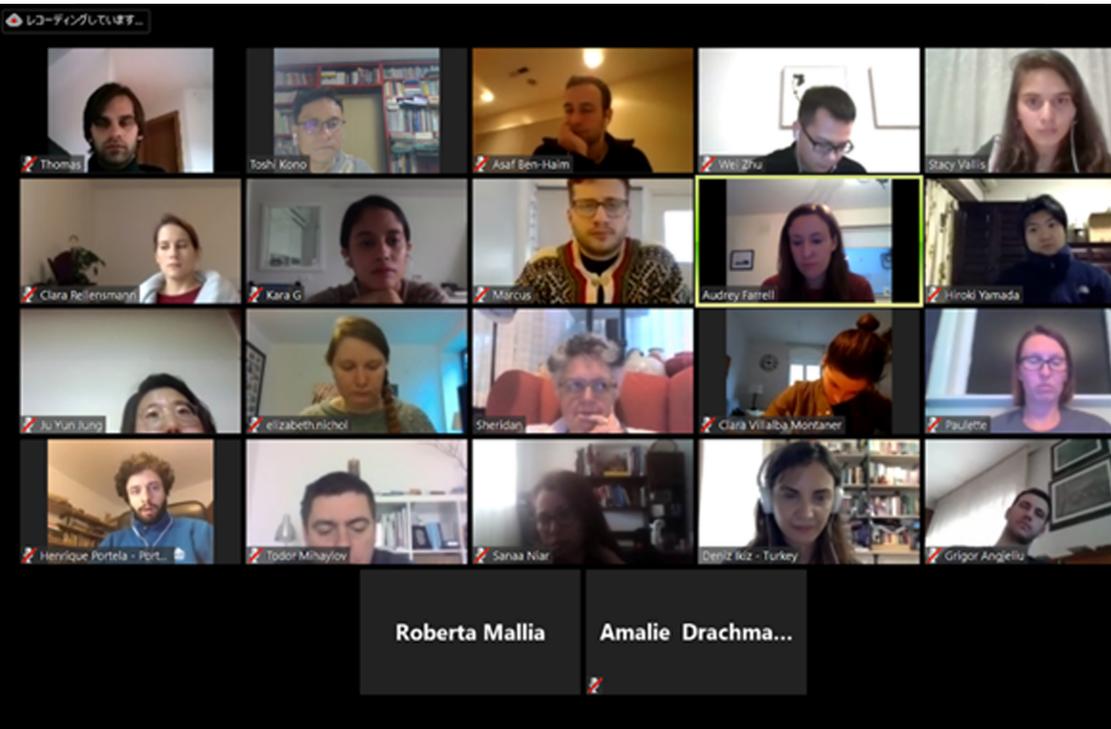
EPWG, 2019 ICOMOS Marrakesh ADCOM



WHAT'S GOING ON

EPWG TIMELINE





International EPWG Activities

Since the formal establishment of EPWG in 2017, the members of EPWG have been successfully conducting a wide range of activities both nationally and internationally in actively engaging with the members and expanding the membership base. To ease coordination across the different groups, the EPWG has a **systematic workflow and modes of engagement**.

EPWG ACTIVITIES

EPWG Communications

Email List Serve



The EPWG communicates with EPWG Representatives via a dedicated email forum.

Monthly Meetings



The EPWG holds monthly teleconferences to discuss the progress of the EPWG initiatives and/or to facilitate dissemination of the activities of ICOMOS through a Webinar.

ICOMOS EPWG Website



The EPWG website outlines the purpose of the EPWG and contains the most up-to-date information on the activities of the group, such as:

- Annual Reports to Advisory Committee,
- PWG Membership Roster, listing all the Committee Representatives.

EPWG Facebook Page



The EPWG created a closed (not public) Facebook page to disseminate information on the activities of the EPWG to all ICOMOS Emerging Professional members through social media. The Facebook page also allows all EPs to have access to and share the latest cultural heritage news, opportunities and events relevant to emerging professionals.

EPWG Information Pack



This document is intended as a guide for Committees for establishing Emerging Professional networks and working groups within ICOMOS Committees and new members of the cohort.

Reporting to Advisory Committee

The EPWG **reports annually to the ICOMOS Advisory Committee** on the progress of the implementation of 'Resolution 19GA 2017/33 – Emerging Professionals Initiative' actions.

This is accomplished by

- i. Informing the Advisory Committee regarding the compliance of Committees with Resolution 19GA 2017/33 Recommendations, in particular the nomination of each Committee of an EPWG Representative to the EPWG, to ensure that the 4th Pillar of its National and International Scientific Committee compliance mechanism is achieved.
- ii. Progressing the definition of Emerging Professionals.

International Day of Monuments and Sites

The involvement of EPs in commemorating the International Day for Monuments and Sites started in 2018 with the theme '**Heritage for Generations**' and events led by the ICOMOS EPWG. Since then, we have witnessed continued active participation of EP members from all over the world for the last three years.

EPWG ACTIVITIES



International Day of Monuments and Sites

'Webinar Series' hosted by the EPWG

In 2019, the EPWG launched a pilot webinar Series to address the scientific work undertaken by ICOMOS, in conjunction with short introductions to the various roles and responsibilities carried out by the ICOMOS Board, Advisory Committee, and Committees. This was conceived as a series of webinars aimed at providing EPs with information on ICOMOS as an organization, the specific work of the ICOMOS Committees, and ICOMOS initiatives. The Webinars are open to all Emerging Professionals, and if capacity

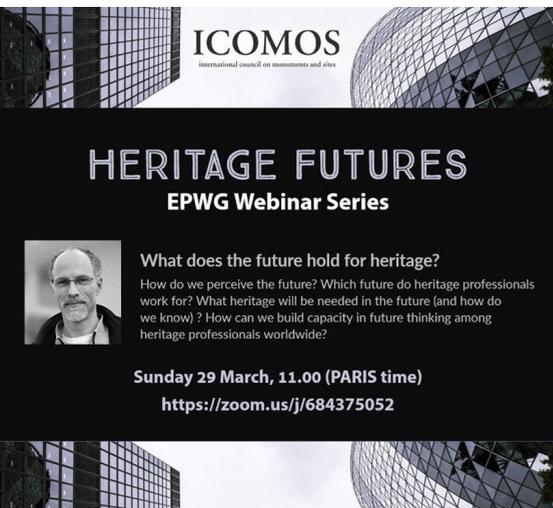
allows, to also wider ICOMOS Members. The Webinar is recorded and final (edited) sessions are being collected to produce a series of videos to be presented on the ICOMOS YouTube EDIT Channel and/or other repositories. The EPWG extends an invitation to all interested ICOMOS Committees to participate in developing a proposed series of recorded 'webinars', facilitated by the EPWG, for ICOMOS.

The videos can be found in the link below - <https://www.icomos.org/en/about-icomos/committees/emerging-professionals>

EPWG ACTIVITIES

Journeys to Authenticity

The Emerging Professionals Working Group (EPWG) is leading a project on behalf of the Advisory Committee to share and promote wide discourse about national, regional, and international interpretations of the different pathways and understandings we take toward the critical heritage conservation concept 'Authenticity'. An invitation is extended to all Committees to share current definitions and interpretations of authenticity and integrity as applied to their work and demonstrated through project examples.



Assisting with ICOMOS Initiatives

The EPWG has been assisting the Secretariat and Board with many initiatives such as the following:



Input to 'Memory of ICOMOS' Communications Repository and Sustainability & Communications Taskforce

The Communications Team are assisting the Secretariat with compilation of main EPWG documentation. This initiative was conceived as a way of methodically archiving the work generated by the ICOMOS EPWG. Due to the complexity and dispersion of the organization, it is necessary to gather the information that is, together with the changing of officers in its numerous bodies and information stored in thousands of computers across the globe, otherwise lost in ICOMOS. To avoid that, **a system "Memory of ICOMOS" was developed, to store and share information about the EPWG but also among bodies, NC's, ISC's and members.**

With the help of Communications Team "Memory of ICOMOS" repository is assisting the Secretariat with compilation of main EPWG documentation.

The EPWG Secretariat and Communications Team also participate within the ICOMOS Sustainability & Communications Taskforce.

EPWG ACTIVITIES



World Monuments Watch

For the 2020 World Monuments Watch, ICOMOS collaborated with WMF for external desk reviews of the nominations. For the first time, wherever possible, Emerging Professionals who were also first-time reviewers or ISCs associate members were matched to work in collaboration with expert mentors from ICOMOS. This provided an excellent cross-cultural collaboration and networking opportunities for the EPs who volunteered for the task.



Culture-Nature Journey

The Culture-Nature Journey is **an activity jointly coordinated by ICOMOS and IUCN**, with a range of partners from all over the world. The first Nature-Culture Journey took place in Hawai'i at the IUCN World Conservation Congress in 2016, and in 2017 a second Culture-Nature Journey was organized at the ICOMOS General Assembly in Delhi, India. A number of EPs are actively contributing to the work of the team. The activity was also presented in the frame of the Webinars, organized by the EPWG in 2020 and live streamed in the Facebook group.



Emerging Professionals Contribution to ICOMOS Covid-19 Taskforce

The task force was created to **address pandemic responses within ICOMOS** with support of ICOMOS Board as the reference view. It involves 5 Emerging Professionals from diverse regions..

The following tasks were undertaken by the EPs:

- Preliminary research: Surveys by other organisations:
- Lack of direct studies on cultural heritage themes: economy, tourism, HR, safety, digitalization
- Questionnaire design.



Diversify/Decolonize Heritage

40 members from a broad range of NCs and ISCs collaborated on examples of racism as experienced within the interpretation of sites; broader conversations surrounding diversity, equity, decolonization, inclusion; antiracism within ICOMOS; self-reflection of National Committees. Mandate of a working group was discussed as well as possible next steps. This led to the development of a set of recommendations and next steps.

EPWG ACTIVITIES



Climate Heritage Mobilisation

The EPWG is currently working with Andrew Potts (the Focal Point of the CCHWG) and various members to devise platforms for intergenerational dialogue through ICOMOS' contribution within the Climate Heritage Network (CHN) Working Group 4 (Climate Heritage Planning). Emerging Professionals have also shared input to the international publication '**The Future of Our Pasts**' launched in Baku, in July 2019, and look forward to working alongside Dr. Marcy Rockman, towards involvement within the proposed IPCC Expert Meeting, with partner organisations. At the time of the

preparation of the Info Pack, we were in the process of developing a project for the implementation of the Future of Our Pasts across all ICOMOS Committees by drawing on expert and emerging professional insights.

Regional Participation

The EPWG has participated in various regional ICOMOS events, **to further activate the network of emerging professionals**. The representative example of the events are:

- ICOMOS Europe Region Presidents Meetings
- ICOMOS South-East Europe Regional meetings
- ICOMOS Climate Change and Heritage Working Group Meeting, Paris, March 2019
- Africa World Heritage Fund Workshop, in collaboration with University of Kent, University of Cape Town and Robben Island World Heritage Site on World Heritage and Sustainable Development in Africa: Implementing the 2015 Policy, Robben Island, South Africa, August 2019
- International Cultural Heritage Council Session, Moscow, September 2019
- ESACH Meeting, Italy, October 2019
- PICUDA 2019 Live the place: Practical Workshop for the Management, Conservation, and Appreciation of Ibero-American Cultural Heritage.

EPWG ACTIVITIES

To further address and complement the items outlined in Resolution 19GA 2017/33, the EPWG also contributes, and helps facilitate across the following programs:

- ICOMOS International Webinar Series, in collaboration with internal ICOMOS Committees, Working Groups, Taskforces and external partners, ICCROM, IUCN
- ICOMOS' Response to Covid-19 Pandemic
- Communications and Sustainability Taskforce
- Collaborates across ICOMOS International Sustainable Development Goals (SDGs); Climate Change and Heritage (CCHWG) Working Groups
- 'Journeys to Authenticity' Scientific Project, ahead of Nara+30 (2024)
- Initiated workshop discussion on 'Diversify/Decolonize Heritage!' (July 2020)
- Compiling EPWG Information Package for Committees: "Proposed Guidelines for establishing emerging professional networks and working groups within ICOMOS Committees".

EPWG ENGAGEMENT

The National Committees and International Scientific Committees have been establishing initiatives and organizing events, panel discussions, technical discussions all over the world in an attempt to actively engage with the EP membership base in their respective NC and ISCs. Based on the tools available to them, the various NC and ISCs have created many diverse programs and initiatives in achieving the ICOMOS objectives as set out in Resolution **19 GA 2017/33**.

The following are a selection of a diverse range of successful strategies and initiatives undertaken by Committees to increase emerging professional engagement across ICOMOS membership, and also as an inspiration for many more innovative ideas going forward.



EPWG Group Photo at the 2018 ICOMOS Annual GA, Buenos Aires





ICOMOS Australia, TAS Mentoring Event

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program **Mentorship**
Establishing EP Group Network
Collaborative Event

Case Study 1:

ICOMOS Australia

Australia ICOMOS launched its student mentoring program in Victoria in 2012, and it now runs in New South Wales and Victoria. Each program runs from about April/May to October/November each year with about 15-30 participants, and has the following key elements:

- *Mentees can be cultural heritage students of all ages (as well as architectural and archaeology students who have a demonstrated interest in and some knowledge of heritage conservation) from the participating universities*
- *Mentors are drawn from the Full International membership of Australia ICOMOS, to ensure that they are experienced professionals in their field who will provide value as a mentor*
- *It's offered at no cost to students*
- *It's launched with a social event to introduce mentoring pairs, and a closing event is also organised to allow participants to share their experiences with each other*
- *Mentoring pairs are expected to meet at least 3 times (apart from the launch) by the end of the program*
- *There is no assessment component, although participants are asked to complete an evaluation survey at the end of the program to provide feedback to the organisers*
- *Is coordinated by a mentoring team (for each state in which the program is run) that includes an Australia ICOMOS member who is familiar, either personally or professionally, with the members who are offering to participate in the program as mentor, and contacts from each of the participating universities – these contacts are directly involved in the relevant cultural heritage teaching programs so they are familiar with the students who are applying to be mentees.*

A statement from the ICOMOS Australia Board / President on how the mentoring program boosts ICOMOS Australia

The benefits of mentoring are:

1. *Connecting in a positive way with students and emerging practitioners entering the heritage professions*

- This has benefits for membership development and the building of inclusive professional networks. Over time, participants in the Mentoring program have taken on leadership roles in the national committee, taking on diverse roles, and developing new activities.

2. *Ensuring that students and emerging professionals know about ICOMOS and its activities at the local, national and international levels - It can be challenging for new colleagues to find an easy and welcoming 'entry point' that allows them to find out about ICOMOS.*

3. *Building long-term and mutually beneficial relationships with key University teaching programs in heritage disciplines - There is a growing number of relevant courses, and it can be challenging to contribute to the pedagogy in them all. Mentoring is valued by the universities as a means of helping graduates to enhance their employability. Mentoring committees comprised of academic and practitioner*

members strengthens the relationships, supporting the possibilities for further collaborations.

4. *Providing members with a highly valued and two-way opportunity to 'give back' to the heritage field, and to share their knowledge, experience and passions with younger/emerging colleagues - While students frequently report that the Mentoring program has helped them with their career aspirations and networks, the survey results suggest that the Mentors fully enjoy and benefit from the exchanges.*

5. *The program is simple to organise and does not demand more from members than they can give - ICOMOS members are busy people, as are students. The program is designed to be cost-free, easy for everyone, rewarding and sustainable.*



Testimonial

Caitlin Mitropoulos, Permit Officer, Heritage Victoria; Australia ICOMOS Executive Committee member



I was involved in the Australia ICOMOS Mentoring Program in 2015 while undertaking a Master of Urban and Cultural Heritage at the University of Melbourne. I was paired Samantha Westbrooke who is an experienced local government heritage advisor and Conservation Architect for the National Trust of Australia (Victoria). Sam was incredibly generous with her time, and we were able to meet multiple times throughout the year, including 1:1 discussions and site visits where Sam invited me to shadow her as she went about her day to day activities, gaining valuable insight into the work of a heritage consultant and conservation architect. When a role in the Advocacy team at the National Trust became available, Sam was able to provide me with a glowing reference, and we were lucky enough to work alongside each other in this capacity for 4 years. While we no longer work together at the National Trust, Sam continues to provide mentoring and guidance, and remains one of the biggest supporters of my career. I am extremely grateful to Sam and Australia ICOMOS for providing me with this opportunity, and for allowing me to supplement my academic pursuits with some real-world practical advice and experience.

I should also note that I enjoyed the program so much, that I have now returned in 2020 as a mentor; providing me the opportunity to return the favour to another emerging professional and share with them my own experiences in the field.



Membership Policy & Membership Fees Initiatives to encourage the engagement of Emerging Professionals - ICOMOS Ireland & ICOMOS Spain & ICOMOS Israel



ICOMOS Ireland DMS

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program Mentorship
Establishing EP Group Network
Collaborative Event

Case Study 2:

ICOMOS Ireland

New Membership Category 'Associate / Student' Member

To encourage engagement of student and early career professionals in the conservation and heritage sector to engage with ICOMOS Ireland, a new Membership Policy was adopted in 2016 which provided for a new membership type: 'Associate / Student' Members. The new 'Student/ Associate Member' type membership provided a route for student and early career professionals / practitioners with insufficient experience to join as Full Individual ICOMOS Members, to engage with ICOMOS Ireland and learn more about the organisation. This membership fee is offered at a significantly reduced rate. The 'Associate / Student' member does not have voting rights.

The 'Associate / Student' Membership has a limited duration. The Membership Policy states that 'After a maximum of three years with full-time conservation experience, qualifying Associate Members will be sent a reminder to apply for full Individual

Membership prior to membership renewal at the end of the financial year. The notification explains the requirements for Individual Membership and the application process for upgrading their membership.' This is to encourage the members to progress to Individual Membership as 'Emerging Professionals'.



Audrey Farrell, ICOMOS Ireland EP Representative reports that: "In 2017, ICOMOS Ireland began to receive applications for Associate / Student Membership and approved four associate / student members. Since 2017, all four of the Associate / Student Members have progressed to Full Members of ICOMOS Ireland. The promotion of this new membership category is on-going, and also outreach to encourage early professionals to join ICOMOS Ireland as full Individual members. Today approximately 20% of ICOMOS Irelands membership are full Individual 'Emerging Professional' Members"



ICOMOS Ireland has established a national Emerging Professionals Working Group. The group organise EP outreach events and are actively encouraged to participate with ICOMOS Ireland events. The money raised by events organised by the EPWG are set aside to support ICOMOS Ireland Emerging Professionals to travel to ICOMOS International events.

Fees Note: ICOMOS Ireland has a reduced fee for full Individual Emerging Professionals only if the member is under 30 years old (ie benefits from the discounted fee from ICOMOS Secretariat for members under the age of 30, in accordance with Article 6-b of the ICOMOS Statutes).



The ICOMOS Ireland EPWG Representative has been assisting the ICOMOS Spain EPWG Representative with information regarding this initiative for the update of the ICOMOS Spain Statutes regarding membership.



ICOMOS Spain EPWG in Marrakesh

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program Mentorship
Establishing EP Group Network
Collaborative Event

Case Study 3:

ICOMOS Spain

Initiative to Increase Emerging Professional members by Updating Statutes to utilize Affiliate Category to integrate more Emerging Professionals into the NC

To comply with the Resolutions regarding the ICOMOS Emerging Professionals Initiative (New Delhi, 2017), ICOMOS Spain created its national Emerging Professional Group in 2018, formed by more than 20 ICOMOS individual members.

The ICOMOS Spain NC statutes already included the “affiliate” membership category but, so far, there has been no member processed under this type of membership. This maybe because it was not clearly defined. At the moment, the ICOMOS Spain Board is working on the modification of the statutes to update, clarify or improve some of their sections to ICOMOS current needs, and to contemplate the actual role of the organisation in the Spanish national context.

‘
Clara Villalba, ICOMOS Spain EP Representative reports: “One of the topics discussed has been how to integrate more Emerging

Professionals into our organisation including those who are students or are simply not yet experts or eligible to become ‘individual members’. Based on the current EP definition in the ISC by-laws, the proposal is to allow EPs to become either Individual or Affiliate ICOMOS members, depending on their training, experience, and stage of their professional career in cultural heritage conservation or management. Thus, the new definition of ‘affiliate members’ (if passed by the national GA in November, 2020) will state that ‘affiliate members’ are those who cannot be considered individual members yet, but can join the organisation and all the related activities, without any voting rights. Of course, this new definition is very open and might be subject of further modifications in the future, especially if an EP Definition is included in the upcoming review of the ICOMOS Model NC statutes”.

TEAMS:

- *Management of social media (Community Managers)*: Facebook Page, LinkedIn Page, Instagram and Twitter accounts (ICOMOS España).
- *Translations team*: Translation of official documents to and from Spanish, to improve communications with some of our members and with other regions of the world. E.g. 2018 and 2019 ICOMOS international annual reports.
- *In 2020/2021, the EPs will start supporting more experienced members with regards to official reports* (alerts, state of conservation reports, etc.).
- *Other emerging sub-teams at the NC EPG: e.g. Journeys to Authenticity Project*
- Also, *the EPs belong to other NC working groups*: World Heritage WG; SDGs; Webinar series; 2020: ICOMOS Spain 40th anniversary; Heritage and COVID-19; Education and Participation; Observatory for Cultural Heritage.

ACTIVITIES:

- *Organisation of the International Day of Monuments and Sites*: it was first organised by the EPs in 2018, under the theme 'Heritage4generations' and then, in 2020, during the lockdown, an online celebration was organised and it was very successful. One post per hour was prepared, including themed videos by members of the NC Board, and several games, puzzles and challenges, too. Only in Facebook, around 55,000 people interacted with our posts, but there was very significant activity in Instagram and Twitter, too.
- *Organisation of the 1st ICOMOS Symposium in November, 2019*: 5-10 EPs participated in the coordination of sessions, compilation of minutes, editing of the publishing document and other organisational matters, too.
- *Participation in the GA in Marrakesh in October, 2019*. 6 EPs were part of the meetings at the GA.
- *Preparation of the information and slides for the Google Arts and Culture Exhibition* coordinated by Larissa (ICOMOS Canada) about the International Heritage Alert of the Beaux-Arts Building in San Sebastián (Spain).

EPWG ENGAGEMENT

**Testimonial**

Clara Villalba Montaner, ICOMOS Spain EPWG Representative



In 2017, ICOMOS Spain had 3 full members, who were Emerging Professionals, ICOMOS Spain launched an initiative to increase Emerging Professional members in 2017.

Results of EP Initiative:

Number of EPs in ICOMOS Spain in 2020: 37 (some full members and also some affiliate members, since 2020).

All the members of the group, established in 2019, have confirmed their wish to belong to the group, as it is a volunteer working group which follows the international EP initiative. It is not conceived as a 'membership category'.

In 2018, the committee's representative to the EPWG was elected for the NC Board (responsible for the matters related to the initiative and many others). After the next NC Annual Assembly, in 2019, the NC EP group was founded and established (May, 2019).

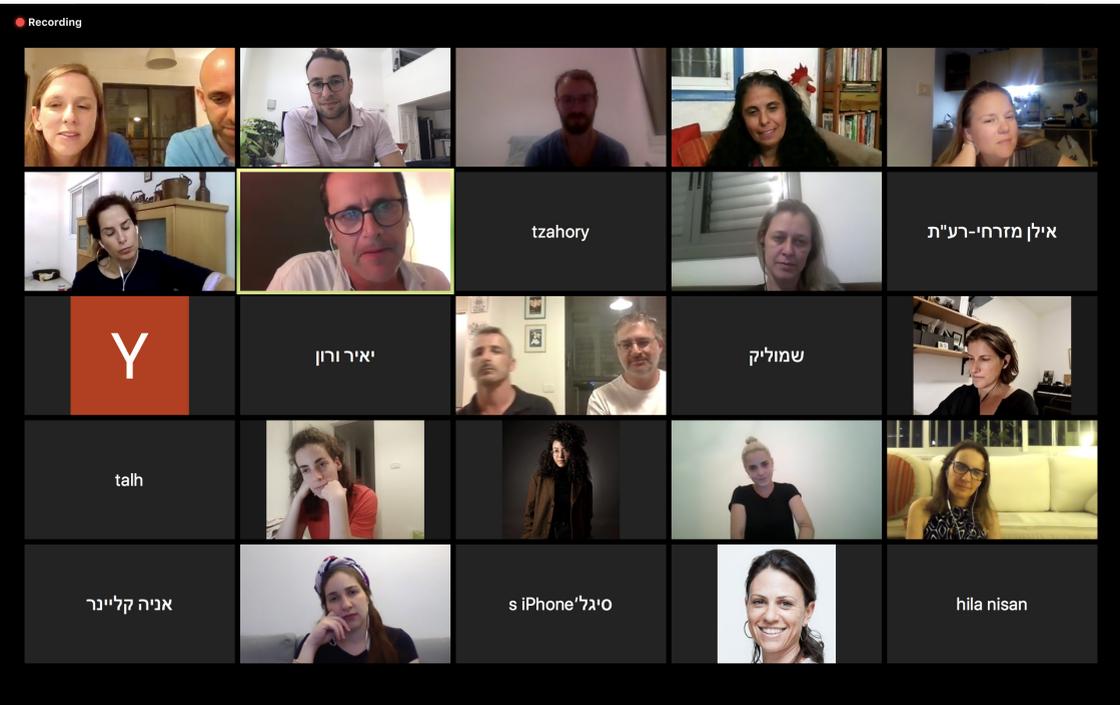
The Spanish EPWG has several roles and has participated in many activities in the past 14 months:

- Monthly or bimonthly teleconferences.

- Also, two meetings have taken place in 2019. Due to the current situation, only teleconferences are scheduled in 2020.



Fees Note: ICOMOS Spain has a reduced fee for Affiliate or Individual Emerging Professionals only if the member is under 30 years old (ie benefits from the discounted fee from ICOMOS Secretariat for members under the age of 30, in accordance with Article 6-b of the ICOMOS Statutes).



EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
 International Exchange Program Mentorship
 Establishing EP Group Network
 Collaborative Event

Case Study 4: **ICOMOS Israel** New Emerging Professional Fee

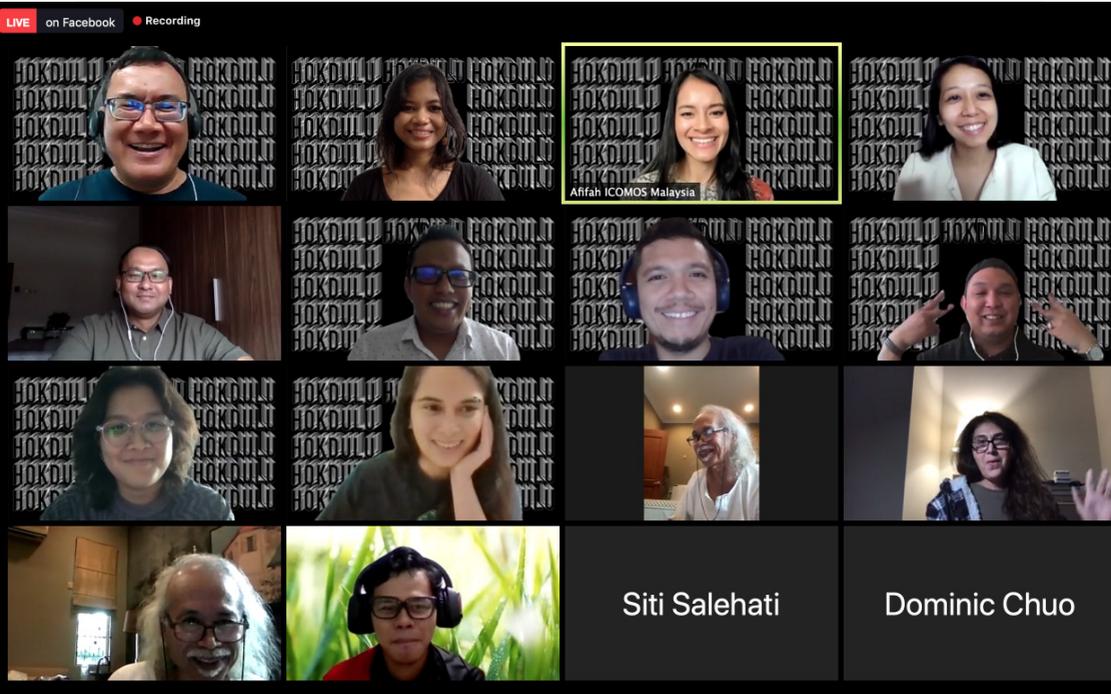
In order to expand its membership base, in 2019, ICOMOS Israel created a reduced Emerging Professional annual fee, in lieu of the previous student discount.

The Emerging Professional is considered as a full Individual ICOMOS Member for all purposes, allowing many opportunities for active participation in the works of ICOMOS National Committee, but the EPs pay an annual fee of around one third of a non-EP membership.

ICOMOS Israel considers an Emerging Professional as a person who is still pursuing academic studies (including postdocs/internship/etc.) or in their first few years off academia or practice.

At the 2019 Israeli General Assembly, the old EP definition (which included age restriction (35) and the term 'student') was voted to be cancelled in favour of a more inclusive definition, in line with the EPWG accepted one. Together with the international EPs development, a main reason considered was that, in reality, today in Israel, many emerging professionals are still in their very first steps in the industry/market during their early 30's.

‘
Asaf Ben Haim, ICOMOS Israel EP Representative reports that “the new emerging professional fee led to the additional 10 members joining the Committee. ICOMOS Israel is also organising a recruiting drive in July 2020, inviting potential EPs, who were all targeted by the active EPs”.
 ’



Testimonial

Indera Syahrul, M. R. (ICOMOS Malaysia)

EP membership gets me close to all updates related to ICOMOS, and since joining in 2015, I feel like a member in a large multi-background professional interested in heritage conservation. Indeed, it provides many opportunities for networking, education and professional improvement with an indispensable organization that has made its mark on valuing the cultural heritage challenges.

EPWG ENGAGEMENT

Strategy and Outreach

- Membership Policy & Membership Fees
- International Exchange Program
- Mentorship
- Establishing EP Group Network
- Collaborative Event

Case Study 5:

ICOMOS Malaysia

EP Strategy and Outreach Initiative

To enhance integration of Emerging Professionals into all levels of ICOMOS, the Malaysian EPWG have adopted a strategy dubbed the 3Es – Encourage, Empower, Embrace, focusing on three areas:

EDUCATE: EPs need to equip themselves with a minimum level of understanding and knowledge in conservation and preservation. This will include aspects of the legislation relating to conservation, planning and development, potentials, challenges and threats. Education system shall include the conservation subject in the syllabus under a wide range of fields. ICOMOS National committee can play a role as experts and providing technical knowhow, etc.

EXPOSE: ICOMOS NC to offer greater opportunities and guidance to the EPs. The exposure can be in the form of allowing EPs to participate in their projects (conservation project, research project, study tour, field trips, cultural mapping, etc.), inviting experts to

showcase what are the best practices, examples and lessons learnt. Funding and grants for emerging young professionals are crucial. It is to allow EPs to meet new experts by participating in national/ international symposiums, conferences, workshops and focus group.

ENABLE: ICOMOS Malaysia shall become a platform to let EPs to have opportunity to venture into deeper understanding on heritage issues and perspectives. Funding/grant for participating in International/ National conferences, symposium, workshops, study tours, etc.

Outreach

- Heritage School Rehabilitation Program: A program launched on 18 April 2020 consisting of 3-phases that will eventually look into a Maintenance and Management Plan for Heritage Schools; involving students, ICOMOS EP and relevant agencies.

EPWG ENGAGEMENT

Strategy and Outreach
 Membership Policy & Membership Fees
 International Exchange Program Mentorship
 Establishing EP Group Network
Collaborative Event

Case Study 6:

ICOMOS Africa and ICOMOS Arab states

The webinar jointly conducted by ICOMOS Africa and ICOMOS Arab regions addressed the theme 'Journeys to Africa and Arab State Heritage: **Shared Cultures, Shared Heritage, Shared Responsibilities**'. This event focused on understanding issues and influence of heritage (tangible/intangible, cultural/natural/mixed and movable/immovable) on sustainable development of communities in Africa and Arab States Regions that are beyond the existence value of heritage. Emphasizing on how heritage can also be leveraged as soft power within the community to bring about social inclusion, development and communal understanding and dialogue. This was an exemplary collaborative event across the two NCs, showing the potential for regional collaborations.

EPs were part / lead the organization of this event.

Testimonial

Dalia Nabil (ICOMOS Egypt)

I was invited by Sanaa Niar, ICOMOS Emerging Professionals Coordinator for the Arab States, along with other colleagues to participate in the webinar entitled 'Journeys to Africa and Arab State Heritage: Shared Cultures, Shared Heritage, Shared Responsibilities' jointly conducted by ICOMOS Africa and ICOMOS Arab Region. The webinar comprised a number of short presentations highlighting the addressed theme in African and Arab States. It was indeed an enriching experience to learn more about our shared heritage within the regional context of the webinar and to share knowledge on the different questions raised through the different presentations: the meaning of heritage, the understanding of the community to its role, and the impact of heritage on sustainable development. Besides the presentations, the interaction among the presenters and audience throughout the questions and answers session was equally important, as it further enhanced the idea of the webinar's theme through sharing ideas, experiences and knowledge. The webinar gave a promising start for more future online events for collaboration.

ICOMOS EPWG
 Regional Group
 África/Arab States

Supported by: ICOFORT & CCHWG

ICOFORT
 International Council of Organizations for the Protection of the Cultural Heritage

ICOMOS

Saturday
18 April (12pm Paris time – GMT+2)
 Through Zoom (<https://uonewcastle.zoom.us/j/163824470>)
Journeys to Africa & Arab Heritage
Shared Cultures. Shared Heritage. Shared Responsibilities
 #18April | #ICOMOS | #SharedCultures | #SharedHeritage
 #SharedResponsibility | #IcomoslDMS2020

International Council On Monuments And Sites



Testimonial

Komal Potdar (ICOMOS India)

I got this wonderful opportunity of taking part in the International Exchange Program hosted by US ICOMOS in the summer of 2017, where I got a placement with Preservation Institute, Nantucket (PI:N) which was a summer school hosted by the University of Florida. This program is a well-designed learning experience, which introduces the candidate to practices in conservation, heritage management through meeting field experts, both private and public practitioners, coupled with visits to historic sites and a 10-week placement with an organization or an institute to participate in the ongoing projects or research. This was my first international experience of internship, visiting a new country, learn from mentors and meet professionals and academics in the field of heritage conservation and management from the USA and coupled with travel. My placement with PI:N and partner organization Nantucket Preservation Trust (NPT) was a great opportunity to receive

training in material analysis, 3D laser scanning and photogrammetry conducted at the institute in collaboration with ICR-ICC, NCPTT and HABS. I was a part of the project team for documenting and generating inventories of the historic interiors of the listed historic and heritage houses on the island. The US/ICOMOS organizing team and committee is very learned and experts in the field and also very encouraging towards emerging professionals such as myself. This experience, of interacting with my cohort from different countries and my team members at PI:N gave me new insights of cultures and also new friends. The summer at Nantucket and US was a memorable one, a stepping stone in the field of heritage conservation and has definitely propelled my professional advancement. The learning of this program, personal and professional, I still carry with me.

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program Mentorship
Establishing EP Group Network
Collaborative Event

Case Study 7: ICOMOS USA

Each year, the United States Committee of the International Council on Monuments and Sites (US/ICOMOS) seeks graduate students and emerging professionals specialized in historic preservation and heritage conservation to participate in an International Exchange Program (IEP). Intern participants are selected on a

competitive basis for participation in the US/ICOMOS International Exchange Program. Internships are approximately 12 weeks in length (including orientation and the final program), and are usually scheduled during the summer (from June to August).



Details can be found here - <https://usicomos.org/internship/>



ICOMOS CIPA EP and experts interacting at an EP event

EPW G ENGAGEMENT

Strategy and Outreach

Membership Policy & Membership Fees
International Exchange Program Mentorship
Establishing EP Group Network
Collaborative Event

Case Study 8:

ISC CIPA

Initiatives & Outreach

While organization for CIPA EP began January 2019, the EP was formally introduced to the CIPA community at bi-annual conference in September 2019 in Avila, Spain. At this conference an introductory meeting was held where the two lead EPs from CIPA led two informal presentations about the EP initiative and ICOMOS. At these presentations, people were asked to provide their email and join CIPA facebook group if they would like to know more about the initiative. Following this endeavor in early 2020 the EP group expanded to have two subcommittees (Outreach and Communications). These groups have enabled more CIPA EP members to have a leadership role and drive the initiatives that the EP undertakes.

To increase EP participation CIPA aimed at reaching out to possible members of a wide spectrum of academic and professional backgrounds through creating a presence at multiple popular social media platforms. CIPA have created

and aim to create more-engaging activities that reflect as many interconnected topics present at ISC as possible. Of course, the recent pandemic had a significant impact on planning, and therefore CIPA attempted to create online events that would temporarily replace the physical training activities. However, the ever-present interest of growing young audience, makes CIPA interested in extending existing series of webinars and online presentations even after worldwide restrictions will be lifted. Given the number of EPs that CIPA have attracted, CIPA created a multinational leadership team to be able to sustain goals of CIPA in the future and help expand audience even more.

Anyone with less than 15 years' experience in the field; not separated by age, is considered to be an EP at CIPA. CIPA EPs have been engaging with their membership base through expert's blog, Facebook group, accessing heritage from home through webinars. The CIPA has established

an outreach subcommittee and communications subcommittee working together to achieve their objective.

Ongoing programs or initiatives involving emerging professionals:

i. Social Media Presence

- Establishing a presence targeted towards attracting a younger audience to the CIPA committee from academic and non-academic environments alike, promoting volunteering and mentoring for heritage documentation, tracking progress of relevant EP initiatives in the heritage field, disseminating knowledge, sharing frequent updates on heritage related events, opportunities, and training activities.

ii. Organizing a Scientific coffee at the biennial international conference

- This scientific coffee seeks to bring together Emerging Professionals within CIPA community so that they can meet and learn from each other and from leading people with discussions on how emerging professionals can get more involved within the international heritage community through opportunities such as the International Exchange Program.

iii. **Webinars** - Through Webinars the ISCs' objective is to attract, inform and engage a diverse audience into conversation on different heritage topics (theoretical and practical), to construct a common and more effective language of communication between young heritage specialists, and to make people outside of the 'world' of heritage documentation and protection aware of its opportunities and challenges:

- **Accessing Heritage Places from Home: Part 1** - Digital Tools as Opportunities to Engage Audiences and Manage Sites (May 7 2020) 5 panelists More than 500 registered participants
- **Low-Cost Techniques for Heritage Documentation and Visualization** (May 21) 5 panelists
- **Accessing Heritage Places from Home: Part 2** -Virtual Reality: Unlocking the Potential (June 4) 5 panelists Present your thesis' short webinar series: Space for PhD students to practice giving their dissertation talks and to receive feedback from a friendly, knowledgeable audience.

EPWG ENGAGEMENT



Testimonial

Amadi Murtiyoso, PhD candidate with the Photogrammetry and Geomatics Group, ICube-TRIO Laboratory INSA Strasbourg, France.



The CIPA Emerging Professionals hosted a webinar recently in which I presented my PhD thesis. I found that this initiative is very useful especially for last year PhD students. This is more so during the quarantine period where opportunities to practice presenting my thesis can be difficult to find, what with the cancellation of various conferences and such. I managed to get valuable feedback from the audience both during and after the webinar, so I can refine my presentation in preparation for the final defense. More than that, I also think that this is a very nice opportunity to learn about other PhD topics in the heritage domain. I do hope that more participants would be willing to present their thesis in this format.



Links to CIPA EPWG –
Website – <https://www.cipaheritagedocumentation.org/>
Facebook – <https://www.facebook.com/groups/cipaEP>
Instagram – https://www.instagram.com/cipa_ep/?hl=en



Members of ISC 20C

EPWG ENGAGEMENT

Strategy and Outreach
 Membership Policy & Membership Fees
 International Exchange Program **Mentorship**
 Establishing EP Group Network
 Collaborative Event

Case Study 9:

ISC 20C

ISC20C's Mentoring program pilot

ISC20C's Mentoring program pilot has been recently completed with 1 EP assisting in implementing the program and 14 EPs involved as mentees at BTU Cottbus-Senftenberg, Germany. The program tested opportunities and challenges for remote mentoring (it was held in the pre-Covid Zoom era) and found that communications were sometimes a challenge for the mentoring pairs involved, although other pairs were highly successful with longer term professional relationships evolving. The project was based on the Australia ICOMOS mentoring scheme.

ISC20C is keen to support active EP involvement in day-to-day functioning of ISC20C as well as the activities identified in the Committee's triennial work plan (2017-2020). ISC20C EPs act as rapporteurs and resolutions secretaries for annual meetings and there are nominated EPs active in most

ICOMOS working groups. ISC20C recently created a co-option policy to facilitate the bureau membership of an EP to become the committees Membership Secretary, (as its old statutes prevented non-expert bureau members). The EPs are actively engaged in the development of ISC20C projects such as - Socialist Heritage Initiative, Innova Concrete project, Website, Social Media and Newsletter, Toolkit, cross-ISC coordination and document finalization to name a few. EPs were also actively involved in developing the Madrid-New Delhi Document.

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program **Mentorship**
Establishing EP Group Network
Collaborative Event

Case Study 10:

SDG WG

Ilaria Rosetti reports, "I was appointed as EP Representative of the SDGs Working Group on May 2018, with full support from the ICOMOS SDGs Focal Point Ege Yildirim. Through a good communication process and close collaboration with Ege, in the first months I got acquainted with the work carried out by the Working Group and I started actively engaging into projects and activities, e.g. workshops and meetings. Since last year, I have started promoting the SDGs WG work through my network and the ICOMOS EPWG, encouraging more EPs to get involved. As of now, there are 8 Emerging Professionals in the SDGs WG. Although their engagement with the workstream of the WG's sub-teams is not regulated yet, many of them are already actively involved and conversations have started to brainstorm on solutions to ensure the continuity of representation and involvement of EPs. The draft of a strategy and plan will be developed within the course of the next year in cooperation with the upcoming SDGs WG EP Representative."

Policy Guidance - Francesca Giliberto (ICOMOS Italy), Ilaria Rosetti (ICOMOS The Netherlands) and Linda Shetabi (ICOMOS UK), together with Professor Sophia Labadi and Ege Yildirim ICOMOS SDGs Focal Point, are working on drafting the 'ICOMOS Policy Guidance on Cultural Heritage for the Sustainable Development Goals'. In 2019:

1. The team organized an Expert Meeting 'ICOMOS Policy Guidance on Cultural Heritage for the Sustainable Development Goals' on the 19th of October 2019, in Marrakesh, Morocco. Participants were divided into different groups in relation to their expertise in order to define policy statements and potential case studies to illustrate the work of ICOMOS on each SDG.

Members of SDG WG

2. Linda Shetabi held a workshop at the University of Glasgow's School of Social and Political Sciences, Urban Studies on 28 Oct, 1-2pm on Producing the 'ICOMOS Policy Guidance on Cultural Heritage for the Sustainable Development Goals', in the workshop exercise participants were asked to discuss their understanding of the SDGs, how their research contributed to SDGs. We further discussed some of the reasons why there was a lack of awareness or meaningful understanding of the SDGs (beyond the titles) and why their research, while addressing some of the SDG issues such as inequality, housing, health made no mention of the SDGs.

3. Metrics and Indicators - Anashya Srinivasan is building on the report, **"ICOMOS and Sustainable Development: Measuring the SDGs"** she authored in 2019 under Dr. Ege Yildirim for the SDGs Working Group. The purpose of this ongoing project is to create a consistent and standardized language and set of metrics with which ICOMOS can communicate its contribution to the Global Goals. An impetus for the project this year is to further refine its tailored measurement model to translate qualitative program activities from National Committees and International Scientific Committees into quantifiable metrics. This work is important as ICOMOS has made communicating the value of cultural heritage to sustainable development a priority for its Committees and members.

EPWG ENGAGEMENT

Testimonial

Francesca Gilberto (ICOMOS Italy)

‘*Being an ICOMOS' EP has given me the unique chance to organize an international workshop on "Relevance, Gaps and Challenges of Indicators for Sustainable Heritage Management in Historic Urban Landscapes" together with other two EPs who share my same research and professional interests. The workshop - organized as part of the ICOMOS Annual Assembly and Scientific Symposium, Sustainability: Cultural Heritage and Sustainable Development (7th December 2018, La Plata, Argentina) - was attended by more than 40 heritage academics and practitioners and offered a platform to discuss and share solutions on how to measure the contribution of heritage management to sustainable urban development, stimulating reflections on contributions towards achieving the SDGs beyond SDG 11.4. The teamwork with other EPs initiated a fruitful and long-lasting collaboration and co-production fostering the potential of heritage for sustainable development and the SDGs.*





Testimonial

Sinéad Scullion (ICOMOS Ireland)

‘ In 2018, I chanced upon a post on the ICOMOS Emerging Professional Working Group Facebook page, which outlined an opportunity to document vernacular architecture in a small Italian town in Italy. I am glad to be in this group, as the Emerging Professionals consistently publicise exciting events deemed relevant to the members’ common interest in conservation of our shared heritage. This particular opportunity, Vernadoc Italia, seemed like a fantastic experience, so I prepared an application for the workshop. The Vernadoc Italia was held in a Medieval hill-top Italian town called Montepandone in January 2019. This 14-day workshop was organised by the Municipality of Montepandone and Università degli studi di Camerino, Scuola di Architettura e Design E. Vittoria. The workshop included 15 international participants (primarily with a background in architecture) and local Italian architecture students, offering a diverse mixture of perspectives in heritage conservation. Montepandone was chosen for the workshop location since it is deemed to be ‘heritage at risk’ due to the intermittent earthquakes and population decline, which is resulting

in disrepair of current structures. Each participant was given a different building elevation in the town, so that we could document a range of sections and elevations, from civic to domestic. We worked in teams to take spot levels, for which we used a long rubber tube filled with water. Working outside allowed interaction with the local community and drawing on-site allowed more accuracy and quicker documentation. The drawing studio was coupled with excursions, so that we could learn about the vicinity. Our guides were very proud of the region and offered a wealth of knowledge. One of the trips included a visit to the university sponsoring the event, where the international participants were asked to give a presentation of their vernacular architecture. Overall, this was a fantastic workshop both in terms of learning new skills and meeting people with an international perspective of heritage conservation. I hope to apply to another Vernadoc workshop in the future, as I think that it is a wholly positive experience. As both a recent student and emerging professional, this financial assistance aided my ability to attend the camp. Without the ICOMOS Emerging Professional network, I would not have learned about the concept of a ‘Vernadoc’ workshop and found the fantastic opportunity to be part of one in Montepandone.

EPWG ENGAGEMENT

Case Study 11:
Opportunities shared through the EPWG communications network

- Strategy and Outreach**
- Membership Policy & Membership Fees
 - International Exchange Program
 - Establishing EP Group Network
 - Mentorship
 - Collaborative Event

Through the new dedicated EPWG communications networks, all emerging professionals within all NC and ISCs, can find out about opportunities, both ICOMOS and non-ICOMOS opportunities related to ICOMOS values, which may not have come to their attention otherwise. The EPWG Facebook page is a main tool of the EPWG to share and disseminate information. The below is

an example of one such opportunity that Sinéad Scullion, ICOMOS Ireland Emerging Professional Member availed to participate with ‘Vernadoc’ workshop (conceived during a CIAV meeting in 2004) in Montepandone, Italy.



Ink drawings prepared indoors, in a make-shift studio setting (Image by Ahmad Oloumi)



Testimonial

Julieta Barada (ICOMOS Argentina)

“ Since 2018 I am a representative member of the EPWG of ISCEAH international scientific committee. From the very beginning, this meant a huge opportunity and at the same time a challenge for me. Belonging to the EPWG allows a form of interaction in ICOMOS through dialogue with other colleagues, and allows us to know, understand and participate in a more contained way in such a complex organization. I believe that the EPWG collaborates with all of us who are beginning to participate in ICOMOS, in outlining our professional profiles and in learning about the work of the institution. At the same time, belonging to a scientific committee presents the challenge of articulating professionals who are working in different places, with specific problems and very different agendas, but with a common interest. Getting to know each other and growing together in ICOMOS is a huge opportunity, which we will discover and pass on day by day. ”

EPWG ENGAGEMENT

Strategy and Outreach
Membership Policy & Membership Fees
International Exchange Program Mentorship
Establishing EP Group Network
Collaborative Event

Case Study 12:

ISCEAH

Given the transitory nature of the EP membership, the aim of this group is to outline a working structure that guarantees its continuity beyond its current members. Defining this structure will make the incorporation of new EPs easier and will enhance their continuity in time.

It starts from the consideration of the ISCEAH's EPWG as a network of emerging professionals that will facilitate the development of connections (1) between EPs; (2) between EPs and the Expert Members of the Committee; (3) between the EPs and ICOMOS, therefore contributing to their inclusion in the Organization and their comprehension of how it works.

The ISC established 4 main themes for our exchange and the design of our initiatives and activities, after a discussion that took place from an initial individual survey:

1. Studies and improvements in techniques, methodologies and theoretical approaches. This initiative facilitates the dissemination of the research work of the EPs through the ISC, This includes work that was undertaken as a part of their training or from their participation in working and research groups, which address the theoretical and methodological matters related to earthen heritage.

2. Field work and building experiences. This pertains to the practical work of the EPs and their groups, that is directly related to earthen heritage and its preservation, interventions, architectural survey and other studies. The intent is to disseminate published articles photographs, posters or any other materials that show these works, allowing a dynamic exchange of ideas and learnings.

3. Cooperation, exchange and work with local communities.

It involves works and interventions undertaken in direct cooperation with local communities in any context. According to the registers of the current activity of EPWG members, their participation in this kind of projects constitutes an added value that can enrich the activity of the Committee, Linking with young people of the local communities, regarding their work, knowledge and training is suggested as a secondary axis of this topic.

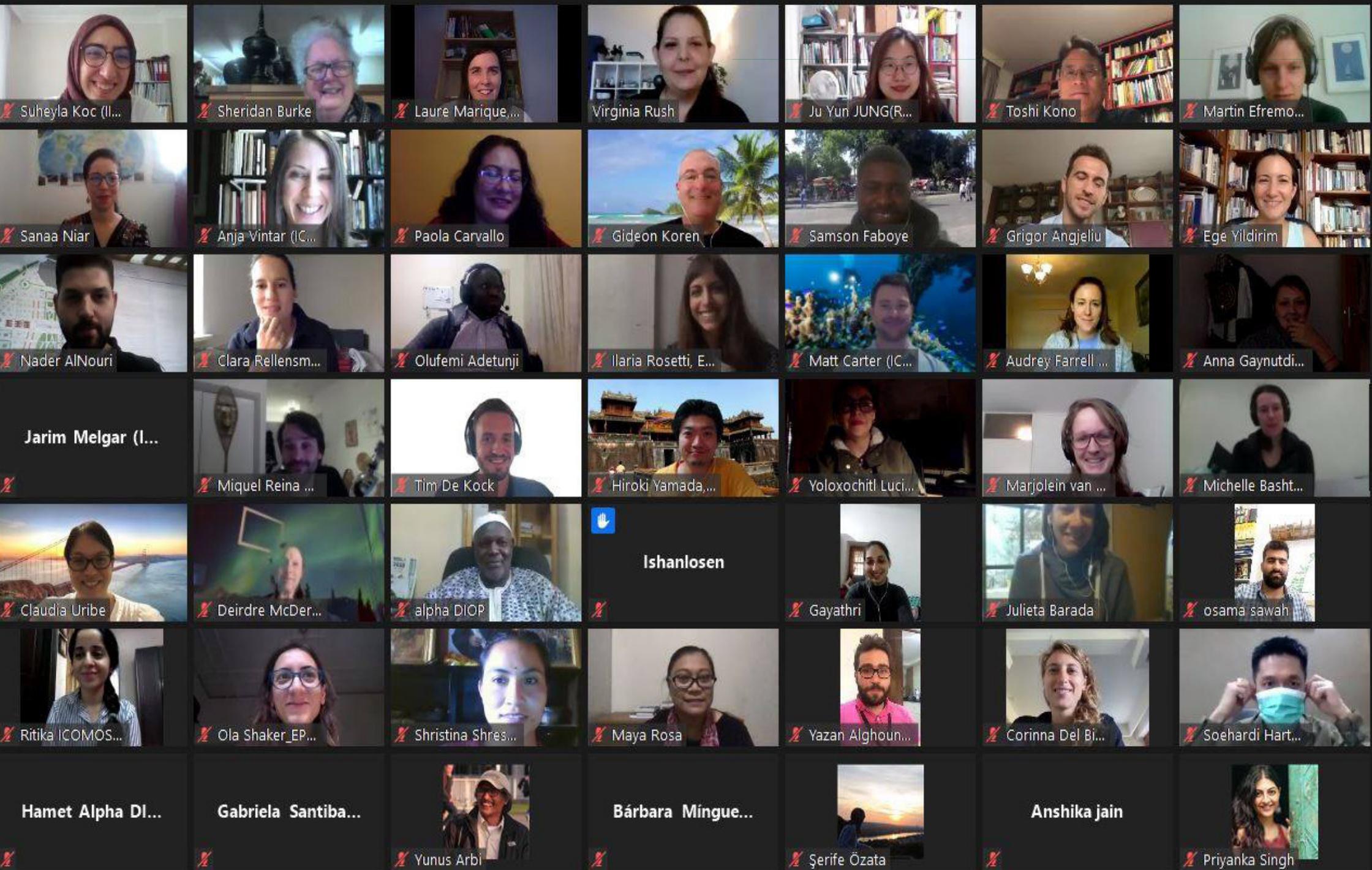
4. Dissemination and awareness.

Members are notified of activities and materials specifically designed to disseminate and raise awareness in the society about earthen heritage, its value and its problems through lectures, workshops, meetings, publication, interactive materials, etc. Important events and dates for ICOMOS, such as the International Day of Monuments and Sites, might be included within this topic.

LOOKING TO THE FUTURE

KEY MILESTONES for the ICOMOS Emerging Professionals Working Group, 2017-2020

- Activating and building Emerging Professional networks through establishment of the international Working Group (supported by dedicated Secretariat, Memberships, Communications, Translations, Regional, Funding Inventory teams), with regular reporting at ADCOMs and EPs as rapporteurs at ADCOM and SC Meetings
- Utilizing 102-Representatives to form internal Working Groups within National and International Scientific Committees including: National Committees: Australia ICOMOS, ICOMOS Argentina, ICOMOS China, ICOMOS Germany, ICOMOS India, ICOMOS Japan, ICOMOS Ireland, ICOMOS Korea, ICOMOS Macedonia, ICOMOS New Zealand, ICOMOS Spain, ICOMOS UK International Scientific Committees: CIPA, ISC20, IWC
- Formation of formal and informal communication channels: (monthly teleconferences, internal email listserv, bi-monthly webinars) and informal/social media platforms (Facebook pages, WhatsApp groups)
- Development of a dedicated ICOMOS Emerging Professionals program Information Package (Launched during Annual Meeting, Sept. 2020)
- Contribution to updating Model ISC By-Laws (Section 7.0 Emerging Professionals)
- Development and coordination of themed International Day of Monuments and Sites 2018, plus organisation of annual events and activities within ICOMOS Committees
- Initiating 'Emerging Professionals Webinars' in collaboration with ICOMOS Working Groups, External Organisations (IUCN, ICCROM), with the ICOMOS Secretariat
- Facilitates scientific projects ('Journeys to Authenticity', 'Diversify/Decolonise Heritage'), following request and with support of the ICOMOS President Advisory Committee
- Identifying mobility opportunities for continuing professional development.



GET IN TOUCH

We hope that this document has provided the readers with adequate clarity about becoming a member of the EPWG cohort, engaging with the membership base and we hope that this also serves as an inspiration to initiate similar activities in your NC or ISC.

*The ICOMOS Emerging Professionals Initiative consists of a living, active network of individuals striving towards more inclusive, diverse, intergenerational dialogue across ICOMOS and the wider field of heritage conservation. To each of you, our mentors, and colleagues - Thank-you! Merci! Gracias!
Exciting opportunities await!*

Stacy Vallis

*Secretary
Emerging Professionals Working Group*

GET IN TOUCH

Resources

EPWG Website: <https://www.icomos.org/en/about-icomos/committees/emerging-professionals>

EPWG Facebook Page: <https://www.facebook.com/groups/510347895981592/>

Contacts

EPWG Secretary
epwg.secretary@icomos.org

Membership Team
epwg.contactlist@icomos.org

Communications Team
epwg.communications@icomos.org

Translations Team
epwg.translations@icomos.org

Funding Inventory
epwg.fundinginventory@icomos.org

EPWG Memberships/Info-Pack team

*Ivan Eney (ISC Vernacular Architecture, ICOMOS Bulgaria), Audrey Farrell (ICOMOS Ireland),
Gayathri Hegde (ICOMOS India), Siiheyyla Koç (ISC Wood Committee, ICOMOS Turkey),
Ola Shaker (ICOMOS Jordan), Anja Vintar (ICOMOS Slovenia)*

If you have any queries, please contact the EPWG Secretary, and we would be delighted to assist.

ICOMOS

EMERGING PROFESSIONALS WORKING GROUP



ICOMOS EPWG official



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