

Emerging Professional Working Group (EPWG) Progress Report for Europe Group Meeting, Helsinki, 7 – 10 June, 2018

1. Background

The ICOMOS International EPWG was established in 2017, in response to the 2016 ICOMOS Annual Report's call for expansion of the Emerging Professional membership base. Nine Resolutions were passed at the 19th ICOMOS General Assembly, in Delhi, India, that consolidated the roles and scope of activity undertaken by the EPWG (please see Appendix 1 of this Report: 19GA 2017/33 – Emerging Professionals Initiative). The current Emerging Professional representative on the ICOMOS International Board is Clara Rellensmann (ICOMOS Germany), elected at the General Assembly, in Delhi 2017.

International and regional teleconferences are organized by the EPWG, to track the progress of ongoing initiatives, share updates, and further engage emerging heritage practitioners, in the role of an ICOMOS Working Group.

The EPWG expresses its gratitude to Toshiyuki Kono, Sheridan Burke, and Gideon Koren for their ongoing support and advice concerning the initiative. The EPWG is open to feedback and suggestions from the Europe Group Meeting, to further foster intergenerational dialogue within the ICOMOS community.

2. EPWG Activity (January – June 2018)

2.1 Expansion/ Development of EPWG

2.1.1 Nomination of EPs from all National Committees and International Scientific Committees

In keeping with Resolution 1 of 19GA 2017/33 – Emerging Professionals Initiative, the EPWG circulated a letter to all NC's and ISC's requesting nomination of EP representatives in March 2018. The EPWG has received a very positive response, and encourages all remaining Committees to do so, as soon as possible. The aim is to ensure full representation to generate a network of emerging professional within the ICOMOS community. The Emerging Professionals Initiative has also been included as a fourth pillar of National and International Scientific Committee compliance (please see Appendix 1), by the Advisory Committee.

2.1.2 National and International Collaboration

In keeping with Resolution 2 of 19GA 2017/33 – 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;

Collaboration may take place via election of EPs to National Committee Boards, or EP participation within other ICOMOS Working Groups.

2.1.3 Review and Draft Definition of 'Emerging Professional' (Task Ongoing)

Initial terms of definition are currently undergoing technical review, prior to submission to ICLAFI. Consensus was reached that 'Emerging Professional / Practitioner' will be treated as an additional label, rather than as a separate or new membership category. Generating an inclusive and interdisciplinary group of emerging professionals/practitioners, committed to enabling intergenerational dialogue, is the rationale for the definition and overall initiative.

Additional tasks that are being undertaken include a review of guidelines for involvement within international EPWG.

2.2 Establishing EPWG Teams

In order to more effectively facilitate communication and ongoing initiatives undertaken by the EPWG, EP representatives were asked to nominate an interim EPWG Secretary, interim Communications Secretary/Officers, interim Translations Officers and interim Memberships Officers, over the identified interim period of 2018.

The following EPs were nominated and confirmed for the following roles:

EPWG Secretary: Stacy Vallis (ICOMOS NZ)

Communications Officers: Gabriel Caballero (ICOMOS Philippines), Roberta Mallia (ICOMOS Malta), Asaf Ben-Haim (ICOMOS Israel)

Translations Officers: Sanaa Niar (ICOMOS Algeria/ICOFORT), Clara Villalba Montaner (ICOMOS Spain), Anna Gaynutdinova (ICOMOS Russia)

Memberships Officers: Audrey Farrell (ICOMOS Ireland), Claudia Ventura (ICOMOS Italy), Anna Gaynutdinova (ICOMOS Russia)

EP representatives have form interim sub-groups/committees, led by a Coordinator, as below. Regional EP sub-committees are based on and including, but not limited to the following regions:

- Europe: Grigor Angjeliu (ICOMOS Albania)
- Asia-Pacific: Jung JuYun (ICOMOS Korea)
- North America, Latin America and the Caribbean: Gabriela Santibañez (ICOMOS Argentina)
- Africa: Mikiyas Gebresilassie Tekle (ICOMOS Ethiopia)
- Arab States: Sanaa Niar (ICOMOS Algeria/ICOFORT)

2.3 International Initiatives: ICOMOS International Day for Monuments and Sites (IDMS) 2018

Drawing on Resolution 8 of 19GA 2017/33 - 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;

The 2018 theme for the International Day for Monuments and Sites of ICOMOS is **Heritage for Generations**, led by the EPWG. The International Day of Monuments and Sites 2018 was also an opportunity to recall the importance of intergenerational exchange for safeguarding and promoting heritage. Activities were aimed at fostering fruitful inter-generational dialogue include, and were not limited to: conferences, training sessions, roundtables, poster campaigns, evenings with question and answer games between emerging and established members, professionals, practitioners and non-professionals; as well as interactive tours of heritage and other sites. The central strategy IDMS 2018 was focused on the dissemination of information on events on social networks. The public campaign included:

- A. Sharing via social networks using designated hashtags: **# heritage4generations, #ICOMOS**
- B. Sharing videos using 'Facebook Live' at various ICOMOS pages and groups, along with contributing to the photobank of the ICOMOS website:
<https://www.icomos.org/en/mediatheque>

Several heritage organisations and educational institutions external to ICOMOS, also participated in the initiative, indicating the global significance of ICOMOS in important heritage discourse. The list of the activities can be found at the following link:
<https://www.icomos.org/en/pub/182-english-categories/what-we-do/focus/38999-18-april-2018>

Please see Appendix 3 for a tabulated summary of Facebook views and activities.

3. EPWG Goals for 2017 – 2020 Triennium

1. International EPWG to consist of an EP from every NC and ISC, actively participating within the EPWG by the end of 2018;
2. Each National Committee and International Scientific Committee to have at least one EP representative on their Board. *(2016 ICOMOS Activity Plan includes: Facilitating and encouraging 20% of Emerging Professional members to participate in National and International Scientific Committees);*
3. Consolidate existing local and international EP networks;
4. To promote and assist with arrangements for dedicated EPWG sessions at the General Assemblies in 2018, 2019 and 2020;
5. Definition for Emerging Professional/Practitioner by early 2019

We request that the Europe Presidents encourage and assist their EP Representative and members in achieving these goals.

4. EPWG Proposed Activity (July – December 2018)

In accordance with Resolution 3 of 19GA 2017/33- Include arrangements for dedicated Emerging Professionals sessions at the General Assemblies in 2018, 2019 and 2020;

and Resolution 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;

4.1. European Year of Cultural Heritage (EYCH)

Following the events organised for the International Day for Monuments and Sites 2018, of which all European events were also EYCH events, the Europe Regional group aims to arrange an open meeting for all EPs by the end of 2018.

4.2. Europe Group Meeting 2019

Europe Regional EPWG is organizing a regular schedule of regional teleconferences to discuss the Europe Group EP meeting in 2019. The aim is to plan a dedicated EP session in conjunction with the Europe Group Presidents Meeting.

4.3. EPWG Involvement at AGM in Buenos Aires, 2018, along with subsequent 2019 and 2020 Meetings/General Assembly

EPWG currently organising a dedicated Meeting and session for the upcoming AGM in Argentina. The format will be similar to that used during the Delhi GA:

- EPWG Meeting/Session: Involving in-person participation, along with participation via teleconference. The session will also be livestreamed using 'Facebook Live'.

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- EPWG Presentation of Progress Report to Advisory Committee during allocated time slot
- Additional EPWG event themes: 'Heritage and Youth', 'Youth and Sustainability'
- Led by ICOMOS Argentina EPs

4.4 *Dissemination of Ideas within ICOMOS*

In keeping with Resolution 9 of 19GA 2017/33- Endorse the recognition and inclusion of representatives of the EPWG within existing ICOMOS communication channels;

EPWG to utilize existing ICOMOS communication channels and social media platforms, to share initiatives, progress updates, and further connect EPs locally and internationally.

The present EPWG Facebook page is open to all ICOMOS Members to join:

<https://www.facebook.com/groups/510347895981592/>

The EPWG Communications Team is currently working to initiate 'ICOMOS E-News'. EPWG Communications suggested that the current initiative of sharing EP activities can be the basis of the E-News as part of the website or email correspondence sent to ICOMOS members.

The EPWG is also developing an information pack to provide guidelines to assist NCs and ISCs to engage with emerging professionals and practitioners.

5. Contact Information

For more information concerning the EPWG, please contact:

forum.ep@lists.icomos.org

epwg.secretary@icomos.org

epwg.contactlist@icomos.org

epwg.communications@icomos.org

This Report has been prepared by Audrey Farrell (ICOMOS Ireland), Grigor Angjeliu (ICOMOS Albania), Marcus Bengtsson (ICOMOS Sweden), Roberta Mallia (ICOMOS Malta), Clara Rellensmann (ICOMOS Germany) Gabriel Caballero (ICOMOS Philippines), and Stacy Vallis (ICOMOS New Zealand), with assistance from Toshiyuki Kono (ICOMOS President), Sheridan Burke (ICOMOS Advisory Committee President), and Gideon Koren (ICOMOS Israel).

APPENDIX

APPENDIX 1

Resolution 19GA 2017/33 – Emerging Professionals Initiative

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 within the ICOMOS Statutes can be improved to facilitate their meaningful involvement in ICOMOS Committees;

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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;

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 a fourth pillar of its National and International Scientific Committee compliance mechanism.

APPENDIX 2

Emerging Professionals Mission Statement

1.0 Background

The Advisory Committee meeting in Istanbul 2016, noted the work undertaken by the Young Professional Working Group (“YPWG”) and endorsed the recommendations of the Scientific Council to:

1. Issue invitations to representatives of interested National Committees (“NCs”) and International Scientific Committees (“ISCs”) to become involved in the YPWG;
2. Invite new ideas from the membership on engaging Young Professionals (“YPs”)
3. Call for all committees to recommend a YP to join the YPWG (Recommendation 13)

All committees were subsequently invited to nominate Young Professional members to the YPWG, and a group of 42 YPs have since met via teleconference several times with Board representatives Toshiyuki Kono, Gideon Koren and Sheridan Burke. The expanded YPWG has established a private Facebook Page and an internal ICOMOS list serve for the YPWG to facilitate communications. The group discussions have identified key issues that are now presented for the consideration of the ICOMOS Advisory Committee in Delhi.

A meeting of Young Professionals has been organised for 5-6pm on 10th December, and all ICOMOS members are welcome to attend.

The 2016 ICOMOS Annual Report notes that Young Professionals currently comprise approximately 585 members and identifies expansion of this membership base as a key ICOMOS objective to address areas of organisational priority to:

1. Maintain ICOMOS’ scientific relevance for future generations
2. Secure intergenerational engagement to ensure the organization’s continuity
3. Share ICOMOS ethical tenets to professionals during early stages of their education

The Activity Plan specifically included:

1. Updating the ICOMOS National Committee model statutes to define Young Professional and Student Membership
2. Encouraging National and International Scientific Committees to include at least one Young Professional in their activities and committee.
3. Facilitating and encouraging 20% of Young Professional members to participate in National and International Scientific Committees
4. Supporting the establishment of Young Professional working groups at the national level to encourage engagement
5. Exploring fundraising opportunities both at the national and international level.
6. Encouraging ties to Universities; activities organised in favour of Young Professionals (e.g. holding of training courses)
7. Increasing ICOMOS’ presence on social media as a key communication channel for YPs;
8. Formation of a “Mentorship Menu” to develop networking and mentoring opportunities for YPs.
9. Developing an information package on this Young Professional’s Strategy

The expanded YPWG has considered these issues and seeks the Advisory Committee's support for the following nine recommendations, that will form the basis of its activities for 2018.

2.0 Resolutions of the Working Group

RECOGNISING THE IDENTITY AND ROLE OF YPs WITHIN ICOMOS

In the short term, the Young Professional Working Group would like to propose a name change of the group from "Young Professionals" to "Emerging Professional" (hereafter will be called "EPs"), in order to also include those valuable members who may join the heritage industry at a later point in their lives.

The group aims to become a platform from which individuals entering the Culture, Conservation and Heritage Industry are able to network with ICOMOS members and partner organisations. Examples of such activity includes and is not limited to networking introductions and national financial support. 'Emerging Professionals' is a more suitable term for the encouragement of intergenerational cooperation and knowledge transfer. Furthermore, age should not be a barrier.

Additionally, in providing a platform and communication network for professional development and growth, the Emerging Professionals Working Group ("EPWG", synonymous with the YPWG) would like to further consider the potential of a tiered membership system being introduced by NCs to better facilitate the variety of members at differing stages of their early careers as well.

The EPWG confirms that it is committed to a fully inter-disciplinary membership base; encouraging members from engineering, architecture, landscape architecture, law, heritage studies, surveying, construction, geography, history, archaeology, cultural studies and art to name but a few as examples.]

FACILITATING THE INVOLVEMENT OF EPs IN NATIONAL AND INTERNATIONAL ICOMOS ACTIVITIES

A. ICOMOS ISCs and NCs membership

The EPWG seeks to encourage and advocate for the involvement of Emerging Professional Members in ISCs and NCs, in addition to being comprised of representatives from both, NCs and ISCs.

- 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;**

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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;**

It is noted that current ICOMOS statutes and regulations may need to be altered to allow them join as fully functional members. For example, many committee statutes include the requirement to have ten years' experience to join the bureau.

7. **Seek the advice of the International Scientific Committee on Legal, Administrative and Financial Matters (ICLAFI) on how the recognition of EPs within the ICOMOS Statutes can be improved to facilitate their meaningful involvement in ICOMOS Committees;**

The involvement of EPs in the ISCs and NCs will facilitate intergenerational dialogue and knowledge transfer via the following initiatives:

- Activity Engagement – All Emerging Professionals should be encouraged and allowed to partake in all activities of the ISCs and NCs. EPs may be encouraged to arrange their own activities such as talks and seminars.
- National Sub-Groups – The founding of sub-groups at the national levels where both EPs and established professionals are members. This will enable cross-generation discussion and working in areas on combined and specialist interest.
- Mentoring Scheme – All NCs and ISCs are encouraged to mentor Emerging Professional Members to facilitate their growth as professionals. The scheme may be organised using a group or on an individual basis. Note this is a reciprocal relationship, where EPs will contribute to the activities and operations of the respective NCs and ISCs.

(ii) Involvement in international and National ICOMOS Projects

The EPWG will aim to facilitate EP involvement in ICOMOS project opportunities that allow interaction and growth, seeking to play a pivotal role in the professional development and growth of new professionals in the heritage industry.

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;**

Proposals that the EPWG has been discussing includes:

1. Promoting the professional development of our members e.g. potentially through dedicated internships aimed at sharing knowledge of ICOMOS' various roles, and within a specific area of conservation expertise
2. Promoting the formation of national-level ad-hoc or permanent working groups for EPs that engage with universities and communicate ICOMOS' fields of work.
3. Developing membership of Emerging professionals in Scientific Committees
4. Collaborating with other local/ international heritage conservation organisations
5. Engaging with ICOMOS Projects such as: International day for Monuments and Sites Day e.g. 2018 with a youth theme; and regional projects such as European Heritage Year 2018

(ii) COMMUNICATIONS: Dissemination of Research/Ideas within ICOMOS

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

The EPWG will aim to improve ICOMOS communication about EP initiatives. Social media platforms (e.g. Facebook) will be utilised to connect EPs across various NC and ISC groups, by sharing news of upcoming/planned EP events/experiences for example.

The EPWG has also noted diversity of language amongst the representatives and respective committees, and endeavours to share correspondence in both English and French, for example.

Proposals that the EPWG has been discussing include:

- Development of online platforms for connecting to live or recorded lectures / conferences. Quarterly EP 'e-zine' prepared by EPs
- Facilitating exchange of experiences on international level through an annual event
- Encouraging national and scientific committees to include EP engagement in their annual meetings and conferences.
- Promoting International Exchange Programs. E.g. developing 'Travel support/stipend Scholarships

3.0 Contact Information

For more information on ICOMOS Emerging Professionals, please email forum.ep@lists.icomos.org

For ICOMOS Emerging Professionals who would like to meet other similar colleagues, please feel free to join the Facebook Group at

<https://www.facebook.com/groups/510347895981592/>

APPENDIX 3

IDMS 2018 Summary – Viewing Statistics of IDMS-related activity

1. The ICOMOS International Facebook Page (updated to 06.05.18)

#	DATE	NATION	NO. OF PEOPLE REACHED	SORT OF POST
1	15.04.18	Ireland	194	Event
2	15.04.18	New Zealand	834	Poster
3	15.04.18	Holland	955	Poster
4	15.04.18	India	369	Poster
5	15.04.18	General	7288	Poster
6	15.04.18	Spain	857	Poster + Event
7	18.04.18	New Zealand	391	Poster
8	18.04.18	New Zealand	516	Live Video
9	18.04.18	General	1867	Photos
10	18.04.18	Malaysia	205	Event
11	18.04.18	Venezuela	114	Post + Photos
12	18.04.18	Panama	202	Post + Photos
13	18.04.18	Argentina	926	Poster
14	18.04.18	Armenia	683	Poster
15	18.04.18	Ireland	697	Photos
16	18.04.18	ICORP "On The Road" initiative	1324	Event
17	18.04.18	Germany	230	Photos
18	18.04.18	India	409	Photos
19	18.04.18	Mexico	678	Live Video
20	18.04.18	ICTC Press Release for IDMS	1185	Post + Photos
21	18.04.18	Costa Rica	238	Document
22	18.04.18	Ireland	161	Event
23	18.04.18	Mali	743	Live Video
24	22.04.18	General "thank u"	5609	Photos

- Total No. of people reached (there are duplicates): 26,675.
- Note that these numbers are related only to the ICOMOS international FB page. Hence, there might be higher numbers of people reached in the case of shared national ICOMOS pages posts, not represented here.

IDMS 2018 Summary – Viewing Statistics of IDMS-related activity

2. The ICOMOS Emerging Professionals / Professionnels Émergent Facebook Page (updated to 09.05.18)

#	DATE	NATION	NUMBER OF PEOPLE WHO SAW POST	SORT OF POST
1	18.04.2018	New Zealand	65	Live Feed Panel Discussion
2	18.04.2018	Germany/AG2 020	79	Guided Tour
3	18.04.2018	New Zealand	87	Walking Tour
4	18.04.2018	Mali	82	Conferences
	18.04.2018	ICOMOS Cultural	63	Post + Photos

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		Tourism Press Release		
5	19.04.2018	ICTC Press Release for IDMS	89	Post + Photos
6	19.04.2018	India West zone	95	Dialogue
7	20.04.2018	Heritage Montreal	71	Round Table
8	20.04.2018	Netherlands	78	intergenerational dialogues
9	20.04.2018	Japan	99	Meeting and discussion
10		General thank you	97	