



Africa Programme 2021-2023

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Africa Programme 2021 -2023

This document presents the objectives of phase two of the Africa Programme for 2021-2023. The objectives are designed to be shared between francophone and anglophone Africa to enhance uniformity and equality across the continent whilst recognising the similarities and uniqueness of the two regions. Whereas there may be uniqueness in how the objectives are executed within each region, the focus of the activities shall remain aligned on the objectives, this uniqueness notwithstanding. Where possible, the objectives will strive to ensure engagements between the two regions, since both share significant common challenges regardless of language and cultural specificities.

Objectives and related actions for two African regions, one English-speaking and one francophone/French-speaking, during the period 2021-2023

1. **Develop sustainable knowledge exchange initiatives:** the aim is to match professional and academic needs to adequate expertise on the African continent
 - 1.1. action 1: conduct various **advocacy initiatives** with stakeholders to build awareness and buy-in
 - 1.2. action 2: provide **coaching** sessions to pan-African records and information management (RIM) professional **associations**
 - 1.3. action 3: organize inter and intraregional (francophone and English-speaking) **visits and exchange** programmes on initiatives
 - 1.4. action 4: promote **enrolment** of African professionals in **ICA bodies** (sections, branches, and expert groups).

2. **Develop training and trainer competencies:** the aim is first to map expertise and second to valorise African experts to make them more visible and useful
 - 2.1. action 1: identify RIM experts in/from Africa in different fields and profiles
Target: **pole/register/map of RIM experts**
 - 2.2. action 2: collect e-learning materials
Target: **e-learning resource calls**
 - 2.3. action 3: create e-learning materials: ex. use cases on specific archival issues
Target: **e-learning materials catalogue**
 - 2.4. Action 4: maintain the training of trainer activities
Target: **training of trainer sessions**

Alignment of objectives on ICA strategies

The above two key objectives are in line with the primary objectives of the ICA Africa Programme. They are intended to build on the work started during the first phase of the Programme.

Objective one will help drive the push on the Programme's strategic aim of advocacy. By creating platforms for networking, coaching, and mentorship, it will be possible for professionals across the continent to build a shared vision on how to advocate for RIM across the continent. This will build regional and continental professional networks as vehicles for

advocacy as contemplated in section 3.1.2 of the Programme's work plan. In addition, associations that have managed to build good linkages with their governments, like the Kenya Association for Records Managers and Archivists (KARMA), will be able to share insights with other associations/professionals into how to draw the government's attention to archives as contemplated in objective 3.1.3 of the Programme's work plan.

Objective two, on the other hand, will make an important contribution to enhancing the strategic aim of training and education. This will continue the work started in phase one through the Digital Curation Trainings. The register of experts will provide a pool of professionals that can be made the most of to support archival management projects across the continent. The e-learning development will provide platforms for training in cost-effective and convenient manner and help navigate the challenge of budgetary constraints that impair the ability for archival professionals in Africa to access good training.

Alignment of objectives on Africa's development strategies

The two objectives are aligned on Africa's development strategies as well as the Programme's strategy. Advocacy and adequate knowledge and skills among archival professionals will be critical to position records and archives management at the heart of the sustainable development being pursued by all African countries.

Adapted objectives for French speakers

Objectives	Targeted action for 3 years	Annual activities (2021-2023)	Partners and stakeholders	Rough budget 15,000 euros	Main expected results
1. Advocacy	1.1 Advocacy initiatives in AP	2021 - ICA congress Workshop (oct.2021) 2022 - Promotional videos 2023 - Academic and professional Publications	ICA Secretariat HEG (Haute École de Gestion), Geneva Sorbonne University, Abu Dhabi (SUAD) École Nationale des Chartes (ENC)	-	- Promotional videos from African professionals, educators, Institutions - Workshop on how to promote archival missions - Co-signed articles (CA & BMS)
	1.2 Coaching professional associations	2021-2023 - Inventory of African associations in archives, records and data management 2021 - Meeting with SPA Oct. 21 Abu Dhabi 2022-2023 - Create a mentorship/ sponsorship programme	ICA Secretariat FPA Association des Archivistes Suisses (AAS), Switzerland ICA African branches Institut Supérieur de Documentation (ISD), Tunis	-	- Working plan with FPA - African association inventory - Mentorship conventions
	1.3 Inter- and intra-regional exchange	2022- Host at least one section meeting in Africa - Tunisia at ISD (to be confirmed)	ICA Secretariat PCOM FPA ICA African branches ISD École des Sciences de l'Information (ESI), Rabat ENC	5,000	Section meeting in Africa

		2021 - Call for African implication in AP 2022 - Call for African implication in ICA Sections 2023 - Call for African implication in ICA Expert groups	PCOM FAN: African NA FPA	-	African member recruitment
2. Training	2.1 Register/map of RIM experts	2021 Experts Register/map design 2020-21 ICA database and website analysis 2022-23 - Call for EG, - Call for sections	FPA African Branches Expert groups	2,000	Experts Register/ map design
	2.2 e-learning resource collection	2021- 2023 - Call for EG, - Call for sections - call for branches	ICA Training Programme HEG Portail International Archivistique Francophone (PIAF) ICA African branches		Bilingual open e-learning materials
	2.3 Bilingual e-learning materials catalogue	2021 - Design of catalogue (July 2021 - Bachelor work HEG) 2022 - Open online catalogue- Beta/test version 2023 - Open online catalogue	ICA Training Programme PIAF HEG ENC University of Angers InterPARES Team	3,000	Bilingual catalogue e-learning
	2.4 Training of trainers	2021 - Digital curation and long-term preservation: teaching contents and methods, ESI - Rabat 2022- Consortium of African archival educators 2022-23 - Information governance: Curriculum and teaching materials	ICA Training Programme HEG ESI ISD PIAF InterPARES Team	6,000	- 2 courses for trainers - Consortium

NB: An African open online competence centre may be provided to be integrated as a space for networking to provide the e-learning materials catalogue and the African experts map.

Adapted objectives for Anglophones

Objective	Targeted action for 3 years	Annual activities	Partners and stakeholders	Rough budget	Expected results
1. Advocacy	1.1	At least one meeting for leaders of all professional associations in English-speaking countries Sponsor one leading professional to a major conference in Africa to coach association leaders	WARBICA, ESARBICA, SASA, KARMA		Develop a common strategic plan for collaborative advocacy. Improved engagement with Governments Improved leadership capabilities by association leaders
	1.2	Attendance of conferences in francophone regions and share practices in English-speaking countries as well. Participation at ESARBICA Conference 2021 to establish needs, secure buy-in, inspire action, and secure pertinent commitments from professionals and individuals.	CENARBICA, WARBICA		Build a shared vision on advocacy between Anglophone and French speakers Documented needs Improved involvement of

			ESARBICA		African professionals in ICA sections Obtain country action-points on advocacy
	1.3	Host at least one section meeting in Africa	ICA Secretariat ICA Sections		Improved involvement of African professionals in ICA sections
2. Training	2.1	Create an English-speaking mentorship programme connecting young archivists and seasoned professionals and host one round table session	Professionals Professional Associations		Enhance networking Increased participation of younger archives professionals in professional activities
	2.2	Source for relevant e-learning content (perpetual licenses)	ICA Secretariat		Library of training content
	2.3	Sponsor representative nominees to ICA e-learning training	Archival Institutions Archival Educators		Increase in the number of trained professionals
	2.4	Conduct archives leadership training for emerging young leaders/archival educators	Digital Curation Study graduates		More progressive younger leaders