



Annual Report 2021

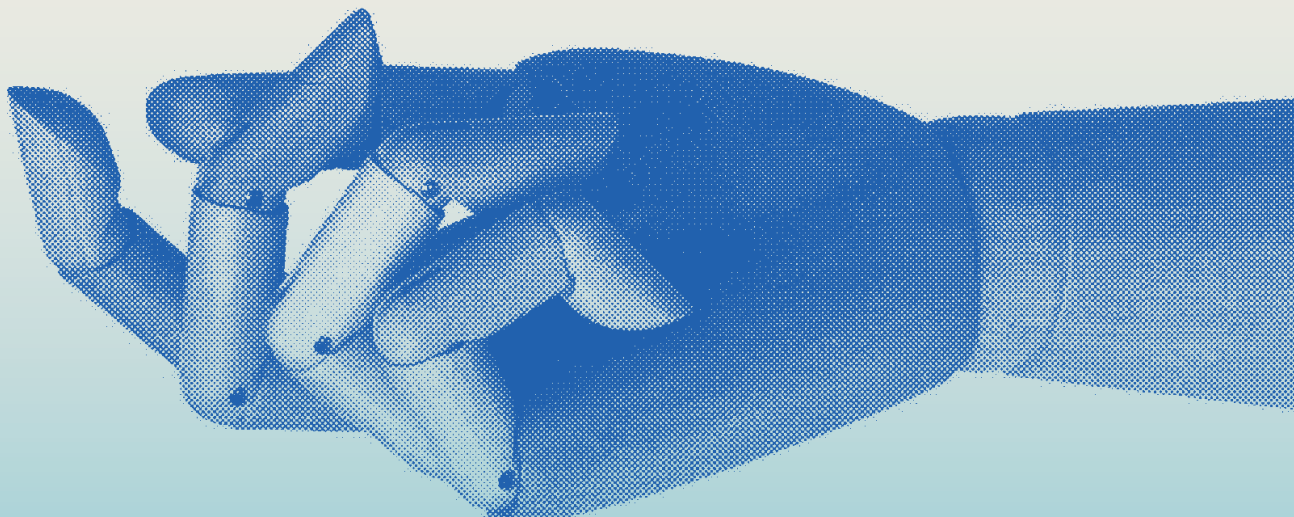


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President's Message



2021 was a significant year for the ICA. It was a year of change, a year in which we have modernised and improved our governance, our culture and our focus. Most importantly, the changes have been driven by our membership, based on widespread consultation and documented in our strategic statement: [Empowering Archives and the Profession 2021-2024](#).

Perhaps the strongest evidence of this change is in our [new Constitution](#), the fundamental statement of who we are as an organization, that documents our purpose, our values and the manner in which we operate in the interests of our members. The Extraordinary General Assembly of 2021 saw major reforms introduced into the Constitution, the first changes since 2012.

The reforms that were enacted by the Extraordinary General Assembly say a great deal about how the ICA continues to evolve as an organization committed to the promotion of archives and records management, while embracing values of transparency, accountability and inclusivity.

Voting rights have now been extended to Category D members. Our Category D members account for 45% of the ICA's total membership and individuals from this cohort serve on many committees, expert groups and projects in a voluntary capacity, delivering many of the programmes and outcomes of the ICA. It is appropriate that our 'D' members also have a voice in the decision-making of the ICA and this reform is a tangible, positive development of the inclusivity of our organization.

Transparency has also been improved, with changes made that codify our approach to General Assemblies and clarify members' rights and responsibilities. Clearer role definitions and term limits for various elected positions have been set, with staggered elections to ensure continuity and improved oversight of finances and operations.

Another step forward for collaboration across our professional networks is the establishment of the Forum of Professional Associations (FPA). In a similar fashion to the ICA's Forum of National Archivists, the FPA will give more structure and influence to the considerable contributions that professional associations make to all activities of the ICA.

2021 has also seen the implementation of reforms to the Programme Commission (PCOM) – the 'engine room' of the ICA – to enhance its representation and diversity. PCOM members are now elected by the membership at large, with an open and transparent approach to guarantee diversity of geographic zone, language and

gender. Seats are reserved for particular strategic focus areas and for a New Professional. These changes are the product of several years' work by PCOM, supported by the PCOM Diversity Working Group and under the leadership of our Vice-President Programme, Mr Normand Charbonneau. 2021 saw the end of Normand's term as VP Programme, and I take this opportunity to acknowledge his tremendous legacy for the ICA and the enduring impact that he has had on his colleagues. The elected officers, the Secretariat and the wider membership have all benefitted immeasurably from Normand's tireless commitment, his expertise, his enthusiasm and his good humour. Our 2021 General Assembly formalized the appointment of Ms Meg Phillips as our new VP Programme. Meg has been a long-standing and influential PCOM Executive Member and we now confidently look forward to great achievements of PCOM under her stewardship.

While I have characterized 2021 as a year of change, I should note that it has also been a year of delivery, and the active and vibrant ICA network has been well-served by a rich and rewarding programme, orchestrated by our branches, sections and our Secretariat.

All of the achievements of the last 12 months are testament to the strength of our membership and the dedication of the many volunteers that contribute their time and expertise. The ICA is very well served by the relatively small but exceptionally hard-working team of the ICA Secretariat and the dedication of our Executive Director (formerly Secretary General), Dr Anthea Seles. For the past two years, I have reflected on the extraordinary challenges and hardships that confronted us as a consequence of COVID-19; as we look ahead to 2022 we are still dealing with the terrible disruptions of the pandemic. Our Secretariat has performed throughout this period with a sustained focus on the membership and an undiminished willingness to innovate and implement solutions that allow us to continue to operate very well under the most difficult of circumstances.

Beyond the Secretariat, the benefits for our members are due to the generosity and commitment of volunteers, driving a wide range of programmes. This year we have seen great progress made in the advancement of the New Professionals programme, the Training programme and the Africa programme.

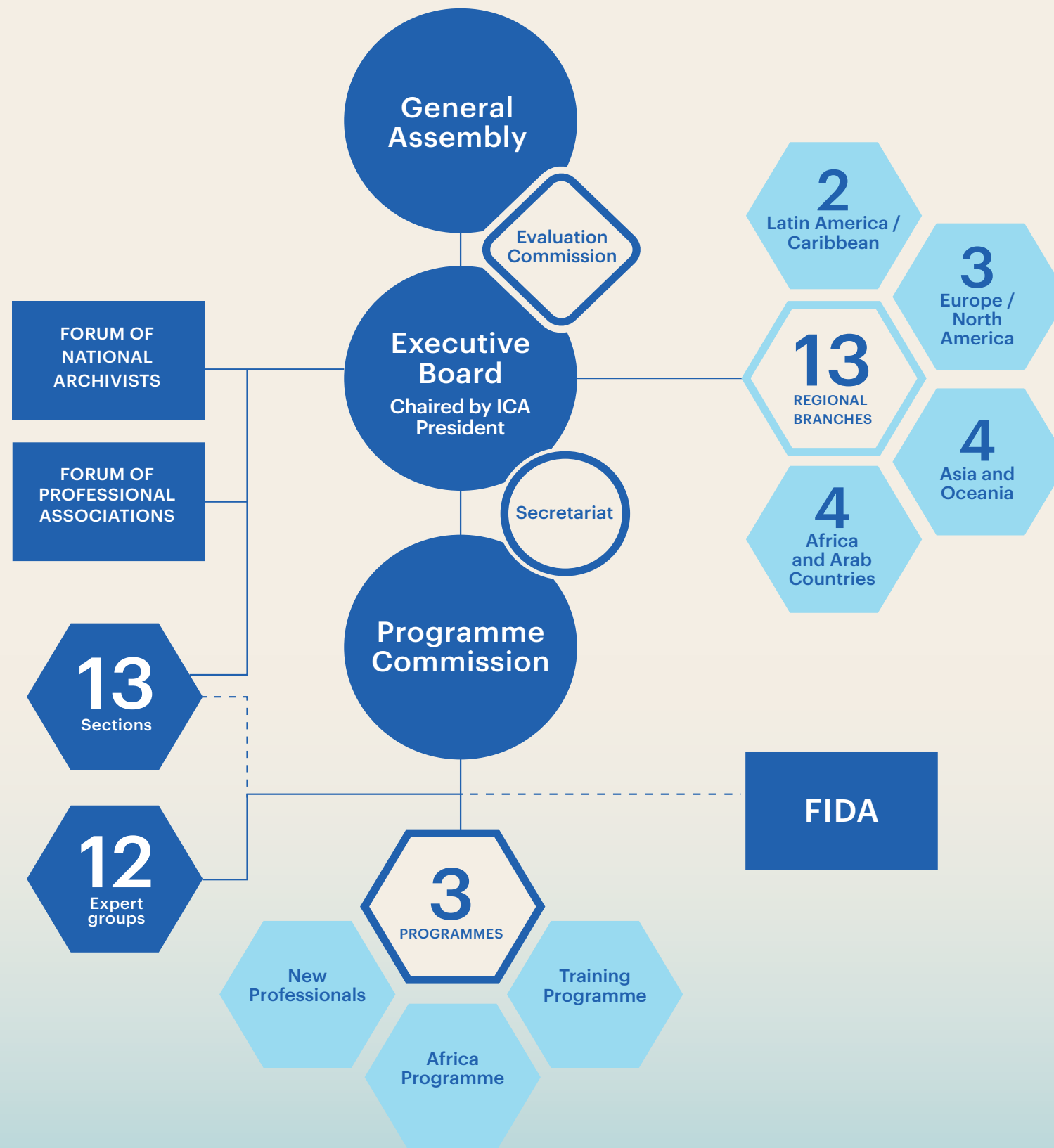
I also express my gratitude to our Vice-President Finance, Mr Henri Zuber, for the enormous contribution of his time and expertise over the last 12 months. This unprecedented operating environment of COVID-19 has tested almost every aspect of the ICA's financial management framework, and Henri has navigated these stormy waters with a steady hand and excellent judgment.

As I said at the outset, 2021 was indeed a significant year for the ICA. We have made many important changes and set ourselves a challenging and exciting agenda for the year ahead. I for one have great expectations of the ICA for 2022!

David Fricker
President ICA

21 January 2022

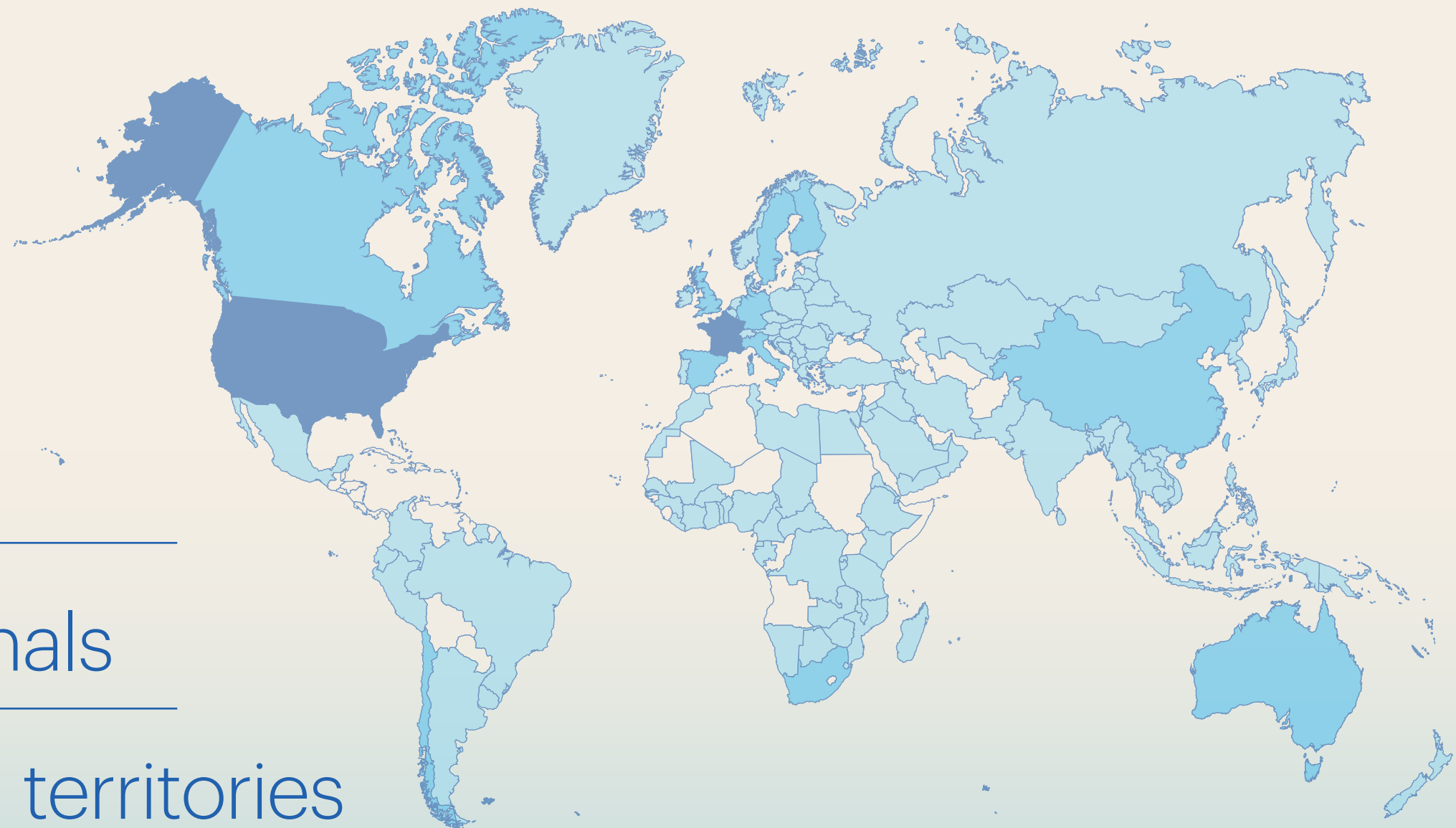
Overview of ICA Structure



Our Members

Our membership is composed of institutional members (Categories A, B and C) and individual members (Category D). Once again during the past year, we carried on the mission of developing and widening the network that brings you – and brings us – together. In 2021, we enabled more than 2,100 professionals to connect in 161 countries and territories, empowering archives and the profession.

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9

2,100 professionals

161 countries and territories

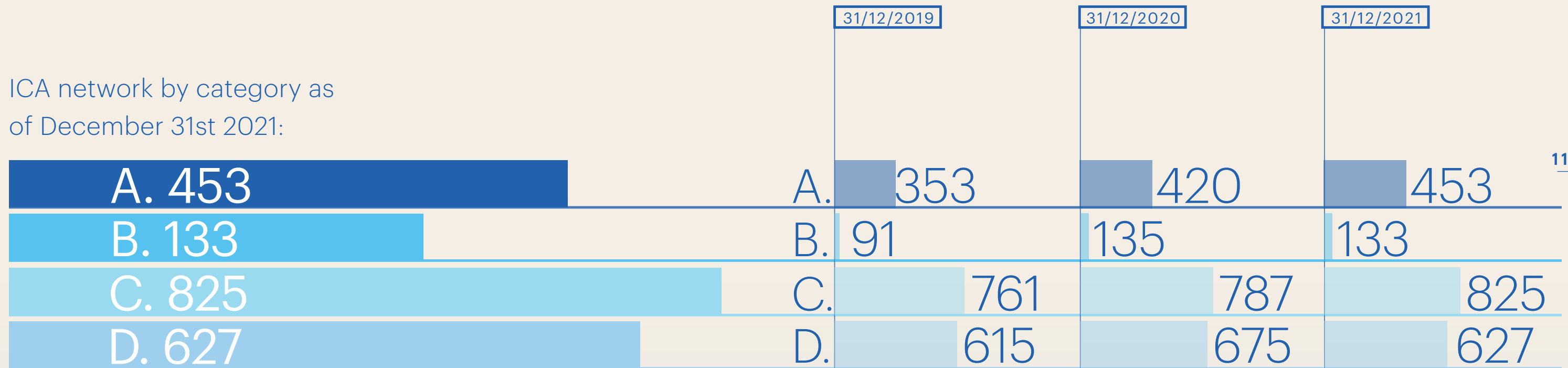
At the end of 2021,
our network included:

Meanwhile, the number of Category B rights holders has remained largely the same since the 2019 surge.

The number of Category D individuals decreased marginally, almost returning to its pre-COVID level.

A slow increase in the number of A and C rights holders, a limited compression in B and D:

ICA network by category as of December 31st 2021:

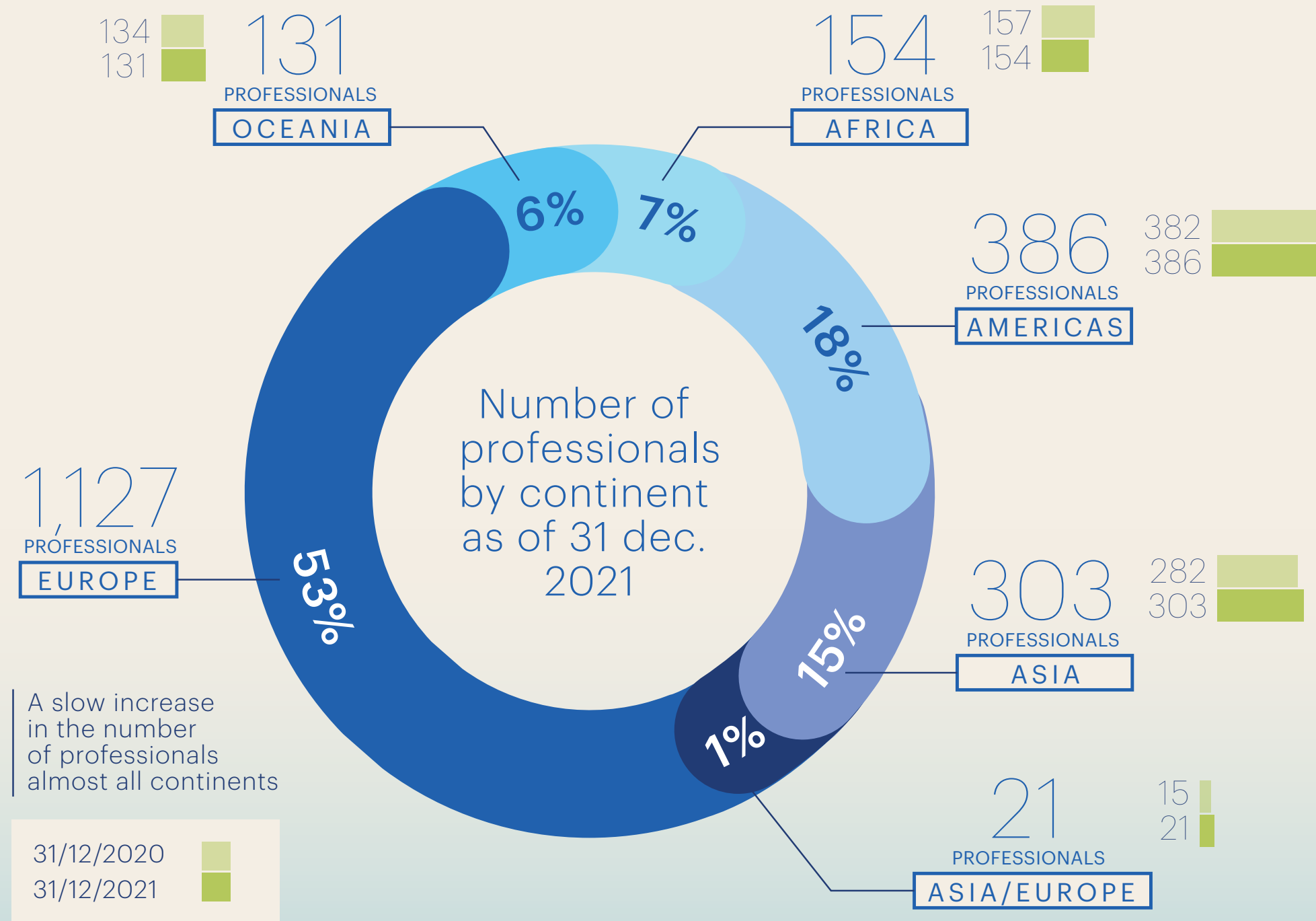


The number of rights holders registered under Category A and C kept increasing during 2021.



The 2021 ICA membership came prominently from Europe (53%), the Americas (18%) and Asia (15%).

The number of rights holders of institutional organizations or individuals registered with the ICA slightly increased in almost all continents, with a minor contraction in Africa and Oceania.



We couldn't widen our membership in a spirit of transparency, accountability and inclusivity without your help. Be sure to [inform us](#) whenever there is a change in your organization so that your [contact information](#) remains up-to-date for us all!

Strategic Plans and Reforms

General Assembly and the Extraordinary General Assembly 2021

The General Assembly took place on 20 October 2021 and was divided into two sessions: Ordinary and Extraordinary. Ordinary General Assemblies (OGA) happen every year, but

Extraordinary General Assemblies (EGA) can be called for several reasons: to amend the constitution; dissolve the ICA; distribute its assets; or to merge ICA with another body. The Extraordinary General Assembly that took place in October 2021 was called to consider and approve proposed constitutional reforms.

At the opening of the Ordinary General Assembly, the ICA remembered its deceased members: Mrs Veno Kauaria, Dr Charles Kecskemeti, Mr Antoine Lumenganeso Kiobe, Dr Michael Moss, Mr Ivan Murambiwa and Dr Frank Upward.

During the OGA, a significant point that was addressed was the succession planning for the Elected Officer positions, namely President, Vice-President Programme and Vice-President Finance. It was announced that Mr Normand Charbonneau was stepping down as Vice-President Programme. The members then elected Ms Meg Phillips as his designated successor. A call for nominations had been issued for Vice-President Finance closing 15 October, but no nominations were received. Mr Henri Zuber, current Vice President Finance asked the membership for interested candidates to come forward, highlighting that the position required a good knowledge of French accounting rules. Finally, Mr David Fricker announced that while he is retiring from his position as Director-General National Archives of Australia in January 2022, in the interests of continuity he would complete his full term as President ICA, stepping down from this post at the Rome Conference in 2022. A call for candidates will be launched in June.

The membership validated the 2020 audited accounts and received updates from all the Elected Officers on activities carried out over the course of 2021. In closing, updates were given about the upcoming ICA conferences and congresses: [ICA Virtual Conference \(October 2021\)](#), [Rome Conference 2022 \(September 2022\)](#), [Abu Dhabi Congress \(October 2023\)](#) and [Barcelona Congress \(October 2025\)](#)

Once the regular business of the Ordinary General Assembly was completed, the Extraordinary General Assembly was opened. Constitutional reforms had been circulated to the membership on 20 August with comments on the proposed changes permitted until 10 September 2021. During the EGA meeting, comments received by the Secretary General were addressed, and reforms were put to vote for approval. The reforms include:

- Voting rights for Category D members
- The change from annual to biennial conferences
- The creation of the Forum of Professional Associations
- Updating the constitution and transferring decisions regarding Internal Regulations from the General Assembly to the Executive Board

The constitutional reforms were approved with 99% of the voting members present in favour.

To read all the constitutional reforms, please see: <https://www.ica.org/en/ica-general-assembly-2021-0>

The Elected Officers, along with the Executive Board and Executive Director, will be working on an implementation plan to ensure that all the approved changes are implemented over the course of 2022–2023.

Executive Board Reforms

The Executive Board is responsible for implementing the decisions of the General Assembly and overseeing the operations of the association between AGMs. The Board comprises up to 32 members, including the Elected Officers (President, Vice-President Finance and Vice-President Programme) along with the Presidents of the ICA forums, branches and sections.

Over the 2019–2020 period the Executive Board (EB) examined proposed constitutional reforms. One of the proposed reforms was to reduce the size of the Board. However, the Board felt that in order to maintain representation and diversity of voices, it should not be reduced and instead they decided to examine EB operations to create a more efficient and effective governing body to allow all members the space to participate in meetings. A working group was established after the Adelaide 2019 EB meeting, and the group delivered its final report at the meeting that took place in October 2021. The Working Group was chaired by Rita Tjien Foo (National Archivist of Suriname and former CARBICA President and Chair of Branches), other members included Caroline Brown (SUV President), Paolo Massa (SPP President), Gustavo Castaner (SIO President), Emma De Ramon (ALA President), Mathias Massode (WARBICA President), Shuangcheng Steve Liu (Representing EASTICA) and Bert de Vries (representing Forum of Professional Associations (FPA)).

The main recommendations that came from the final report were the creation of two sub-committees: Finance and Membership, and Communication and Partnerships. These committees were created because there are important strategic questions that need to be carefully evaluated. Given the breadth of items that must be discussed during meetings, there needed to be other opportunities to discuss these key strategic questions in depth in another forum, with recommendations to be made for EB action. The terms of reference and membership of each of the sub-committees remains to be defined; this will happen during the first half of 2022. There were further internal operational reforms suggested regarding frequency of meetings and distribution of papers, which are being considered.

The proposed reforms are important to ensure that the ICA continues to be representative and inclusive, but also to facilitate timely decision-making, in line with the ambitions of [Empowering Archives and the Profession 2021–2024](#). The membership will be provided with updates on the implementation of the EB reforms over the course of the year.

The next Executive Board meeting is slated for 23 and 24 May 2022. The focus of this meeting will be the implementation of the recommendations from the EB Working Group, along with a plan for implementing the constitutional reforms.

New Vice-President Programme

The ICA was pleased to announce last August that Ms Meg Phillips was selected as the new Vice-President Programme elect. The call for nominations for the VP Programme ran from 4 June 2021 to 13 August 2021. At the conclusion of the call for nomination period, Ms Phillips was the only member to put forward their nomination, and the Secretary General confirmed the nomination stand.

She was confirmed as Vice-President Programme by the ICA General Assembly held on 20 October 2021. Her goal in

this post is to make PCOM and ICA's professional programme more transparent, democratic, diverse, and responsive to the needs of ICA members. She is also committed to collaborative work on PCOM, continuing current efforts to encourage discussion, cooperative planning, and active participation within the group. Phillips admires the ICA's diverse, global community of impressive energy and expertise in archives. She believes PCOM must reflect that diversity and expertise, and must use it fully for the benefit of all ICA members.

The new Vice-President Programme works at the US National Archives and Records Administration as the External Affairs Liaison.

For more information about her nomination and details of her twenty years of professional experience in archives and records management, you could visit [the following link](#).



[Meg Phillips nomination speech - Meg Phillips, 2021, candidate for ICA Vice-President Programme](#)

New Programme Commission Structure

The Programme Commission (PCOM) drives the ICA's technical and professional programme, including the workplans of ICA's expert groups (such as the development of tools and standards, management of projects, etc.) and the programme for the ICA conferences and congresses. Its chair is the ICA Vice-President Programme and up through the Fall 2021 meeting it consisted of 12 Executive Members, 3 Corresponding Members, 6 Ex-Officio Members with voting rights, and 6 Ex-Officio Members with no voting rights from the ICA Secretariat.

ICA strategic discussions about how to become more transparent, inclusive, and diverse led to a proposal for a new structure for PCOM, based on open nominations and elections rather than an appointments-based system. The proposal, approved by PCOM and endorsed by the Executive Board in June 2021, was presented for a vote and approved at the virtual Extraordinary General Assembly in October 2021 after a test call for self-nominations to fill two vacant PCOM positions.

New PCOM Model

Members of PCOM

- Vote and work on projects
- 7 Elected at-large Members
- Elected Strategic Programme Liaisons
- 1 New Professional Representative

Call for Nominations – PCOM Elections 2021

The call for self-nominations was open between August and October and 17 nominations were received, with 11 nominations put forward for the consideration of the membership. From these 11 nominations, the ICA members selected Annantonia Martorano (Italy) and Sharon Smith (Canada) as the new PCOM Members.

Martorano is a researcher (RTDb) of Archival Studies at the Department of History, Archeology, Geography, Art and Entertainment of the University of Florence since 2010. She is also an elected member of the Steering Committee of the Section for Archives of Literature and Art (ICA-SLA).

Smith currently works as the Senior Project Manager, Archives Branch at Library and Archives Canada. She is the Chair of the Canadian Committee/Delegation for ISO TC46/SC11 (Archives and Records Management) and is also an active member of the Expert Group on Managing Digital and Physical Records (EG-MDPR).

New PCOM Model

With the election of the first two PCOM Members, the Programme Commission starts a new chapter that will help PCOM achieve greater diversity in its new model, including geographic diversity, diversity of expertise and more. The next cycle of elections will be open in the second semester of 2022.

Attendees

- Contribute to discussions
- Secretariat Team
- Strategic Programme Leads
- Guests

Empowering Knowledge Societies – ICA Virtual Conference 2021

In 2021, the ICA held its first [virtual conference](#). The theme of the conference was ‘Empowering Knowledge Societies’ and it invited participants to explore and expand the critical role played by the international archives and information professions in 21st century knowledge societies.

The conference was structured around the [following subject areas](#):

- Archives, Trust and Evidence
- Description
 - Records in Contexts
 - Using AI and the ‘Crowd’
- Digital Transformation
 - Artificial Intelligence
 - Blockchain
 - Digital Humanities
 - Digital Preservation
 - Online Access
- Indigenous Knowledge and Archival Tradition
- New Professionals
- Sustainable Information

The conference consisted of 6 live sessions, 10 pre-recorded sessions, 5 networking sessions and 2 keynote presentations. Sixty speakers shared their projects and research initiatives, designed and implemented in different parts of the world. Five moderated networking sessions allowed participants to engage in stimulating conversations about digital preservation, emerging technologies, descriptive practices, and the future of the profession.

Keynote speeches were given by Elizabeth Denham CBE, the UK Information Commissioner and Chair of the International Conference of Information Commissioners 2019–2021, and John Sheridan, Digital Director at The National Archives in the UK.

More than 200 people registered to attend, with over 1100 views during the conference week. Those who registered continue to have access to entirety of the content until the end of 2022.

In October, the ICA saw a large increase in its reach and followers, on both Twitter and Facebook, linked to the increased communication for the conference. Results from our post-event survey indicated that participants particularly enjoyed the keynote speeches, as well as the overall content of the programme.

International Advocacy Work

International Archives Week (#IAW2021) and #EmpoweringArchives Social Media Campaign

In March 2021, the ICA launched its second social media campaign and asked the archives and records profession to consider what [#EmpoweringArchives](#) means to them and beyond.

#EmpoweringArchives builds on the ICA’s Strategic Plan [Empowering Archives and the Profession 2021–2024](#). The community along with allied organizations were invited to join us in a virtual conversation by using the #EmpoweringArchives and #IAW2021 hashtags, to discuss:

- How archives empower accountability and transparency, through access to information, for holding governments to account and ensuring that citizens can protect their rights.
- How networking and collaboration enable us to empower archives and the profession to help us achieve our goals and objectives for the profession and our institutions through the support of allied professions while helping other sectors and the general public understand what we do.
- How to challenge current archival theory and practice to make it more diverse and inclusive of different voices along with different histories.

Similar to the ICA’s 2020 campaign #AnArchivels, we developed a [social media package](#) for the community. This gave access to customizable GIFs, quote cards, videos,

banners, and posters in English, French, and Spanish to share their thoughts on what #EmpoweringArchives means to them.

We started the conversation by approaching leaders in the archival community to tell us what #EmpoweringArchives meant for them as well as how archives empower accountability and transparency, collaboration and network, and diversity and inclusivity. All these videos can be found on the ICA YouTube Channel – see our playlist dedicated to [#IAW2021](#).

During [International Archives Week 2021](#) (#IAW2021), the global conversation really kicked off. We heard individual and collective voices from around the world chime in on social media on how archives are working to empower their users and communities by challenging theory and practice through the lenses of inclusivity, cooperation, and accountability.

Participation and engagement during the campaign were once again tremendously encouraging, with us observing #EmpoweringArchives (and its multilingual counterparts: #RenforcerLesArchives and #EmpoderarLosArchivos) mentioned over 6,000 times on the web and social media platforms. During #IAW2021 voices from over 68 countries across all continents took to Twitter and Facebook in more than 38 languages, helping to expand our collective understanding of #EmpoweringArchives.

Here are some of the ways that we heard this year’s virtual conversation:



Let's Talk about #EmpoweringArchives!

#EmpoweringArchives builds on ICA's Strategic Plan 'Empowering Archives and the Profession 2021-2024' released in November 2020 and it also plays on the ICA Abu Dhabi Congress theme of #EmpoweringKnowledgeSocieties.

What were the topics discussed during #EmpoweringArchives?

Between March and June of 2021, the ICA launched its second social media campaign #EmpoweringArchives. This social media campaign was the prelude to #IAW2021 and it was an invitation to archivists, records professionals and organisations to have a virtual conversation on how as a community we can contribute to Empower Archives and the Profession in 2021.




We asked to our virtual community the following questions to expand the idea of #EmpoweringArchives. These questions were based on three pillars, which were connected to the ICA's Strategic Plan and the ICA Congress' theme.

PILLARS	QUESTIONS
 <p>ACCOUNTABILITY AND TRANSPARENCY</p>	<ul style="list-style-type: none"> • What does accountability mean for you as an archives and records professional? • As an archivist, how do I/your organisation contribute to accountability and transparency? • What projects or initiatives do you think best demonstrate how archivists and records professionals support the accountability of other institutions?
 <p>COLLABORATION AND NETWORKING</p>	<ul style="list-style-type: none"> • What does cooperation and networking mean for you as an archives and records professional? • What projects or initiatives do you think best demonstrate collaboration between archives and records professionals within their sector and other sectors or professions? • Is it important for archivists and records professionals to work with other disciplines to enrich their work? If so, why?
 <p>DIVERSITY AND INCLUSIVITY</p>	<ul style="list-style-type: none"> • What does diversity and inclusivity mean for you as an archives and records professional? • How can we support inclusion and diversity in our profession? • What are examples of diversity and inclusivity in the profession?

#EMPOWERINGARCHIVES ON THE ICA SM CHANNELS

Facebook and Twitter were our main platforms for our second social media campaign.

	No. of post		No. of engagements	
	494+	Tweets were published in English, French and Spanish	6.4k	ENGAGEMENTS
	272+	Facebook posts were published in English, French and Spanish	10.3k	ENGAGEMENTS

Who joined us?



68+

approx. countries were represented in a virtual conversation where we talked more than



38

languages



What were some of the answers of our community?



COLLABORATION AND NETWORKING

- Collaboration with other areas to diversify archival practices in approaching documentary collections
- Diversification of work and collaboration networks that include other professions and other academic fields to enrich the current archival paradigm



- Collaboration as an instrument to revitalize the role of the archives in society
- Collaboration with other professional branches to make our profession more visible



- Cooperate from within to achieve external synergies



COLLABORATION AND NETWORKING

- Right of access to information
- Access to information by citizens
- Memory
- Empower citizens



- Challenges of digital transformation and transparency
- Need for interdisciplinarity in the archival paradigm to improve its positioning and presence in the public and private spheres
- Undeniable relationship between archives, transparency and the right of access to information



- Transparency and archives to fight corruption
- Citizen intervention in administrative decision-making and social control



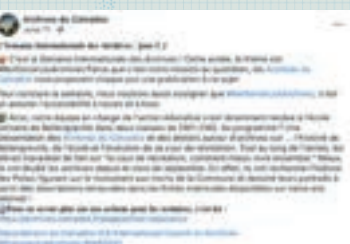
DIVERSITY AND INCLUSIVITY



- Implementation of diversity strategies in archives as forums for education, communication and professional development
- Reinterpretation of documentary collections



- Decolonization and diversification of archives
- The archives as a reflection of the diversity of society
- Inclusion of society in documentary cataloguing or transcription projects
- Proactive and educational role of archivists as an integral and dynamic part of society



- Re-signification and importance of descriptive language
- Reinterpretation of documentary collections
- Inclusion and visibility of LGBTQ documentary collections



We also explored these pillars during the [#IAW2021 webinar series](#). Across the programme, professionals and experts from the records and archival sector developed the themes that guided the social media campaign through topics including how digitization affects the stories we tell and how we could have a better approach to Artificial Intelligence in archival practice. We would like to extend thanks to UNESCO, the Digital Preservation Coalition, the Latin American Regional ICA Branch ALA, the ICA Section on Archives and Human Rights, the [Active New Professionals](#) and all the speakers for making this programme possible.

If you missed the programme or couldn't attend all the webinars, they are available on the [ICA YouTube channel](#).

We would like to extend our gratitude to those who answered our [#IAW2021 feedback survey](#) and to the participants of the [#IAW2021 Global Programme](#).

Thank you to everyone who helped us celebrate archives during [#IAW2021](#) and let's keep [#EmpoweringArchives!](#)

Professional Programmes

The professional programmes represent the combined efforts of the ICA's network of volunteers to meet the organization's fundamental aims and strategic objectives. The programmes are designed and managed to generate as many relevant products as possible, in accordance with the ICA's values in favour of professional solidarity and international cooperation, taking into account cultural diversity.

At the heart of this endeavour is the Programme Commission (PCOM), which comprises senior professionals representing many cultural traditions and areas of expertise.

PCOM's current programmes are the Africa Programme, the New Professionals Programme, and the Training Programme. In 2021, all three programmes continued offering the ICA membership and the extended archival community training opportunities, networking spaces, and professional resources developed by an international group of experts in the field of records management.

Africa Programme

Phase 2 of the Africa Programme was started with different initiatives, focusing on two objectives to be developed in the anglophone and francophone archival communities in the region:

- to develop sustainable knowledge exchange initiatives, and
- to develop training and trainer competencies.

One of the principal achievements for the Anglophone Programme in 2021 was the enrollment of almost 100 professionals in the ICA online course in records management, as part of the benefits that we offered to existing ICA members. The sponsored participants were affiliated to different archival and records management institutions in more than five anglophone countries.

The Francophone Programme presented a plan regarding upcoming projects for developing trainers' competencies and efforts to establish a Register of Regional Experts. Over 2022, the focus will be working with partners in the francophone archival community to build up the proposed Register of Regional Experts.

Volunteer Team

Africa Programme Secretary

- Cleophas Ambira – Anglophone Programme Coordinator
- Basma Makhoulf Shabou – Francophone Programme Coordinator

Africa Programme Co-Chairs

- Jamaâ Baida, Morocco
- Justus Wamukoya (RIP), Kenya

New Professionals Programme

2021 was a year of challenges and fruitful projects for the Active New Professionals and their Mentors. Under the leadership of Nicola Laurent with Cécile Fabris support, the New Professionals Programme (NPP) continued in 2021 with its objectives of supporting and engaging with new professionals across the globe.

For 2021, the programme focused its efforts on the following areas:

Projects Active New Professionals 2021

The 2021 Active New Professionals (NPs) worked on the dissemination and preliminary analysis of the survey [Whose Stories Do We Tell? A New Professional's Survey on Archival Digitization Strategies](#). This survey was intended to explore how the stories told by archivists and records managers are impacted by their digitization strategy decisions. The NPs believe that due to circumstance or unconscious bias, records relating to marginalized groups are not being digitized as often, or as much as records of other communities. That is why they proposed this survey: to better understand how choices are made at a range of institutions around the world regarding what

they digitize and why.

The survey was launched in a [webinar scheduled in the International Archives Week 2021](#). The webinar allowed the NPs to introduce their survey on digitization strategies before it went out to the wider community and promote engagement and discussion around the topic. They welcomed four guest speakers to participate in the discussion:

- Johanna Smith, Director-General of the Public Services Branch at Library and Archives Canada (Chair of the Expert Group on Research Services and Outreach)
- Angela Schilling, Manuscripts Archivist at the Australian Institute of Aboriginal and Torres Strait Islander Studies on Ngunnawal/ Ngambri country (Canberra), Australia (NPP Alumni)
- Jessica Holland, Manager of Knowledge Production and Pedagogy at the Forum on Arab and Muslim Affairs (Arab Studies Institute, USA)
- Sean Smith, Senior Archivist in the Collections Development and Management Unit at the Archives of Ontario (Toronto, Canada)

The survey received a total of 280 responses, and the initial findings were presented in a panel session programmed in the [ICA Virtual Conference](#). The session was titled 'Whose Stories Do We Tell: Viewing the Past, Present and Future through the Lens of Digitization'.

2021 New Professionals and their Mentors

New Professionals

- Razan Ahmad, Jordan
- Zoe Dickinson, US (originally from UK)
- Elisabeth Klindworth, Germany
- Francesca Mackenzie, United Kingdom
- Makutla Mojapelo, South Africa
- Luz María Narbona, Chile

Mentors

- Turki Aoied Al-Otaibi, Saudi Arabia
- Juliette Desplat, United Kingdom
- Ineke Deserno, Belgium
- Kelly Spring, US
- Elaine Penn, United Kingdom
- Leonor Calvão, Portugal

Selection New Professionals 2022 (Rome)

We received 26 completed applications from 13 different countries, which were assessed by a group of PCOM members and New Professionals Programme alumni. The call for applications was opened in June 2021 and closed in September. The assessment commenced in October and went through two rounds before the final six were selected. The majority of applications were of a high quality and ranking them was a very difficult task.

Mentorship Programme

The Mentorship Programme provides the NPs an opportunity to engage with

a wider audience of the ICA community, and the programme benefits not only new professionals but also more experienced professionals who serve as mentors.

The most recent call for mentors was launched in the second semester of 2021. We received 16 applications from colleagues from all over the world, ready and willing to give time and support to the Active New Professionals.

After a selection process led by Cécile Fabris, six mentors were chosen to pair with the six Active NPs for 2022. The pairings were based on the biographies, interests and language preferences of all mentors and mentees. Regular cohort meetings with all mentors and mentees will also provide a great opportunity for everyone to learn from each other.

Training Programme

This year, the Training Programme launched the fourth online learning course, '[Managing Digital Archives](#)', which is available in English and French. The course forms part of how the ICA hopes to encourage and support digital preservation by equipping learners with the knowledge to develop the infrastructure to manage their digital archives now and to provide contemporary access, as well as preserve them over time to ensure their survival and access in future. It provides a thorough grounding in the management of archives in digital format, from selection

and ingest, description and metadata management, to preservation techniques and access provision.

This training course was developed by Nancy McGovern, former chair of ICA's Digital Records Expert Group and Margaret Crockett, ICA's Training Officer, with contributions from Kari Smith, Institute Archivist MIT and Pauline Soum-Paris, Project Archivist at the Bodleian Library, Oxford. The course includes modules on: collecting, ingest, preservation, infrastructure, access and stewardship. It will be available in English and French and has been translated by David Rajotte with Claude Roberto providing the narration.

2022 New Professionals and their Mentors

New Professionals

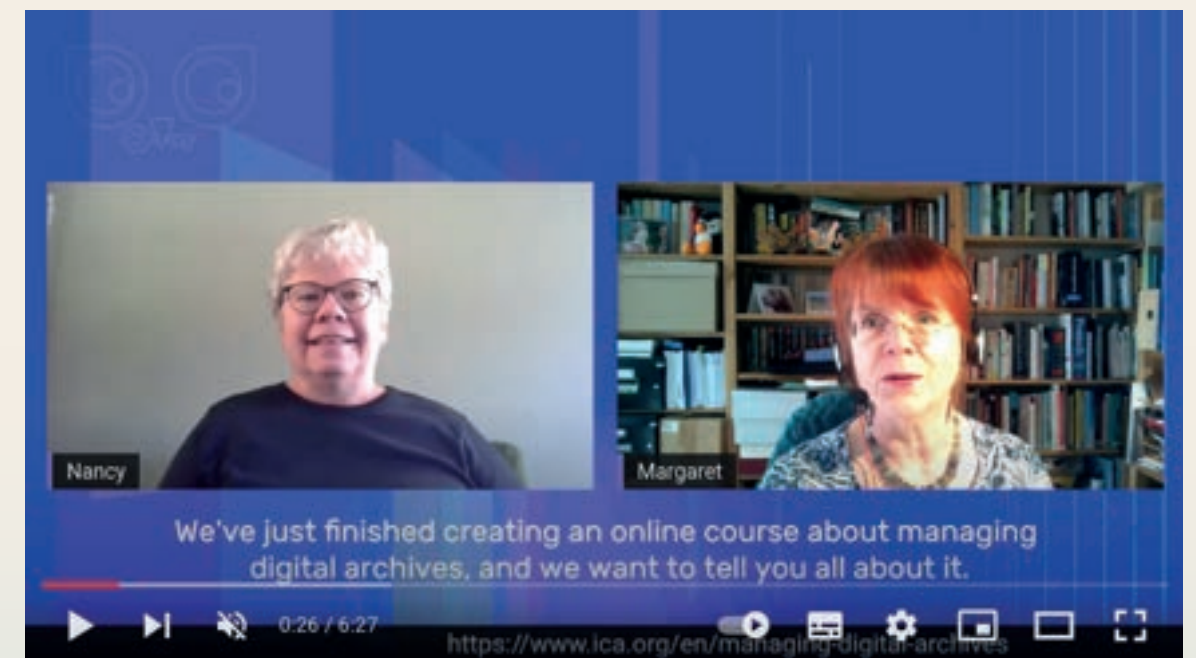
- Gina Maria Chacón Vargas, Costa Rica
- Janny Sjøholm, Norway
- Susannah Tindall, Australia
- Lerato Tshabalala, South Africa
- Laura Yturbe, Peru
- Oscar Zamora Flores, USA

Mentors

- Ted Cheng Yui-tat, from Hong Kong, China
- Margaret Crockett, United Kingdom
- Victor Kabata, from Kenya, currently living in the United Arab Emirates
- Normand Charbonneau, Canada
- Sergio Miranda de Lima, Brazil
- Rodrigo Sandoval Diaz, Chile

Volunteer Team

- Nicola Laurent, Coordinator for the New Professionals Programme
- Cécile Fabris, Coordinator for the Mentoring Programme



[Managing Digital Archives - ICA Online Course - Intro Video](#)

Managing Digital Archives

Training Officer

Margaret Crockett

Volunteers

- | | | |
|--------------------|-----------------------|------------------------|
| • Mélanie Couture | • Béatrice Lecomte | • Claude Roberto |
| • Jill Delaney | • Nancy Y McGovern | • France Saie Belaisch |
| • Jean Dryden | • Thi-Phuong Nguyen | • Kari Smith |
| • Stephen Fletcher | • David Rajotte | • Pauline Soum-Paris |
| • Anne-Flore Laloë | • Jonathan Rhys-Lewis | • Jonathan Rhys-Lewis |
| • David Iglesias | • Marta Riess | • Siân Wynn-Jones |

Professional Sections

A core benefit of ICA membership is the possibility of involvement with a section. Each section specializes in an area of professional practice and there are currently 13 sections covering issues as diverse as archival education and business archives.

The purpose of sections is to encourage debate, stimulate research and develop solutions for key archival issues. Sections present papers and author numerous articles to disseminate their findings across the whole archival profession.

1 **Section for Archives of Faith Traditions - SAFT:** Due to the constraints of COVID-19, there has been little activity in the section with the exception of updating information on the Facebook pages. However, SAFT continues to reach out to its members to encourage them to serve on the Steering Committee. Several of the SAFT members have retired in recent years.

2 **Section on Archives and Human Rights (SAHR):**

- The SAHR has continued publishing the monthly newsletter regarding archives and human rights, in English, French and Spanish.
- Publication of the book *Archives and Human Rights* by Routledge, March 9, 2021. The book was published both in print and electronic format. The book was also presented at several events.
- A special issue of *Comma*, dedicated to the ICA Section on Archives and Human Rights, was published in August 2021.
- ‘Basic Principles on the Role of Archivists and Records Managers in the Support of Human Rights’ were translated into Arabic.
- An article by Mariana Nazar was written for *Flash*, nº 46 (April 2021): ‘Open up the Archives: #AnArchivels History, Memory and Rights.’
- Work on a project titled ‘Climate Change and Archives at Risk’.
- In June 2021, they started the programme ‘Talks on Archives and Human Rights’, to be presented on the first Tuesday of the month, bi-monthly. There have now been four talks.

3

Section on Architectural Archives (SAR):

- The SAR collaborated with the Arquivo Distrital do Braga to publish all the materials from the past International Congress on Architectural Archives ‘Professional Experiences in Cultural Diversity’, which took place from 25 to 27 September 2019. In March 2021, the entire Congress proceedings became available on the [Repositorium at the Universidade do Minho website](#) for anyone who would like to use them. From March to September 2021 there were 227 downloads and 339 views.
- The Chair of SAR, Yolanda Cagigas Ocejo gave an interview to the [Archivos magazine](#), a free digital journal in blog format relating to archives and records management.
- They have also designed a project to create a forum about autoCAD documents online, as well as a project to help their members make their archives more visible.
- Additionally, they have a project to organize forums between SAR members, where it is easier to share their experiences on specific issues. The first issue is going to be about the preservation of autoCAD plans and drawings.

Section on Business Archives (SBA):

4

- One live webcast held under the auspices of ICA/SBA: ‘A Global History for a Global Business’, 3 June 2021.
- Publication of new edition of *Business Archives in International Comparison*.

5

Literary and Artistic Archives (SLA): The SLA’s activities have been extensively reported on its blog: <https://literaryartisticarchives-ica.org>. Some highlights include:

- ‘Worldwide Directory of Repositories holding Artistic & Literary Archives’ was approved for funding and completed.
- Participation in a FIDA-funded project to create literary archives in Cameroon.
- An essay by the SLA Chair on ‘Safe Havens for Archives at Risk’ in the September 2021 edition of *Comma*.
- Members of the section contributed to a special edition of the journal *Archives & Manuscripts*, devoted to born-digital literary archives.

- In 2019, 2020 and 2021, the SLA Chair served as the 'Archives Expert' in a number of meetings and consultations organized by WIPO (the World Intellectual Property Organization). In 2021 he has continued this work, as part of a team producing a Toolkit on Exceptions and Limitations for Preservation Copying.

6

Section of Professional Associations (SPA): This past year has been one of transition for the provisional Forum of Professional Associations (FPA). The change began two years ago when the Section of Professional Associations (SPA) requested a different organizational placement for the governance entity which represents Category B members, from a section to a forum. This required changes to the ICA Constitution and new terms of reference. After one year as a 'provisional' forum, the final step of this transformation from SPA to FPA occurs in October when the ICA General Assembly approves the necessary constitutional changes.

32

7

Section on Sport Archives (SPO): A few highlights are listed below.

- [Guide for the archives of Catalan sport associations](#) (Edited in English, Spanish and Catalan).
- A [conference on sports archives](#) in Lleida, the Pyrenees, Aran and Andorra that took place on 3 June 2021.
- A guide on sports archives document management and archives (clubs, international and national federations, etc), available in English, French and Spanish.
- Answering to several inquiries from many countries dealing with history of sport: Hungary, Japan, Great Britain, Poland, Russia, Belgium, Norway, Sweden and Senegal.
- International Directory on Sports Archives displayed in Google Docs in English, French and Spanish.

8

Section for Archives of Parliaments and Political Parties (SPP):

Due to the international pandemic situation, the activity of the section was limited to a video conference, held in February 2021, and to several email contacts. Despite the fact that face-to-face relationships have been forcibly suspended, the section has continued to be a valuable forum for discussion, mutual contacts and sharing of professional experiences.

9

Section on University Archives and Research Institute Archives (SUV):

- The SUV held two virtual conferences in 2021. The first, in February 2021 was hosted by the Universidad de Los Andes, Bogota, Colombia on the theme of 'Memory, Human Rights and Good Practice'. The conference was a great success with 948 attendees from 47 different countries.
- The second virtual event was jointly organized with EMBL and the University of Heidelberg and was a four-day conference on 'Archives, Ethics and Society'. They had 170 attendees and speakers from around the world.
- They have also continued their [online reading group](#) which meets monthly, and posted regularly on their blog.

33

Expert Groups

Groups of experts on any matter of professional interest or concern are established by the Executive Board, on the recommendation of the Programme Commission, which also sets their terms of reference. Currently, the ICA counts 12 expert groups that collaborated in 2021 on the following projects and initiatives:

1

Expert Group on Advocacy (AEG): Some of the many projects the AEG has been working on include:

- Working on the PCOM project entitled ‘Documenting and advocating for the implementation of digital preservation around the world’.
- Developing the workshop ‘Advocating for digital preservation: How to create a compelling case for implementing digital preservation’.
- The AEG Chair and two colleagues published an article entitled ‘[Translating the Universal Declaration on Archives: Working with Archival Traditions and Languages Across the World \(in Archives and Manuscripts\)](#)’.
- The AEG Chair continued coordinating new UDA translations.
- The following toolkits were submitted for publication on the ICA website:
 - Developing advocacy skills to work with the media
 - How to conduct advocacy activities with a limited budget

2

Expert Group on Archive Buildings and Environments (EGABE):

- EGABE continues to search for a permanent Chair.
- In 2021 they continued to work on the bibliography of works on archive buildings and environments, as well as prepare a proposed workshop titled ‘New Approaches to Archive Buildings: Rehabilitation and Co-Creation’.

3

Expert Group on Archival Description (EGAD):

- EGAD is focused on the development of an international standard for archival description that will succeed the current ICA description standards: ISAD, ISAAR, ISDF, and ISDIAH. The standard under development is Records in Contexts (RiC). Work on RiC-IAD version 0.2 is nearing completion. Version 0.2 of RiC-O was released in February 2021. Version 0.2 of RiC-CM was released in late July

2021. Both releases were coordinated with ICA. Planning for the development of RiC-AG began in the last quarter of 2021.

- EGAD members also participated in a large number of presentations, workshops and publications.

4

Expert Group against Theft, Trafficking and Tampering (EGATTT):

- Two sub-groups were set up, one dedicated to prevention and the other to the issue of developing a theft notification mechanism and a red list. Connections were made with other organizations, including UNESCO, and the group’s action plan was updated.
- EGATTT also presented at the [ICA Virtual Conference](#) in October and plans on proposing a programme of two half-days of talks and debates for Rome 2022.

5

Expert Group on Shared Archival Heritage (EGSAH):

- EGSAH is working in cooperation with EURBICA on a special issue of *Comma* on shared archival heritage. They are also preparing an online seminar on shared archival heritage to be presented in January or February 2022.
- The publication of the [EGSAH bibliography](#) on 7 December 2020 resulted in members sending over 50 new items to be added to the bibliography.

6

Expert Group on Managing Digital and Physical Records (MDPR):

- EG-MDPR members worked on reviewing the ICA’s ‘Managing Digital Archives’ course materials, as well as compiling a [list](#) of resources based on the topic areas (Artificial Intelligence, Digital Preservation, Information Management, Digital Archiving/Preservation Training, Other Stakeholder Groups) that the members of the EG-MDPR have been interested in/wish to focus on.

7

Photographic and Audiovisual Archives Working Group (PAAG):

- PAAG worked on spreading the word to archivists about the World Day of Audiovisual Heritage, which took place on 27 October.
- They continue to create their [Short Guides](#), which offer a general approach to subjects concerning photographic and audiovisual materials.

Regional Branches

The regional branches are one of the most immediate benefits for ICA members. The 13 branches cover the globe and enable ICA members in the same region to come together on matters of mutual interest.

The branches offer members the chance to participate in professional debates while respecting the cultural diversity and traditions of their regions.

1

Asociación Latinoamericana de Archivos (ALA):

- [18 courses](#) were offered in virtual mode on different topics in archival matters.
- A virtual seminar and two webinars were organized for [International Archives Day](#), which was followed live by more than 500 people.
- The communication campaign [#EmpoderarLosArchivos](#) was organized in conjunction with the International Council on Archives.
- Five virtual webinars were organized on different topics.
- Publication and presentation of the reports for the Ibero-American Year of Archives.

2

Caribbean Regional Branch (CARBICA):

- CARBICA has continued to work to strengthen the Caribbean Heritage Emergency Network (CARBICA-CHEN) and has actively pursued partnerships with regional and international bodies with similar or related mandates.
- Began the upgrade of the CARBICA website to improve services to our members, to integrate the CHEN database of experts and to enhance and update the MIGAN web portal.
- CARBICA-CHEN co-hosted a meeting with UNESCO Cluster Office Jamaica and cultural stakeholders in St Vincent to discuss and identify what assistance they can provide to the cultural heritage sector of St Vincent and the Grenadines following the recent volcanic eruption.
- Suriname Webinar: 'Presenting the Results of The Crowdsourcing Project Vind Jezelf Vind SU (VJVS) (Find Yourself Find Suriname)'. This event was hosted by National Archives Suriname in collaboration with CARBICA to celebrate Archives Awareness Week, highlighting the theme of Empowering Archives.

- Roundtable Conversation: 'Documenting the Caribbean, Capturing Moments'. This event was held on 29 June 2021 and was hosted by CARBICA in commemoration of Archives Awareness Week 2021.

3

Regional Branch for Central Africa (CENARBICA):

- At the Higher Institute of Statistics of Kinshasa, CENARBICA organized an 'Empowering Archives' conference for International Archives Day which was a great success.
- They also worked with media professionals by developing broadcasts to promote the profession. Their treasurer organized an open house day at the National Archives of Gabon and participated in a television programme on the Gabonese national channel to talk about archives and archivists.

4

East Asian Regional Branch (EASTICA):

- The first PDAS (Post-Graduate Diploma of Archival Studies) programme was successfully organized and managed by Mr Simon Chu in Hong Kong. The PDAS is an advanced archival training and certification programme succeeding previous PCAS (Post-Graduate Certification of Archival Studies) programmes. The PDAS was organized jointly by EASTICA and Hong Kong University. EASTICA is now proceeding with the 2021 PDAS programme in Hong Kong.

5

Eastern and Southern Africa Regional Branch (ESARBICA): A few highlights of the ESARBICA:

- The website of the National Archives of Namibia has been successfully launched and is available: www.nan.gov.na. Researchers can access their policies, and find aids and general information in the National Archives.
- In Botswana, Eswatini, Malawi and Namibia they are working on various stages of Electronic Document and Records Management Systems (EDRMS).
- In Mozambique, they are implementing a digital project producing educational content, financed and monitored by UNESCO.
- In Botswana and Namibia, they are undertaking Access to Memory (AtoM) projects. Botswana's system was launched during the commemoration of the International Archives Day on

9 June 2021. Namibia is in the process of acquiring and configuring the software.

6

European Regional Branch (EURBICA):

- EURBICA provided representation at European and international archival events, meetings and seminars (virtually).
 - They maintained their position as observer within both EAG (The European Archivists Group) and EBNA (The European Board of National Archivists), and also fostered strong relationships with other organizations.
-

7

Southeast Asian Regional Branch (SARBICA): Organized many webinars and events throughout the year, including:

- Indonesia's international webinar 'Gender Equality Archival Documentary Heritage and Memory of The World' on 15 April 2021;
 - a virtual collaboration between the Malaysian Archives and SARBICA to create a virtual exhibition titled 'Archiving Today For Tomorrow';
 - an exhibit in the Philippines titled 'Banwa ug Nasod' which was set up in Cebu city;
 - and a digital workshop in Singapore titled 'The Archives Explorer: Back to the 90s', which aimed to raise awareness of the Archives and its audiovisual collection.
-

Funded Projects

The ICA offers its members the possibility of financial support for their projects from the Programme Commission (PCOM) and the Fund for the International Development of Archives (FIDA).

PCOM Call for Projects

PCOM welcomes individual projects from ICA members and ICA bodies that are innovative, creative and meet a real professional need. The Call for Projects encourages applications which:

- produce products, tools and other activities that will be widely used by other ICA regional branches, professional sections, expert groups, and members of the global archive community and its users, and/or promote archives and archives and records management professionals;
- are multi-disciplinary, involving collaboration with other professions;
- and/or adapt existing products or tools for different audiences or promote ICA and its goals in areas where the network is not strong.

With the advice of the PCOM Review Committee, PCOM approved funding in 2021 for the following projects, which will be implemented between December 2021 and May 2022:

1 Archives and Human Rights (Spanish edition)

Project Leader: Antonio Quintana (SAHR)

The purpose of this project is the publication in Spanish of the book titled *Archives and Human Rights*, edited in its original version in English in 2021 by Routledge. The first part of the book presents and documents the close relationship between archives and human rights. The second part of the publication consists of 17 articles written by different authors from diverse backgrounds, all of them expert archivists or researchers. In this second part, the first contribution is a study on the evidentiary nature of archival documents, particularly in the field of human rights, written by Trudy Peterson. This is followed by a panoramic tour of experiences in different countries, showing how archives have been used in defence of human rights, in a variety of contexts.

2

Archives, Ethics and Empathy in universities and research institutions

Project Leader: Caroline Brown (SUV)

This project builds on the successful virtual conference held by ICA-SUV in July 2021 on the theme of archives, ethics and society. Attendees engaged in lively discussion and debate during the conference, and it was clear that they would welcome the opportunity for further discussion and resources. That is why this project will allow these conversations to be taken further in the context of real-time guided online training and discussion and online resources. The final product will be a short series of online webinars on different topics related to archives and ethics.

3

International Meeting on Personal Archives

Project Leader: Martina Spohr

The goal of the International Seminar of Personal Archives will be to comprehend and reinvigorate the debate on personal archives in the 21st century, seeking to unite experiences and various initiatives adopted by preservation institutions and archive holders worldwide. This seminar specifically aims to cast light upon the contemporary debate on personal archives. In the last couple of years, the dynamics of preservation, management and composition of personal archives themselves deeply affected by the introduction of digital ways of working and the use of digital media. From the composition born-digital personal archives to their long-term preservation, we have witnessed enormous change in the safeguarding, reception, management and preservation of personal documentation. Globally, documentary heritage institutions experienced an influx of digitally conceived documents gathered by archive holders.

4

Universal Declaration on Human Rights, an Archival Commentary (French edition)

Project Leader: Vitor Fonseca

The purpose of the project is to publish, in French, the paper entitled *Universal Declaration on Human Rights, an Archival Commentary*. This is an eminently informative document which analyses the need for records and archives to help guarantee the rights listed in the Declaration.

5 Artificial intelligence for archival appraisal/selection

Project Leader: Rebecca Y. Bayeck

This three-day webinar led by HAIRA (Hub for AI research in Archives) will invite the community of archivists and data curators to engage with the question/issue of archival appraisal and selection when using AI. Some of the questions addressed will include:

- What are the challenges and opportunities that AI offers for archival appraisal and selection?
- How can AI be used for archival selection and appraisal?
- What are best approaches or practices for using AI in archival appraisal and selection?
- What guidelines can be created to facilitate the use of AI in appraisal and selection?

Understanding the ethical and racial challenges posed by AI, it is becoming more relevant today for the records management community to design a framework or guideline for employing AI for appraisal and selection in archives.

6 'ICA EG-MDPR Advises' Online Event

Project Leader: John Roberts

Since the EG-MDPR kicked off in 2019, we have found that the best use of our knowledge and time has been to provide advice to queries that have been sent on from the ICA's Secretariat to our expert group. We would like to open our skills and knowledge up to the wider ICA membership so that those who require assistance are able to bring practical problems to the 'virtual' table, where the EG-MDPR members can share their knowledge and expertise.

7 International Meeting of Art Archives

Project Leader: Alejandra Wolff

This project seeks to establish a Latin American network of Art Archives that addresses archival practice in the field of the arts and the political role they play in the generation of knowledge. The purpose of this meeting is to collectively and collaboratively address local difficulties (documentation, conservation and access) in relation to the collections we house and the policies we implement.

FIDA

ICA's Fund for the International Development of Archives (FIDA) provides assistance to archive professionals and institutions working in especially challenging conditions, usually in developing countries. Its role is to help them to help themselves, by providing support to develop archivists in specific skills which can then be disseminated to others, rather than developing products of more general archival use or for longer-term professional programmes. Our colleague Fred Van Kan left the FIDA presidency and was replaced by Normand Charbonneau.

In 2021, the [FIDA Board of Trustees](#) awarded the following projects:

1 Brazil *Human Rights Training Seminar for Archivists in Bahia*

The goal of the International Seminar of Personal Archives will be to comprehend and reinvigorate the debate on personal archives in the 21st century, seeking to unite experiences and various initiatives adopted by preservation institutions and archive holders worldwide. This seminar specifically aims to cast light upon the contemporary debate on personal archives. In the last couple of years, the dynamics of preservation, management and composition of personal archives themselves deeply affected by the introduction of digital ways of working and the use of digital media. From the composition born-digital personal archives to their long-term preservation, we have witnessed enormous change in the safeguarding, reception, management and preservation of personal documentation. Globally, documentary heritage institutions experienced an influx of digitally conceived documents gathered by archive holders.

2 Burkina Faso *Archives beyond Archives: raising awareness of archives among decision makers*

The perilous situation of archives in sub-Saharan Africa, in particular in Burkina Faso, is no longer an open secret. It is linked to ignorance about archives amongst the leadership. This is why it is important to focus on raising the awareness of decision makers while strengthening the capacities of practitioners. The 'Archives beyond Archives' initiative was conceived to put the issue of archives at the centre of the concerns of governments. This project aims to compensate for the insufficient information available

to future decision makers on the issue of archives through an awareness-raising campaign and a series of calls to action.

3

Burundi

Feasibility study: Cadastral brigades and land titles in Burundi

This project consists of bringing together 19 archivists from 19 provinces and 3 of the Land Titles of Burundi at one location to train them on the practice of organizing, managing and conserving the archives of their departments with the main objective of 'well-organized land archives, assets managed, and assets preserved'.

4

Fiji

The Preserving and Processing of the Maps Collection Project at the National Archives of Fiji

This project aims to work on different areas of appraising, preserving and processing a collection of about 500 items including maps and charts created by different agencies of the United States.

5

India

Archives, Ethics and the Law in India: A Guidebook and Training Programme for Archivists in India

This project aims to train archivists and users of archives in India to respond to questions of archives, copyright, ownership and access, and the public's right to information and privacy. It aims to 1) create a guidebook with input from experts in both law and archives and stakeholders like archivists, donors, and users of archives; 2) develop an interactive website navigating the intersection between law and archival practices; and 3) have experts in archival law train archivists and users of archives.

6

Kenya

An assessment of the specifications and functional requirements for a suitable software for management of electronic records in Kenya

This proposal looks to determine the specifications and functional requirements for e-records management systems within the Kenyan context. This will be achieved by determining the existing e-government requirements within the public sector in Kenya.

Publications

In 2021, a reflection on the publication offer was initiated with the launch of a survey to the membership regarding the future of *Comma*, *Flash*, the ICA Newsletter and ICA List-serv on one hand, and with the recruitment of two co-editors in chief for *Comma*. We would like to thank all our members for giving their insight on what the ICA publications offer should be. The Sub-committee on Communications designated by the Executive Board will reflect on the future of the publications and advise the Executive Board in the coming months.

Comma

Under the leadership of Margaret Procter, outgoing editor in chief, two issues of *Comma* have been released: [Comma 2019:2 Archives and Intergovernmental Organizations](#), directed by the Section of International Organizations (ICA-SIO), and *Comma 2020:1-2 Archives and Human Rights*, directed by the Section on Archives and Human Rights (ICA-SAHR). The two issues have been released first online and shipped by mail in October or as soon as pandemic constraints are relaxed enough to allow their dispatch.

The new editors in chief, Bethany Anderson and Frans Smit, have also called for papers relating to archives and climate change for a future issue.

To note for hard-copy subscribers, our publisher, Liverpool University Press, now also needs an email address or telephone number to provide this information to their couriers when sending issues. You can update your information on your member profile [by following this link](#).

Flash

The Spring issue of the *Flash* magazine ([n°41](#)) focused on bringing the Constitutional Review to the membership and broadening the discussion started the previous year by the Social Media campaign #AnArchivels, giving the floor to allied professions.

The Autumn issue ([n°42](#)) was dedicated to the outcomes of our first Virtual Conference, #EmpoweringKnowledgeSocieties and the changes voted by the General Assembly.

The ICA newsletter was sent every two months in 2021 but the monthly rhythm resumes for 2022. Every ICA member or right holder is automatically [subscribed](#) to the newsletter and can, at any moment, update their preferences so they do not receive ICA communications or publications anymore.

PCOM Resources

In 2021, the ICA wanted to provide a space to allow members to easily find and use professional resources delivered by the Programme Commission (PCOM), its expert groups and programmes, along with ICA sections and branches. We therefore started to regularly highlight different resources under the campaign 'ICA Resource of the Month' which takes place on the last Thursday of every month. These are now populating the improved [Online Resource Centre](#), opened at the end of the year.

Finances

48

	VOTED BUDGET 2021	REPORTING as of 31/08/2021	VOTED BUDGET 2022
REVENUE			
MEMBERSHIP DUES			
Category A	674.000,00 €	601.016,00	688.405,00 €
Category B	17.000,00 €	16.050,00	16.900,00 €
Category C	100.000,00 €	102.450,00	105.000,00 €
Category D	25.000,00 €	23.557,43	25.000,00 €
Sub-total	816.000,00 €	743.073,43	835.305,00 €
OTHERS: Exchange loss, exchange gain & interests	78.060,00 €	270.731,49	94.070,00 €
FIDA & DISASTER RELIEF FUND- Donations from members		4.190,51	1.000,00 €
SUBVENTIONS & MARKETING/SPONSORSHIP (1)	90.000,00 €	50.000,00 €	90.000,00 €
E-LEARNING	8.000,00 €	4.320,00	8.000,00 €
GRAND TOTAL REVENUE	992.060,00 €	1.072.315,43 €	1.028.375,00 €

49

	VOTED BUDGET 2021	REPORTING as of 31/08/2021	VOTED BUDGET 2022
EXPENDITURE			
PROGRAMME			
PCOM projects & activities incl. Annual Conf	115.500,00 €	6.734,53 €	127.475,00 €
General Projects	13.000,00 €		13.000,00 €
Annual Conference Support/PCOM members support	13.000,00 €	500,00 €	13.000,00 €
Training Programme	24.000,00 €	5.014,53 €	24.000,00 €
New Professional Programme	25.500,00 €		37.475,00 €
Africa Programme/Contingency	40.000,00 €	1.220,00 €	40.000,00 €
Allocation for Branches, Sections & Expert Groups	32.000,00 €	1.600,00 €	32.000,00 €
FIDA	20.000,00 €	8.700,00 €	20.000,00 €
FAN+FPA	23.000,00 €		18.000,00 €
Staff Salaries & Support	197.120,00 €	134.085,31 €	203.500,00 €
Sub-total	387.620,00 €	151.119,84 €	400.975,00 €
PUBLICATIONS (2)	33.000,00 €	29.181,00 €	33.000,00 €
INTERNET/TECHNOLOGY	45.000,00 €	11.567,85 €	45.000,00 €
MARKETING/COMMUNICATION	10.000,00 €	7.208,92 €	12.000,00 €
Staff Salaries & Support	197.120,00 €	134.085,31 €	203.500,00 €
Sub-total	285.120,00 €	182.043,08 €	293.500,00 €
GOVERNANCE (3)	15.000,00 €	1.891,24 €	20.000,00 €
Accounting, Audit, Legal & Insurance costs	41.500,00 €	9.188,74 €	41.500,00 €
Sub-total	56.500,00 €	11.079,98 €	61.500,00 €
Staff Salaries, Support & exceptional expenses	262.820,00 €	178.780,40 €	271.400,00 €
French Subvention+Dedicated Funds		50.100,00 €	1.000,00 €
GRAND TOTAL EXPENDITURE	992.060,00 €	573.123,30 €	1.028.375,00 €
BALANCE	- €	499.192,13 €	- €

(1) French subvention + marketing/sponsorship

(2) Including Comma and Flash

(3) Covers representation of ICA members at international events + branches & sections governance allocations

Team

Extended Secretariat Team

Elected Officers

- David Fricker**
President
- Henri Zuber**
Vice-President Finance
- Normand Charbonneau**
Outgoing Vice-President Programme
- Meg Phillips**
Incoming Vice-President Programme

Permanent Secretariat Team

- Anthea Seles**
Secretary General
- Clémence Almeras**
Web and Publications
Project Assistant
- Philippe Bruneau**
Administration and
Finance Manager
- Marianne Deraze**
Website and Electronic
Publications Officer
- Maria Paula Garcia Mosquera**
Programme Officer
- Rebecca Ritchie**
Acting Website and Electronic
Publications Officer
- Christine Trembleau**
Marketing and
Communications Manager
- Constance Vidon**
Administrative Assistant

- Cleophas Ambira**
Coordinator for the Africa
Programme
- Margaret Crockett**
Training Officer
- Cécile Fabris**
Coordinator for
the Mentoring Programme
- Renée Joubarne**
Programme and Speaker
Management Support
- Nicola Laurent**
Coordinator for the New
Professionals Programme
- Roman Lescano**
Community Manager
- Basma Makhoulouf-Shabou,**
Coordinator for the Africa
Programme
- Jessica Squires**
Secretary of the FIDA
- Margaret Turner**
Translations and
Publications Advisor

Volunteer Translators Team

- Anna Dysert**
Volunteer translators' coordinator
- Yves Lapointe**
Volunteer translators' coordinator
- Annick Yonga**
Volunteer translator English to French
- Olivia Terrier**
Volunteer translator English to French
- Marie Gallup**
Volunteer translator English to French

Governance

Executive Board

- David Fricker**
President
- Henri Zuber**
Vice-President Finance
- Normand Charbonneau**
Outgoing Vice-President
Programme
- Meg Phillips**
Incoming Vice-President
Programme
- Emma De Ramon**
Chairperson, [ALA](#)
- Hamad Al Dhawyani**
Chairperson, [ARBICA](#)
- Avril Belfon**
Chairperson, [CARBICA](#)
- Jean-Paul Nenga**
Chairperson, [CENARBICA](#)
- Guoqiang Lu**
Chairperson, [EASTICA](#)
- Dineo Phuti**
Chairperson, [ESARBICA](#)
- Vacant**
[EURASICA](#)
- Charles Farrugia**
Chairperson, [EURBICA](#)
- Vacant**
[NAANICA](#)
- Noa Petueli Tapumanaia**
Chairperson, [PARBICA](#)
- Victorino Manalo**
Chairperson, [SARBICA](#)
- Vacant**
[SWARBICA](#)
- Mathias Massode**
Chairperson, [WARBICA](#)
- Patricia Whatley**
Chairperson, [SAE](#)
- Emilie Gagnet-Leumas**
Chairperson, [SAFT](#)
- Vitor Da Fonseca**
Chairperson, [SAHR](#)
- Yolanda Cagigas Ocejo**
Chairperson, [SAR](#)
- Alexander Bieri**
Chairperson, [SBA](#)
- Montserrat Canela**
Chairperson, [SIO](#)
- Heather Dean**
Chairperson, [SLA](#)
- Søren Bitsch
Christensen**
Chairperson, [SLMT](#)
- Fina Sola I Gasset**
Chairperson, [SPO](#)
- Paolo Massa**
Chairperson, [SPP](#)
- Caroline Brown**
Chairperson, [SUV](#)
Chairperson of Sections
- Becky Tousey**
Chairperson, Forum of
Professional Associations
- Jeff James**
Chairperson, Forum of
National Archivists
- Odile Welfele**
Representative from host
country for the Secretariat

- Programme
Commission
(New Model)
- Chair, Vice President
Programme**
- Meg Phillips
- PCOM Representative**
- Hamad Al Mutairi
- Mariella Guercio
- Shuangcheng Liu
- Annantonia Martorano
- Desi Pratiwi
- Sharon Smith
- Yolia Tortolero Cervantes
- Odile Welfele



Looking Ahead to 2022

In 2022, the General Assembly's approval of the constitutional reforms that were presented on 20 October 2021 has enabled the ICA to continue moving forward with making it a more transparent, accountable, diverse and collaborative organization. The focus areas for this year will be:

- Implementing the constitutional and Executive Board reforms over the course of this year.
- We will be launching International Archives Week planning and international social media campaign #ArchivesAreYou in March. The event will seek to promote a virtual conversation about what it means to be an archivist and what archival records truly reflect: stories. Those stories show the tensions but also the bridges that archives create within the profession and with the communities that are represented (or not represented) in those narratives.
- We hope that many of our members will join us at the 2022 ICA Rome Conference (19 September–23 September 2022) for

'Archives Bridging the Gap' which will explore how archives bridge the gap in democracy, culture, digital gap and much more. For more information see: <https://ica2022roma.com/>

- We have more online courses planned for this year; please make sure to watch the ICA website for more details.
- We are also looking to broaden our workshop and training offer.
- We will also continue to advocate for the interests of the archival profession at international level, working in partnership with allied professions such as the International Conference of Information Commissioners (ICIC), IFLA, DPC, ICOM and others.

Timeline

Q¹

January
- March

- PCOM Call for Projects
- Call for new Executive Director
- Launch Social Media Campaign #ArchivesAreYou
- Forum of National Archivists Virtual Conversations

Q²

April
- June

- New Professionals Programme Call for Applications
- Results for PCOM Call for Projects
- Governance Meetings
- International Archives Week
- Launch 5th Online Course

Q³

July
- September

- FIDA Call for Projects
- Results New Professionals Programme
- Governance Meetings and General Assembly
- Rome 2022 Conference

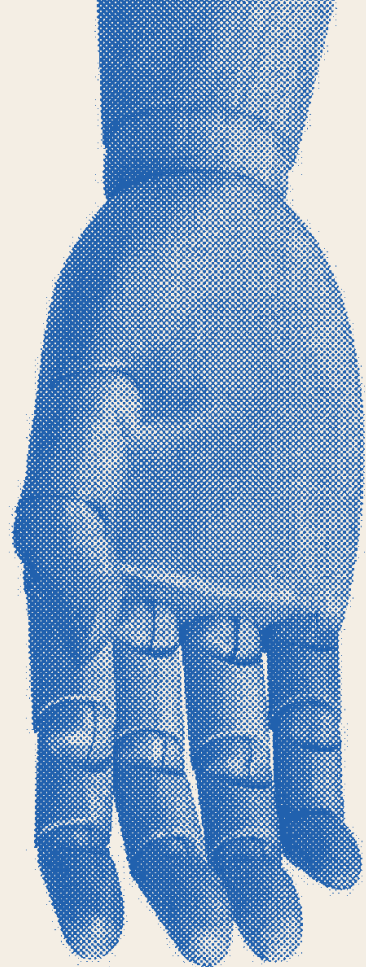
Q⁴

October
- December

- Launch 6th Online Course



Don't forget to renew
your ICA membership so
that you can benefit
from all our activities and
programmes!



International Council on Archives
Conseil International des Archives

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<http://ica.org/en/join-the-international-council-on-archives>

Designed by: Laura Oliveros