

Annual Report

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International Council on Archives
Conseil International des Archives

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President's Message



2020 was a year like no other for the ICA. The COVID-19 pandemic has affected each of us, in our professional work, in the operations of our institutions, and most tragically in the loss of life across our international community.

While 2020 will be remembered as perhaps the worst year in our lifetime, it should also be remembered as a year in which ICA and its members demonstrated the true value of our organisation and the power that we have when we are united in our response to a global challenge.

Thanks to the innovative and hard-working team in our Secretariat, the business of ICA has moved to a virtual platform. The success of this transition is much more than the simple selection of a video-conferencing product. Under the leadership of our Secretary General, Dr Anthea Seles, we have moved all of the complexities of ICA's governance on-line; including language interpretation, on-line voting and of course the juggling of global time-zones!

Looking outward, ICA has contributed to the global response to COVID through a series of high-profile campaigns and statements, including:

- the 'Archives are Accessible' campaign, which published a digital, interactive map of 800 institutions from 82 countries to promote digital collections and encourage public engagement with Archives even though COVID-19 restrictions prevented visits to their premises;
- our inclusion as a signatory to the UNESCO Statement 'Turning the Threat of COVID-19 into an Opportunity for Documentary Heritage'; and
- the highly influential statement 'ICA – COVID-19: the Duty to Document Does Not Cease in a Crisis, it Becomes More Essential'.

Aside from the specific responses to the pandemic, ICA has continued to grow its influence and value for members throughout 2020. New partnerships have been established, including ICA's Observer Status with the [International Conference of Information Commissioners \(ICIC\)](#); and ICA's membership of the [Climate Heritage Network](#). Through partnerships such as these ICA will be able to extend its influence into areas of integrity of public administration, and advocacy for the protection

of documentary heritage and its importance in helping track climate change impacts. Our traditional partnerships also continue to deliver value, such as through our joint statement issued in March 2020 with IFLA on 'Privacy Legislation and Archiving'.

The pivot to a stronger on-line presence, accelerated by COVID restrictions, has seen some significant membership benefits. While we have all missed the experience of in-person gatherings, across our membership we have seen an explosion of on-line events that have enjoyed immense popularity, bringing together members from across the globe for professional discourse in a cost-effective and highly inclusive way. From a personal perspective, I have had the pleasure of joining events hosted in Iran, Georgia, France and Chile. Paradoxically, in a year where travel is prohibited, I feel I've visited every corner of the world map!

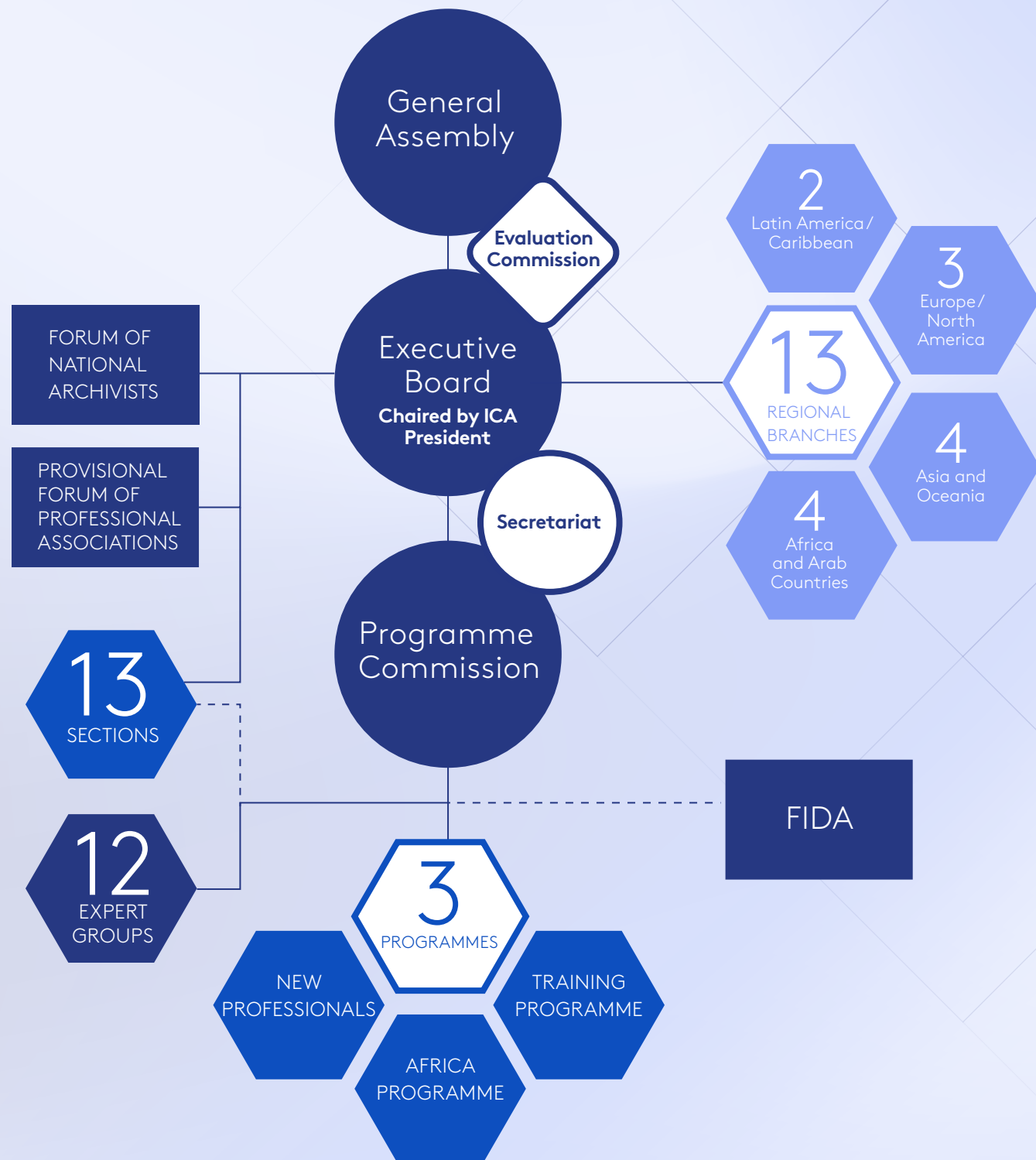
The pandemic has placed severe challenges in front of our organisation for the next ICA Congress, and as a result we have postponed the event to October 2021. I am very grateful for the commitment that Dr Abdulla Alraisi and the team at National Archives of the UAE have sustained throughout 2020 to meet the significant challenges imposed by COVID and ensure that this most important event in the ICA calendar can – and will – go ahead. Also throughout this period the ICA Programme Commission, directed by our Vice President Mr. Normand Charbonneau, has continued its outstanding work to solicit and evaluate speaker submissions and develop a Congress programme that will keep the ICA at the very forefront of professional developments in the archival, records and data sectors in the 21st Century.

These outstanding achievements are testament to the strength of our membership and the dedication of the many volunteers that contribute their time and expertise. They would not be possible without the hard-working team of the ICA Secretariat and the expert oversight of our VP Finance, Mr Henri Zuber, who has worked tirelessly to ensure the sustainability of ICA's operations during this difficult period.

2020 has been a year of tragic loss, disruption and restrictions in our personal and professional lives. As President of the ICA, however, I am proud of the many ways in which our community has responded to this global crisis, by reaching out to support each other and finding new ways to help people remain connected to their culture and heritage. We enter 2021 as a stronger, more connected and more capable organisation with, I hope, renewed optimism for the future.

David Fricker
President

Overview of ICA Structure

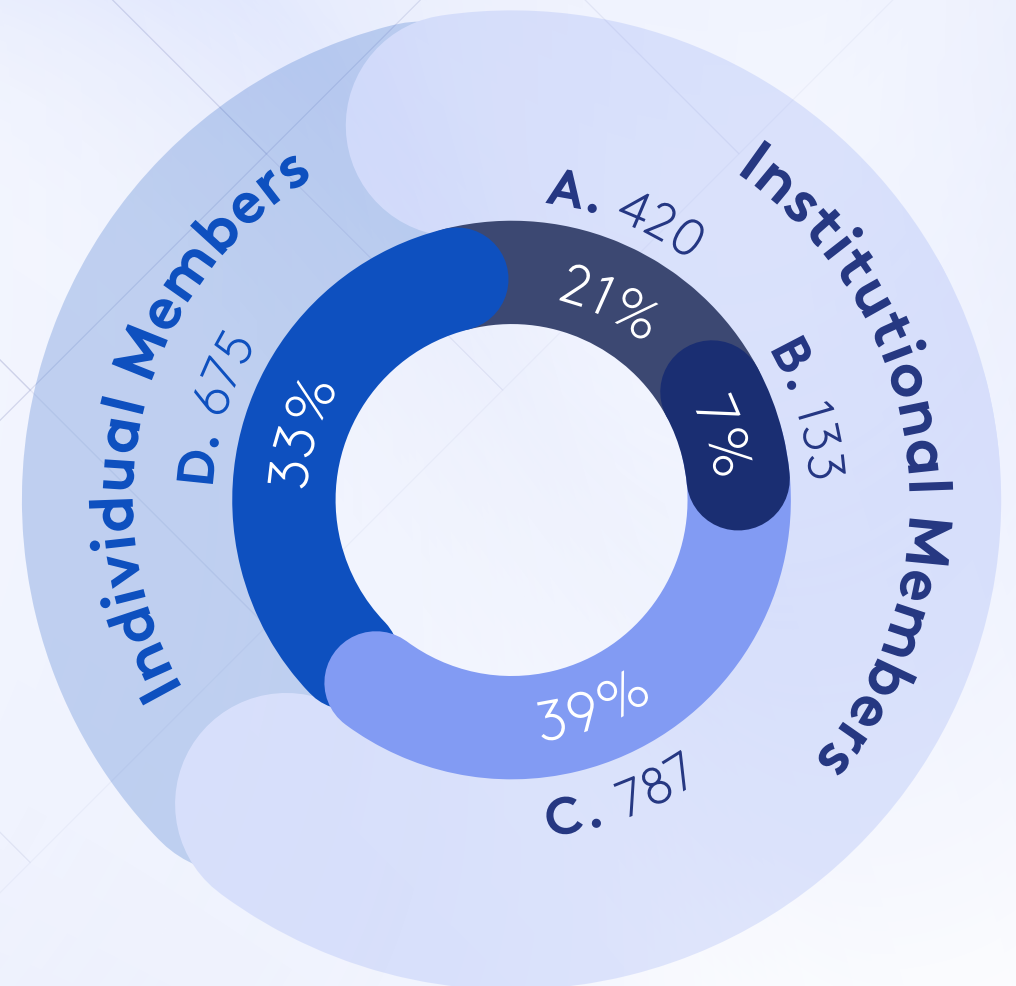


Our Members

Structure

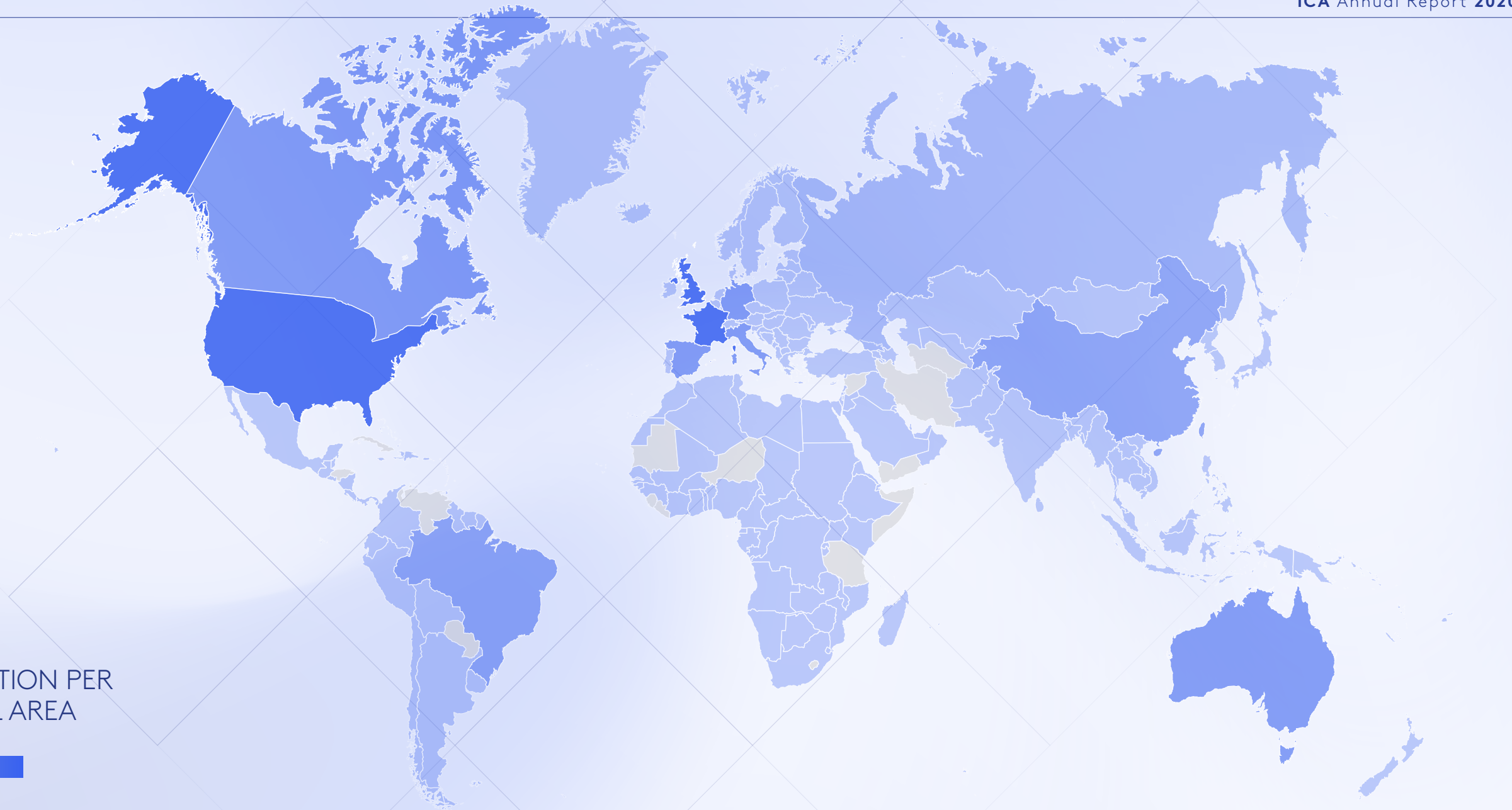
Build and develop an international professional network.

MEMBERS OF THE ICA NETWORK BY CATEGORY AS OF DEC. 31st 2020



At ICA we thrive to develop our global network of professionals interconnecting with one another. Today we are proud to be able to connect **more than 2,000 professionals individual members** (Cat. D) or **working for institutional members** (Cat. A, B, C), in **157 countries and territories, on 5 continents.**

NUMBER OF MEMBERS
PER COUNTRY OR
TERRITORY AS OF
DEC. 31ST 2020



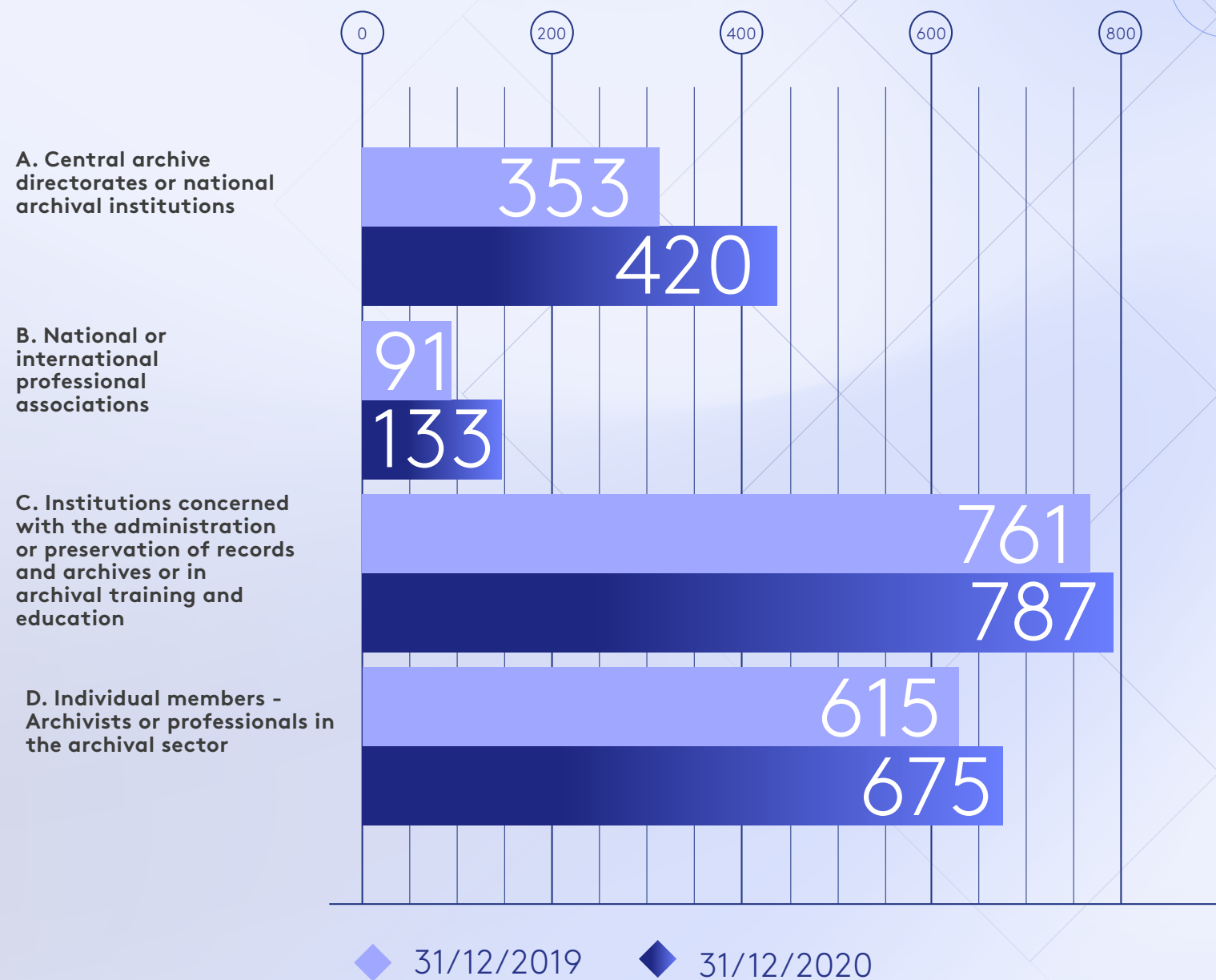
MEMBERSHIP CONCENTRATION PER
COUNTRY/GEOGRAPHICAL AREA



A network today with:

<p>420</p> <p>Central archive directorates or national archival institutions (Category A)</p>	<p>133</p> <p>National or international professional associations (Category B)</p>	<p>787</p> <p>Institutions concerned with the administration or preservation of records and archives or in archival training and education (Category C)</p>	<p>675</p> <p>Individual members - Archivists or professionals in the archival sector (Category D)</p>
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A VISIBLE INCREASE IN THE MEMBERSHIP BASE FOR ALL CATEGORIES



General Assembly

ICA General Assembly: A Virtual First!

This year's ICA General Assembly took place on Monday, 16 November 2020 and was attended by 113 members from all four of our major geographic regions (Africa and Arab Countries; Asia and Oceania; European and North American; and Latin American and Caribbean). The pandemic required ICA to reimagine its offer in particular with regards to its governance meetings. The result was our first ever digital General Assembly, along with a new digital voting system to validate motions brought to the meeting.

The meeting covered a number of topics but the most important was the approval of ICA's new strategic plan 'Empowering Archives and the Profession 2021-2024' which is discussed in greater detail later in the annual report. The President also presented the proposed slate of constitutional reforms which will be formally considered by the membership during the Extraordinary General Assembly in Abu Dhabi. For more information and to view the meeting proceeding, please go to: <https://www.ica.org/en/general-assembly-virtual-meeting-2020> where you will find all the documentation discussed at the meeting, along with a video recording.

On 26 November 2020, Anthea Seles (Secretary General) and Meg Phillips (PCOM member) presented the [new strategic plan and the proposed constitutional reforms to the membership](#) during a webinar. We hope the membership will continue working with us on these important reforms and providing their feedback.

Strategic Plan and Constitutional Review

In last year's annual report 2019, we presented the results of [ICA By Its Members, For Its Members](#) and mentioned that there were proposed constitutional reforms that had been considered by the Executive Board in Adelaide (October 2019). Over 2020, we worked on the information and feedback received to create the new ICA strategic plan [Empowering Archives and the Profession 2021-2024](#) and we presented the plan approved by the General Assembly on 16 November 2020, along with the proposed constitutional reforms in a [webinar on 26 November 2020](#).

The strategic plan is built on the data gathered from surveys, interviews and focus groups in connection with *ICA By Its Members, For Its Members*, reflects feedback received from the membership and there are three main pillars that support our ambitions moving forward:

1 Networked and Collaborative

ICA will strengthen its network, enabling more collaboration and to be more collaborative

The membership indicated that ICA needed to capitalise on its greatest asset: knowledge exchange. 87% of survey respondents indicated that knowledge exchange was one of the main reasons they joined ICA, but another key piece of feedback from the surveys, focus groups and interviews was that current organisational systems and approaches were not facilitating networking, collaboration and knowledge exchange. At the Secretariat we are beginning to look at our systems to understand how we can create easier, more intuitive ways for members, branches and sections to interact with each other and with the Paris office. ICA exists because of its members and the work that they do as such it must strengthen the collaborative possibilities and be more collaborative, from the centre, with section and branches. The Secretariat has started working on building better collaborative relationships with its bodies, starting with ALA (ICA's Latin American Branch) with which they developed the #AnArchivesIs social media campaign and signed an MOU to identify opportunities where we can work more closely together. Moving forward we will continue to seek out collaborative initiatives that support the membership and ICA's new strategic plan.

2 Transparent, Accountable and Inclusive

ICA will be a more transparent, accountable, efficient and inclusive organisation

Strategic review respondents felt that ICA needed to be more transparent, accountable and inclusive. In the surveys and interviews, members were not clear about how ICA functioned, how it was structured, who were part of governance committees, how individuals became members of governance committees and how ICA managed its finances. Some feedback received seemed to indicate that members did not understand what ICA did, although survey results found that 81% members polled knew about ICA's mission and goals, but as an organisation we need to better communicate what we do, why we do it and how we do it. We tried through the 2019 annual report to give members information about how ICA is structured and highlighted some of the activities that took place over the course of that year. 2020 has been an unprecedented year but ICA has continued to operate, offering members virtual methods of engaging and interacting especially during International Archives Week 2020 (#IAW2020).

During #IAW2020, we saw members from all over the world join us for webinars and during our social media campaign #AnArchivesIs, but we definitely need to make ICA more reflective of the different facets of diversity (e.g. geography, language, professional, sexual orientation, disability, expertise etc). We need to represent at all levels the mosaic of our membership.

3 Relevant, Empowering and Empowered

ICA will be relevant for and engaged with its membership, better advocating for archives, records management and the profession

ICA is a member organisation representing the interests and concerns of its members, but it is also responsible for representing the profession in international forums, reinforcing the critical importance of archives and records for accountability, transparency, memory and culture. However, members indicated in their feedback during the strategic review that they wanted ICA to be more influential which raises questions such as influential how? And where? In what forums? In what ways? Nevertheless, there is obviously a sense amongst the membership that ICA's visibility needs to improve to advocate for archivists and archives. This means that we need not only to understand where we need to be present but reinforce our existing relationships with sister organisations and build new ones to reflect the diverse and changing nature of our profession. Of the three strategic review pillars, this is the most outward looking and seeks to better position not only the association, but also the archives and archivists.

In order to enable ICA to be more collaborative, accountable, transparent, diverse, empowered and empowering, we needed to amend the Constitution to reflect these ambitions along with the operations of our governing committees: Executive Board (EB) and Programme Commission (PCOM).

The Executive Board approved at its virtual meeting on 23 June 2020 an initial set of constitutional reforms. All these proposed reforms will be presented during a hybrid Extraordinary General Assembly slated for October 2021, and they include:

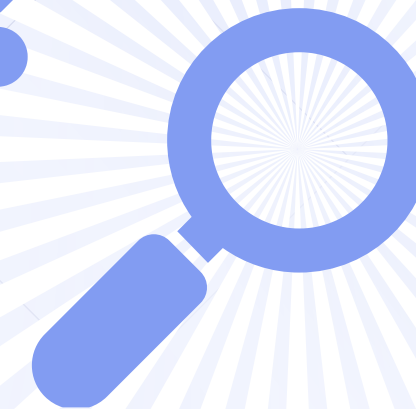
- Giving Category D members the right of vote
- Changing the ICA conferences from annual to biennale
- Changing the Section of Professional Associations into the Forum of Professional Associations
- Reforming the Programme Commission

There are the major highlights, but there are other reforms that will be proposed to the membership ahead of the Extraordinary General Assembly. The Executive Board has also established a working group to examine the processes and operations of the committee, with findings to be presented either at the upcoming Executive Board meeting on 8 April-9 April 2021 or later this year.

1. Networked and Collaborative



2. Transparent, Accountable and Inclusive



3. Relevant, Empowering and Empowered



PCOM Membership Reforms

At the ICA's Programme Commission's [\(PCOM\) business meetings in Adelaide, Australia \(October, 2019\)](#), a Diversity Working Group was established to consider how best to support increased diversity within PCOM and to offer a report with recommendations.

The working group was tasked with considering how increased diversity in PCOM membership could support the following objectives:

- PCOM is a body that shall operationalise ICA's professional mission and strategy
- PCOM is a body representing all appropriate ICA professional communities
- PCOM is a body where diversity is seen as an important asset
- PCOM is a body with an agile, open, fair, and predictable selection process

The group delivered its report and recommendations to the VP Programme in April 2020 and both PCOM and the EB voted to approve the recommendations in June.

The report recommends moving away from executive appointments to PCOM and toward elections among self-nominated candidates. Most PCOM members would be elected by the ICA membership at large, based on ballots that provide the candidates' home country, institution, expertise, previous ICA experience, and linguistic background. Each election would also provide information about returning PCOM members so that elections can be used to re-balance PCOM in any dimension of diversity that needs correction. In addition, each of PCOM's strategic focus areas (currently the Training Programme, Africa Programme, and New Professionals Programme) would have a dedicated seat on PCOM, which would be filled using a slightly different process to ensure the necessary expertise. In those cases, and also in a seat reserved for a current New Professional, PCOM members would vote among candidates who meet the qualifications. The call for nominations for both types of PCOM seats would be widely publicised to the ICA membership.

Branches, sections, expert groups, and other ICA bodies (FAN, FIDA, SPA) would not have representatives on PCOM, but instead the improved PCOM would have a far more robust communications strategy. That would ensure that not merely the chairs of these groups but all participants know what is happening on PCOM and can keep PCOM informed of the groups' needs and accomplishments. The communications strategy is an essential part of the recommendation for a more diverse and transparent PCOM.

The proposed reforms, if approved, will help the organisation move forward in achieving the strategic plan. We hope the membership will continue to support this work and we look forward to hearing from them when the constitutional reforms are fully presented to them.

Diversity Working Group

PCOM Members

Vilde Ronge, Chair (Norway)
Meg Phillips (United States)
Laura Millar (Canada)
Desi Pratiwi (Indonesia)

External Members

Deborah Jenkins (UK)

International Advocacy Work

Archives are Accessible

In spring 2020, almost all public buildings in the world were obliged to close their doors because of the Covid-19 pandemic.

This does not, however, mean that all their activities ground to a halt. Quite the reverse, since they had a major role to play in documenting the world health crisis and enabling citizens to continue to have access to their heritage.

The [“Archives are accessible”](#) campaign launched by ICA during this period, in which so many of you took part, was a great opportunity for us to highlight our actions and our role not only vis-à-vis the public at large but also in relations with our partners in other international bodies.

This advocacy campaign also paved the way for us to forge new partnerships with other international protagonists (ICIC, Climate Heritage Network) and reinforce our links with our traditional partners (UNESCO, IFLA, ICOM, ICOMOS). All this will be of great help to us in our future attempts to exert an influence in areas [you have flagged up as important for you](#).

The campaign was also the chance for us to band together as a community to defend a common cause. The input we garnered from your contributions as members was not only useful but a great encouragement for us to pursue our efforts in support of archives and their further development!

We are keen to stage other awareness campaigns along similar lines to “Archives are accessible” and are considering reviving and relaunching this first campaign. We hope you will come on board with us for our future campaigns and will be willing to play your part.

#UnArchivoEs #IAW2020

What is an Archive? What does it mean to the records and archives communities? What does it mean to our users? How do we empower knowledge societies in the 21st century?

In mid-April and taking inspiration from ALA, ICA’s Latin American branch, we launched our first social media campaign, [#UnArchivoEs / #AnArchiveIs / #UneArchiveCest](#). We invited the archival community, its users and the general public to contribute their views and opinions on what [#AnArchiveIs](#) to them. A specific social media package was developed so that users could repurpose and download GIFs, quote cards, videos, banners and customizable posters in English, French, Spanish and Portuguese too.

Engagement rate

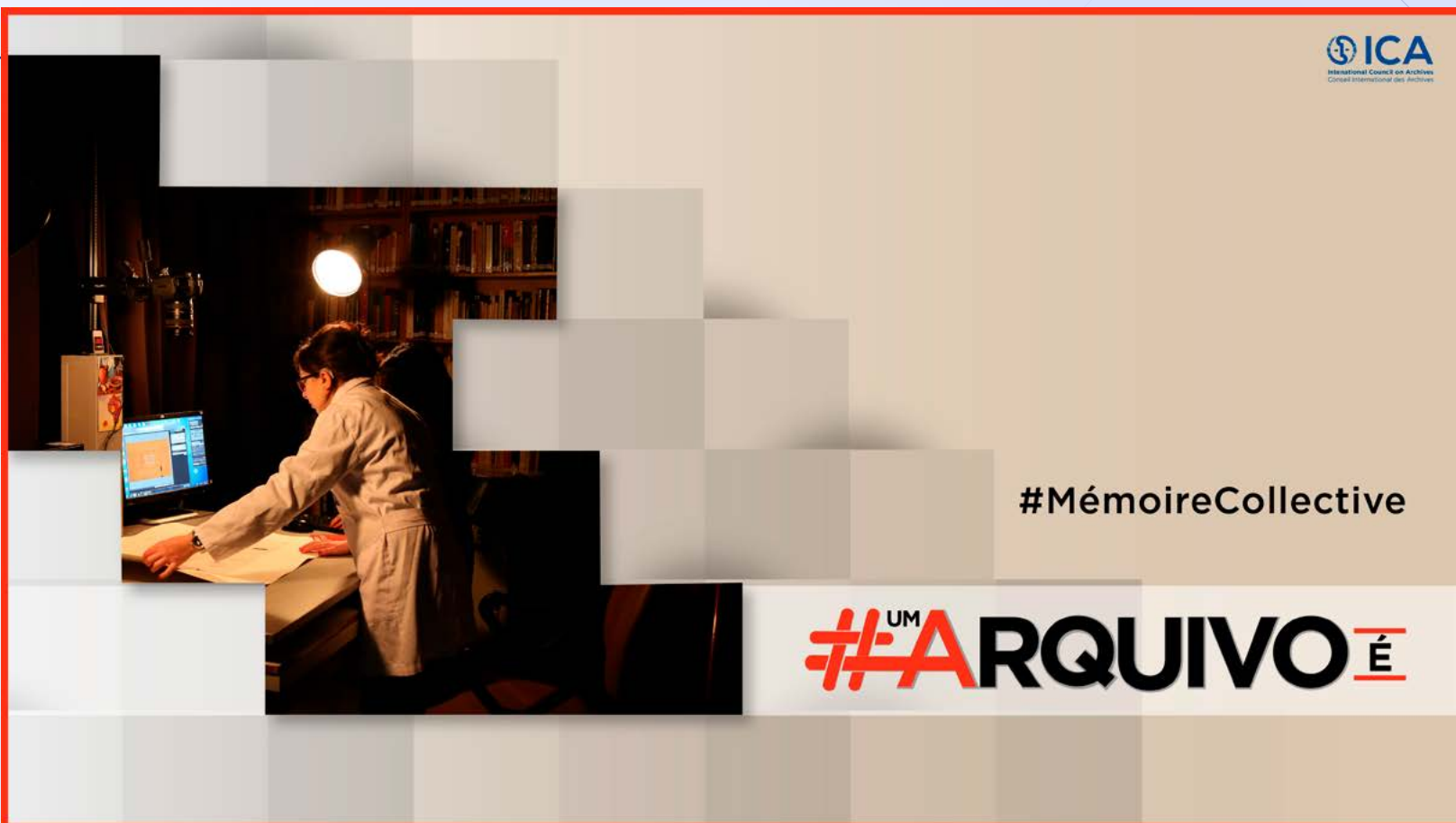
7K INTERACTIONS*
ON TWITTER

17K INTERACTIONS*
ON FACEBOOK

Languages

11 SPANISH • ENGLISH • FRENCH • CATALAN •
PORTUGUESE • GERMAN • JAPANESE •
VIETNAMESE • FILIPINO • RUSSIAN • ARABIC •

* reposts, replies, likes, shares, etc.



#IAW2020 Webinars Programme

DAY	TITLE / LANGUAGE	PARTNERS
8 June	Retour d'expérience sur un datasprint "l'imaginaire de l'informatique au travers des fonds d'archives de radio et TV" (Feedback from a data sprint on "the imaginary world of IT as seen via radio and television archive collections") / French	Ina
9 June	AI and Archives / English	EmergingBigTechArchives Project
	Seminario en línea "La función social de los Archivos" (Online seminar : 'The social function of Archives') / Español	ALA
11 June	'What I wish I knew about Digital Preservation...' , Digital Preservation Coalition / English	Ina
12 June	Climate Change and Cultural Heritage: a call to action! / English	ICOMOS - IFLA
13 June	Archivando las redes sociales. Una charla sobre datos abiertos y archivos sociales (Archiving social networks. Discussion on open data and social records) / Spanish	Associació d'Arxivers-Gestors de Documents de Catalunya
14 June	New Professionals Sunday Coffee (or Tea) / English	ICA New Professionals

The campaign culminated in the celebration of [International Archives Week \(#IAW2020\)](#) which was held between Monday 8 to Sunday 14 June 2020. This event was adapted into an [online event offering a full programme of webinars](#) that opened the discussion on topics ranging from the AI and archives, digital preservation, cultural heritage and climate change, archiving social media, and new ways to be an archivist in 2020. These webinars were organised in English, French and Spanish with the support and cooperation of six institutional partners: Institut national de l'audiovisuel (Ina), Association of Latin American Archivists (ALA), EmergingBigTechArchives Project, ICOMOS, IFLA, and Associació d'Arxivers-Gestors de Documents de Catalunya. The week closed with a virtual coffee led by the ICA New Professionals.

The archival and records management community also shared in the [IAW2020 Digital Map](#) almost 130 activities offered and developed by them to celebrate this international event.

Statements

The ICA partnered with several organisations this year to issue statements on issues that affect archives and supported statements that asserted the importance of the profession and protection of cultural heritage in times of crisis.

[IFLA-ICA Statement on Privacy Legislation and Archiving](#)

There has been growing interest in and support for legislation and jurisprudence aimed at supporting the protection of personal data in recent years. This responds to awareness of the invasive nature of new ways of collecting and using personal data.

This progress is broadly welcome but does raise concerns about whether and how they impact archival operations and the integrity of institutional holdings (i.e. records, data, etc). Given the desire of those involved in managing archival materials to respect the law, a lack of clarity can lead to the imposition of overly restrictive codes of practice; which can in turn affect the acquisition and preservation of archives and, ultimately, impact access to information.

This statement aims to set out core principles for advocacy around data protection laws by libraries, archives and their associations.

[ICIG-ICA COVID-19 The Duty to Document does not cease in a crisis, it becomes more essential](#)

COVID required many sectors -public and private- to move quickly to telework and virtual collaboration environments, which was necessary, but often did not consider the on-going necessity of capturing records and data to document decisions. However, the statement also wished to

emphasise that recordkeeping and data management is not only a concern of the public sector, but also private sector which also creates important records and data that need to be captured and preserved. The statement is built on three principles: Decisions must be documented, records and data should be secured and preserved in all sectors, and the security, preservation, and access to digital content should be facilitated during the shutdown.

ICA co-wrote this statement with the [International Conference on Information Commissioners](#) and it was supported by [ARMA International](#), [CODATA](#), [Digital Preservation Coalition](#), [Research Data Alliance](#), [UNESCO Memory of the World](#), and [World Data Systems](#).

[UNESCO Turning the Threat of COVID into an opportunity for greater support to documentary heritage](#)

UNESCO developed this statement to underscore the importance of memory institutions worldwide and their relevance in addressing the COVID crisis. The statement emphasises the role of documentary heritage institutions in helping future generations understand the pandemic and its impact on society. Memory institutions worldwide have demonstrated their relevance to addressing today's crisis. Also it highlights how these institutions have continued to serve the public in creative ways, leveraging digital technologies to meet the increasing demand for health, educational and other types of information.

[ICOMOS, ICA, IFLA and ICOM statement on Nagorno Karabakh](#)

In this statement written by ICOMOS and supported by ICA, IFLA and ICOM, called upon all parties involved in implementing the complete ceasefire agreement that came into force on 10 November in Nagorno-Karabakh to proactively ensure full respect and protection of all the cultural heritage in the concerned areas, in particular those where control is passing from one party to another (Aghdam district, Kelbajar district and Lachin region). This respect and protection must extend to the conservation, interpretation and presentation of all such cultural heritage.

ICA is committed to advocating and to ensuring the protection of documentary heritage and cultural heritage, as well as supporting our partners in this mission.

Professional Programmes

Africa Programme

2020 marked the end of phase 1 of the [Africa Programme](#) (AP) which was led by James Lowry with the support of Advisory Board and the co-chairs: Jamaâ Baida and Justus Wamukoya. Lowry's [leadership ended up with the closure of this first phase after seven years of service that culminated](#) in different guiding documents and training initiatives, including the initial draft of the Africa Strategy, the related Workplan, and the award-winning Digital Records Curation Programme.

The first phase of the AP was centred on six areas of work:

- Advocating for strong archival institutions
- Regional professional networks and associations as infrastructure for advocacy
- Drawing government attention to archives through international solidarity
- Curriculum development
- Build partnerships in support of conservation and preservation training
- Practical training in digital records management and preservation

As part of the latter area, the Digital Records Curation Programme (DRCP) was created, this being a set of materials that aims to translate technical digital preservation know-how into easy-to-use resources for teaching new generations of digital archivists. The materials were used as the basis for a one-day course that was delivered in Yaoundé, Cameroon, on International Digital Preservation Day in 2018. Concurrent workshops in English and French were delivered to participants from over 30 countries. Subsequently, two week-long study schools were held, one in English at the University of Botswana in August 2019, and one in [French at EBAD in Senegal in October 2019](#). This whole DRCP initiative was selected as a winner for the [DPC Award for Teaching and Communications](#) and the [NDSA Innovation Awards 2020](#) last November 2020.

For 2021, the [Africa Programme will begin its second phase](#), which will be led by two new coordinators: Dr. Cleophas Ambira, who will

be responsible for liaising with the anglophone countries in Africa, and Prof. Basma Makhoul Shabou, who will be in charge of working with the francophone African countries.

Objectives Phase 2

Phase two of the Africa Programme will run between 2021 and 2023. For these years, the AP will focus on 2 objectives: to develop sustainable knowledge exchange initiatives and to develop training and trainer competencies.

The objectives for this second phase are designed to be shared between francophone and anglophone Africa to enhance uniformity and equality across the continent whilst remaining cognizant of the similarities and uniqueness of the two regions. 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.

The two objectives are aligned to 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 sustainable development being pursued by all African countries.

Volunteer Team

AFRICA PROGRAMME SECRETARY

- James Lowry – (2014-2020)
- Cleophas Ambira – (2020-2023)
- Basma Makhoul Shabou – (2020-2023)

AFRICA PROGRAMME CO-CHAIRS

- Jamaâ Baida, Morocco
- Justus Wamukoya, Kenya

ADVISORY BOARD

- | | |
|------------------------------------|------------------------------------|
| • Atakilt Assefa Asgedom, Ethiopia | • Francis Mwangi, Kenya |
| • Elizabeth Bahoum, Gambia | • Joel Das Neves Tembe, Mozambique |
| • Alphonse Labitan, Benin | • Esther Olembe, Cameroon |
| • Ibrahima Lo, Senegal | • Fred J.W. Van Kan, Netherlands |
| • Ivan Munhamo Murambiwa, Zimbabwe | |

Supported by the ICA Training Officer, Margaret Crockett

Training Programme

2020 was a challenging year and we had to adapt to huge changes in our private and professional lives. In times such as these, improving our existing knowledge, extending our skills and competencies was never so vital and relevant. Distance learning was and still is one of the best ways to do this, especially now that most face-to-face sessions have been postponed.

Responding to these changes, the [ICA Training Programme](#) launched in June 2020 the online course [Organising Family Archives](#) which is aimed at a wide audience, not just at the ICA membership. The course explores taking care of family archives, covering what they are, how to organise and list them, how to package and look after them so that they are properly preserved, what should be kept and what can be discarded, the particular requirements for ensuring computer records will be accessible and readable in the future, how to create digital copies to share with family members and planning your project to identify, document and preserve the family archives.

As part of our strategy to extend our audiences beyond the international archives and records community to society at large our online course [Understanding and Using the Universal Declaration on Archives](#) was

In times such as these, improving our existing knowledge, extending our skills and competencies was never so vital and relevant.

made available at a special rate during 2020. The course informs citizens about the role archives and records play in accountability, transparency and memory, as expressed in the UDA. It enables those working in the recordkeeping to use the Declaration to advocate and support records and archives management work.

2020 was also a year for continuing the work with volunteers on the following courses:

1. Managing Digital Archives
2. Collections Care for Archives in Traditional Formats
3. Advanced Records Management
4. Arrangement and Description
5. Copyright
6. Selecting and implementing archives management systems
7. Managing Photographic Archives

All ICA's courses are developed by experts with a wealth of hands-on archiving experience and proven teaching skills. For 2021, the Training Programme is planning to launch two online courses on *Managing Digital Archives and Collections Care for Archives in Traditional Formats*.

As a parallel project attached to the Training Programme, the Training Officer along with the Secretariat team worked on a review of the contents of the [Online Resources Centre](#) and development of a plan to reorganise it to make the contents more visible and easier for website visitors to find. We also launched the [survey on archival description](#) to understand the current practices and tools which will nurture the preparation of the online course on Arrangement and Description.



Team

TRAINING OFFICER

Margaret Crockett

VOLUNTEER TEAM

- Nicolet Aurèle
- Mélanie Couture
- Jill Delaney
- Jean Dryden
- Emilie Gagnet-Leumas
- Béatrice Lecomte
- Basma Makhoul-Shabou
- Nancy McGovern
- David Rajotte
- Marta Reiss
- Jonathan Rhys-Lewis
- Claude Roberto
- Kari Smith
- Pauline Soum-Paris
- Siân Wynn Jones

New Professionals Programme

In 2020, the [ICA New Professionals Programme \(NPP\)](#) continued with its objectives of supporting and engaging with new

professionals across the globe. Under the leadership of Nicola Laurent and Laura Millar, the NPP focused its efforts this year on the following areas:

New Leadership

The NPP experienced a change in leadership in 2020. Nicola Laurent replaced Sharon Smith as the NPP Coordinator in January 2020. Laura Millar stepped down from ICA PCOM as of the November 2020 meeting and will be working with Cécile Fabris in her transition for coordinating Mentors and Buddies as of February/March 2021.



ICA New Professionals 2020 - 2021 Meeting 26 February 2021

Projects Active New Professionals 2019 (Adelaide)

The 2019 Active New Professionals (NPs) worked on one main project throughout the year: the creation of the Leaflet: *Running a Workshop at a Conference for First-Time Facilitators*. The Leaflet was designed to provide practical advice, by and for new professionals, interested in running a workshop at a conference.

The Leaflet was launched at the New Professionals Meet Up webinar held on 25 November 2020, in which the New Professionals had the opportunity to discuss why they created the Leaflet, how best to use it, and the key takeaways.

Improving communications was another area of work for this cohort. They continued to improve the promotion of the NPP and their work using the social media channels, the [ICA publications \(FLASH\)](#), and the [New Professionals newsletters](#). They also participated in #IAW2020 with the online event *ICA New Professionals Sunday Coffee (or Tea)*. At this event, they focused their discussion around the many different ways there are to be an archivist in 2020, including introducing themselves by their interests, rather than by their archival qualifications.

NEW PROFESSIONALS 2019-2020

- Forget Chaterera-Zambuko, Zimbabwe/United Arab Emirates
- Maria Papanikolaou, Greece/Egypt
- Anne-Flore Laloë, France/Germany
- Priyanka Kaushik, India
- Angela Schilling, Australia
- Laura Ioana-Luca, Romania/England

MENTORS 2019-2020

- Shadrack Katuu, South Sudan
- James Mortlock, United Kingdom
- Jonas Bakoubayi Billy, Germany
- Nina Janz, Luxembourg
- Kathryn Lagrandeur, Canada
- Killian Downing, Ireland

NEW PROFESSIONALS 2020-2021

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

MENTORS 2020-2021

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

Community Engagement

The NPP increased the communications around the programme and the call for applications, with the aim to reach new audiences and ensure that a wide representation of students and new professionals submitted applications. Feedback from previous applicants, and assessors was taken into account when updating the website.

The communications were broad but focused on encouraging experienced professionals to support new professionals by sharing the call and offering to be referees; making it clear that students are also eligible, and the criteria is around having less than five years working experience in the archival and recordkeeping profession; the fantastic benefit of being allocated a mentor, and including personal reflections and experiences as a form of encouragement.

Selection New Professionals 2020 (Abu Dhabi)

Due to the Congress being held in Abu Dhabi, the NPP extended its languages from English, French and Spanish to include Arabic. The call for applications, application form and sample guidelines were translated into Arabic and provided as PDF downloads on all three “Invitation to apply” pages. Two applications were received in Arabic, and one applicant was chosen to be an Active New Professional.

This year we received 98 applications from 46 countries, from which 87 were eligible and were assessed by a group of PCOM members and NPP Alumni.

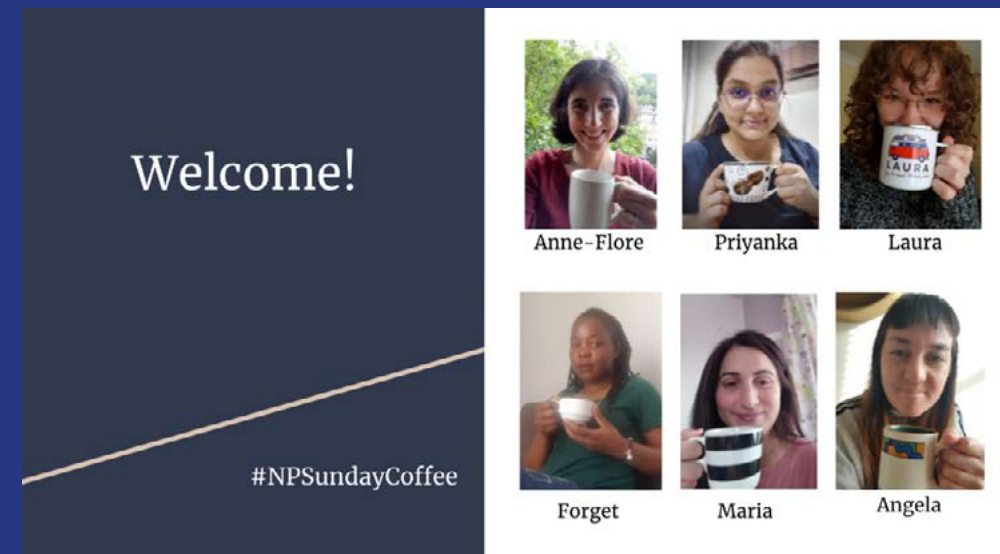
A significant change was made to the original timelines for the NPP due to the COVID-19 pandemic. The 2020 Active New Professionals commenced by focusing on the core NPP tasks, and establishing their project in the first quarter, before transitioning to focusing on their involvement and presentations at the Congress and concluding with the Congress itself.

Mentorship Programme

The mentor component of the NPP continues to be an important reason people apply for the NPP, and a great benefit Active NPs have noted from their involvement. Several Active NPs have mentioned additional benefits such as an ongoing relationship with their mentor, the ability to co-author articles, and extra opportunities to engage with the profession.

The [Mentorship Programme](#) also provides the NPP 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 the 2020. A total of 14 mentor applications were received. After a selection process led by Laura Millar, six mentors were chosen to pair with the six Active NPs for 2020.



ICA New Professionals Sunday Coffee (or Tea) 2020.

This year we received **98 applications** from **46 countries**, from which **87 were eligible** and were assessed by a group of PCOM members and NPP Alumni.

VOLUNTEER TEAM

- New Professional Programme Coordinator
Nicola Laurent
- NPP Conference Buddy and Mentor Liaison
Laura Millar

ICA Working for ICA

The ICA's network of professionals comprises three main areas of collaboration: [Professional Sections](#), [Expert Groups](#), and [Regional Branches](#).

Between November 2019 and November 2020, these groups designed, implemented and offered a myriad of activities, projects and products even though, in 2020, many of the activities planned were directly impacted by the pandemic. The information presented in the following summary was submitted by the chairs of the majority of the ICA groups for the PCOM meeting hosted in November 2020.

Professional Sections

A core benefit of ICA membership is the possibility of involvement with a Section. Each Section specialises in an area of professional practice and there are currently 12 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:*** continued to reach out to its members to encourage them to serve on its Steering Committee. Several members have retired in recent years. The section continued to upload new material to its Facebook page.

2 ***Section on Architectural Archives - SAR:*** held its Executive Committee at Braga, Portugal, on 24 September 2020. It collaborated with the Arquivo Distrital do Braga in organising and holding an International Congress on Architectural Archives "Professional Experiences in Cultural Diversity", also in Braga from 25 to 27 September 2019. This section is still working on a directory that will provide information about Architectural Archives all over the world.

3 ***Section of International Organisations - SIO:*** This section advanced on the following activities:

- Preparation for the 2020 annual meeting to be hosted by the International Fund on Agricultural Development (IFAD) in Rome, an event that had to be cancelled because of the pandemic
- Preparation of the Comma monographic issue on International Organisations, with Shadrack Katuu as editor
- Launch of the section's Twitter account
- Meeting of the Board to discuss the timing of the 2021 annual meeting (September 2021) and possibilities for an online event in first quarter of 2021

4 ***Literary and Artistic Archives - SLA:*** continued to focus on the development of different projects, including the World-Wide Directory of Repositories holding Artistic & Literary Archives and the Directory of Literary Manuscripts kept outside their Home Country. Moreover, in the course of 2019, SLA conducted a survey of its members on what they wanted from the Section, and their own ability to engage in Section activities. Priorities identified in the survey were international solidarity; sharing best practices; born-digital literary archives; and meetings in person. SLA was also involved in the development of projects on literary archives in Namibia and Cameroon, and in the Caribbean region.

5 ***Section of Local, Municipal and Territorial Archives - SLMT:*** held different meetings between 2019 in Adelaide, Australia and 2020 in virtual format. The section also participated in #IAW2020 by sharing images of municipal archives. It also designed a new social media initiative for August 2020 with the theme *How Lockdown has affected your City Archive*, collecting stories and pictures from SLMT archives. A second theme on the impact of Black Lives Matter on City Archives was scheduled for later in 2020.

6 ***Section of Professional Associations - SPA:*** hosted the SPA Film Festival on Archives in 2019 in Adelaide, Australia. SPA continued working on its concurrent projects: SPA Newsletters, workshops and toolkits, and hosting its Steering Committee meetings. Finally, the section worked on the draft Terms of Reference for the new Forum of Professional Associations.

7

Section for Archives of Parliaments and Political Parties - SPP: held the annual meeting “Reviving SPP-ICA” in Rome, 28-29 November 2019. SPP also submitted the paper *Perception and Knowledge of Political Institutions in Contemporary Democracies: An Archival Perspective* to be presented and discussed at the next ICA Abu Dhabi Congress.

8

Section on University Archives - SUV: launched the SUV Reading Group for International Archives Week 2020. The Section collaborated in the publication of a double issue of *Comma* on university and research institution archives. It held its virtual AGM, one face to face Section Bureau meeting and two virtual ones. The two conferences planned for 2020 were postponed due to the pandemic.

9

Section on Archives and Human Rights - SAHR: continued publishing, without interruption, the monthly newsletter on archives and human rights, in English, French and Spanish. SAHR also coordinated the publication of the book *Archives and Human Rights* and collaborated with a *Comma* special edition on Human Rights. The section also started to work on a pilot project on Climate Change and Archives at Risk, and a study on the place of records management and archives as part of the debate on a binding Trade on Business and Human Rights Treaty currently under discussion at the UN.



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 2020 on the following projects and initiatives:

1 ***Expert Group on Advocacy – AEG:*** started working on the PCOM project entitled *Documenting and advocating for the implementation of digital preservation around the world*. In addition to this, the group submitted the workshop *Advocating for digital preservation: How to create a compelling case for implementing digital preservation* to be presented during the ICA Abu Dhabi Congress 2020. Finally, AEG has continued to work on the translation of Universal Declaration on Archives (UDA) and on the promotion of toolkits related to the work of this group.

2 ***Expert Group on Archive Buildings and Environments – EGABE:*** prepared a workshop session to be presented at the ICA Abu Dhabi Congress as a result of a brainstorming meeting at the Adelaide Conference in October 2019. The topic of the workshop is *New Approaches to Archive Buildings: Rehabilitation and Co-Creation*. EGABE has also continued working on a bibliography of works on archive buildings and environments.

3 ***Expert Group on Archival Description – EGAD:*** continued to focus on the development of an international standard for archival description that will succeed the current ICA description standards (ISAD, ISAAR, ISDF, and ISDIAH). The EGAD RiC-O development team has begun to work intensively on RiC-O in order to make it compliant with this new version of RiC-CM. This team is planning to release RiC-O vo.2 draft by the end of November 2020, at the same time as RiC-CM vo.2 full draft.

4

Expert Group against Theft, and Trafficking and Tampering – EGATTT: Due to the current health crisis, some of the activities that EGATTT planned were postponed. However, EGATTT advanced on the following activities:

- Supporting the master's thesis developed by Matthieu Cevey, which is dedicated to cultural heritage red lists. As part of Cevey's work, FAN invited its members to complete a survey on their views on work to protect archival documents against theft, trafficking and forgery. The results will be available soon.
- Publication in FLASH of two articles dedicated to discussing the fight against theft and trafficking.
- Welcoming an ALA member as a representative of this region in EGATTT.
- Submission of two sessions to be presented at ICA Abu Dhabi Congress.

5

Expert Group on Indigenous Matters – EGIM: continued working on advocacy efforts in some archival institutions in Australia, New Zealand and Canada. The group prepared and implemented a communications plan in the third week of October 2020 to disseminate the Tandanya Adelaide declaration marking one year since this document was signed in Adelaide at the Indigenous Summit. Finally, the Expert Group has also submitted a proposal to run a one-day workshop at the next ICA Congress in Abu Dhabi concerning implementing the United Nations Declaration on the Rights of Indigenous Peoples.

6

Expert Group on Legal Matters – EGLM: began working on priority actions requested of EGLM by Congress / ICA Elected Officers. Following a virtual EGLM meeting in mid-September, EG members are in the process of preparing a text of the Copyright Declaration commissioned of them, in which the group is trying to bring out the issues facing archives. In addition to this work, EGLM gave expert input to the final review stage of a joint statement with the International Federation of Library Associations and Institutions (IFLA) (January 2020) on rights with regard to personal data. Finally, the President of EGLM joined the World Intellectual Property Organisation (WIPO) representative in contributing to Anthea Seles's presentation to WIPO on artificial intelligence (February 2020).

7

Expert Group on Research Services and Outreach – EGRSO: focused its efforts this year on the survey on Access and Outreach issues that was closed on 31 May 2020. EGRSO will continue to build its 3 year-workplan and ICA Congress Access and Outreach Stream.

8

Expert Group on Shared Archival Heritage – EGSAH: published the report on disputed archival claims on 14 October 2020. The group is currently planning the publication of the first draft of bibliography on shared archival heritage on the ICA channels. Another project that EGSAH has been working on is identifying authors and selecting articles for the special issue of Comma on shared archival heritage to be published in 2022 or 2023.

9

Expert Group on Emergency Management and Disaster Preparedness – EMDP: worked on the following activities:

- Working with the ICA Training officer to develop materials
- Emergency Management Disaster Preparedness online course with published workbook by 2021
- Chair attended Blue Shield Executive Board meetings via skype
- ICA disaster fund for aid relief and deployment – defined application process with forms
- Developed an action plan for publication of EMDP workbook (with ICA Training officer)

10

Expert Group on Managing Digital and Physical Records – MDPR: since March 2020, the EG-MDPR group has started developing a resource list and helped the ICA to complete the Nestor Network (Digital Preservation) Survey. One of the EG-MDPR chairs also gave expert input about processes and methodology for archiving the ICA website.

11

Photographic and Audiovisual Archives Working Group – PAAG: coordinated with the ICA Secretariat the publication of content related to the World Day for Audiovisual Heritage on 27 October 2020. The Chair attended the Co-ordinating Council of Audiovisual Archives Associations (CCAAA) as ICA representative.



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: among the different webinars programmed, the development of projects from its Working Groups, and strategic planning for consolidating the work of this regional branch, ALA advanced on the following activities/projects in 2020:

- In February 2020, the International [Seminar on Iberian Tradition Archives SIATI](#) was organised in Seville, Spain.
- [18 courses](#) were offered in virtual mode on different topics connected with archival matters.
- [A virtual seminar](#) was organised for International Archives Day, which was followed live by more than 2,000 people.
- The [communications campaign #UnArchivoEs](#) was organised in conjunction with the International Council on Archives.

2

Arab Regional Branch - ARBICA: participated at the ICA EB Meetings at Abu Dhabi 2019 and in 2020 in its virtual format. NRAA and others participated in International Archives Day. In addition to this, ARBICA hosted its EB meetings - symposium in which it acknowledged the contribution of individuals in the field of archives, the event taking place at the Arab league headquarters.

3

East Asian Regional Branch - EASTICA: focused its attention on the following activities:

- November 2019: the 14th General Conference and the 31st Executive Bureau Meeting of EASTICA 2019
- EASTICA Seminar on “Archives Today and Tomorrow: prospering as a diversity of records dramatically increase”
- June 2020: EASTICA new website launch

4

European Regional Branch - EURBICA: provided feedback and consultation about the proposal for changes in the ICA Constitution. The Branch also strengthened its online presence via Facebook and actively took part in different events and conferences in addition to its involvement in the European Archives Experts Group (EAG) and the European Board of National Archivists (EBNA). At the end of 2019, the Chairperson of EURBICA was signatory of a MoU between the International Institute of Archival Science Maribor/Trieste, the Alma Mater Europaea and the Historical Archives of the EU. EURBICA also supported the publication of a Special Issue of Comma dealing with Shared Archival Heritage. Finally, EURBICA applied to host a Panel Discussion during the ICA Abu Dhabi Congress.

5

Southeast Asian Regional Branch - SARBICA: Due to the Covid-19 pandemic, SARBICA's activities were postponed to 2021. Online activities were organised with collaboration among member countries. Among the programmes were:

- Launching of Archives Day Celebrations through Facebook on 9 June 2020.
- Advocacy programme on acquisition of Covid-19 materials with the theme Our History, Our Heritage.
- Online exhibition in collaboration with the National Archives of Malaysia on Contagious Diseases in Malaysia: History and Stories.
- Establishment of APARA (ASEAN Pandemic Responses Archive) with the aim of promoting awareness on acquisition of materials pertaining to pandemics (Covid-19 particularly) in ASEAN countries, which later could be sources of research.
- Publication of SARBICA Exclusive Heritage, consisting of some unique documents held in members' repositories, with the aim of exposing the uniqueness of the history recorded in their collections, revealing the beauty of inherited cultures and traditions that have remained constant over the years. Publication planned way back in 2008 finally came to fruition in 2020.

Abu Dhabi Congress

Empowering Knowledge Societies

The archival, records and data landscape in the 21st century is changing public expectations, how we do our work, what constitutes credible evidence and how we protect our holdings. It is time for our profession to discuss, reflect and challenge existing practices to explore and expand the critical role played by archives and information professionals in the 21st century knowledge societies.

The ICA Abu Dhabi Congress, [Empowering Knowledge Societies](#), will be an opportunity for the profession from all over the world to share innovative ideas and research and for colleagues from allied and other professions to join us at this important event.

The ICA Abu Dhabi Congress will be hosted between **19-22 October 2021** at the Abu Dhabi National Exhibition Centre (ADNEC).

Call for Proposals

The [call for proposals and papers for the ICA Abu Dhabi Congress](#) was an invitation to the archival and records communities as well as to our colleagues from allied and other professions to be part of a conversation around [three main themes](#): Artificial Intelligence, Digital Preservation and Emerging Technologies; Sustainable Knowledge; Trust and Evidence.

These three themes were expanded into 13 streams to reflect the variety of topics and debates contained in the more than 200 accepted proposals that will be integrated into the Congress programme.

Streams

1. Shared Archival Heritage
2. Unite against Thefts and Trafficking
3. Legal and Ethical Issues
4. Access, Innovation and Outreach
5. Revitalizing and Empowering Indigenous Knowledge in the Archives
6. Metadata and description
7. Changes facing the profession
8. Artificial Intelligence...Archives Intelligence
9. Preservation of Digital Records
10. A collaborative approach to archive system renewal. The French example
11. Blockchain and information governance
12. Sustainable records and archives
13. Forum of National Archivists members presentations (open to all attendees)



467 Proposals Received

Europe, Asia and Middle East are the regions with the largest representation of countries.



We had the honour of receiving proposals from different authors of the public and private sector, and the academic world.

69 Countries will be Represented



400 Speakers, Presenters and Facilitators

The Call for papers was available in English, French, Spanish, and Arabic.



4 Languages

Congress Programme Committee



- Hamad Abdulla Al Mutairi
- Normand Charbonneau (co-chair)
- Margaret Crockett
- Basma Makhoul Shabou
- Robert R. Buckley
- Ian Wilson (co-chair)

Finances

Please note that this document is an abbreviated version of the budget. The full version is available as an EB document.

	VOTED BUDGET 2020	REPORTING as of 30/09/2020	VOTED BUDGET 2021
REVENUE			
MEMBERSHIP DUES			
Category A	700.000,00 €	528.982,00 €	674.000,00 €
Category B	17.000,00 €	15.300,00 €	17.000,00 €
Category C	120.000,00 €	101.090,00 €	100.000,00 €
Category D	25.000,00 €	27.720,00 €	25.000,00 €
Sub-total	862.000,00 €	673.092,00 €	816.000,00 €
OTHERS: Exchange loss, exchange gain & interests	37.000,00 €		78.060,00 €
FIDA - Donations from members			
SUBVENTIONS & MARKETING/SPONSORSHIP (1)	120.000,00 €	50.000,00 €	90.000,00 €
E-LEARNING	8.000,00 €	16.330,00 €	8.000,00 €
GRAND TOTAL REVENUE	1.027.000,00 €	739.422,00 €	992.060,00 €

	VOTED BUDGET 2020	REPORTING as of 30/09/2020	VOTED BUDGET 2021
EXPENDITURE			
PROGRAMME			
PCOM projects & activities incl. Annual Conf	120.000,00 €	21.733,64 €	115.500,00 €
General Projects	26.000,00 €	10.000,00 €	13.000,00 €
Annual Conference Support/PCOM members support	13.000,00 €		13.000,00 €
Training Programme	24.000,00 €	11.233,64 €	24.000,00 €
New Professional Programme	17.000,00 €		25.500,00 €
Africa Programme/Contingency	40.000,00 €	500,00 €	40.000,00 €
Allocation for Branches, Sections & Expert Groups	47.000,00 €	5.878,00 €	32.000,00 €
FIDA	20.000,00 €	9.846,00 €	20.000,00 €
FAN+FPA	10.000,00 €		23.000,00 €
Staff Salaries & Support	200.100,00 €	138.699,45 €	197.120,00 €
Sub-total	397.100,00 €	176.157,09 €	387.620,00 €
PUBLICATIONS (2)	33.000,00 €	29.496,35 €	33.000,00 €
INTERNET/TECHNOLOGY	45.000,00 €	15.493,84 €	45.000,00 €
MARKETING/COMMUNICATION	10.000,00 €	7.105,36 €	10.000,00 €
Staff Salaries & Support	200.100,00 €	138.699,45 €	197.120,00 €
Sub-total	288.100,00 €	190.795,00 €	285.120,00 €
GOVERNANCE (3)	40.000,00 €	2.728,49 €	15.000,00 €
Accounting, Audit, Legal & Insurance costs	35.000,00 €	4.373,71 €	41.500,00 €
Sub-total	75.000,00 €	7.102,20 €	56.500,00 €
Staff Salaries, Support & exceptional expenses	266.800,00 €	227.639,77 €	262.820,00 €
French Subvention		50.000,00 €	
GRAND TOTAL EXPENDITURE	1.027.000,00 €	651.694,06 €	992.060,00 €
BALANCE	- €	87.727,94 €	- €

(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 • Permanent Secretariat



Elected Officers

David Fricker
President

Normand Charbonneau
Vice-President Programme

Henri Zuber
Vice-President Finances

Permanent Secretariat Team

Anthea Seles
Secretary General

Philippe Bruneau
Administration and Finance
Manager

Marianne Deraze
Website and Electronic
Publications Officer

Maria Paula Garcia Mosquera
Programme Officer

Christine Trembleau
Marketing and Communications
Manager

Constance Vidon
Administrative Assistant

Extended Secretariat Team

Clémence Almeras
Intern

Yaboul Banwame
Intern

Margaret Crockett
Training Officer

Didier Grange
Special Adviser

Lydia Label
Intern

Nicola Laurent
New Professionals Programme

Roman Lescano
Community Manager

Zilin Li
WeChat Community Manager

James Lowry
Secretary of the Africa Programme

Laura Millar
Coordinator Mentors-Buddies for the
New Professionals Programme

Jessica Squires
Secretary of the FIDA

Margaret Turner
Translations and Publications Adviser

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Volunteer translators' coordinator

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Chaimae Boulhilat

Amany Mohamed

Mohammed Hakkou

Abdel Kader B. Kpadonou

Allie Bekenstein

Lorraine Valarino

Juliana Turull

And our
network of
volunteers
around the
world!

Team

Governance

Executive Board

David Fricker
President

Henri Zuber
Vice-President (Finance)

Normand Charbonneau
Vice-President (Programme)

Emilie Gagnet-Leumas
Chair of Sections and President,
[SAFT](#)

Avril Belfon
Chair of Branches and
President, [CARBICA](#)

Jeff James
President, [FAN](#)

Becky Haglund Tousey
President, [SPA](#)/PFPA*

Dr Abdulla Alraisi HE
Congress Host

Françoise Banat-Berger
Secretariat Host Country

Branches

Emma de Ramon
President, [ALA](#)

Hamad Al Dhawyani
President, [ARBICA](#)

Jean-Paul Nenga
President, [CENARBICA](#)

Wang Shaozhong
President, [EASTICA](#)

Vacant
President, [EURASICA](#)

Peter Choto
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Charles Farrugia
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Vacant
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Noa Petueli Tapumanaia
President, [PARBICA](#)

Ino Manalo
President, [SARBICA](#)

Yonten Dargye
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Mathias Massode
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Antonio Quintana
President, [SAHR](#)

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Gustavo Castaner
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David Sutton
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Tim Harris
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Fina Sola I Gasset
President, [SPO](#)

Paolo Massa
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Caroline Brown
President, [SUV](#)

Ex-officio

Atakilty Assefa Asgedom
President, [ECOM](#)

Anthea Seles
Secretary General

Margaret Crockett
Training Officer

Maria Paula Garcia Mosquera
Programme Officer

Programme Commission

Chair, Vice President (Programme)

Normand Charbonneau

Executive Members

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Joan Boadas i Raset

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Basma Makhoulf Shabou

Laura Millar

Jiyoung Park

Meg Phillips

Yolia Tortolero

Odile Welfele

Corresponding Members

Vitor Manoel Marques da Fonseca

Francis Mwangi

Michael Ngwang Ngwany

Ex-officio with voting

Emilie Gagnet-Leumas

Jeff James

Vilde Ronge

Avril Belfon

Fred van Kan

Henri Zuber

Ex-officio with no voting

Margaret Crockett

Maria Paula Garcia Mosquera

James Lowry

Anthea Seles

Nicola Laurent

Margaret Turner

*PFPA: Provisional Forum of Professional Associations. The new title was approved by the [General Assembly at the virtual meeting on November 16 2020](#).

Looking Ahead to 2021

In 2021, we are aiming to deepen the conversation, in light of the ICA's New Strategic Plan - Empowering Archives and the Profession 2021-2024, about the meaning, need for and impact of empowering archives in three main areas: accountability, cooperation and inclusivity. For doing so, we will be focused our attention on the following initiatives and events:

- We will be finalising the constitutional reforms over the course of this year and presenting all the changes at the Extraordinary General Assembly which will take place during the Abu Dhabi Congress in October 2021.
- We will be launching International Archives Week planning and international social media campaign #EmpoweringArchives in the early spring. The events will have three sub-themes or pillars similar to the strategic plan: accountability, cooperation and inclusivity. Join us to share your thoughts about how we can #EmpoweringArchives.
- We hope that many of our members will join us at the 2020 Congress in Abu Dhabi on 'Empowering Knowledge Societies' between 17 October-22 October 2021. A Congress is a time to reflect on the work we have done and plan for future. This Congress will tackle topics related to artificial intelligence, digital preservation, emerging technologies, sustainable development goals, and trust and evidence in a post-truth world. For more information: www.abudhabi2020.ae
- We have two online courses planned for this year, one scheduled for release in June and another for release in September 2021. Watch the ICA website for more details.
- This year we will have a new call for applications for our New Professionals Programme, and the next phase the Africa Programme will design training initiatives for trainers and practitioners for strengthening its capacity-building efforts of the last years.
- 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.

Publications

ICA produced a number of publications: the scientific journal *Comma*, of which there are two issues or one double issue per year, depending on the topics selected, the twice-yearly magazine *Flash*, and the ICA newsletter sent to members every two months.

This year, the two issues of *Comma* will focus respectively on the theme of archives and human rights, under the auspices of the Section on Archives and Human Rights (SAHR), and on Archives of international organisations, under the supervision of the Section of International Organisations (SIO). *Comma* is also heading for a major change since it is about to acquire a new Editor-in-Chief. We should like to take this opportunity to thank the retiring Editor-in-Chief, Margaret Procter, for all her work over the years and for her strategic vision with regard to ICA publications. We also invite members to consult the appeal posted on the **ICA website** for candidates to fill this post. Applicants have until 16 April 2021 to submit their details.

The next issue of *Flash*, due to be published in March, will pick up the 2020 campaign "AnArchiveIs" to ask people from other professions and knowledge society stakeholders to describe what archives and archivists mean to them and what they see as their role in knowledge societies. The issue will also be an opportunity to pick up the debate about the strategic lines of thrust agreed for the next four years, since one of the most important of these relates to strengthening links with professionals from the other sectors concerned and increasing their awareness of our profession. A second issue is scheduled for September and will revolve around the ICA Congress in Abu Dhabi and the constitutional reform currently in the pipeline.

For its part, the newsletter, will be published on a two-monthly basis this year, its aim being – as always – to keep members abreast of the latest events and developments at ICA and to pursue its international intelligence function.

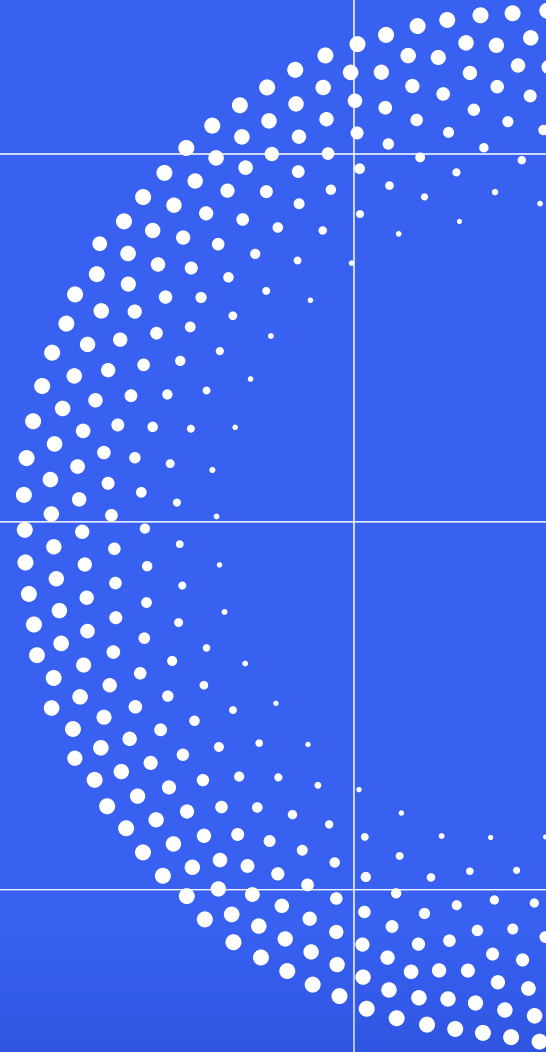
If you wish to receive a copy of all these publications, you should remember to **update your contact** details on the ICA website.

Timeline

2021

Q1 January - March	Q2 April - June	Q3 July - September	Q4 October - December
<p>SUV Virtual Congress. Memory, human rights and good practice in university and research archives: different views, a single objective</p>	<ul style="list-style-type: none"> - New Professionals Programme Call for Applications - PCOM Call for Projects - Launch Social Media Campaign #EmpoweringArchives - FIDA Call for Projects - International Archives Week - Launch 4th Online Course - Governance Meetings - SBA-Conference 2021. Making the Intangible Tangible 	<ul style="list-style-type: none"> - Results New Professionals Programme - Release of the 2nd Edition of Flash 	<ul style="list-style-type: none"> - ICA Congress Abu Dhabi 'Empowering Knowledge Societies' - Africa Programme Training Activities - Governance Meetings (General Assembly) - Launch 5th Online Course

Don't forget to renew
your ICA membership so
that you can benefit
from all our activities
and programmes!
Looking forward to
seeing you all in 2021!



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

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