

news from ica Flash



#AnArchivels: perspectives from Knowledge Societies' actors

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Focus: #AnArchivels



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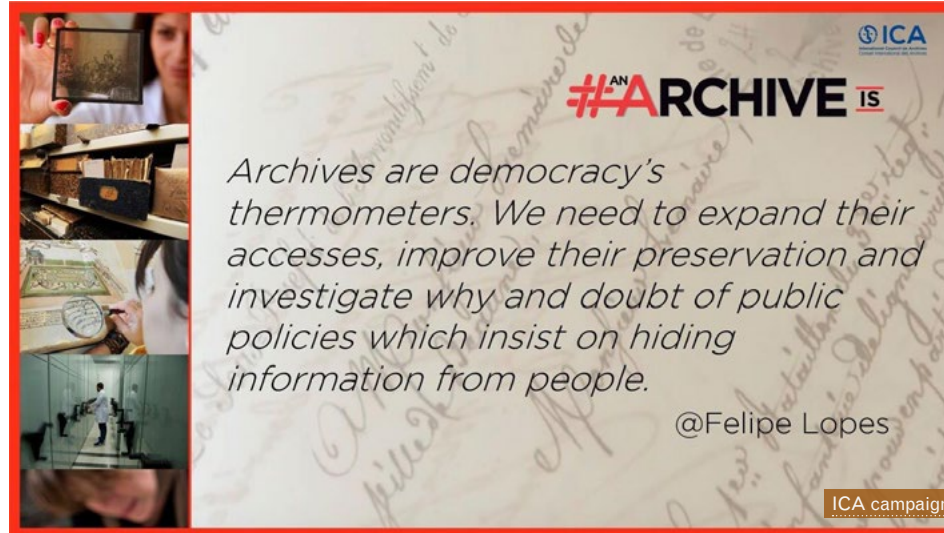
Editorial

Last year, in our social media campaign #AnArchivists, we asked you to tell us what archives represented for you. This question prompted a series of exchanges that spilled over into discussing the archivist's role and even into how to define archives in general. The whole community engaged with the campaign. Yet most of those who contributed were archivists and record keepers, with very few professionals from other sectors actually joining in.

This year, however, there are two major events on the agenda that will focus largely on developing and strengthening links between the archiving community and other related professions: the ICA Congress on the topic of "Knowledge societies" and the new ICA strategic plan entitled "Empowering archives and the profession".

For this issue of Flash, we have therefore decided to extend the brainstorming exercise started last year with #AnArchivists by giving people from other sectors the chance to air their views. What do they think of archives and archivists? Do they share our view of our profession? What role do they think archives will play in tomorrow's world?

Mariana Nazar is an archivist and human rights activist. In her article, she discusses the relationship between these two roles and muses over the traditional image of the archivist. Thierry Lefebvre is a historian, who lectures in journalism and naturally produces records in the course of his work. In this issue of Flash, he highlights the growing



need for synergy between the archives and information professions.

These two thought-provoking articles are merely the opening skirmishes of a broader debate to be pursued within our community, which will hopefully be taken up in other professional forums. This issue is also the opportunity for Programme Officer, Maria Paula Garcia Mosquera, to present the ICA's new social media strategy: new campaigns will shortly be launched and we are counting on you to play an active part.

The second major topic in this Flash concerns the upcoming ICA constitutional reform. In October there will be an extraordinary general assembly, which will be a major milestone in the life of the association. We fill you in

on the details of the proposed reforms and their objectives so you can contribute to the discussions to come and help the community as a whole to reach a consensus.

Last but not least, I should like to ask you to take part in a forthcoming survey into ICA publications, one being this magazine. All you need to know about this survey will be revealed on Page 12, the aim of which is to enable Flash (and our other publications) better to meet your needs and expectations!



Marianne Deraze
Flash Editor-in-chief

Flash

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The International Council on Archives (ICA) is dedicated to the advancement of archives through international cooperation. Archives, by providing evidence of human activities and transactions, underlie the rights of individuals and states, and are fundamental to democracy and good governance. In pursuing the advancement of archives, ICA works for the protection and enhancement of the memory of the world.

Flash communicates news on ICA activities and highlights current issues in archives. It is the complement to the in-depth professional reflection, reports and debate in *Comma*. The ICA publishes Flash twice a year as a membership benefit. Contents may be reproduced and translated in part or in whole, provided that credit is given. Information in this issue of Flash was current at the closing date for production on 8 March 2018.

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Open up the Archives: #AnArchives History, Memory and Rights



Lucharemos y triunfaremos 1988. Archivos en Uso.

I have been asked to reflect on the social function expected of archives and what, as archivists, we can do to better work with archives related to vital social themes. Before doing this, I would like to share with you some history.

On 24th March 1976, in the context of a growing wave of repression, a coup d'état established a civil-military dictatorship in Argentina. This was characterised by a level of violence hitherto unknown. Especially important was the introduction of state terrorism and the systematic institution of a particular political crime, namely forced disappearances.

Faced with these facts, a section of society condemned this state of affairs and demanded to know where the disappeared were and that they be handed-over alive. A human rights

movement began to take shape. One of the main tenets of these acts of memory, truth and justice was the demand that records of the state's terrorist actions be kept and that access to these records be granted. During these years, a cry arose to "Open up the archives!". The slogan, initiated by Nora Cortiñas, a founder of the organisation Madres de Plaza de Mayo (which translates in English to Mothers of the Plaza de Mayo), demanded the need for the public's right to know what fate each and every one of the disappeared suffered.

For the last nearly 20 years, the Argentine state has responded to these demands by promoting policies regarding memory, justice and reparations. Consequently, the importance of archives has been recognised.

However, in order for the state's response to be effective, we know that is not enough just to "open the doors". For archives to be open (i.e. accessible), it is necessary to undertake the work of identifying, classifying, and describing them, as these are inherent in making them accessible. Without this work, we run the risk of drowning in a mountain of papers (or of information) that we cannot make sense of.

For this to occur, and for us to contribute to these opening up processes, it is crucial that we make our work and knowledge as archivists visible. We need to let people know that our role is to make archives accessible so that they can fulfil their triple social function. It is also necessary that we build collaborative alliances with human rights activists to develop proposals that correspond to their demands. Similarly, in terms of how we organise and make accessible the archives themselves.

When we insist on the importance of archival access as a guarantor of people's ability to exercise their rights, and as a fundamental requirement of a democratic state, we are connecting with historically sub-alternated sectors of society, such as indigenous populations, sexual dissidents, the landless, women, the working class, etc. The ethical commitment to our task requires this of us. If we accept that archives are essential elements of the Rule of Law and that archival access allows (or denies) for exercising a multiplicity of rights, we cannot but feel the weight of responsibility as we approach the task at hand. And, we know that to be effective, it is vital that archival work is done professionally.

We ask ourselves every day, what can we do as archivists, and as public agents, to contribute to facilitating so that the above-mentioned populations can access the archives? Undoubtedly, our answer to the question is simply that we do our work and make the archives accessible. However, we can also go that bit further and rethink our strategies for disseminating archives and supporting investigative work into them.

We need to stress that our professional identity completely differs from the widely accepted image of the archivist as the "guardian of the archive", the gatekeeper who controls access and exercises power to decide who can access what.

It is necessary to adopt a critical stance towards "archives of power," while also being clear about the "power of the archives". We need to let it be known that the specific informational contents of archival records, namely the enduring residues of activities by people or institutions, are a basis for analysis. Importantly, records are not produced for consultation and interpretation ● ● ●



Madres de Plaza de Mayo. Archivos en Uso.

convocan al pueblo a acompañarlas en la MARCHA DE RESISTENCIA que se realizará en la Plaza de Mayo por 24 hs., el Día de la Juventud —21 de Septiembre a las 15.30 hs.— para pedir por la APARICION CON VIDA de los detenidos-desaparecidos, que con profundo amor a su pueblo han luchado por la Dignidad, la Libertad y la Justicia.



Aparición con vida (1ª Marcha de la Resistencia) 1981. Archivos en Uso.

● ● ● after the event, but rather for an administrative purpose. We must make it clear that although records fulfilled a particular immediate purpose at the time of their creation, they may, many years later, be transformed into a research source to serve a completely different purpose. Analysis of archival documents is the historiographical or intellectual process through which records get transformed into informational sources. This process allows the researcher to pull to the surface and contextualise the relations of domination, ideology and ethics arising from the record producing body's mission and purpose. For this reason, it is vitally important that records are treated comprehensively and in their entirety, rather than artificially assembling thematic collections that destroy the archival fonds.

We must demonstrate our intentions to facilitate access in an egalitarian way, acknowledging that this sometimes requires taking measures favouring certain individuals or groups in order to reduce inequalities (positive discrimination). We must also show that providing context for the archives will make it possible for anyone to read in them what interests them and thereby exploit them to their maximum potential.

Above all, we need to weave alliances. This is because very often the hardest of aspect of our work is having to undertake it without any support from public policies and policy

makers. We lack resources and professional recognition and, in some cases, have to deal with authorities who are ignorant of the archival profession and confuse an archive with a museum containing national relics to be used in support of the ideological flavour of the month. Collaborative alliances with sectors of civil society can contribute to driving forward strong public policies.

As such, I consider it necessary to press for motivating the professional archival community to double down its ethical commitment to general archival principles as promoted by our International Council on Archives. I also call upon archivists to take up human rights activism. Furthermore, it is necessary to demand that public policies on archives are implemented to guarantee the preservation, access, and dissemination of records related to human rights violations. It is also necessary to actively work with all those populations and communities who live under the Rule of Law. Despite formally championing equality before the law, the actual, existing legal system barely achieves this.

Our work - identifying archives, making them accessible to the whole population, and helping those who need support in consulting them - is a way of ensuring that the formal Rule of Law becomes a little bit more real for everyone.



Mariana Nazar

Researcher at the Instituto Nacional de la Administración Pública (INAP) AR/ National Institute of Public Administration in Argentina.

Coordinator of the Working Group on Archives and Human Rights of the ALA Vice-President of Section on Archives and Human Rights - SAHR (previously HRWG)

Testimony from a Scavenger



Nanouk l'Esquimau (Pathéorama, n° 169). Crédit : Thierry Lefebvre.

In August 2003, Jean Ducarroir (1950-2003), one of the main protagonists of the liberation of the airwaves in France⁽¹⁾, disappeared, practically forgotten by all. Founder and co-founder of numerous illegal stations (such as Radio 93, Radio Sainte-Anne, Radio Paris 80, Radio Dufour en Lutte), and the National Federation of Free Radios, he had on several occasions, been in trouble with the law (twice condemned, twice pardoned). One of the most active members of the Consultative Commission on Private Local Radios (which, after the

election of François Mitterrand, sketched out the radio landscape we know today), this singular man, who died prematurely from the ravages of asbestos, left no retrospective record of his work, which was so decisive between 1977 and 1983, and was little concerned about the fate of his archives. Apart from a handful of press clippings, a few rare televised appearances (reduced to the bare minimum by the abrasive effect of the editing) and a few often-imprecise testimonies from former actors in the movement, nothing seemed to remain of his political activism.

In setting myself the challenge, some ten years ago, of trying to reconstruct his astonishing career, I was resolutely embarking on a path fraught with pitfalls. ● ● ●

(1) In France, the radio and television media were under State monopoly until the law of 9 November 1981 which authorised private radio stations to broadcast, the starting point of the movement called "liberation des ondes".

●●● My first experience was that of fragmentation and paucity. Finding relevant information in public archives, whether national, departmental, municipal or university, proved to be an ordeal that was quite banal. I am not talking here about the delays concerning access that are the common - and particularly frustrating - a lot of those who aspire to do, in one way or another, "history of the present time". These unfortunate restrictions are governed by law, so one must resign oneself to them. I am speaking in a more prosaic way about the administrative justifications, often redundant, that an ordinary researcher must provide to each new institution solicited. My collection of "user" cards has grown considerably over the years. When will there be a "Research Pass", as there is a "Pass Navigo" or, more recently, a "Pass Culture" (2)?

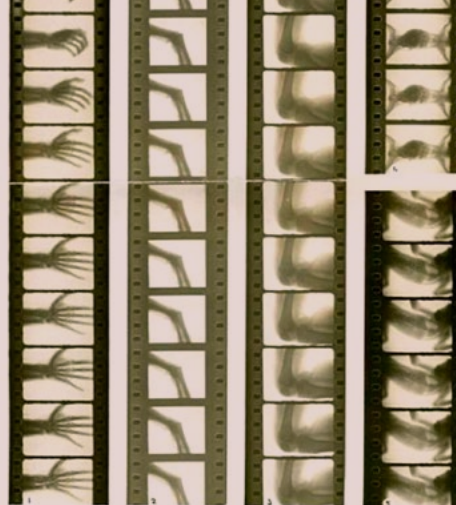
While I was carrying out these tedious explorations as well as I could, I had to admit that my efforts to reconstitute Jean Ducarroir's radio activism came up against undeniable obstacles. Speech, which was his main means of action, is inherently fluid. What was he saying to 383 06 41, which was both his personal telephone number in Aulnay-sous-Bois and, for several years, that of the National Federation of Free Radios? What happened to the probable eavesdropping carried out by the public authorities? What was said during the countless meetings that punctuated the movement? In the absence of faithful reports or sound recordings, even of mediocre quality, the mystery remains and is likely to remain indefinitely. The radio broadcasts themselves, mostly conceived as live events, were - it seems - rarely recorded. Scattered fragments remain here

(2) The "Pass Navigo" is a season ticket for transport in the Paris region, the "Pass Culture" is a scheme set up by the French government giving all young people living in France access to cultural activities free of charge.

and there, in the collections of the National Audiovisual Institute (Institut national de l'audiovisuel - Ina) or in private collections. We must be satisfied with them, even if we must never despair of finding others. So what can we do? Should we give up and be content with reproducing the vague assertions and value judgments made by predecessors? Was it necessary to slavishly reproduce the doxa? No, of course not. Then began the most exciting part of this journey: the search for facts and documents buried in memories, or dormant in some cellar or attic. To do this, it was important to find people close to Jean Ducarroir, to overcome their legitimate mistrust, to question them, to point out the contradictions between one and the other, and to sometimes push some of them out of their entrenchments. In the end, this gleaned a few seemingly trivial documents: a portrait taken from a photo booth, fragments of writing, a sort of press-book, an annotated press release, a video documentary supposedly disappeared, an obscure publication, a 3.5-inch floppy disk, etc.

This kind of small collection must be made here and now, and not in a hundred years, at least before the last contemporaries disappear in their turn and the tenuous emotional bond that preserved these relics from annihilation disintegrates with them. All of these tiny discoveries are now enshrined in a modest work: *L'Aventurier des radios libres: Jean Ducarroir (1950-2003)* (Éditions Glyphe, 2021). I wrote it with the hope that other discoveries would follow. This story certainly deserves it.

What remains now is to preserve these remains: precious testimonies of an extraordinary life. In the past, I have passed down some of my finds - a family archive, film reels, a radio show - to places of conservation that



seemed to me the most suitable. Two or three letters of thanks attest to my intercessions. But fundamentally, what is my mandate? An instructor-researcher's tasks are very precise: training and orientation, research, diffusion of humanistic or scientific culture, international cooperation... The collection of archives is nowhere specified, to my knowledge.

Is it also my responsibility to try to convince my interlocutors of the value of depositing these relics in a dedicated place, even if it sometimes means browbeating them? Should I single handedly designate a place for them to go (BnF, Imec, Ina, la Contemporaine (3)) or leave them free to choose, at the risk of reinforcing this "balkanization of archives" so often denounced?

I confess that I no longer know.



Thierry Lefebvre
Lecturer, University

(3) Bibliothèque nationale de France (www.bnf.fr), Institut national de l'Audiovisuel (www.ina.fr), Bibliothèque de documentation internationale contemporaine - BDIC (www.lacontemporaine.fr)



Essais de radiocinématographie
par les D^{rs} Comandon et Lomon, 1911.
Collection des appareils de la
Cinémathèque française.

Let's talk about #EmpoweringArchives!

How will the ICA continue to digitally connect the archival and records management community? After presenting "Archives are accessible" and talking about #UnArchivoEs, the ICA will open the discussion in 2021 about what does it mean #EmpoweringArchives.

2020 was a year where we had to learn and adapt our ways to connect, work together, and collaborate using a wide range of virtual platforms. These changes have affected people on different scales. As some articles have reported on what we were experiencing –and we still are: using these platforms has been a blessing and a curse. Being mindful of this dichotomy on the communications ground, organizations such as the ICA have been working to respond with relevant content that strengthens our mission to advocate and promote the importance of our fields during these challenging times. However, we have also uncovered innovative ways to bring

together our communities of interest. In the ICA's case, we designed and launched in 2020 two prime digital initiatives: Archives are Accessible, a digital map offered to the archival and records management community to share any project or service provided for people while they were #stayinghome; and #UnArchivoEs, a social media campaign to invite our extended community to reflect on the social function of archives. As reported in the last issue of Flash, "the participation and response [to this social media project] was overwhelmingly positive, with an approximate engagement rate of 7K interactions (reposts, replies, likes,

shares, etc.) on Twitter and 17K on Facebook in different languages such as Spanish, English, French, Catalan, Portuguese, German, Japanese, Vietnamese, Filipino, Russian and Arabic." Apart from these positive quantitative results, one of the major takeaways of this campaign was the ability to publicly identify the myriad of voices that constitutes ICA membership's, coming together with an extended community that is now recognizing itself as part of a bigger international network. To consolidate this international network, in 2021 we are planning to participate and design two social media campaigns with the same aforementioned purpose: bringing together our communities of interest. The first initiative is #ArchiveHour, a Twitter event set up by the Archives and Records Association of the UK and Ireland (ARA) and created as a 'space' for the Archival/Records Management sector to talk about the issues in the profession. The #ArchiveHour for February looked at international archives as the main theme of the event and the ICA was invited as a guest host for the first time to this event. Following this virtual event, in April, we will launch our second social media campaign titled #EmpoweringArchives. For this occasion, we will be inviting the global community to have a virtual conversation about the meaning, necessity, and impact of empowering archives in three main areas: accountability, cooperation, and inclusivity. The campaign will run until the

International Archives Week which will be hosted between June 7th-11th.

If last year we learnt something about what an archive is, this year we will be reflecting on the meaning of empowering archives based on the following general questions:

► How are archives/archivists/record managers accountable in their own spaces and are supporting the accountability of other institutions?

► How are archives/archivists/record managers strengthening their network, enabling more collaboration within the sector and adjacent professions, and working on becoming more collaborative to develop new archival practices and approaches?

► How are archives engaging with learning and acting on more diverse and inclusive spaces, practices and conversations?

As we are still in the process of learning ways to connect, work together, and collaborate on a worldwide scale, let's start talking about #EmpoweringArchives/#EmpoderarLosArchivos / #RenforcerLesArchives !

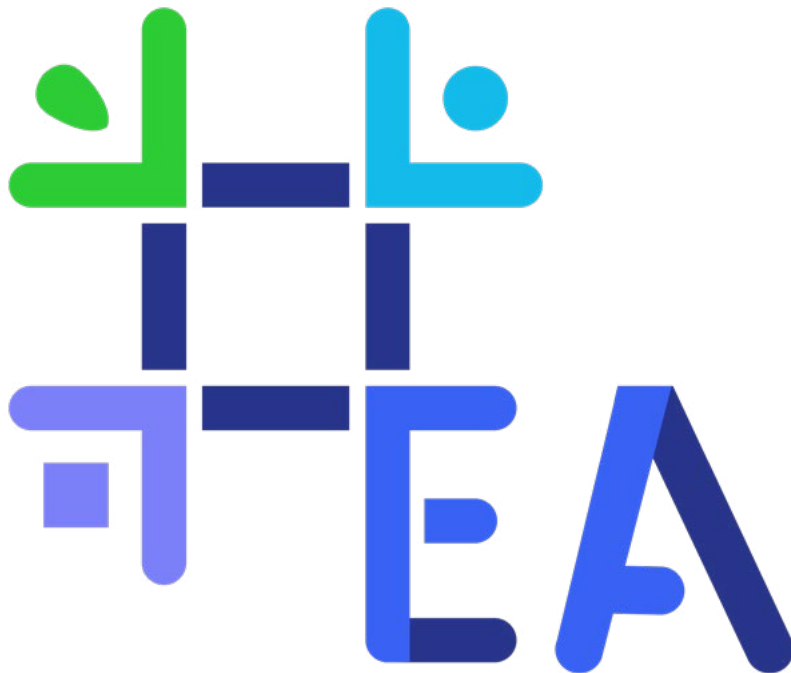
Key dates:

► Launch of #EmpoweringArchives: April 2021

► Community Participation

#EmpoweringArchives: Ma-/June 2021

► International Archives Week: 7-11 June 2021



Maria Paula Garcia Mosquera
ICA Programme Officer

Deciphering constitutional reform

In November 2020, the ICA Secretary General, D' Anthea Seles, submitted the ICA's new strategic plan ("Empowering archives and the profession") to the General Assembly. The plan is designed to make ICA more transparent, responsible and inclusive. Its second part, now underway, involves a pivotal measure, namely revision of the ICA

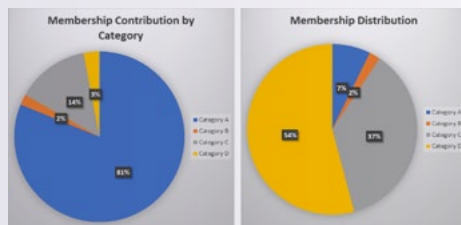
constitution. The proposals listed below have been approved by the Executive Board and are to be submitted to the October 2021 Extraordinary General Assembly. Since the decisions made at this Assembly will be vital for the future of the organisation, we would like to ask you to examine these proposals, provide us with your

feedback and contribute to discussions in this regard. A number of further proposals are on the agenda for examination at the next Executive Board meeting in April. If these are approved, they will then be evaluated and clarified as necessary and details sent to members as soon as possible.

Join ICA and take part in the life of the association

At the moment, ICA has four categories of member:

- ▶ Category A: Central archive directorates or national archival institutions.
- ▶ Category B: Professional archive and recordkeeping associations.
- ▶ Category C: Local, territorial, national or international institutions concerned with the administration or preservation of records and archives or in archival training and education.
- ▶ Category D: individual members.



Category D is the only category made up of individuals rather than organisations. Until now, Category D members have merely had observer status at General Assemblies, with only institutions having voting rights. ICA now wishes to take a more democratic approach, along similar lines to those adopted when creating Categories B and C, and is therefore proposing that voting rights be extended to Category D members.

PROS:

Currently, Category D accounts for more than half of all ICA members. They have a wide variety of backgrounds, not all working directly in the archives sector, and their geographical spread is also wide. Their views and experience are particularly important to ICA's efforts to achieve greater transparency and diversity.

CONS:

While they may be in the majority, Category D member dues only represent 3% of the association's total budget. Allowance for this will, therefore, have to be made in their voting rights, which is why the following weighting is proposed: A: 8, B: 4, C: 2, D: 1.

In addition, it is also proposed that a new membership category of "affiliate member" should be created for sister organisations. These members would have observer status at General Assemblies but no voting rights.

Choosing the right representatives and the right combats

Under the current constitution, ICA members are required to vote for the Chair and two Vice-Chairs (Programme and Finance). Category A members also elect their representative among the elected officers, the FAN Chair, while Category B members elect the Chair of the Section of Professional Associations. Similarly, the Branches and Sections elect representatives to their respective Branch or Section Bureau or Executive.

However, the ICA Programme Commission, which is the association's main body for organising key events, developing programmes and creating expert groups, now wishes to release more of its seats for election from the wider ICA membership in the interests of greater transparency and representativeness. 7 seats would be concerned.

In a similar vein, the Section of Professional Associations wishes to disband and reform as a Forum of Professional Associations, hierarchically on a par with the Forum of National Archivists in the organisation's structures.

Lastly, with regard to votes at General Assemblies, it is proposed the quorum for extraordinary sessions, where major decisions such as amendments to the ICA constitution or to disband the association have to be made, be raised from 5% to 10% of active members. The consequence would be that members would be asked to contribute much more frequently, and at a variety of different levels, in ICA strategy and ICA affairs. There would be twice as many elections and the number of posts open to members would increase.

PROS:

More seats to be filled in ICA bodies, which will give more members, with a wider range of profiles, the chance to play a role in the life of the organisation.

CONS:

Members would be expected to play a greater role in volunteering to fill these new posts and taking part in the voting processes.

Taking part in organised events

Since it was founded in 1948, ICA has staged one major event per year. Initially these took the form of the CITRA conferences (International Conference of the Round Table on Archives), which were gatherings of national archivists. These were later extended to the archiving community as a whole. ICA conferences have therefore been organised every year, except in Congress years, congresses being quadrennial and gathering even greater numbers of attendees.

But organising these events is extremely time-consuming for ICA staff and volunteers. The time they spend on making the necessary arrangements could be spent working on new programmes, new member benefits, communications and lobbying campaigns, all vital requirements flagged up by members during the 2019 strategic review: *ICA: By its members for its members.*

To respond to member demand, more particularly with regard to the development of online events and training programmes accessible to all, ICA is proposing that its conferences should be held every two years rather than every year, the exception being Congress years.

PROS:

ICA resources could focus on strategic actions and programmes advocated by its members.

CONS:

Conferences, which are an excellent occasion for professional networking, would only take place every second year. Branch and Section conferences and other events organised by ICA, would however give members an alternative means of further developing their networks.

The reforms described above have been approved by the Executive Board but they still need to be vetted by members in general. We are keen to embark on discussions with you on points you consider important to ensure that, during exchanges at the October Extraordinary General Assembly, due account can be taken of all member opinions and that any decisions voted represent the broadest possible consensus within the association.

During the year, we shall naturally be offering you several opportunities to discuss these various points with us. If you are interested, you may wish to view the webinar proposed by Anthea Seles (ICA Secretary General) and Meg Philips (member of the working group on PCOM), which will give you fuller details of the proposed reforms and the issues at stake.

But if you already have questions, remarks or comments, please let us have them without delay. Contact us to give us your views on ICA's constitutional reform at: members@ica.org.

Clarifying ICA structures and constitution

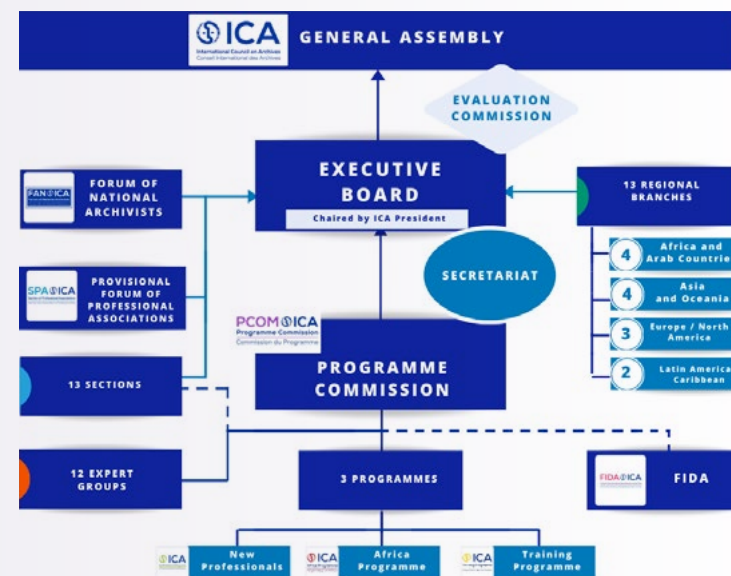
The ICA constitution is a pact between the organisation and its members and needs to be kept as succinct as possible yet give a comprehensive overview of the association and its structures. At the moment, however, the constitution contains administrative details that could be transferred to the Internal Regulations.

This would, in particular, reduce the number of times that

the General Assembly has to be consulted to agree and amend the working methods and procedures of the ICA's various bodies. The Executive Board, which meets several times a year, could also make more rapid decisions. Another factor is that the Internal Regulations have to be systematically ratified by the General Assembly, which is unusual for an association. The Executive Board could be delegated responsibility for approving the Internal Regulations with all the association's members being able to propose amendments via the General Assembly.

Ordinary General Assemblies would thereby be empowered to amalgamate and dissolve ICA regional branches, if such is the wish of the latter's members.

Lastly the Secretary General would be rebaptised Executive Director, a title more representative of the true nature of the role in international institutions.



PROS:

ICA would be far more responsive internationally if the Executive Board were given greater authority and the general structures of the organisation would be more flexible if General Assemblies were given additional powers.

CONS:

Members would no longer have to state their views directly on the details of ICA structures, in particular with regard to its Internal Regulations, but this would be offset by the larger number of seats to be filled on its governing bodies.

Africa Programme: Phase 2

The Africa Programme has two new coordinators: for the anglophone strand, Dr Cleophas Ambira, and for the francophone strand Dr Basma Makhoulf-Shabou.

These two new coordinators will build on the success of phase 1 of the Africa Programme, led by Dr James Lowry, who is stepping down from his role as Africa Programme Secretary.

The first phase of this programme was centered 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 participants of the Study School in Botswana developed the Digital Records Curation Programme (DRCP), 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. This initiative was selected as a winner for the DPC Award for Teaching and Communications and the NDSA Innovation Awards 2020 last November 2020.

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.

More information coming soon...



Cleophas
Ambira

Dr Cleophas Ambira is the founding and current chairperson of the Kenya Association of Records Managers and Archivists (KARMA). He also works as a training manager for a leading commercial bank in East and Central Africa. In the last ten years, he has been at the heart of enhancing the records and information management profession in Kenya through KARMA.

He is an author, researcher and a solid consultant in records and archives management. He has professional qualifications in leadership development, training skills and psychometrics. He is also a trainer on performance management, leadership development, relationship management, selling skills, competence-based interviewing and facilitation skills. Dr. Ambira is also certified as a leadership trainer by Development Dimensions International (DDI), a globally renowned leadership development and research organisation. He's also trained in coaching skills by the Academy of Executive Coaching.



Basma
Makhoulf
Shabou

Professor Basma Makhoulf-Shabou is the Head of Master of Information sciences and the coordinator of archival studies at Geneva School of Business Administration at University of Applied Sciences and Arts Western Switzerland. She obtained her PhD in Information Sciences from University of Montreal. She also holds a records management master's degree and a bachelor's in social studies from Tunisia. She supported the national program for the management of public documents within the National Archives of Tunisia. She has contributed to the teaching and conception of various archival programs in different countries (University of Montreal; University of Sorbonne Abu Dhabi; University of Mannouba, Tunisia; University of A'Sharqiyah; University of British Columbia; University of Liverpool; University of Lausanne, Switzerland). She co-directs the DLCM 2 project, she is involved in various international projects and associations (InterPARES, PIAF, GIRA, GREGI) and expert groups in various bodies of ICA.

The ICA New Professionals Mentors and Buddies Programme

Building Capacity, Fostering Relationships



The ICA's New Professionals Programme provides newcomers to the records and archives profession with opportunities for international engagement, professional development and personal growth. The programme, established in 2014, developed out of the Flying Reporters initiative, which ran from 2008 to 2012. The goal is to create an atmosphere of strong, sustained professional support for the newest members of the profession. Today, the New Professionals Programme achieves this goal by funding a selection of "Active" New Professionals – usually six people – to attend the annual ICA conference and participate in projects

and activities such as writing articles, participating in projects, hosting webinars or communicating via social media. New Professionals are also paired with "Mentors" and "Conference Buddies", as outlined here. As soon as possible after the start of their 'active' year, each New Professional is introduced to a Mentor, who provides career advice, answers professional questions, and guides the New Professional through different records and archives issues, from applying for a job to completing a dissertation. The association lasts for the year, though it is hoped the pair will develop a lasting professional friendship. As part of

the ICA conference, Conference Buddies are paired with New Professionals to act as "shepherds" or helpers: introducing the New Professional to colleagues; facilitating attendance at meetings; and being a "friendly face" in the crowd.

Applications for mentorship positions are invited each year, and pairings are made based on such criteria as common professional interests, shared languages, or geographic proximity. A similar application process for Conference Buddies will begin with the 2021 Abu Dhabi conference. Mentors and Buddies are expected to be ICA members or employees of ICA member institutions. Ideally, they will have several years of professional experience. No funding is available for either Mentors or Buddies.

As of 2021, New Professionals, Mentors and Conference Buddies have come from such varied places as Argentina, Ireland, China, Zimbabwe, Burkina Faso, Jordan, Portugal and Canada. The diversity of countries and cultures is a testament to the ICA's broad reach and to the dedication and interest of new and seasoned professionals around the world.

As the Mentors and Buddies programme evolves, the organizing team has learned many valuable lessons. We find, for instance, that that some of the most engaged Mentors are mid-career professionals, not senior officials. Mid-career professionals are often still making decisions about career progression or professional development: their experiences are often "fresher" and more in line with the reality of New Professionals.

Time zone and language compatibility are also important. Asking a colleague in China to liaise with a colleague in Zimbabwe means forcing one or the other to struggle with middle-of-the-night Skype connections and long gaps in communications. Requiring a New Professional or Mentor to communicate primarily in a second language hinders their ability to share ideas and questions easily and quickly.

Although logistics are important, we also work hard to pair Mentors and New Professionals based on common professional interests, from digital preservation to reference services. Given the challenge of ticking the "right" boxes for a successful match, we are always happy to receive more Mentorship applications than we have Active New Professionals. A large pool of candidates is a great benefit!

The goal of the Mentors and Buddies initiative is not to create "teacher-student" or "master-servant" relationships but to treat Mentors, Buddies, and New Professionals as "travelling companions". We are all moving together on a journey through our ever-changing, challenging, yet rewarding profession. We all learn from each other if we open ourselves to the opportunity. The Mentors and Buddies programme strives to foster this spirit of mutual support. Please join us!



Laura Millar
Coordinator Mentors-
Buddies for the New
Professionals Programme

Interview with Cécile Fabris, new Coordinator Mentors-Buddies for the New Professionals Programme

You have extensive knowledge of the New Professionals program, for which you were responsible between 2015 and 2019. Why get involved now in the mentoring program specifically?

After having benefited from the Flying Reporters program from 2008 to 2010 - the "ancestor" of the New Professionals program - it seemed natural and appropriate for me to get involved in order to enable new colleagues to discover ICA and its tremendously dynamic and energizing professional and personal network.

Developing and structuring the program and accompanying the cohorts of New Professionals has been an enriching and demanding experience. At the end of five magnificent years, passing the baton has allowed other energies and ideas to take the program to new horizons.

Taking over mentoring from Laura Millar is now a great opportunity to rediscover the transformed program and to bring my experience to another branch of the community. Having been a new professional and then leading the program to help others live that experience, it is a logical next step to help others live the adventure of mentoring today.

What are your plans for the program under your leadership?

Laura has done a great job of developing a now-indispensable part of the New Professionals program and, through clear procedures and her caring interventions, has created successful mentoring pairs.

The goal, of course, is that this success will continue and that participants will receive all the possible benefits from the relationships that have been established.

To go beyond this, we need to think about how to ensure that this opportunity is not limited each year to the six new "active" professionals and six mentors, but that it can be extended more widely.

What would you say to a colleague to help them decide to become a mentor and join the program?

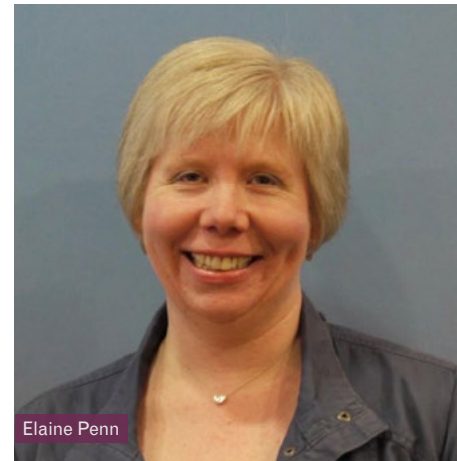
Being a mentor makes it possible to share one's experience, but also, and perhaps above all, to benefit from a new professional's fresh perspective on the profession, to be open together to questions, ideas and knowledge that go beyond the usual framework of one's own practice. In other words, to be a mentor is to be fully active in the international professional network of ICA and to give it its full meaning.



Ineke Deserno



Juliette Desplat



Elaine Penn



Kelly Spring



Turki Aoied Al-Otaibi



Leonor Calvão

Being a Digital Archivist

As a Co-chair of the ICA's Expert Group on Managing Digital and Physical Records, the professional response to dealing with the digital age is a constant question. The very title of the group prompts one to ask what, if anything is different about digital? At one level, the trite answer is that our core professional skills have always been applied to diverse technical, social and juridical contexts. For professionals dealing with increasing quantities of digital archives, and operating in environments where digital is frequently the dominant mode for individual and institutional communication and record-keeping, this answer is unsatisfactory. Beyond simply needing to understand a new technological vocabulary, and build the confidence to apply our traditional skills and expertise, I would highlight three areas where today's archives and records professionals need to focus on training and education.

Digital preservation: Effective management of digital records draws us into the detail of records structure, format and expression. Born of a collective fear about the fragility and impermanence of digital information, digital preservation is arguably the most mature sub-domain of digital archives practice. Without good understanding of the technology involved in the storage, transmission and presentation of data we cannot make decisions about the technical management of digital records. Building on machine-readable records practices of the 20th century, digital preservation expertise is fundamental to ensuring the ongoing availability and integrity of digital archives. **Digital curation:** It goes without saying that the professional responsibilities of archivists and recordkeepers go far beyond the preservation of specific bodies of records. For want of a better term I'll call the second

key area "digital curation" – inconsistent and evolving terminology is another of the challenges confronting us in the digital records world. The skills and knowledge in this area take us away from the technical layer to the contexts of their creation and governance. It is now orthodoxy that effective long-term digital recordkeeping requires the intentional design of recordkeeping systems rather than simply the preservation of selected digital artefacts. For archivists and recordkeepers this requires skills in specifying functional requirements, in development of systems governance, and in data management policy. We need to understand the synergies with enterprise architects, with cybersecurity professionals, and systems auditors. **Digital scholarship and analytics:** The fact that digital records can be interpreted and analysed by computer creates new opportunities for scholarship. Understanding the value that

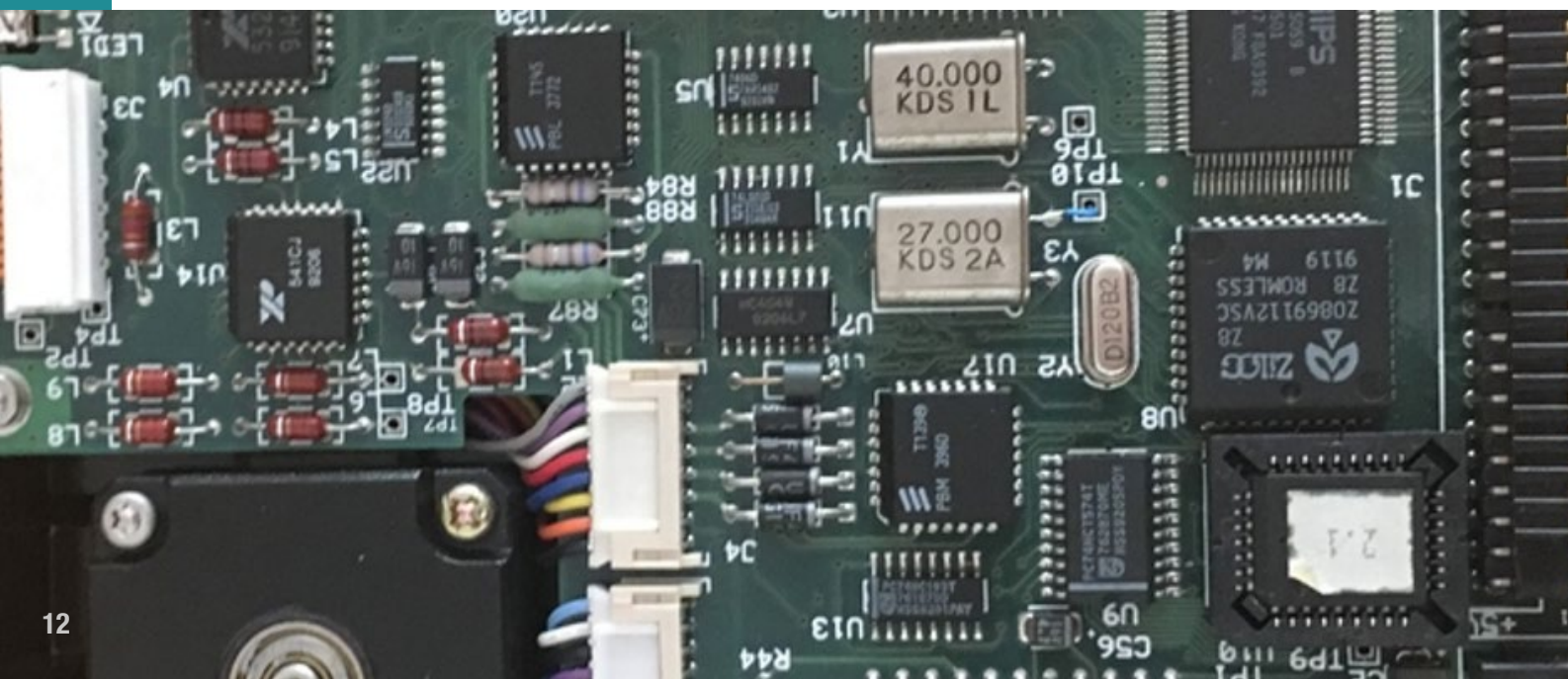
can be realised from digital records – either by the creating organisation or by external researchers – requires us to understand how data analytics, digital humanities, data journalism and other practices are creating new modes of inquiry. Supporting effective research into digital records requires more than automation of existing access practices, and the digital archivist should bring leadership in the re-imagining of this domain.

A final set of questions which arise in our Expert Group relate to how archives programs and archival systems are embedding research into the implications of digital recordkeeping into their policies and practices. Why does so much work in this space remain in project reports without moving into mainstream practice? How can we broaden digital recordkeeping practices to ensure they are relevant and practical outside of relatively well-funded, technically mature institutions? In a networked age of social media, with smart phones pervasive, how do we learn to look beyond traditional text- and document-centric records to realise the full potential of our professional expertise.

Educational curricula around the world are exploring these profound issues to equip archives and records professionals to be effective in the digital world, and the ICA plays a leadership role in supporting its members to similarly grow our skills. For the Expert Group on Managing Digital and Physical Records the challenge is knowing where to start!



John Roberts
EG-MDPR Co-Chair



ICA's Training Programme



ICA's [Training Programme](#), which is overseen by the Programme Commission, is currently focused on developing online learning courses. The first course, "Introduction to Records Management", was launched in May 2019. Since then we have added two more, "Understanding and Using the Universal Declaration on Archives" and "Organising Family Archives". The course on the UDA is of interest not just to those of us working in the field but also to citizens of our countries as it explains why archives and records are so important for accountability and transparency,

both of which are crucial for fair and democratic societies. The course on family archives is intended for anyone who needs to know how to take care of the precious information their family has gathered over the generations. All three courses are available in both French and English and we are actively looking for ways to resource translation into other languages. In the 20 months since our Online Learning Platform went live for learners we have had over 400 course registrations. We are currently working on "Managing Digital Archives", aimed at people who need to gain

the expertise necessary to preserve and provide access to digital archives. Set at an intermediate to advanced level, learners should be familiar with the principles and practice of managing archives in physical formats. They also need to be computer literate and have a basic understanding of the potential and implications of information technology for archives management. The course will be our most in-depth and thorough learning experience to date, exploring the nature of digital archives before describing options for managing them and explaining how to

do it. There will be discussion of software tools that are available free of charge to carry out steps in processing digital archives from ingest through long term preservation and production of access versions for researchers. Presentations are supported by detailed, purpose written texts and supplementary resources and demonstration videos. There will be optional exercises which if completed will allow learners to build up a portfolio of assessments and plans based on their own needs and working environment which will be of practical support as they implement digital archives management for themselves. We will include plenty of references to the literature as well as to other relevant resources which are freely available. Grounded in the standards and practice that provide a foundation for the ongoing stewardship of digital archives, the emphasis is on equipping anyone or any organisation to manage digital archives regardless of their resources.

Longer term plans for the Training Programme include adapting some of the unique learning materials as publications available to all ICA members via the Online Resource Centre. We also hope to start a programme of live training via Zoom or a similar video conference platform. The online learning course workplan includes courses on collections care for archives in traditional formats, arrangement and description and an advanced records management course.



Margaret Crockett
ICA Training Officer

FIDA: new projects in 2021

Last year, ICA's Fund for the International Development of Archives (FIDA) had the opportunity to provide assistance to archive professionals and institutions. In 2020 FIDA received 22 applications. Three projects received final approval and one submission was approved provisionally, pending additional clarification. The projects will be implemented this year. The three approved applications are the following:

MIGRATION AND CONSOLIDATION OF MUSEU GOELDI'S DIGITAL ARCHIVE OF AMAZONIAN INDIGENOUS LANGUAGES, BRAZIL

The Museu Goeldi explores all aspects of the Amazon region. It holds invaluable digital collections on more than 80 Indigenous Amazonian languages. Parts of these are currently archived on the outdated "Language Archiving Technology" platform. Another part consists of recordings that were digitized in 2005–2017 and still require completion of metadata and integration into the archives. By funding the short visit of a consultant and the work of a local technician for five months, this project will allow the archives to be migrated to a state-of-the-art (DSpace based) platform, a more suitable system that will facilitate maintenance and long-term sustainability. Museu Goeldi will also hire research assistants to prepare more digital collections for their inclusion in the archival system. The project is expected to serve as a model for and facilitate integration with

other institutions in the network of South-American language archives.

SURVEYING, APPRAISING, STABILISING AND PRESERVING THE MANUSCRIPTS AND WRITTEN ARCHIVES COLLECTION OF THE MUSÉE NATIONAL DU PANTHÉON HAÏTIEN (MUPANAH), HAITI

This project appraises a unique endangered Haitian archival collection of 3,000 items documenting the crucial period of the Haitian Revolution and post-independence. The collection was impacted by the 2010 earthquake and the extreme Haitian climate. The project consists of stabilisation, preservation work and acid-free rehousing, followed by systematic sorting, surveying, box listing and rehousing. The project will strengthen the museum's ability to manage this at-risk archival collection and will result in registering the collection on the IFLA Risk Register. For this project, the MUPANAH will collaborate with the Archives Nationales d'Haïti, CARBICA, Digital Library of the Caribbean and the University of Glasgow.

CURRICULUM AND DIDACTIC STRENGTHENING OF THE WORKSHOP FOR MANAGING COMMUNITY ARCHIVES, CHILE

The objective of this project is to strengthen the curriculum and didactic activities of the 'Taller de Archivística Comunitaria', a self-managed training instance for community archives in

Chile. This workshop has been offered by the Archives of the Students Federation of the University of Chile (AFECH) since 2019. The proliferation of archival records creation by social organisations and the lack of specific training initiatives to support their development and sustainability has induced the AFECH to change their understanding and delivery of archival training to a methodological and political perspective, committed to social changes in Chile, in order to provide participants with archival skills to meet their future needs and challenges.

In the course of this project, four activities will be undertaken: an update of the study programs using tools of critical pedagogy; an investigation of methodologies used by training entities in Europe and Latin America to evaluate their inclusion in educational plans; the preparation of didactic booklets to facilitate the acquisition of competences and skills in the archival discipline; and the dissemination of these materials through a training session.

Thanks to the financial aid received each year from ICA, FIDA can fund a selection of projects, but it is only a small selection, because of a lack of finances. The trustees would like to do much more! Therefore, donations are very, very welcome. Contributions need not to be high: many small contributions can make a difference! If you would like to support us, please donate at www.ica.org/en/donate-fida-0.



TALLER DE ARCHIVÍSTICA COMUNITARIA 2020

PROGRAMA DE ACTIVIDADES FORMATIVAS Y DE CAPACITACIÓN



Publications



Tandanya – Adelaide Declaration

The Tandanya – Adelaide Declaration was presented in ceremony to the Attorney General of South Australia on 25 October 2019 as part of the [Indigenous Matters Summit of the ICA](#) following the preparatory work done by an ad hoc committee during the organisation of the Adelaide Conference. This Declaration's long-term goals are:

- ▶ Indigenization of archival descriptions and subject headings;
 - ▶ An archival approach to the *United Nations Declaration on the Rights of Indigenous Peoples*;
 - ▶ Policy for the preservation and accessibility of indigenous languages within archival materials;
 - ▶ Strategies for safeguarding Indigenous oral history;
 - ▶ The role of archives in supporting communities' initiatives for reparation and reclamation.
- To date, the Declaration has been well received and appears to be serving its purpose as a platform to build the archival elements of the UNDRIPs recommendations.

[Download it here to promote it in your institutions.](#)



Records in Contexts-Ontology version 0.2

ICA RiC-O (Records in Contexts Ontology) is an OWL ontology for describing archival resources and their contextual entities. As the second part of Records in Contexts standard, it is a formal representation of [Records in Contexts Conceptual Model \(RiC-CM\)](#).

The released version, RiC-O 0.2, is the second public official release of RiC-O. It replaces RiC-O 0.1 that was published in December 2019. It is compliant with the latest version of RiC-CM, RiC-CM 0.2 full draft, that will soon be published, and that is slightly different from RiC-CM 0.2 preview, that was published in December 2019.

[The new version of the ontology is available.](#) Human readers can access an HTML representation of RiC-O, while machines can access its RDF/OWL source file. RiC-O also has a public [Git repository on Github](#) and all comments are welcome here.

Have a look at the [ongoing projects currently using Records in Contexts Ontology here](#). And stay tuned for the incoming publication of the Records in Contexts Conceptual Model new version, to be announced on the ICA website and our social media channels.



EGSAH bibliography

The Expert group on Shared archival heritage compiled a bibliography focusing on displaced (or migrated) archives; formal and informal claims by governments and by archivists, historians and other professional groups for the return of disputed archival collections or the free provision of digital copies, together with examples of bilateral solutions. The bibliography also includes information about the various surveys instigated to identify the range of claims, and the work at an international level undertaken over many decades by organisations such as the ICA, and its regional branches, and UNESCO.

This bibliography is of course a 'work in progress'. EGSAH will be grateful for notification of additional books, articles and other relevant material.

Please contact programme@ica.org for any addition you would like to make.

www.ica.org/en/displaced-archives-and-shared-archival-heritage-a-bibliography



“Recordkeeping for Good Governance” Toolkit in French

The “Recordkeeping for Good Governance” Toolkit was developed by the PARBICA branch and its first modules were published between 2009 and 2015. This set of practical guidelines has given rise to many workshops, including during recent ICA conferences.

In order to make it available in French and to add new modules, the Association of French Archivists piloted a project between 2012 and 2015 to translate and adapt this toolkit for the ICA, resulting in the revised publication today. We would like to thank the volunteer translators of these modules: Éléonore Alquier, Sylvie Dessolin-Baumann, Cécile Fabris, Christine Martinez, Vincent Mollet, Damien Richard and Vanessa Szollosi, who worked under the direction of Christine Martinez, as well as all those involved in proofreading and revision under the supervision of Cécile Fabris.

The French version of the toolkit includes modules 12 to 20 and is [available for download to members from the ICA resource center](#). Happy reading!

“Archives and Human Rights”

A *Comma* special issue marks an important ICA milestone

The next issue of *Comma* is a major contribution towards promoting the role of archives and archivists in the exercise and defence of human rights both within, and importantly beyond, the archival community. At its core is Trudy Huskamp Peterson's comprehensive archival commentary on the Universal Declaration of Human Rights. The appearance of this commentary alone is a significant milestone in the "coming of age" of ICA's involvement with human rights which has seen the recent evolution of the Human Rights Working Group (HRWG) into the permanent Section on Archives and Human Rights - SAHR (a history reviewed here by

Perrine Canagaggio, the Working Group's first Chair). Peterson's commentary is supported by a number of shorter articles examining the challenges facing archives and archivists in the defence of human rights. Some of these challenges will already be familiar to records professionals - problems relating to access to evidence of the most serious violations of human rights are discussed here from the perspective of Swisspeace, for example - while others are newer. Articles include an examination of the role of company archives in the defence of human rights, the possibilities offered by archives to support children in state or community

care (through the experience of a UK-based research project), and the use of documents for identifying and recognizing the rights of indigenous peoples through the work of Swiss-based DOCIP. The issue also reports on the work of the international Safe Havens for Archives at Risk project and its [recently published Principles](#).

The Editorial Board of *Comma* warmly invites Sections, Expert Groups and Regions to suggest possible special issues. The SAHR issue, for example, has been led by Blanca Bazaco and members of SAHR, while the second issue in production for 2021, on recordkeeping in international organizations, is being convened by Shadrack

Katuu on behalf of ICA-SIO, and will contain contributions from international organisations including the UN, the WTO and NATO. Our future schedule, confirmed at an online Board meeting on 28 January, includes issues relating to Shared Heritage, to the 2016-20 Africa programme, and, in response to a critical challenge of our time, Climate Change.



Margaret Procter
Comma Editor-in-chief

WELCOME TO THE NEW MEMBERS OF ICA

New members as of 3 March 2021

Category B

Sociedad Española de Documentación e Información Científica, *Spain*

Category C

Shenzhen Zhongshen Yitong Network Technology Co., Ltd, *China*

Museu Paraense Emilio Goeldi, *Brazil*

National Catholic Secretariat, *Ghana*

Christian Council of Ghana, *Ghana*

Mawane, *Bahrain*

CINVCORSA, *Cameroon*

Archiv des Hamburger Instituts für Sozialforschung / Archives of the Hamburg Institute for Social Research,

Germany

Universitat Politècnica de Catalunya, *Spain*

Reserve Bank of Vanuatu Library, *Vanuatu*

Category D

ALBANIA: Egi Hoxha

AUSTRALIA: Sandra Kearney, Catherine Walker, Gemini Sanaphay

BELGIUM: Vicente Ruiz Gomez

BRAZIL: Sidney Luiz Mayer

CANADA: Elaine Goh, Paul Henry, Mathieu-Alex Haché, Suher Zaher-Mazawi, Nathan Moles, Piotr Fester

CHINA, HONG KONG: Cheng Yui Tat, Anne Mando

COLOMBIA: Astrid Johana Vargas Alfonso, Claudia Cecilia Castillo Segura, Sandra Sierra Torres

CURAÇAO: Salomon Pinedo

FRANCE: Idrissa OILI SOUFOU, Juliana Turull Manzotti, Philippe Caillet, Koladé Joël David Adjibi Adande, Gaurab Kumar Gurung, Carole Yoccoz

GERMANY: Riley Linebagh, Nora Frießner

GHANA: Kuudaar Enock, Isaac Ebo-Blay

IRELAND: Edson Cristaldo, Edel Purcell, Mary Maxwell, Vera Moynes

ITALY: Sita E Castelli, Clara Cuccu

KUWAIT: Waleed Alsaif

LEBANON: Heba Hage-Felder

NETHERLANDS: Manuël Boessen, Bruna Nunes, Gant Anne, Rika Theo

NIGERIA: Collins Ediru

PHILIPPINES: Joi Bernaditt De Paz, Jonathan Isip

POLAND: Piotr Fr ckowiak

PORTUGAL: Tomás Freire

SINGAPORE: Henri ZX Sun, Angelina Lee Cheng Chew

SOUTH AFRICA: Elizabeth Prinsloo

SPAIN: Cecília Vallès, Francisco Olivenza, Maria Angeles Fernandez Piñas

SWEDEN: Daniel Nyberg

SWITZERLAND: Martin Bovay, Helene Pasquier

UGANDA: Michael Jude Mugisha

UNITED ARAB EMIRATES: Ahmed Adel Zidan, Marwa Adam

UNITED KINGDOM: Jacqueline Baker, Chris Ecob, Chung Ying Chan, Lucia Brandi, David Hay, Nicholas Watts, Lisa-Marie Stead, Jim Robertson, Pawel Jaskulski, Sarah Ellis, Alexandra Furber, Jessica Smith

UNITED STATES: Andrea Pakula, Carolina Machuca Caceres, Alia Kempton, Asa Espanto, Kristin DeAnfrasio, Virginia Hunt, Heather Jager, Chris Hawker, Rebecca Bayeck, Renee Meiffren, Gabrielle Hutchins, Kristy Martin, Tim Schantz, Nancy Dennis, Muhlig Adam Mohannad Mubaideen

