

## **The role of Emerging Professionals on National Committee Boards: The Malaysian and Spanish examples**

### **Background**

The ICOMOS International Emerging Professionals Working Group (hereafter, EPWG) was constituted in 2017, as a response to the 2016 ICOMOS Annual Report's call for extending its membership base.

The first official EPWG meeting was held at the 19<sup>th</sup> General Assembly in New Delhi, in conjunction with the presentation of a Mission Statement containing nine Recommendations to the Advisory Committee (AdCom). The Recommendations were passed as the Resolution *19GA 2017/33 – Emerging Professionals Initiative*, that advocated the participation and integration of emerging professionals within ICOMOS.

The main aims of the EPWG, as articulated by the Mission Statement remain to:

- Maintain ICOMOS' scientific relevance for future generations
- Secure intergenerational engagement to ensure the organization's continuity
- Share ICOMOS ethical tenets to professionals during early stages of their education

In response to the aforementioned resolution, invitations requesting the nomination of one representative to the EPWG have been sent to all National Committees and International Scientific Committees from the ICOMOS President. Approximately 90 representatives have been confirmed so far, but the EPWG continues to receive further nominations.

Undertaken and proposed activities for the 2017-2020 triennium are informed by the Resolution *19GA 2017/33*, in addition to the ICOMOS Activity Plan and with the mentorship of Toshiyuki Kono, Mikel Landa, Sheridan Burke, Gideon Koren, and Peter Phillips. Teleconference meetings take place on a monthly basis, and other communication channels include an internal listserv and a Facebook page. Also, the EPWG is participating actively in several events at the Annual General Assembly 2019, in Marrakesh:

- Open Emerging Professionals Working Group Meeting, Monday 14th October 2019, 11.00 – 13.00
- Scientific Council meeting, Engaging with Emerging Professionals, Monday 14th October 2019, 16.05 – 16.15
- NC meeting, 'The role of EP on NC's Boards: the Malaysian + Spanish example', Tuesday 15th October 2019.
- EPWG Update, ADCOM (See ADCOM Agenda).
- EPWG "Journeys to Authenticity" (See ADCOM Agenda)
- EPWG Update during ICOMOS Regional Meetings in Marrakesh (See Program on ICOMOS Maroc website).

Emerging Professional members are also helping facilitate additional sessions during the AGA 2019.

The following section will further detail ICOMOS National Committee's activities, in relation to Resolution *19GA 2017/33* below. The EPWG therefore seeks the support at a national scale, of the

National Committees, to continue activating the ICOMOS network of emerging professionals and fostering intergenerational dialogue within the organisation.

**Resolution 19GA 2017/33 – Emerging Professionals Initiative**

**The 19th General Assembly of ICOMOS,**

**Taking into account** the Emerging Professionals Working Group (EPWG) desire to enhance the integration of Emerging Professionals (EPs) into all levels of ICOMOS;

**Acknowledging** the need to maintain ICOMOS' scientific relevance for future generations;

**Acknowledging** the decision of the ICOMOS Board in July 2017 and recommendation of the Advisory Committee on 11 December 2017;

**Requests** the ICOMOS Board to:

1. Encourage the nomination to the Emerging Professionals Working Group of one representative from all National Committees and International Scientific Committees that are currently not yet represented in this working group, by 1 February 2018;
2. Encourage the formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees to collaborate nationally and internationally during the 2017- 2020 triennium;
3. Include arrangements for dedicated Emerging Professionals sessions at the General Assemblies in 2018, 2019 and 2020;
4. Encourage the National and International Scientific Committees to engage with ICOMOS Emerging Professionals at their meetings and conferences both at the national and international level, and that they include updates on such activities in their annual reports;
5. Nominate a contact person or persons to liaise with the EPWG on behalf of the Board;
6. Include a report from the EPWG on progress in these initiatives and its work in the agendas of future Advisory Committee and Board meeting and to submit this report annually to the General Assembly;
7. Seek the advice of the International Scientific Committee on Legal, Administrative and Financial Matters (ICLAFI) on how the recognition of EPs within the ICOMOS Statutes can be improved to facilitate their meaningful involvement in ICOMOS Committees;
8. Endorse EPWG involvement with regular ICOMOS projects such -as the International Day for Monuments and Sites, and regional activities such as the European Year of Cultural Heritage 2018;
9. Endorse the recognition and inclusion of representatives of the EPWG within existing ICOMOS communication channels;

**Requests** the Advisory Committee to include the implementation of the all the above National and International Scientific Committee actions as a fourth pillar of its National and International Scientific Committee compliance mechanism.

The EPWG has officially taken part in the past two General Assemblies, in Delhi (2017) and Buenos Aires (2018) and will be present in the AGA in Marrakesh (2019), too. Also, the current

Emerging Professional representative on the ICOMOS International Board is Clara Rellensmann (ICOMOS Germany), who was elected at the 19<sup>th</sup> General Assembly, in Delhi.

In particular, the following Resolutions are specifically related to national engagement and therefore the very matter of discussion of this paper/presentation:

- 2. Encourage the formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees to collaborate nationally and internationally during the 2017- 2020 triennium;**
- 4. Encourage the National and International Scientific Committees to engage with ICOMOS Emerging Professionals at their meetings and conferences both at the national and international level, and that they include updates on such activities in their annual reports;**

International collaboration is to take place in tandem with national and international efforts, where the establishment of local Emerging Professional Working Groups is advocated, in addition to the election of emerging professionals to National Committee Boards.

In order to more effectively facilitate communication and ongoing initiatives undertaken by the international EPWG, EP representatives nominated interim roles of EPWG Secretary, Communications Officers, Translations Officers, Memberships Officers, Regional Coordinators and several task forces have been created .

An especial aim has been to ensure that translations of produced documents are available in English, French, Spanish and Russian, to help ensure accessibility and encourage the participation of all members of the EPWG.

At the moment, an Information Pack is being compiled by the EPWG for circulation among all ICOMOS Committees; the group is taking part on the '*Journeys of Authenticity Project*', and there is also a Funding Inventory Team who is exploring all the financial possibilities for EPs to become more involved in the organisation in several ways, such as mobility funds, within and outside ICOMOS, activities funding, etcetera.

The following sections will detail how the aforementioned resolutions and goals of the EPWG are being implemented by two national committees, i.e. ICOMOS Malaysia and ICOMOS Spain, which include EP in their boards of trustees.

These are not the only examples, but the idea is to showcase the particular approach of two different committees based on the resolutions and the work at the EPWG. Actually, according to a survey undertaken for the Information Pack at the EPWG, there are some committees which have already included EPs in their boards and many others are working on the fourth pillar of compliance of the organisation.

## The example of ICOMOS Malaysia

### INTRODUCTION

ICOMOS Malaysia was officially launched with a full Pro-tem Board on 19 January 2013, and received the formal approval by the Malaysia's Registry of Societies (ROS) on 27 Aug 2013. ICOMOS Malaysia was duly received into the fold of its parent ICOMOS Organization, as the 101<sup>st</sup> National Committee. The Pro-tem Board remained as Custodians at the 1<sup>st</sup> AGM in April 2014 where they were subsequently mandated as the 1<sup>st</sup> official bearers to lead the initial 2-year term of ICOMOS Malaysia. Membership of ICOMOS Malaysia is open to a wide range of professional disciplines concerned with the management and protection of cultural heritage. Many new members have since been raised under the categories for individual and associate members (see *Table 1*).

*Table 1: ICOMOS Malaysia Membership Record from 2014 to 2019*

	Type of Membership	1 <sup>st</sup> Term (2014-2016)	2 <sup>nd</sup> Term (2016-2018)	3 <sup>rd</sup> Term (2018-2020)
1	Individual Member	47	76	78
2	Institutional Member	2	3	3
3	Associate Member	4	18	20
4	Student Member	NA	1	1
5	Young Professional Members (age <30)	NA	0	3
6	Honorary Member	NA	NA	0

### PART 1: AN OVERVIEW

ICOMOS Malaysia's President Dato' Ar Hajeedar Abdul Majid and his Board are highly supportive in providing opportunities for all ICOMOS Malaysia members and the public to participate in Heritage events and activities. ICOMOS Malaysia has conducted various activities via its knowledge-sharing platform of lecture series, technical talks, topical sessions, technology workshops which were also open to public participation. Additionally, to facilitate opportunity for ICOMOS Malaysia members to share the experience of ongoing projects, workshops and seminars were also organized. These projects are carried out with the support of official program partner, Badan Warisan Malaysia (Heritage Trust of Malaysia) and Pertubuhan Akitik Malaysia (Malaysian Institute of Architects, PAM). A variety of programs promoting "heritage awareness" have been conducted. This includes the annual Children Art Competition on Heritage, followed by an exhibition of its winning entries. The winning entries are also published as a set of Greeting Cards for our fund raising and outreach purposes. ICOMOS Malaysia also produce own publications, printed promotion brochures of the organization and maintain the ICOMOS Malaysia Instagram account, a gallery of heritage sites and structures in the country organized by members. A website [www.icomos-malaysia.org](http://www.icomos-malaysia.org) was also created in year 2018. Besides, our new modest ICOMOS Malaysia Collection (located at the PAM Resource Centre @ 99L, Jalan Tanduk, Bangsar Kuala Lumpur) include seminar papers, thesis, dissertations, manuscripts, journals and reference books on subjects relating to Conservation of Heritage. This will encourage more youth engagement particularly researchers and university students.

The Malaysian NC had a limit of 2 terms of two years each for every Office Bearers on the Board after which they became ineligible to offer themselves for re-election to the post. Additionally to be eligible for election to the post of President, candidate must have served at least 2 terms on the Board including one as an office bearer. This is to ensure continuity as well as opportunity for progression for young professionals as they served the National Committee in an elected capacity.

The Malaysian NC recognises that the future of any organization lies in the organisation's ability to grow not only its membership but also the profile of the membership. Diversity is seen as the key; diversity in gender, skills and professional set as well as age groups. The older and more experienced members lend not only their wisdom and knowledge as well as their networking resources to the organization. Similarly, the younger members bring into the organisation vitality, enthusiasm, and new ideas and skills. The inclusion of younger members (professionals, artists,

academics, social activists, and technocrats) are indeed desirable if the NC is to grow in a sustainable manner.

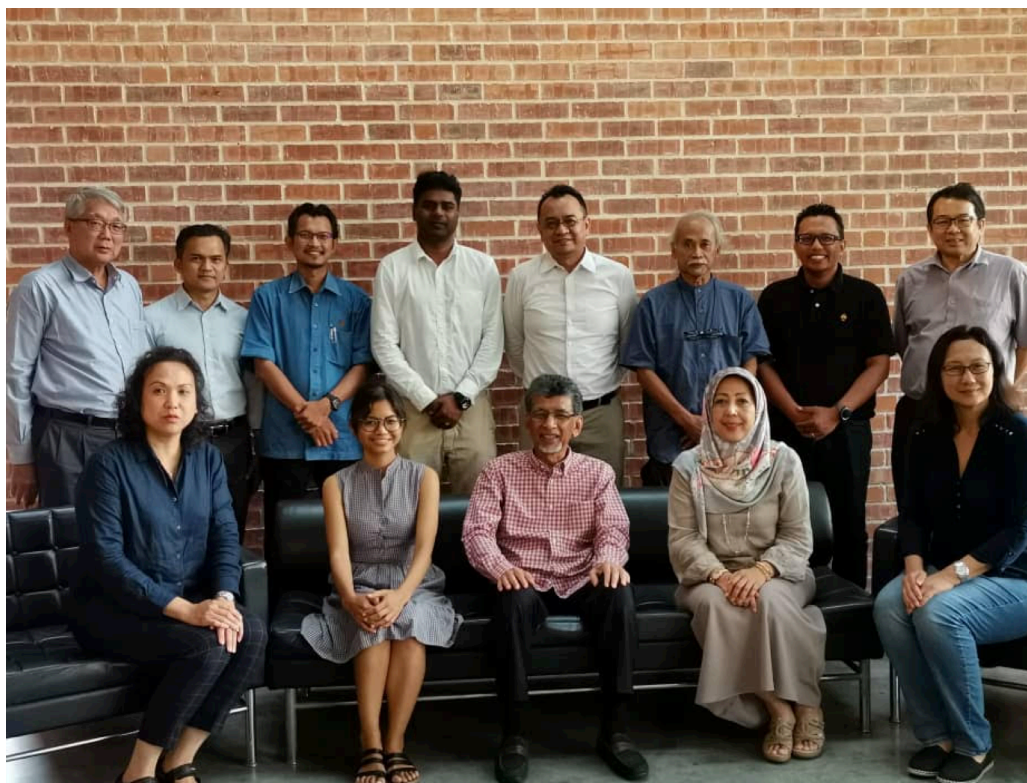


Figure 1: ICOMOS Malaysia Board Members (2018-2020)

The Board of ICOMOS Malaysia see it imperative that the NC encourage, empower and embrace the emerging professionals in ICOMOS Malaysia especially giving them every opportunity to participate in the decision-making process and in initiating new activities, initiatives and programmes

**ENCOURAGE:** To acknowledge the validity of their contributions rather than criticize the defects in offerings made by them, engage with them to realise the intents of their initiatives. Share with them our points of views and allow them to develop these views further. We would never ever reject a proposal outright but try to develop any proposal into a viable programme.

**EMPOWER:** To give space for young professionals to act on their own, be open to their ideas and encourage them to bring forth these ideas. A case in point is Kenneth Wong whose ideas are good but sometimes difficult to include within the framework of the NC in the form as was presented. ICOMOS Malaysia nevertheless endorsed his efforts and gave official support to his activities so that he can raise the necessary funds with the prestige and creditability of the NC.

**EMBRACE:** Draw the EP in by giving opportunities to them to realise their full potential by themselves within the NC rather than dictating terms upon them.

ICOMOS Malaysia's Honorary Treasurer, Ar. Steven Thang, remarked that encouragement is given to the younger members by getting involved in the decision-making process and allowing them autonomy and space to develop their ideas. After all, they link better to the younger people and are in a better position and knowhow to educate younger generations. The senior members will do what best like providing expertise and experience.

ICOMOS Malaysia acknowledges the need to maintain ICOMOS' scientific relevance for future generations. It's administration and activities are open to young professionals on all levels. The NC is encouraged to note that 29 out of 78 (or 37%) individual members are aged 45 and below (see *Table 2*), whereas 4 out of 16 (or 25%) elected ICOMOS Malaysia Board Members for the 3<sup>rd</sup> term are aged 45 and below (see *Table 4*). ICOMOS Malaysia had continued to use the former international criteria for youth pending amendments to the NC Constitution. Many of the Board members and members were below 40 when they first became involved in the NC and the Board. Malaysia had been fortunate in having younger members stepping up to Board positions but we recognized that this may not necessary be the case in other cultural context and provisions for reservation Board positions for YPs. Culturally not many YP under the age of 30 in Malaysia are financially able to devote their time and resources to social activism. This is where funding from ICOMOS and the NCs will greatly facilitate YP's involvement.

*Table 2: ICOMOS Malaysia Member and Age Group in 2019 for 3<sup>rd</sup> Term (from 2018 to 2020)*

	Type of Membership	Age Group				
		Below 30	31-45	46-55	55-70	71 above
1	Individual Member (78)	0	29	20	24	3
2	Associate Member (20)	0	12	4	3	1
3	Student Member (3)	3	1	0	0	0
	Total	3	42	28	27	4

The largest pool of expertise among ICOMOS Malaysia's Emerging Professionals, as identified in *Table 3*, is architecture. This is a result of ICOMOS Malaysia's close association with its key program partner, the Malaysian Institute of Architect. ICOMOS Malaysia commits to increase engagement with young professionals in the field.

*Table 3: ICOMOS Malaysia's Emerging Professionals: Field of Expertise*

Field of Expertise	Individual Members	Associate Members	Student Members
Anthropology	1	-	-
Archaeology	2	-	-
Architecture	18	8	3
Building Survey	1	3	1
Interior Design	-	1	-
Journalism	1	-	-
Landscape Architecture	1	-	-
Management	1	-	-
Museum	1	-	-
Politics	1	-	-
Tourism	1	-	-
Town Planning	1	-	-
Total	29	12	4

To further improve the youth engagement, a pilot project was conducted in year 2018 called "ICOMOS Malaysia Jalan Pagi KL" with moderator **Mariana Isa**, Rosli Haji Nor and **Dr Rohayah Che Amat** with 12 students undertaking M.Sc. Sustainable Urban Design and 3 of their lecturers from Universiti Teknologi Malaysia. Furthermore, a one-day 'Graphenstone Heritage Conservation Technology' workshop was organized in 2018 at Badan Warisan Malaysia with technical demonstration on the benefits and application within heritage project. Participants were engaged in



applying the materials using specific tools on the building during the workshop. The Summary of the Activities undertaken by ICOMOS Malaysia is summarized in *Table 5*, whereas activities and programs involved emerging young professionals were highlighted in the second part of this paper - Emerging Professionals Initiative: specific programs and examples.

ICOMOS Malaysia's President (Dato Ar Hajeedar Abdul Majid) encourages members' participation in the regional and international level, specifically through the 28 ICOMOS International Scientific Committee (ISC) that were established in during the 2<sup>nd</sup> term (2016-2018). To acknowledge the need to maintain ICOMOS scientific relevance for future generations, 3 of the ICOMOS NC members aged 45 and below also nominated as ICOMOS Malaysia's representatives (See *Table 6*):

*Table 4: ICOMOS Malaysia Board Members for the 3<sup>rd</sup> Term (from 2018 to 2020)*

	ICOMOS Malaysia Board Member	Name	Age
1	President	Dato' Ar. Hajeedar Abdul Majid	74
2	Deputy President	Dato' Ar. Zulkhairi Md Zain	51
3	Honorary Treasurer	Ar Steven Thang Boon Ann	59
4	Honorary Secretary	Ar. Tiong Kian Boon	63
5	Assistant Honorary Secretary	<b>Mariana Isa</b>	39
6	Members	Dato' Ir Dr Ch'ng Guan Bee	55
7		Faisal Abdul Rahman	52
8		<b>Gokilan a/ Sathasivam</b>	41
9		Ar. Dr Helena Aman Hashim	55
10		Ar. Junn Ng Hooi Chin	55
11		Ar. (Dr.) Mohd Zulhemlee An	54
12		Asst Prof Dr Nurul Hamiruddin Salleh	46
13		Ar Rosli Mohd Ali	67
14		<b>Saiful Fazli Ramli</b>	40
15		<b>Shaiful Idzwan Shahidan</b>	38
16		Ar. Zuraina Leily Awaluddin	59
	Secretariat Office	Muhammad Ridzwan	
		Zainatunnisa Amadudin	

*Note: ICOMOS NC Member aged 45 and below highlighted in Bold*

*Table 5: ICOMOS Malaysia Summary of Activities and Programs, from 2014 to 2019*

	Type of Activities and Programs	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
1	ICOMOS Technical Talk	0	1	2	1	2
2	Joint Sessions	0	0	0	4	3
3	Courtesy Meetings	0	0	0	0	4
4	World Heritage Day Activities	2	1	2	2	2
5	Other Meetings & Programs	1	9	1	7	4
6	Media Commentaries	2	2	1	5	2
7	Malaysia Youth Engagement	0	0	0	1	0
8	Sharing Session	0	0	4	1	0
9	ISC SBH Study Tour	1	1	1	1	1

*Table 6: ICOMOS Malaysia Representative and ICOMOS Malaysia ISC Members*

	ICOMOS Malaysia's Representatives	Member Name
1	ICOMOS Advisory Committee Officer	Ar. Tiong Kian Boon
2	ICOMOS Heritage Impact Assessment (HIA) Review Group	Ar. Dr. Helena Aman Hashim
3	Climate Change Working Group	Ar. Steven Thang
4	Emerging Professional Working Group (EPWG)	<b>Mariana Isa</b>

	ICOMOS International Scientific Committee Members	
1	Shared Built Heritage (ISC SBH)	Ar Tiong Kian Boon
		Ar. Rosli Hj Nor
		<b>Ar. Dr Goh Ai Tee</b>
2	Vernacular Architecture (CIAV)	Tan Yeow Wooi
		<b>Mariana Isa</b>
3	Heritage Documentation (CIPA)	<b>Saiful Fazli Ramli</b>
4	Interpretation and Presentation of Cultural Heritage (ICIP)	<b>Mariana Isa</b>

*Note: ICOMOS NC Member aged 45 and below highlighted in Bold*

To further enhance the integration of Emerging Professionals (EPs) into all levels of ICOMOS, Ar. Dr Goh Ai Tee suggests further improvements in 3 key areas: Educate, Expose and Enable

**EDUCATE:** For the NGO institution, EPs need to equip themselves with a minimum level of understanding and knowledge in conservation and preservation. This will include aspects of the legislation relating to conservation, planning and development, potentials, challenges and threats. Education system shall include the conservation subject in the syllabus under a wide range of field. ICOMOS National committee can play a role as experts and providing technical knowhow, etc.

EPs (school children/ university students/ graduates) to participate in carrying out measured drawings, community mapping, and even design competitions relating to sites with cultural and heritage values. The program will not only assist to build the data base of the national archive, it also indirectly encourages the concept of heritage conservation as part of the consideration in future policy and decision making, design and planning for all these EPs when they graduated and enroll into the industry.

Additionally, the process will improve the understanding and appreciation of the works done by these heritage experts. We need to promote economic development but preserve cultural values and heritage. We believe that involving the youth will mean involving their lecturers, parents and wider community. More inter-link projects and integrated programs between ICOMOS NC with Schools and Universities shall be encouraged in order to spark the potential and maintain ICOMOS' scientific relevance for future generations.

**EXPOSE:** ICOMOS NC to offer greater opportunities and guidance to the EPs. The exposure can be in the form of allowing EPs to participate in their projects (conservation project, research project, study tour, field trips, cultural mapping, etc.), inviting experts to showcase what are the best practices, examples and lessons learnt.

**ENABLE:** Funding and grants for emerging young professionals are crucial. It is to allow EPs to meet new experts by participating in national/ international symposiums, conferences, workshops and focus group.

Funding for rewards and publications can be a catalyst for school children/ university students and researchers to participate in the heritage relevant competition, ie Annual Children Art Competition, projects with heritage development design competition, symposium best paper award with publication possibilities.



ICOMOS Malaysia shall become a platform to let EPs to have opportunity to venture into deeper understanding on heritage issues and perspectives. Funding/grant for participating in International/ National conferences, symposium, workshops, study tours, etc

### **PART 2: EMERGING PROFESSIONALS INITIATIVES: SPECIFIC PROGRAMS OR EXAMPLES**

This section systematically presents the examples on ICOMOS Malaysia's Emerging Professionals member involvement in administrative and activities held at National and International levels. It is presented following the sequence of the 9 resolutions outlined under the 19<sup>th</sup> General Assembly of ICOMOS, the Resolution 19GA 2017/33 Emerging Professionals Initiative.

(Note: ICOMOS NC Member aged 45 and below highlighted in Bold)

**Resolution 1:** Encourage the nomination to the Emerging Professionals Working Group of one representative from all National Committees and International Scientific Committees that are currently not yet represented in this working group.

Refer to Table 5 above

**Resolution 2:** Encourage the formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees to collaborate nationally and internationally during the 2017-2020 triennium

- 2014: **Mariana Isa** participated the 18<sup>th</sup> ICOMOS Triennial General Assembly and Scientific Symposium in Florence, Italy (9-14 Nov 2014) (under grant Getty Foundation and the ICOMOS Victoria Falls Fund)
- 2017: **Mariana Isa** presented a poster at the 19<sup>th</sup> ICOMOS Triennial General Assembly and Annual Advisory Committee in Delhi, India (11-15 Dec 2017). Poster title: *Kuala Lumpur Heritage Master Plan: Initiating a Heritage-Oriented Urban Network*.
- 2017: **Azari bin Mat Yasir** presented a paper at the scientific symposium in Delhi (2017) financially aided by ICOMOS Malaysia and University Teknologi Malaysia. Paper title: Utilizing Generative Computational Algorithms in Interpreting Historical Elements in Architectural Design. Authored by Azari Mat Yasir, Yeow Yann Herng, Syed Iskandar Syed Ariffin (Assoc. Prof, PhD)

**Resolution 3:** Include arrangements for dedicated Emerging Professionals sessions at the General Assemblies in 2018, 2019 and 2020;

- 2017: General Assembly (New Delhi)  
**Mariana Isa**
- 2019: ADCOM (Marrakesh)  
**Ar Dr Goh Ai Tee.**

**Resolution 4: Encourage the National and International Scientific Committees to engage with ICOMOS Emerging Professionals at their meetings and conferences both at the national and international level, and that they include updates on such activities in their annual reports;**

Meeting and Conference at National and International Levels:

- 2015: **Ar. Ahmad Najib** and **Ar. Dr. Goh Ai Tee** joint *Study Tour* to Architecture of Meiji-, Taisho- and Showa Period in Japan, Organised by International Scientific Committee on Shared Built Heritage, International Council of Monuments and Sites, Oct 2015 to 25<sup>th</sup> Oct 2015
- 2016: Meeting with Association of Siamese Architect (ASA), ICOMOS Malaysia representative Ar Tiong Kian Boon and **Mariana Isa**.
- 2016: Sharing Session: Speaker **Ar Dr Goh Ai Tee**, Title "Determination + Precision"  
Sharing Session: Speaker **Ar. Ahmad Najib Ariffin**, Title "ICOMOS Malaysia and World Heritage in Architecture"
- 2017: Meeting with VernaDoc (Malaysia) with ICOMOS representative Dato Ar Hajeedar, Elizabeth Cardoso, Ar Tiong Kian Boon, Ar Rosli Mohd Ali, Ar Helena Aman Hashim and **Mariana Isa**
- 2017: **Ar. Dr. Goh Ai Tee** and Dr Gwynn Jenkins joint *Study Tour and Symposium* to Bengal India - Europe along the Hooghly River: Serampore (Danish), Chandannagar (French), Chinsurah (Dutch) and Bandel (Portuguese), Organised by ICOMOS India East Zone and International Scientific Committee on Shared Built Heritage, International Council of Monuments and Sites (ICOMOS), 1-8 Dec 2018
- 2017: **Ar. Dr. Goh Ai Tee** as one of the panelists representing International ICOMOS experts in Panel on Bengal heritage – Learning and Way forward under International Seminar on The Art of Place-Making: Strategies and Challenges, organized by Murshidabad Heritage Development Society, at Bari Kothi, Azimganj on 6 Dec 2017.
- 2017: **Ar. Dr. Goh Ai Tee** participated as Guest in International Murshidabad Resurgence Festival 2017
- 2018: **Ar. Dr. Goh Ai Tee** joint the *Study Tour* and Symposium to Shared Built Heritage in Estonia, Finland, Russia Organised by International Scientific Committee on Shared Built Heritage, International Council of Monuments and Sites, 4-21 June 2018
- 2018: **Ar. Dr. Goh Ai Tee** participated in the European General Meeting and Shared Built meetings and Conference in Helsinki 7-10 June 2018
- 2018: International Conference on Managing Urban Cultural Heritage (MUCH), ICOMOS Malaysia Representatives Ar. Tiong Kian Boon, Ar Junn Ng, **Mariana Isa** and **Gokilan a/I Sathasivam**. Paper presentation by ICOMOS Malaysia members: **Shaiful Idzwan Shahidan** and **Ar. Tan Ching Ling**
- 2018: FRIM Road to WHS-UNESCO, **Gokilan a/I Sathasivam** as ICOMOS Malaysia representative.
- 2018: Heritage and Pioneer-Period Buildings in Singapore at the ICOMOS Singapore Annual General Assembly Speaker Prof Tay Kheng Soon, ICOMOS Malaysia representative were Dato Ar Hajeedar, Ar Tiong Kian Boon and **Mariana Isa**
- 2018: Seminar Sejarah Kuala Lumpur, presentation by Dato' Ar. Hj Hajeedar, ICOMOS Malaysia Representative were **Mariana Isa** and **Gokilan a/I Sathasivam**
- 2019: Artifacts Beneath Your Streets, Speakers: Lai Chen Sian & **Shaiful Shahidan**. Co-organizer: ICOMOS Singapore. Emcee: **Mariana Isa**
- 2019: **Ar Dr Goh Ai Tee** together with Prof Dr Romeo Carabelli (ICOMOS France and Italy) with support from ICOMOS ISC SBH Bureau to organize a study trip on SBH Management in Morocco with NGOs, Associations, Journalists, Urban Planning Offices, Heritage Consultants, Universities and colleagues from ICOMOS Moroc

Reports updated in the ICOMOS ISC SBH (by Prof Dr Siegfried RCT Enders)

Reports for ICOMOS NC activities updated in the ICOMOS Malaysia Annual Reports

**Resolution 5: Nominate a contact person or persons to liaise with the EPWG on behalf of the Board.**

ICOMOS Malaysia has nominated **Mariana Isa** as representative for Malaysian EPWG (refer to Table 5).

**Resolution 6: Include a report from the EPWG on progress in these initiatives and its work in the agendas of future Advisory Committee and Board meeting and to submit this report annually to the General Assembly.**

Summary of activities are captured in the ICOMOS Malaysia Annual Report (Appendix of the paper).

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

Malaysia NC to seek financial assistant from ICOMOS ISC on Legal, Administrative and financial matters. ICOMOS to establish of EPWG 'Funding Inventory' team to identify and collate list of existing funding sources for reference by EPs, to enable attendance at the following events.

- a. Presentation in National and/ or international conferences and symposiums.
- b. Participate in local workshops, and community with heritage events.
- c. Small projects on heritage research, oral history, rehabilitation of building, etc if proposal submitted are interesting and value to encourage
- d. Study tour: if worth the study but in return, recipient to submit report/ publication relating to the study tour.
- e. Publication in academia, works, measured drawings, database collection, etc.
- f. Other annual events relating to National Heritage, like our Children Art Competition.

ICOMOS to influence National level policy maker to provide funding for events and projects even though is private project/ program. It can be done through ie 'Heritage tax' on entry ticket to heritage site. So fund collected can be used for national and international level events and capacity buildings.

**Resolution 8: Endorse EPWG involvement with regular ICOMOS projects such as the International Day for Monuments and Sites, and regional activities such as the European Year of Cultural Heritage 2018.**

World Heritage Day Open Debate:

2018: ICOMOS Malaysia World Heritage Day Open Debate, with title "*10 years into the inscription of Melaka & George Town as World Heritage Sites: The Good, The Bad & The Unintended*", provocateur as Prof Dr Shunana bte Shamsuddin, and moderator Elizabeth Cardosa, Rapporteur **Saiful Idzwan Shahidan**.

A Rapporteur's report of the open debate was published in July 2018

2019: ICOMOS Malaysia World Heritage Day Open Debate 2019, with title "The Future of KL's Heritage", provocateur as Dato' Ar Hj Hajeedar Abdul Majid, Moderator **Mariana Isa**, Rapporteur **Ar Dr Goh Ai Tee**

World Heritage Day Lectures:

2017: Houses of Parliament, Jalan Merdaka, by Ar Zuraina Leily Awalludin, Ar Junn Ng Hooi Chin and **Saiful Fazli Ramli**

2018: "Urban Archaeology in Malaysian Cities" by **Shaiful Idzwan Shahidan** under World Urban Forum 9 (WUF9) Metropolitan Heritage: Leveraging the Power of Rediscovering and Reusing our Urban Assets, moderator Dr Claus Peter Esther.

Annual Children Art Competition and Exhibition:

The ICOMOS Malaysia Children Art Competition, followed by an exhibition of its winning entries and a World Heritage Day Lecture are part of annual event. It aims to instill heritage awareness among the young. The total children participants have increased double from the 1<sup>st</sup> event in year 2015. The winning entries are also published as a set of Greeting Cards for our fund raising and outreach purposes.

- 2018: ICOMOS Malaysia Competition Committee: **Mariana Isa**, Ar. Tiong Kian Boon, **Saiful Fazli Ramli**, **Shaiful Idzwan Shahidan** and **Ar. Yong Chee Keat**
- 2019: ICOMOS Malaysia Competition Committee: **Mariana Isa**, Ar. Tiong Kian Boon, **Saiful Fazli Ramli**, Lai Kin Hang, **Melissa Chan**, **LAr.Dr Rohayah Che Amat**, **Gokilan a/I Sathasivam**, Kamarudin Md Said.
- 2015: ICOMOS Malaysia Children Art Competition 2015 'Warisan Kita/ Our Heritage', Award Ceremony and Exhibition of Winning Entries
- 2016: Exhibition of Winning Entries: ICOMOS Malaysia Children Art Competition 2015 'Warisan Kita/ Our Heritage'
- 2016: Children Art Competition 2016 'Makanan Warisan Malaysia/ Malaysian Food Heritage'.
- 2017: ICOMOS Malaysia Children Art Competition 2017, 'Permainan Tradisi/ Traditional Games'
- 2017: Exhibition of Winning Entries: ICOMOS Malaysia Children Art Competition 2016 'Makanan Warisan Malaysia/ Malaysian Food Heritage'
- 2018: Exhibition of Winning Entries: ICOMOS Malaysia Children Art Competition 2017 'Permainan Tradisi/ Traditional Games'
- 2018: ICOMOS Malaysia Children Art Competition 2018, 'Zaman Pra Sejarah di Malaysia/Pre Historic Period in Malaysia'
- 2019: ICOMOS Malaysia Children Art Competition 2019, 'Warisan Alam Semulajadi Malaysia/ Natural Heritage of Malaysia'.
- 2019: Exhibition of Winning Entries: ICOMOS Malaysia Children Art Competition 2018 'Zaman Pra Sejarah di Malaysia/Pre Historic Period in Malaysia'

**Resolution 9: Endorse the recognition and inclusion of representatives of the EPWG within existing ICOMOS communication channels**

Media Commentaries:

- 2017: Newspaper – The Malaysian Insight, "KL's Heritage Building under Treat", comments by **Mariana Isa**  
Online newspaper – www.straitstimes.com, "Kuala Lumpur's Heritage Buildings under Threat", comments by **Mariana Isa** and Ar Steven Thang
- 2018: Radio – BFM "Should Street Names stay the same" comments by **Mariana Isa**
- 2019: Radio – BFM "Icons that Represent Malaysia" comments by **Mariana Isa**

ICOMOS Malaysia Instagram, ICOMOS Malaysia:

- 2019: Curation of images by **Mariana Isa**, **Shaiful Shahidan**, **Gokilan a/I Sathasivam**, Faisal Abdul Rahman and Lai Kin Hang.

ICOMOS Malaysia Membership drive:

- 2016: ICOMOS Malaysia info booth at Kedah Tua International Conference with ICOMOS Malaysia representative **Ar Yong Chee Keat** and **Mariana Isa**

ICOMOS Malaysia Youth Engagement:

- 2018: ICOMOS Malaysia Jalan Pagi KL, moderator **Mariana Isa** and **LAr.Dr Rohayah Che Amat** with Universiti Teknologi Malaysia (UTM) students (total 12 students and 3 lecturers and 2 moderators) 18 March 2018  
Site review on urban design interventions in KL's Historic Quarter

- 2019: Talk on “Rural Landscape Heritage in Hong Kong and Its Current Issues” by Anna Yau and Candy Law from Contemplate Culture (Hong Kong), followed by Workshop on Exploring Rural Assets – Cultural Mapping in Gopeng organized by **Kenneth Wong** from Peoples Ideas Culture, also ICOMOS Malaysia NC. The event was supported by ICOMOS Malaysia and involved students from University Tunku Abdul Rahman (UTAR).
- 2019: Introduction to ICOMOS Malaysia by **Mariana Isa** to 25 architectural students of Taylor’s University College undertaking Conservation Class at Rumah Tangsi, Kuala Lumpur, 17 September 2019.
- 2019: ‘Analysing Character of Cities: How to do it Right’. SWOT Analysis Workshop in collaboration with Green Cities Research and Construction Group, Masters of Sustainable Urban Design (Universiti Teknologi Malaysia), 15 October 2019. Organised by **LAr. Dr. Rohayah Che Amat**.

### **PART 3: PROPOSED ICOMOS MALAYSIA EPWG NEW PROJECTS/ PROGRAMS 2019-2021**

Measures to promote ICOMOS Malaysia membership among young professionals and students are in plan, sighting the need for programs with fresh concepts that are targeted to their professional growth and knowledge expansion. Through feedbacks received from ICOMOS Malaysia EPs, it is understood that they are especially keen for activities that allow them to improve their professional expertise and those that are able to address existing gaps in the local heritage industry. With strong support from ICOMOS Malaysia, EPs are eager to play an active role within the organization and bring long-term impact to the field of heritage. Preferences are for programs that offer on-site and hands-on experience, breaking away from classroom lectures. As EPWG’s local representative, **Mariana Isa** conducted one to one idea sessions with several EPs. Among suggestions received were:

**Melissa Chan:**

*“An annual two-week traditional craft training program in Melaka, instructed by local craftsmen, open to foreign and local artists”*

**Syed Nabil bin Syed Ahmad Jamal:**

*“Make clear distinction of ICOMOS Malaysia’s role to the general public and perhaps appoint a patron to help promote the organisation’s cause”*

**LAr. Dr. Rohayah Che Amat:**

*“A regular townscape appraisal workshop for the general public in the form of photography, sketching and video making exercises”*

Recognizing the type of programs that would attract active participation among EPs has prompted pilot programs for graduates and post-graduates, conducted in collaboration with local universities, largely initiated by ICOMOS Malaysia members who are lecturers or academicians at the institutes involved. All program participants are awarded official Certificate of Participation by ICOMOS Malaysia. The certificates carry weight in improving participants’ Curriculum Vitae (training experience) and meet their targeted Key Performance Index (KPI). Below are the proposed ICOMOS Malaysia EPWG new projects/ Programs for year 2019 to 2021. These new programs are focusing on the 3 key areas: Educate, Expose and Enable

### **EDUCATE**

1. Heritage School Rehabilitation Project  
Establish long term association with Archaeological and Historical Clubs in primary and secondary schools with the support of Malaysia’s Ministry of Education to cultivate interest in heritage.
  - a. Conduct technical talks and know-how about history, conservation philosophy and techniques.
  - b.. Introduce heritage programs during school/semester holiday breaks i.e. Adopt a Heritage Building

2. Special Programs for Graduates  
Collaboration with Local Universities/Faculties on training and research related to heritage to build up database for ICOMOS Malaysia's Resource Centre. Programs would involve various subject field/profession that encourages engagement with local communities.
  - a. Measured Drawings/Building Dilapidation Assignments
  - b. SWOT Analysis Workshops (Kuala Lumpur) in collaboration with Green Cities Research & Construction Group Universiti Teknologi Malaysia
  - c. Conservation Intervention Tutorials; Design Aerobics for Architecture Students of Taylor's University.
  - d. Townscape Appraisal Workshops (Kuala Lumpur and Melaka)
3. Multi-Disciplinary Training Programs for Young Professionals  
Provide platform for discourses among young professionals; encouraging dialogues with senior professionals from various fields.
  - a. Creative Thinking Workshops
  - b. Malaysian Heritage Act Classroom
  - c. Conservation Construction Workshops
  - d. On Site Archaeological Workshops
  - e. Phone Video Editing Workshops

## EXPOSE

Offer short-term work opportunities, technical guidance and activities that would unlock potentials, expand professional capabilities and personal growth.

1. Graduate Programs
  - a. Graduate Design competition with themes/topics relating to Conservation of tangible and intangible heritage. This will encourage university lecturers to customize their syllabus to meet this initiative and implant sensitivity among graduates towards heritage sites and buildings.
  - b. Youth Forum: Presentation of research papers or projects for graduates, providing exposure to forums formats and to improve oral presentation skills.
2. Young Professional Programs
  - a. Kuala Lumpur Structure Plan 2020 Review Group to examine its Heritage Component and submit formal feedbacks to Local Authority.
  - b. Study Tours and Field Trips within South East Asia
  - c. Group Review of Conservation Project Case Studies
  - d. Conservation projects or assignments, reports to be published.
  - e. Seminars (research and dissemination) – Courtyard House/Long Narrow Shop Houses in Melaka for Researchers and Policy Makers
  - f. Symposium at National Level (every 2 years) to encourage knowledge exchange and provide networking opportunities.
  - g. Balai ICOMOS Malaysia: Sharing Conference for EPs to present their current projects (every 4-6 months).
  - h. ICOMOS Malaysia Blog Entries: Encourage EPs to express opinions or share projects online.

## ENABLE

1. ICOMOS Malaysia Symposium Grant  
A mobility grant for members whose papers are selected for presentation at symposiums conferences organized by ICOMOS. Allocation limited to RM1500 per year. Note that the grant is not specific for EPs. All applications are to be approved 4 months in advance by council members.



The first recipient was **Azari Mat Yasir** who presented his paper, Utilizing Generative Computational Algorithms in Interpreting Historical Elements in Architectural Design (co-authors Yeow Yann Heng and Syed Iskandar Syed Ariffin (Assoc Prof, PhD) at the ICOMOS Scientific Symposium in Delhi (2017).

### **CONCLUSION**

In conclusion, ICOMOS Malaysian NC recognises that if the NC is to grow in a sustainable manner, it imperative that the NC Encourage, Empower and Embrace the emerging professionals in ICOMOS Malaysia especially giving them every opportunity to participate in the decision-making process and in initiating new activities, initiatives and programmes. To further increase the number of participation for EPs in programs and encourage more interaction between NC members, further improvement on three (3) keys areas (Educate, Expose and Enable) are planned.

Despite the enthusiasm, most of the program execution is delayed by the lack of sufficient funding to cover basic expenses such as travel honorariums, meals, equipment and stationery. Pilot programs initiated by ICOMOS Malaysia or program partners impose participation fees between 30 MYR to 100 MYR to cover these expenditures. Participants attached to government agencies or universities may apply sponsorship from their respective organizations, though they would have to submit their application for approval 3-4 months in advance. Here, to increase participation, we have identified the need for early promotion. Continuing Professional Development (CPD) points also attract participation. Where applicable, CPD points are applied from the government body in charge at a fee of RM100. The Council however is selective in applying CPD points to discourage it from being the primary motivation for members to attend programs.

To ensure sustainable programs for EPs, ICOMOS Malaysia is in the midst of seeking a long term Corporate Partner that is interested to develop the growth of EPs. A task force will be formed under the Honorary Treasurer to identify advantages for potential sponsors.

ICOMOS Malaysia is also attempting a membership outreach to graduate students on a larger scale. Selected EPs are to give road trip introduction lectures at selected universities within the country. As the primary and secondary school programs require approval by the Ministry of Education, a dedicated team will also be formed to assist the Secretariat Officer in the paperwork.

### The example of ICOMOS Spain

The presence of the so-called EPs (or 'young professionals', as they were previously referred to before Delhi, 2017) was very limited when the EPWG was established in the summer of 2017. In fact, there were only 3 full members under 30 years old at the Spanish National Committee in 2017.

In 2018, there was an election which resulted in a completely new board, led by President Alicia Castillo Mena, and included an EP as part of the new team: Clara Villalba Montaner, an ICOMOS member since 2015 who had also been the Spanish representative to the EPWG for some months.

Since then, the Spanish National Committee Board has been working on a triannual set of goals (*Project 2018-2021*) whose main aim is to re-activate the activity of the committee both at national and international levels and that is divided into **four transversal strategic key concepts**, which include the necessary involvement of EPs at the NC (following Resolutions 2 and 4), and seeks the engagement of EPs as active full members in the organisation:

- 'Build':

It includes the organisation of activities which help build and share knowledge and also raise awareness among heritage professionals and students (presentations at universities, organisation and participation in scientific meetings, publication and diffusion of scientific papers...)¹.

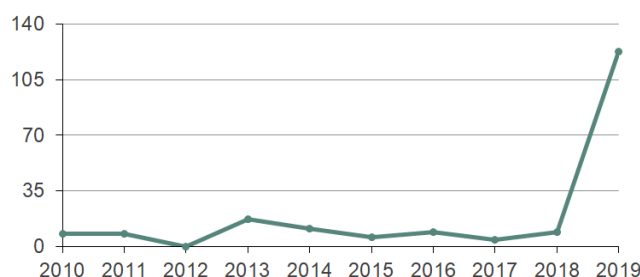
Several **strategic commissions** / working groups have been created to achieve those goals, such as the 'Sustainable Development Goals Commission', 'Materials Commission', 'Participation & Education Commission' and also the local group of 'Emerging Professionals'², whose meetings started in May 2019, to discuss the ongoing topics at the international EPWG and deal with new challenges at the NC itself. Monthly meetings via teleconference and an email listserv are the main ways of communication, replicating the model of the EPWG. In May and September, 2019, there have also been EP meetings held in Madrid.

- 'Participate':

Aiming to improve the transparency of the organisation and enhance its presence and relationship with the civic society, there have been several regional meetings, some open meetings with local and national heritage organisations, and a considerable increase of the presence of ICOMOS Spain in mass media and social media.

Besides, it is essential for the organisation to expand its membership base by becoming more attractive to heritage practitioners. One of the main concerns of the Board is the need to update, diversify, rejuvenate and adapt its membership base to the professional context in Spain, where there are very competent heritage professionals and researchers who do not know the organisation and, therefore, are not ICOMOS members yet.

During the last Annual Assembly, in March, 2019, more than a hundred heritage practitioners joined ICOMOS Spain (an increase of 80%), including 25 emerging professionals who have already started playing an active role in our committee.



¹ In compliance of Resolution 19GA 2017/33 – *Emerging Professionals Initiative*, item 4

² In compliance of Resolution 19GA 2017/33 – *Emerging Professionals Initiative*, item 2

Evolution of ICOMOS Spain new members (2010-2019).

15% of those new members in 2019 are EPs.

- 'Act':

It includes the work as an advisory body in the WH Convention, the proactive management of several heritage alerts involving WH sites and other heritage properties across the country, advisory reports, etcetera.

As EP are, above all, heritage professionals taking part in the organisation, their participation is possible in topics linked to their background and expertise, just as any other full member at the organisation.

- 'Optimise':

The Board is working on the financial improvement of ICOMOS Spain and the projects and grants to guarantee its financial sustainability based on our non-negotiable ethical code: independence, voluntary work, objectivity and credibility.

Following the resolutions and the EPWG Mission Statement, it is essential to include in the statutes that the future of the organisation also depends on the inclusion of members at early stages of their careers (i.e. EPs).

At the moment, the association's governance external review is in progress, so as to identify the aspects which can be improved in ICOMOS Spain and also to seek new opportunities of improvement and growth.



ICOMOS Spain Board (2018-2021)

As explained above, **EPs are included in every stage of the 2018-2021 Project** and the presence of an EP in the Board helps coordinating all the tasks they are currently involved in. Furthermore, the main functions carried out by the EP on the Board are:

- Member of the Board

As part of the decision-making of ICOMOS Spain EP-related topics and belonging to several task forces/teams:

- Organisation team of the 1st Scientific Symposium by ICOMOS Spain (November, 2019).
- Coordination of the dissemination of the activities of the IDMS, together with the NC secretariat.
- Participation in several presentations, talks and meetings, together with the rest of members of the Board (e.g. Valencia, Madrid, Barcelona, Tobed...)

- Official representative of ICOMOS Spain to the international EPWG

Working as one of the Translation officers of the group and actively participating in several current tasks at the EPWG.

- Coordinator of ICOMOS Spain Emerging Professional Group:

- Organisation of monthly teleconferences, sending weekly emails regarding some 'hot' topics and noting any proposals coming from the EPs to update the Board.
- A survey was circulated among the EPs in order to accurately shape the current profile of the 'emerging professionals' in ICOMOS Spain. 22 out of 32 EPs participated in the survey and the results were presented in a meeting at the Complutense University in Madrid in May, 2019, prior to our first in-person meeting.
- It is expected that these results will also help building the definition of 'emerging professionals' within the international and Spanish NC statutes.
- Management of Group's yearly budget. This pilot experience, approved in March, 2019, at the National General Assembly, is aimed to involve EPs in the organisation by supporting their participation in official activities organised by ICOMOS (at national and international level), such as the workshop in Chefchaouen (July, 2019), the AGA in Marrakesh (October, 2019) and other activities.
- Communications team. To improve how civic society 'see' ICOMOS: There is a communications plan in progress, regarding social networking (including initiatives like *#DescubriendoPatrimonio* -*#DiscoveringOurHeritage*- or *#SabadosdePatrimonioMundial* -*#WorldHeritageSaturdays*- on our social media: Facebook Page, Instagram, Twitter, Linkedin and our official website, [www.icomos.es](http://www.icomos.es)) and other communication protocols, in conjunction with the NC secretariat.
- Translations team: Replicating the team at the EPWG, the aim is to translate our NC documents, articles, presentations into English, French and other languages, for dissemination and accessibility by more people (both ICOMOS and non-ICOMOS members). Likewise, translation of official documents and doctrine in other languages into Spanish.
- Coordination of other activities: e.g. Several EPs are part of the organisation team for the 1st Scientific Symposium ever organised by ICOMOS Spain (e.g. part of the scientific committee, management of social networks, communications in general, compilation of minutes, assistance) or a new initiative by ICOMOS international, known as '*Journeys to Authenticity Project*'.

There are many future challenges for the organisation both at international and national scale, and the Spanish National Committee is working hard not only to protect and disseminate our cultural heritage but also to become closer to the civic society, engage new professionals and guarantee the sustainability and future of ICOMOS.

The involvement of EPs within ICOMOS Spain over the past year has brought very positive results so far. All the members of the emerging professionals group show great commitment, sense of belonging and professionalism, but there will need to be new initiatives to engage all ICOMOS members (not only EPs) in the institution.

At the moment, there is a NC membership database/network in progress that will allow to find competent professionals in specific heritage fields to undertake missions, reports, etc., and EPs, as full members, will be considered for performing these tasks, together with more experienced ICOMOS members who would be more familiar with the official procedures, etc.

Finally, all the concerns, debates and projects within the EPWG and the EPWG Regional Group 'Europe' will keep being discussed at the local EP group, to find new ways of implementation of the proposals, but also to come up with possible new debates that might be sent to the international group for further discussion.

### Contact Information

For more information concerning the EPWG, please contact:

[forum.ep@lists.icomos.org](mailto:forum.ep@lists.icomos.org)

[epwg.secretary@icomos.org](mailto:epwg.secretary@icomos.org)

For more information about ICOMOS Malaysia, please contact:

[admin@icomos-malaysia.org](mailto:admin@icomos-malaysia.org)

[www.icomos-malaysia.org](http://www.icomos-malaysia.org)

Social Media: ICOMOS Malaysia / ICOMOS Malaysia (Instagram, Facebook Page, Youtube channel)

For more information about ICOMOS Spain, please contact:

[secretaria@icomos.es](mailto:secretaria@icomos.es)

[profesionalesemergentescne@gmail.com](mailto:profesionalesemergentescne@gmail.com)

[www.icomos.es](http://www.icomos.es)

Social Media: ICOMOS España / CNE ICOMOS (Instagram, Facebook Page, Twitter, LinkedIn)

This Report has been prepared by Tiong Kian Boon, Goh Ai Tee and Mariana Isa (ICOMOS Malaysia), Alicia Castillo Mena, Mikel Landa Esparza, and Clara Villalba Montaner (ICOMOS Spain)

---

## Draft Recommendation

INSTEAD OF DRAFTING A BRAND-NEW RECOMMENDATION, THE SPANISH AND MALAYSIAN NCs PROPOSES TO END THE PRESENTATION SHOWING THE TWO ITEMS FROM THE RESOLUTION PASSED AT THE GA IN DELHI THAT HAVE BEEN THE MAIN FOCUS OF THIS PRESENTATION (NUMBER 2,4). SEE 'CIRCULAR' PRESENTATION IN PPT, ENDING WITH THE FIRST SLIDE.



# ICOMOS

**4-2-A**

## **The role of Emerging Professionals on National Committee Boards: The Malaysian and Spanish examples**

National Committees meeting

15 October 2019

Marrakesh, Morocco



**Resolution  
19GA 2017/33**

- (9 resolutions)
- **4th pillar of compliance**



**Background: The Emerging Professionals Initiative**

- Establishment of the international **EPWG**
- **National Engagement:**  
Referring to the following Resolutions (2,4):

2. Encourage the **formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees** to collaborate nationally and internationally during the 2017- 2020 triennium;

4. Encourage the National and International Scientific Committees to **engage with ICOMOS Emerging Professionals at their meetings and conferences** both at the national and international level, and that they include updates on such activities in their annual reports;

How are these resolutions being **implemented in ICOMOS NC?**

## The role of EPs on NC's Boards: ICOMOS Malaysia

ICOMOS Malaysia : The inclusion of board members/ member age under since the formation of ICOMOS Malaysia in year 2014

25% (4 out of 16) NC Board members age under 45 in year 2019

36% (28 out of 78) NC members age under 45 in year 2019

A limit of 2 terms of two years each for every Office Bearers on the Board

→ The board of ICOMOS Malaysia see it imperative that the NC 'Encourage', 'Empower' and 'Embrace' the EPs in ICOMOS NC especially to give EP every opportunity to participate in the decision making process and in initiating new activities, initiatives and programmes

'Encourage'

'Empower'

'Embrace'

→ To enhance the integration of EPs into all levels of ICOMOS, the 3 key areas need to emphasis

'Educate'

'Expose'

'Enable'

## The role of EPs on NC Boards: ICOMOS Spain

- New Board: 2018-21 Project (triannual goals): **4 transversal strategic key concepts:**

‘Build’



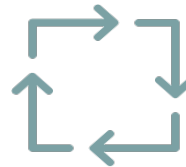
Knowledge  
Doctrine  
Raise awareness  
**4 strategic commissions:**  
e.g. EP Group

‘Participate’



Transparency  
Presence  
**Extend membership base**  
Diffusion  
Social media &  
**Communications team**

‘Act’



Proactive management  
Missions  
Evaluation  
Heritage alerts  
**Involvement of heritage professionals (inc. EPs)**

‘Optimise’



Transparency  
Procedures  
Resources  
Sustainability  
Financing  
**Based on our NGO ethics**

➔ **EPs are included in every stage of the 2018-2021 Project**

➔ **The presence of an EP in the Board helps coordinating all the ongoing tasks.**

## The role of EPs on NC Boards:



### ICOMOS Spain

NC Board Member

Since 2018

Official representative to the EPWG

Translations officer and other tasks

Coordination of EP local group activities

Monthly teleconferences  
Survey: shape EP profile (EP definition)  
Pilot experience: EP budget  
Communications team (social media, website)  
Translations team  
Activities (Sc. Symposium, Journeys to Authenticity Project...)

### ICOMOS Malaysia

NC Board Member

Since 2013 (even before EP initiative!)

Official representative to the EPWG

Organize/ Participate in Forum, Symposium, Conference (National/ International), Translator/ Emcee/ Rapporteur in Open Debate, Children Art Competition and Exhibition

Coordination of EP local group activities

**Educate:** 1. Heritage School Rehabilitation Project  
2. Measured Drawings/ Building Dilapidation Assignment/ Workshop: SWOT Analysis/ Townscape Appraisal/ Conservation Intervention Tutorials  
3. Multi-Disciplinary Training Programs for YPs

**Expose:** 1. Graduate design competition/ Youth Forum on research paper  
2. YP Programs: Study Tours and Field Trips within SEA/ Group review conservation project case study/ Conservation projects assignment, and Seminars

**Enable** 1. ICOMOS Malaysia Symposium Grant



**Resolution  
19GA 2017/33**

- (9 resolutions)
- **4th pillar of compliance**



## Background: The Emerging Professionals Initiative

- Establishment of the international **EPWG**
- **National Engagement:**  
Referring to the following Resolutions (2,4):

2. Encourage the **formation and recognition of Emerging Professionals Working Groups within all individual National and International Scientific Committees** to collaborate nationally and internationally during the 2017- 2020 triennium;

4. Encourage the National and International Scientific Committees to **engage with ICOMOS Emerging Professionals at their meetings and conferences** both at the national and international level, and that they include updates on such activities in their annual reports;