



Emerging Professionals

White Paper | 2023

Part 01

Overview, Vision and Objectives

The ISC20C Emerging Professionals is a group formed to engage heritage conservation professionals in the early stages of their careers in the work of the ISC20C. It develops a multigenerational link through mentorship and engagement with the bureau to promote future leadership and knowledge sharing. Emerging Professional, or “EP” is a self-designation that individuals may seek once they have joined the ISC20C to learn how the bureau and committees work and how to become engaged in its initiatives. The group will provide networking opportunities with other new members and offer the benefit of education and mentorship from experts in the heritage conservation field of 20th-century heritage.

The Emerging Professionals, or “EP”, group focuses its efforts on supporting both the administrative and initiative work of the bureau. Individuals engage in ISC20C Bureau meetings, the development of publications and coordination of seminars for initiatives, all while benefiting from a professional mentorship with an ISC20C member. These engagements provide EPs insight into the committee’s functioning and development of committee-wide strategies, helping them to grow into future leaders of the ISC20C.

The ISC20C EP group is a subset of the ICOMOS International Emerging Professionals Working Group (EPWG). ISC20C EPs are automatically members of the International EPWG and may represent the ISC20C through engagement with other ICOMOS Working Groups, at the EPWG Bureau or at the monthly EPWG open sessions.

The establishment and growth of the ISC20C Emerging Professionals is intended to eventually encompass 20% of the ISC20C membership. This framework distinguishes Bureau EPs, who will be connected by mentorship to the bureau members, from Project EPs, who will be connected to committees and initiatives. Bureau EPs will include more experienced members interested in learning how the bureau is run and with potential interest in future leadership roles in the bureau. Project EPs will typically include members interested in working on a specific initiative or committee. This organizational structure allows for the group to grow its numbers very quickly in the coming years.

Current members include: Kaleigh Sawyer, Katelyn Williams, Nityaa Lakshmi Iyer, Saranya Dharshini, Prathyaksha Prasad, Nirzary Pujara, and Samson Faboye.

Part 02

Procedures

Role and Responsibilities

The title of Emerging Professional [EP] is an additional self-designation for an Associate or Expert Member within the ISC20C. Individuals pursuing membership within the EP group must first successfully apply for Associate or Expert level membership with ISC20C prior to engaging with the EP group.

The following responsibilities are understood as part of the role:

- Promotion and celebration of 20th-century heritage
- Active engagement with the mentorship program
- Active participation in all EP meetings and either bureau or initiative meetings depending on the type of membership
- Active engagement in one or multiple initiatives of interest

EPs who do not uphold the responsibilities of the role may be asked to leave the group by the bureau.

Becoming an Emerging Professional

An associate member of the ISC20C under 35 years of age or ten years of experience in the heritage conservation field can self-identify as an EP in the ISC20C if they meet the criteria defined in this document. This recognition enables the member to participate in the different mentorship programs of the ISC20C.

As a self-identified designation, EPs will not be selected by application from this point onwards. The existing EP leadership and Program Leader will be responsible for disseminating calls for new members to associate and expert members on a yearly basis. This will be accompanied by an annual virtual information session to answer

questions and connect those who may be interested with the current EPs. The calls for new members will be announced at the ISC20C AGM and the information session should take place no more than four weeks later.

Term

The membership term for EPs is differentiated between Bureau EPs and Project EPs.

Project EPs may serve for the duration of the project or a period agreed upon with the initiative leader. A Project EP may “age out” or “experience out” of the program. The mentor and mentee should identify this on a case-to-case basis.

Bureau EPs may serve for a maximum length of four years. The four-year term will allow for an overlap with the three-year bureau term so that experienced members may guide the incoming group. Annually, each EP and mentor will meet to discuss contributions in the past year and upcoming goals for the following year as an opportunity to discuss a way forward. Guidance for this discussion will be a formal written survey of questions created by the bureau and circulated to the mentors and Bureau EPs. Following the rules of associate membership, an EP member who has meaningfully contributed to the ISC or to the field within this time period may then apply for expert status, or choose to leave.

Emerging Professional Leadership

There are two elected leadership roles within the EP group: the EP Coordinator and the ISC20C EPWG Representative. Both leadership titles are held by Bureau EPs.

The Coordinator is an experienced EP accountable for ensuring communication between the bureau and the EP group. It is an individual who regularly attends both bureau meetings and EP meetings and who disseminates information on upcoming opportunities for engagement to the EPs, as well as information on the undertakings and accomplishments of the EPs to the bureau. The Coordinator will oversee the creation of a triennial plan for the EPs at the start of each bureau term and update the EP White Paper at the end of the term. They are also responsible for scheduling networking meetings to be held every other month, and for communication with all other EPs.

The ISC20C EPWG Representative is an experienced EP accountable for communication between the EPWG and the ISC20C EPs. They will regularly attend bureau, ISC20C EP, and International EPWG meetings and ensure that information on engagement opportunities is regularly disseminated among both EP groups. They will be responsible for ensuring calls for new members reach the EPWG communications and helping newer EPs

find initiatives to become engaged in. Once the representative is selected, a memorandum or official letter via email from the ISC20C President or Secretary General shall be sent to the EPWG Focal Points to formalize the appointment.

Both leadership roles will be filled through an election in which current ISC20C EPs vote; each will be filled for a two-year term and an individual may continue for up to two terms (four years) maximum. Members may be nominated by others or self-nominate. The outgoing Coordinator is responsible for communication of upcoming elections which may be accomplished in a singular EP meeting. Elections will be held at least four weeks prior to an upcoming AGM and the leadership transition will be at the conclusion of the AGM in an election year.

Bureau Oversight

The EP group will be guided by one member of the bureau as a means of steering the group towards meeting its broader vision. This role will be defined as the Program Leader and they will be accountable for collaborating with the EP Coordinator and ISC20C Representative to the EPWG to advise on the creation of a Triennial Plan for the EPs, the revisions to the EP White Paper, and preparation of presentations to the EPWG. They will assist in the scheduling and planning of networking and engagement events for the mentorship program and attend EP group meetings on a quarterly basis. The role of the Program Leader will be assigned to a bureau member by the ISC20C President based on interest.

Mentorship Program

Participation in the mentorship program is a significant benefit associated with the EP program.

The goal of the mentorship program is to establish a meaningful relationship between an EP and bureau or initiative leader that will promote the growth of the EPs heritage conservation career. The details of this relationship will be highly individualized; however, we suggest the following responsibilities for the EPs:

- The EP will establish a regular standing meeting with their mentor. By the nature of the membership of the ISC20C, it is likely that these will be virtual meetings. The frequency of meetings may be as often as the mentor/mentee would like; however, at a minimum must be once every three months.
- The EP is responsible for preparing for the meeting with topics of interest to discuss.
- Mentor/mentee relationships may be based more on common physical locations and common interests than on the work that the mentor is currently leading. However, EPs are responsible for engaging in both the administrative and initiative work of their selected mentor. They may seek additional engagement to gain as much experience as possible but should prioritize working together with their mentor.

Mentors participating with an EP are expected to fulfill a role of guidance within ICOMOS and through connection to initiatives that may be beneficial to the EPs education and career goals. They may also be a source of career guidance. Mentors have a responsibility to their EP to regularly attend scheduled mentorship meetings as they are set as well as to actively participate in the work of the ISC20C.

Bureau EPs will work directly with their bureau mentor on the projects/ initiatives that their mentor is responsible for during their term. Bureau EPs will be limited in number to between three to eight persons to match the size of the bureau.

Project EPs will work closely with the initiative leader(s) to achieve the objectives of the initiative. They will actively participate in the development of the project and support the initiative lead in designated activities. It is anticipated that participants in the Project EP program will become active ISC20C members by proposing and leading initiatives post-mentorship. Initiative leaders may take on more than one mentee if desired.

Mentorship Pairing

Mentorship relationships will be created at the request of either the mentor or mentee in direct communication and then formalized with the Program Leader. EPs connected with a bureau member will be considered Bureau EPs and EPs connected to an initiative leader will be Project EPs.

To help facilitate potential mentor relationships, the EP Coordinator and Program Leader will schedule and host a virtual networking event every two years in the form of speed dating (or other preferred formats) for those interested in becoming EPs and members interested in mentoring. This will allow mentors and mentees to meet more people and connect with a preferred mentor. After the meeting, it is the responsibility of the potential EP to reach out to individuals they wish to form a mentorship with; however, mentors may also reach out to potential EPs. Once both individuals have agreed, the potential EP will submit the pairing to the Program Leader who will keep a formal list of all paired mentors and mentees.

Mentorship relationships may last for the entirety of an EPs four-year term. However, the program will be structured in two-year increments, allowing for change at the midpoint of an EPs term, and corresponding to EP leadership elections. This will allow Project EPs to transition to Bureau EPs and for Bureau EPs to gain experience with different bureau members and initiatives, if desired. Networking events will be held every two years to facilitate new relationships. Existing mentorship pairings may elect to continue for an additional two years rather than changing.

There are occasions in which the mentorship relationships end off-cycle due to a number of factors. When this happens, efforts should be made by the EP Coordinator (and fellow EPs) as well as bureau members to connect the EP with a new mentor. This may mean a bureau member or initiative leader taking on additional mentees.

Contact us for further information:

WEBSITE :

<http://isc20c.icomos.org/>

EMAIL :

123 Street Name, City
Name, Country