

1 & 7 April 2021, 14:00 - 15:30 CET
Virtual meeting

MINUTES

Attendees Susan Hazan (SH, Chair), Rob Davies (RD), Georgia Angelaki (GA), Fred Truyen (FT), Milena Dobрева (MD), Marco de Niet (MdN), Zuzana Malicherova (ZM), Julia Fallon (JF)

Actions

- **Action 2021-12: ZM/MD - to discuss the next steps regarding the podcast setup.**
- **Action 2021-13: MD/ZM - to post a message to the MC on Basecamp exploring whether anyone would be interested in discussing MD's paper and taking part in her podcast.**
- **Action 2021-14: FT/ZM - to check the remuneration of financial contributions in the communities and create a template that could be used for this purpose more widely across ENA.**
- **Action 2021-15: ZM - to advertise the Membership WG in an open call to the MC and the network/beyond.**
- **Action 2021-16: ZM - to bring up the use of ENA CoC with the EAF SG to inquire what their opinions and preferences are.**
- **Action 2021-17 GA - to present the paper to the MC and inquire whether there is interest to move forward with it.**
- **Action 2021-18: ZM - to finalize and publish the ENA Strategy document.**
- **Action 2021-19 SH/MB - to organise a series of meetings with MC participants to discuss and operationalise the ENA strategy priorities.**

1. Approval of minutes and pending actions from 10 March 2021

The minutes of the last meeting were reviewed and approved, most of the current pending actions are in progress/ongoing.

- *MD's ideas described in her blog [From #ThinkCulture to #RethinkCulture](#)*

The Board discussed using the content of MD's paper in the form of a podcast, where she could invite guests to discuss various aspects of the I&D in a constructive discussion. A channel can be set up as a proof of concept to understand the requirements of running it, followed by a further discussion around branding and long term activity planning, if proved useful and sustainable.

- *MD's outreach to the MC*

MD prepared a message for the MC with a potential follow up aiming to enter into new conversations in the MC - possibly including a new series of podcasts - inspired by her blog and additional ideas collected in the ENA Strategy Jamboard.

→ **Action 2021-12:** ZM/MD - to discuss the next steps regarding the podcast setup.

→ **Action 2021-13:** MD/ZM - to post a message to the MC on Basecamp exploring whether anyone would be interested in discussing MD's paper and taking part in her podcast.

2. Discussion: follow up to the MC meeting

- *Collaboration with Jass - topics for further discussion to support the work of ENA*

The Board agreed to support further activities with Jass Thethi based on the Intersectional GLAM quote and is confident that a funding can be allocated for this activity in addition to the follow up meeting already confirmed to be funded by the EF. The ENA needs to pay for any additional activities itself. The follow up meeting with the MC should be organized to assess Councillors' interest in any further collaboration with her. Depending on the amount of interest, the MC could consider having a training/course on I&D. Councillors can email in advance questions or topics, and Jass can potentially provide an outline of recommended topics of further work to support the ENA.

- *Membership WG & Recommendations from NPTF - next steps*

The recommendations of the NP TF can serve as part of the basis for reassessment of the ENA budget and spending - referring to the point 2.2 /NPP: *to identify potential funding opportunities to support students and new professionals to participate in European events and conferences; to explore early researcher career grants, bursaries and speaker remuneration.*

Once there is a solid proposal for this, it can be put forward to AV. At the moment most of the ENA budget is unspent, but it remains unclear how much extra money will be available in the future once ENA meetings can take place in physical form again.

- The recommendations of the NP TF, including responsibilities for action among the EF and ENA, each need to be reviewed and realistically assessed in terms of distribution of responsibilities for follow-up action, by the MB, the Membership WG (to which leadership of the majority of the recommendations is allocated in the report) and the EF. The Membership WG, which will report initially to the MC. The authors of the NP TF report should also be invited to join the Membership WG..

→ **Action 2021-14:** FT/ZM - to check the remuneration of financial contributions in the communities and create a template that could be used for this purpose more widely across ENA.

→ **Action 2021-15:** ZM - to advertise the Membership WG in an open call to the MC and the network/beyond.

Discussion around the ENA Code of Conduct revision

JF explained that Lauren Vargas has been contracted by the EF to create a "community pact" as potential community behaviour guidelines, that would be first presented to the EF staff, and could later contribute to the Code of Conduct (CoC) that should ideally be consistent across the EI. The Board questioned to what extent it is possible to create a common EI CoC, or whether to

work on the ENA CoC separately and to allow for three different CoCs across the EI. L. Vargas' expertise can help create a set of overarching collective EI standards and principles that everyone in the Europeana ecosystem can generally adhere to, which include the ENA CoC. However, the following issues were identified:

- Legally, the EF has its collective labour agreements, which is different from the ENA CoC (not a legal document); but EF employees are by default also ENA members.
- There are differences in governance structure and membership rules of the ENA and EAF.
 - If there is a common EI CoC, EAF might need to include it in its accreditation process, which could complicate the aggregators' data sharing provisions.
- Should the CoC reflect only broadly accepted principles or reflect specific societal views?
 - On one hand, making the CoC formally focus on specific societal goals may lead to problems when members need to ask for approval of their employers (especially in case of the EAF).
 - On the other hand, reflecting on those societal topics is now quite usual, (although different countries have different levels of maturity in this area).

→ **Action 2021-16:** ZM - to bring up the use of ENA CoC with the EAF SG to inquire what their opinions and preferences are.

3. Discussion: ENA Strategy

- *Classifying and distributing ownership of activities and actions*

The Board discussed input from the MC to the [Strategic Priorities](#) provided in Jamboards as organised by RD after the meeting. The members agreed to organise a series of meetings related to each of the priorities to drive forward the ideas and activities described in the Jamboard. The ideas need to be prioritised and planned out in a timeline, instead of trying to partly work on all of them at once, and the most relevant ones can be segmented and fed into follow up meetings where needed. Once the practical actions are identified, they can be distributed accordingly. The ownership of the priorities and related activities was distributed in the following way:

- Capacity Building & Digital Transformation - GA, RD
- Cross-initiative Inclusivity & Diversity - SH, MD
- Harnessing the Potential of ENA Members - SH
- Collaboration - ENA, EF, EAF and wider networks - RD
- Transparency, Accountability & Democracy - FT
- Funding and payments - FT
- ENA Mechanisms - RD

GA has written a paper on Developing the vision for the Digital Public Space for Culture 2030. Ideas captured in the paper are related to the [EF Business Plan 2021](#). This content could be used as a starting point to engage the MC in further discussions around the digital public space, as well as other strands of work, such as follow up projects to the Horizon 2020. These conversations could take place in the form of a series of informal "coffees".

→ **Action 2021-17** GA - to present the paper to the MC and inquire whether there is interest to move forward with it.

→ **Action 2021-18:** ZM - to finalize and publish the ENA Strategy document.

There could be a series of meetings (taking place e.g. once a month) giving the MC the opportunity to discuss more in depth topics they choose, covering the 7 strategic priorities. The series might start with meeting around 3 priorities, while some others could be postponed:

- Capacity Building - digital public space by GA
- Meeting with Jass on I&D (paid by the EF)
- MD's paper (related to I&D)
- ENA Membership potential and I&D - NP TF follow up: looking for Councillors that can take ownership of some of the recommendations.

4. Discussion: ENA & Europeana branding

- *Process for EI branding guidelines, options for ENA*

SH has created 4 sets of possible ENA logos according to the [guidelines](#). The idea of making ENA have a more distinct (not separate) identity in terms of e.g. colours remains to be further discussed. Once the Board identifies the ENA branding needs, the members can discuss with the EF the possibility of designing specific logos in collaboration with the [EF principal designer](#) that is paid to do this work for the EI. How ENA can be positioned on Pro in terms of branding will be further discussed with the EF CPE team.

5. Recurrent agenda items

- *Approval of new membership requests*

There were over 170 new membership requests, with a significant surge from teachers, clustered around several countries. This might be due to the efforts of the Education community and related DSI priorities carried out in its partnerships. The community also aims to reach out more to the museum educators.

- *Updates from the EF AB & SB*

The EF Business Plan was finalized and published. The SB aims to recruit candidates for the position of the new chair and treasurer by mid April, and to review candidates for the new chair of the AB. For the SB, the chair should have contact and good relations with the EU representatives, and the vice-chair also needs to fulfill the role of the treasurer - MdN asked the MB to contact him if they know the right candidates. Elisabeth and Joke have agreed that either of them will remain on the SB during the transition period to ensure continuity. The AB is waiting for its new chair to be announced.

6. AOB / cross-Initiative activity overview

- *ENA's role in EI TFs*

The work is being done behind the scenes to ensure that the same TF processes work at the appropriate time for the governing bodies of both ENA and EAF.

As outlined in the guide to the CPE team, by the end of April the MB can expect to receive further information and to be invited to validate proposals to the following:

- EI Conference 2019 and 2020 impact assessments - for validation by the MC
- ENA Conference 2021 design and approach - for feedback and suggestions
- ENA & EAF: EI D&I TF Brief - for validation
- ENA: Outline next steps for how to link ENA strategy with the EF Communications to Professionals strategy

The meeting of SH, RD and MD with the EF CPE MarComms colleagues on 31 March was considered useful and inspiring, and all agreed to work together to locate, support and promote ENA activities from the MarComms perspective.