Europeana Network Association Members Council

Members Council Meeting 3-4 December, 2020
Virtual meeting

MINUTES

Councillors

Henk Alkemade (HA), Georgia Angelaki (GA), Alexandra Angeletaki (AA), Stephan Bartholmei (SB), Cosmina Berta (CB), Ina Bluemel (IB), Petra Boettinger (PB), Larissa Borck (LB), Flavia Bruni (FB), Erik Buelinckx (EB), Tamara Butigan (TB), Michal Čudrnák (MC), Olimpia Curta (OC), Robert Davies (RD), Milena Dobreva (MD), Killian Downing (KD), Maria Drabczyk (MD), Kate Fernie (KF), Barbara Fischer (BF), Sara Di Giorgio (SdG), Karin Glasemann (KG), Evelien Hauwaerts (EH), Susan Hazan (SH), Pilar Irala-Hortal (PIH), Vera Kriezi (VK), Loa Steinunn Kristjansdottir (LSK), Hans van der Linden (HvdL), Georgia Manolopoulou (GM), James Morley (JM), Marta Musso (MM), Clemens Neudecker (CN), Marco de Niet (MdN), Fred Saunderson (FS), Nienke van Schaverbeke (NvS), Antje Schmidt (AS), Steven Claeyssens (SC), Peter Soemers (PS), Marco Streefkerk (MS), Frederik Truyen (FT), Dafydd Tudur (DT)

Europeana office

Harry Verwayen (HV), Albert Verhaar (AV), Zuzana Malicherova (ZM), Julia Fallon (JF), Gina van der Linden (GvdL), Tamara van Hulst (TvH), Alba Irollo (AI), Isabel Crespo (IC), Ariadna Matas (AM), Ad Polle (AP), Nicole McNeilly (NM), Sebastiaan ter Burg (StB)

Apologies Maria Engberg (ME), Ellen Euler (EE)

Chat day 1

1. **Welcome and introduction**

Presentation (Slides 2-9)

MdN introduced the agenda covered in a common **slide deck.** Throughout the meeting, Councillors had an opportunity to pose questions and add comments in a separate Q&A document. The objective of the meeting was to welcome the newly elected Councillors, reflect on the 2020 General Assembly and Europeana conference, and review and contribute to the 2021 community work plans. The Council was also going to reflect on the impact of Covid 19 on the sector's digital transformation in 2020, and on the most recent activities of the Europeana Initiative and ENA business.

- *Welcoming & introduction of the new Councillors*

The newly elected Councillors were welcomed and introduced to the rest of the Council in the form of a Kahoot exercise.

- *Review of previous meeting minutes and actions*

Minutes of the previous meeting were formally approved and will be published shortly. Most of the action points were completed, the rest remained ongoing.

2. Reflection on GA and Europeana Conference 2020

Presentation (Slides 10-28)

- *Reflection on General Assembly and Europeana Conference 2020*

The meeting of the General Assembly was considered successful in terms of organisation, attendance and formal processes.

- *Results of voting on ENA governance reporting*

The electoral process was certified as valid. 35 candidates came forward and 9 Councillors were elected between 11 and 20 November and all the formal documents were approved. Two areas where improvement is needed in the future were identified: a low turnout (36.0%), and geographic skew / bias.

- *Results of voting on ENA governance reporting and Membership campaign 2020*

SH presented an overview of ENA governance related activities in 2020. 2020 was a successful year for attracting new members with an average of 88 applicants per month (126 in May). The membership campaign was launched in April, asking ENA members to renew their membership by 1 October. Members were also encouraged to indicate which community they wished to join. Out of 2875 members (in April), around 1700 members confirmed their membership and 57 decided to leave the ENA. We lost over 1000 members, including those that did not respond to the call. These members will be given the last chance to re-confirm their interest to remain in the ENA, or will be deregistered by the end of 2020.

- *Reflection on the 2020 Europeana Conference as a whole*

[Event](#) highlights:
- Over 70 speakers (66% female), hosted 50+ sessions
- 45 of 107 proposals received during the call for proposals we used - many new faces
- 1848 people registered -> 900 individual attendees
- Subtitled keynotes had on average 350 viewers
- Digital Aperitivo attracted 839 tweets & 130 instagram posts
- All [webinars are available on Europeana Pro](#)
- Post event survey sent to attendees, open until 11 December
- Laying the groundwork for the Digital Programme of Events in 2021
  - Some conference sessions will be re-run for new audiences, or in longer form
  - The EF team will work with the sessions proposed in the call for proposals that were not selected, to run them as part of the digital programme 2021

Councillors appreciated the high number of attendees that could participate in the conference online, as it wouldn't be possible in a physical capacity. On the other hand, in an online space, people experienced difficulty disengaging from their work and had to pick and mix the sessions they would attend. Some attendees also found it difficult to focus on the speaker, the chat and the Q&A at the same time. Finally, the networking possibilities are always more limited online vs. in person. Some Councillors suggested that it would be interesting to assess to what extent the conference attendance impacted the level of new ENA applications. It seems that already in December, several (10-15) newly registering ENA members referred to the conference in their applications, so it is possible to conclude that there might be some positive effect.

- *Discussion on [1) ENA and 2) EF statements](#)*

The Council reflected on the organisation of the conference as well as the aftermath and the topics that arose from it. Some of these, particularly the keynote of Jitske Kramer, generated strong reactions and sentiments, that both the Board and the Councillors gave an effort to respond to as best as they could.

MdN explained that the Board felt responsible for taking an action in light of the negative responses. Based on a prompt discussion following the event, the Board came up with an honest statement on behalf of the ENA that was shared with the Council on a short notice, as the members found it important to react promptly by expressing regret over the incident. The Board was also in touch with the EF to allow for two statements to be published in a timely manner. HV explained the reasoning behind the keynote selection and organization of the session as well as the prompt actions that the EF took following J. Kramer's speech in the written statement and HV's personal statement at the closing of the conference, where he genuinely reiterated his thoughts and feelings about what happened with an aim to look for a constructive and collective way forward.

- *Update on MC reflection on Inclusivity & Diversity*

In reaction to this event, a group of Councillors held an informal meeting aiming at creating a consensus towards drafting an additional MC statement as an open collaborative document gathering input of the MC. The Councillors wished to address some of the key questions that they

felt had remained unanswered, such as questioning values of the ENA/MC around representation, trust, equality and inclusion; and looking for ways to enable a meaningful discussion and move forward as a community.

There were some remarks to the fact that the conference participants were not ethnically diverse and that the EF and the Programme Committee could have anticipated what kind of speech J. Kramer would deliver based on her work. HV explained that her talk was meant to focus on the topic of cultural leadership, and for this purpose HV found her interesting based on recommendation of the Dutch National Library. Since some of the EF staff and ENA members flagged having her as a potentially problematic conference speaker, the organising team intended to bring balance into the session by inviting Jeftha Pattikawa, Jane Finnis, and Prasanna Oommen as a moderator, who all have certain expertise in this area, in order to create a safe space for people to exchange opinions. J. Kramer herself was also briefed in advance about the other participants of the panel and potentially sensitive subjects. However, It may sometimes be difficult for keynote speakers to assess the environment, the type of response, and the specific audience that they don't have a prior experience with.

The members agreed that it is generally difficult to safeguard safe online communication space during big conferences since there are necessarily different types of people, many different ideas and feelings that can result in conflicts and misunderstandings as opposed to a face-to-face contact and opportunity for direct involvement. Nevertheless, Europeana should give more effort to make its events as inclusive and diverse as possible, but also get a better understanding of what constitutes a safe space. Some Councillors voiced their concerns about the amount of negative reactions in relation to Europeana on social media, and believed that it shouldn't happen in this kind of environment and that Europeana now needs to restore the lost trust.

Various Councillors agreed on the need for an intersectional approach to diversity as a complex topic encompassing different needs, interests, capacities and experiences. They also agreed that there is a specific need to openly address racism and racial equality, to actively continue this discussion and to look for ways to move forward.

- ● *Proposal for an approach to increase inclusivity and diversity in the Europeana Initiative*

Following the previous discussion, HV proposed an approach to increase inclusivity and diversity (I&D) in the Europeana Initiative. HV explained the level of importance the EF places on I&D within the organisation and efforts that have been taken since the 2019 conference. He expressed the wish to keep this work ongoing in the positive direction and to inspire CHIs to embrace I&D as well. To that end, the EF aims to do the following:
- ● Continue the editorial work around I&D
- ● Continue the work of the Community & Partner Engagement team
  - ○ Organise workshops and presentations on I&D
  - ○ Ongoing work with the ENA and EAF on alignment
- ● Continue to respect each other, build trust, and treat colleagues equally
- ● Progressive transformation
  - ○ Publishing a blog post on the process we are undertaking (next week)
  - ○ Making I&D a priority in the EF business plan for 2021

- ○ Looking into the role and composition of the D&I cross team, the process to make recommendations for improvements and external support/budget to make these things happen

HV explained an example of a pathway between stakeholders, outputs, outcomes and changes the Initiative can make and outlined the next steps, which could include a round of sensemaking workshops by / for EF, ENA, EAF, followed by a common meeting to align approaches to develop separate as well as common activities for the Initiative. The EF is going to publish a [blog](#) explaining its approach more in detail, which is in line with the ENA position paper (addressed later in this session), and make sure that the I&D is one of the business plan priorities. The Europeana Initiative cross-team on I&D should be consulted / involved in the next year's conference planning, together with external experts representing different perspectives and minority voices. I&D work should also focus on disabilities, building trust and equal treatment, but also on promoting tolerance and diversity of opinions, as different people find different issues equally sensitive.

- ● *MB Position Paper on inclusivity & diversity*

SH presented the position paper on I&D drafted by the Board with an aim to support the ENA policy and actions on I&D. It was prepared by RD, SH, MdN, MS, FT and Nicole Emmenegger. The initial process started at the conference in Lisbon and has hit several speed bumps. The I&D work should focus on marginalised communities from under-represented groups (ethnicities, religions, gender, sexualities and disabilities) but the overall scope still needs to be specified. At the same time, Europeana faces challenges in different areas, e.g. policies and institutional cultures concerning bias or under-representation in the Europeana Collections, the ecosystem and the sector.

The Board commends the recent work of the [Europeana Collections Engagement team](#) on editorial strategies and undertaking action to highlight representation of marginalised communities through curation, campaigns and initiatives. Further ENA efforts should build on findings of the New Professionals Task Force, and make sure all the actions are in line with the ENA [Code of Conduct](#).

Decision: The Council voted on the paper and decided that it should be further reviewed and resubmitted for approval.

→ Action 2020-25: SH/RD - to review the ENA position paper on I&D and share it with the MC for the final review.

- ● *Discussion: Membership WG/community proposal and kick-off*

As a concrete next step, SH and RD on behalf of the MB proposed to create a Membership Working Group or Community to dive deeper into the topic, and explain conditions that need to be met in either case. The Working Group or a community would need to cover various topics, such as I&D, overall membership, customer journey, impact assessment etc. Some Councillors suggested taking more time to reflect on recent events and scoping out the terminology and problem definition before making any decisions or taking quick actions.

HV confirmed that there will be a budget available for hiring external experts to collaborate with the MC. Councillors agreed that it is important to first formulate the problem and scope out what we precisely wish to achieve exactly.

Conclusion:

There seem to be two separate processes that should be addressed:
1) Looking back: the need for a closure to the conference's keynote's speech and potential loss of trust of some people in the Europeana ecosystem. Some Councillors demanded an apology for choosing this keynote and for acknowledging that her speech was racist and offensive as she was using stereotypes of cultural phenomenon, creating an artificial disbalance between the western business culture and other cultures that were presented as exotic. This requires having a common understanding of what racist is.
A group of volunteers - AA, DT, KG, LB, VK, SC, AS - can help the Council to find a way to repair that breach of trust and can also help, with the help of external experts, to find a shared understanding of what 'racist' and anti-racism mean. This group can also act as the 'consciousness' of the MC when in doubt about certain choices to be made, e.g. future conference speakers.
2) Looking forward: Racism is identified as a specific topic in the wider need for more inclusivity and diversity and there are several obstacles that we may be or may not be aware of that are preventing us from being more inclusive. Becoming more inclusive also means becoming more diverse. Identifying these obstacles can be an important task for the Membership WG, if it is agreed upon. It will take leadership and expertise to help the MC move forward in the wider topic of I&D. There is already expertise available in some of the institutions (e.g. AA's university) that the Council can tap into, and it was agreed that external advice is needed as well. Lack of I&D is connected to the history of CHIs and collections, as put forward in the position paper, and the ENA members could champion this in their own institutions and networks.

MdN reminded that the ENA is already in a way very inclusive and diverse when it comes to the scope of Europe, creating strong bonds between individuals and institutions across all European countries, and that is something to be proud of. The Code of Conduct is a framework, and it will be difficult to always fully act on it. It seems inevitable that sometimes things are said that may be hurtful to some but there should be room for different views, perspectives, meanings, beliefs, etc. Embracing plurality also requires tolerance to people representing opinions that others may find obnoxious.

3. **ENA Communities**

Presentation ([Slides 30-31](#))

● *ENA Communities: Progress updates and Q&A*

Community chairs gave an update on the most recent activities of the six communities. There have been changes to the composition of some of the community SGs; the membership and community

outreach has been growing, there have been new task force proposals, successful webinar series, and new inter-community collaborations and partnerships established in the past few months. As a way to facilitate the inter-community connections, there was a proposal to establish a low profile liaison in every SG to be in touch with the other SGs. The full updates are available in the [progress report](). Councillors, especially the newly elected ones, were encouraged to Join and be active in more than one community.

- *2021 Community work plan discussions on key planned activities and final input from the MC*

The Councillors were divided into [Breakout groups]() in order to provide their input into the 2021 community work plans and to discuss key planned activities of each community in 2021.
- [EuropeanaTech]()
- [Europeana Research]()
- [Europeana Education]()
- [Europeana Copyright]()
- [Europeana Impact]()
- [Europeana Communicators]()

4. **Wrap-up of the day**

Although the discussions of the first day of the meeting created an uneasy and intense start for the new Councillors, it showed that the Council can discuss highly relevant core societal issues in a decent and educated manner, which shows the great capacity of the Council to evolve and grow. In the past years the Council was mainly focusing on administrative processes while now, the current developments and the level of maturity allow for a lively and fruitful debate and willingness and ability of the group to find a common way forward.

Day 2

[Chat day 2]()

5. **Impact of Covid 19 on the CH sector's digital transformation**

Presentation ([slides 36-80]())

- *Sense-making: digital transformation & capacity building - next steps by Nicole McNeilly & Sebastiaan ter Burg*
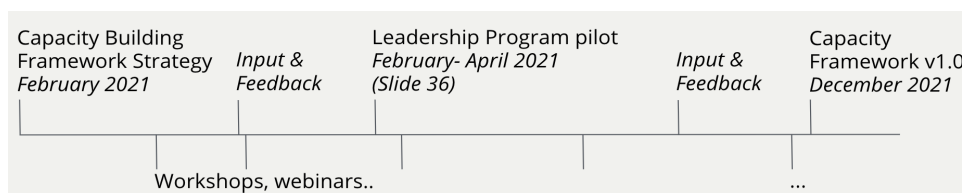
This session was dedicated to the sense-making of the current state of digital transformation and capacity building that Europeana can facilitate in the sector, as a follow up to the round of sensemaking workshops in June 2020. GA explained that digital transformation is a key aspect of the Europeana strategy, and it has been a prominent topic this year due to the impact of Covid-19 and

challenges and opportunities for acceleration of the process it provided to the sector. The aim has been to come up with a joint approach of the EF, ENA and EAF towards the digital transformation and gain an in depth knowledge of how the current crisis has been affecting it. As a concerted effort of the Initiative, this exercise was created for both the MC and the EAF in order to involve and get feedback from both and thereby help shape the common understanding of, and framework around the capacity building.

Digital transformation is both the process and the result of using digital technology to transform an aspect of an organisation's work to help it thrive and meet the needs of its stakeholders. It is also personal: it requires an open and curious mindset, and flexible, collaborative and creative approaches, so that professionals can be agents of digital and social change. It can take place at any scale and level within an organisation. Europeana's role is mostly concerned with digital - transformation that relates to digital collections management and collections infrastructure development, data enrichment, discoverability, collaboration and partnerships, cultural education, and audience engagement and experience. Europeana is tasked to 'make it easier for people to use cultural heritage for education, research, creation and recreation' by empowering digital change. There are areas where Europeana is not directly responsible for digital transformation, therefore the focus here is on the areas where Europeana is best placed to support the sector. There is an overlap between many areas of work and the mutual benefits of digital transformation. Three areas of focus emerged from the analysis of the reports so far, as the issues that were most striking and pertinent to Europeana:

- Digital divide
  - Who has access to digital cultural heritage and is represented in it
  - Between countries and within regional divides
  - Between institutions in each country
  - Within institutions
- Agency for change
  - Transformation is as much about people as a product
- Collaboration is key
  - Finding shared solutions, creating economies of scale

The capacity building framework is the 4th Framework that Europeana aims to manage (beside the publishing framework, licensing framework and impact framework). When visualising frameworks in general one could think of it as a tree. The goal is to develop and implement fundamental components, processes, tools and services given the timeline below:

Capacity Building Framework Strategy February 2021	Input & Feedback	Leadership Program pilot February- April 2021 (Slide 36)	Input & Feedback	Capacity Framework v1.0 December 2021
	Workshops, webinars..		…	

[Exercise 1](#) - Empathy mapping: pains and gains of CHI professionals in the context of digital transformation and the capacity building framework

- The Councillors were asked to think about and to discuss the different perspectives that they personally, they in their organisation, and their organisation nationally have, and

subsequently see what they as a group have in common, what specific needs they have, and make three recommendations for a future dedicated task force.
- Using empathy mapping, the Councillors were then asked to think about their own pains and gains and those of other CHI professionals (personal, in their organisation, and their organisation nationally), considering the four aspects of the digital divide.

Exercise 2 - How to promote real engagement of the cultural heritage professionals

This exercise focuses on how to create a capacity building framework that will have the most impact in how it supports the capacity of the sector, by creating something that people want to interact with and build on. Each group was asked to think about their priorities and what is feasible.

- Group 1: How can we create agents of change at all levels of an organisation's work?
- Group 2: How can we address the digital divide, in all its levels?
- Group 3: How can we encourage the development of shared solutions and innovation through collaboration (within and outside of the sector)?

The Councillors were again asked to discuss the different perspectives that they personally, within their organisation, and their organisation nationally have, and see what they as a group have in common, what specific needs they have, and to make recommendations for the future task force.

Plenary discussion

The groups discussed their findings and recommendations for the capacity building framework. The Councillors were then asked to provide additional feedback on the definition and understanding of the digital transformation in a Google doc by mid December 2020. They were also asked to share their ideas on how we take this to the ENA and the communities, and to volunteer to take it forward with the EF team. StB and NM will share the findings of this meeting, review and implement the changes to the definition, and set out next steps for the capacity building framework.

→ **Action2020-26: Councillors - to provide further input on the sensemaking exercise and inform the office on Basecamp if interested in participating in the capacity building work more actively.**

6. Europeana Initiative and Association business

Presentation (Slides 81-116)

In reaction to the discussion of the previous day on I&D, HV presented a proposal for next steps that the MC could take in collaboration with the EF and EAF as a constructive way to move forward:
- A series of workshops with ENA members, EF staff and aggregators
- Led by experts in the field of I&D
- Should have a natural connection to the capacity building framework, i.e. with the need to develop empathy to help us hold and participate in these discussions
- Should look at what is being done at sectoral level, how can we support and feed into it

- Could be similar to the sense making workshops (with a clearer focus and targeted outputs)
- Result: a report / recommendations on tangible actions in this area for each of the organisations leading the Europeana Initiative
- Starting most likely in Q1 2021
- A possibility to reserve a budget of 15 000 Euros from the overall Europeana budget

Aims and scopes:
- Must be defined by representatives of the ENA/EF/EAF in consultation with external experts
- Should be broad enough (diverse and inclusive)
- Should inform the work of the proposed Task Force / Working Group
- Could include a definition and scope of I&D for Europeana, priority areas (i.e. racism), and activities (i.e. bias training)
- Could follow the Impact methodology (i.e. identify desired areas of change, outcomes, activities and ways of measuring progress)
- Key aim: to get a better understanding of the scope of the problem space, the areas that we want to take responsibility for and have an impact, and to identify meaningful ways forward

- *Foundation updates*

AV updated the Council on the latest EF governance changes. The EF Governing Board has successfully transitioned into the new Supervisory Board (SB) and Advisory Board (AB). The preparatory and member selection process took about a year, and the next and final step will be to change the EF statutes and bylaws. Both ENA and EAF are represented on both Boards.

The fundamental role of the new AB is to:
- Share expert insight, knowledge and network
- Extend strategic thinking of EF
- Give recommendation on new projects, initiatives, opportunities/risks and sector trends
- Foster connection, networking and advocacy
- Be voice of the sector and represent domains/players

With regards to the staff update, during the Covid-19 period, the EF hired ten new employees and currently has 63 staff members. The recruitment process for hiring a new User Engagement Director is underway. The EF has been involved in 9 project proposals for Generic Services 5 call. The second year of the Core Service Platform (DSI-4) ended in August 2020 with a positive evaluation of achieved targets. AV presented the EF activities timeline in terms of infrastructure and product development, discoverability, data quality and capacity building.

- *Aggregators' Forum update*

ZM gave an update on the latest activities of the Aggregators' Forum (EAF). A closer coordination of activities has been facilitated between EAF, ENA and EF in various areas. Following ENA's example, the EAF steering group has been working on the first ever annual report for 2020 and activity plan for 2021. ZM has facilitated more EAF activity coverage in Pro blogs and the Network newsletter. With regards to the operations, the EAF has started the process of reviewing and improving its current accreditation scheme. Various task forces and working groups have been active throughout

the year: working group on IIIF & Europeana, Aggregator User Group, and Aggregation policy task force. In early 2021, the EAF aims to set up a task force on 'training and knowledge base', and a new working group for national libraries. The EAF steering group is also going to have a meeting with the MB in February 2021.

- *[Aggregation policy recommendations for the DCHE](#)*

The Aggregation policy task force, which was active between July and October 2020, has produced [Aggregation policy recommendations](#). FT explained the system of national, regional and thematic aggregation and the origins of the aggregation policy related activities within the framework of the Common Culture project in 2019. The policy draft was presented for the first time at the Europeana presidency event in Romania, and the discussions continued at the EAF Spring meeting in May 2020. The recommendations, finalized by the task force, were approved by the EAF at their autumn meeting, and subsequently presented by FT and Marco Rendina at the 8th DCHE meeting in October.

The need to create this kind of policy recommendations came from the long term lack of national strategies, inability of CHIs to meet digitisation targets, not being represented in a balanced way at the national level, and struggling to represent diverse interests of CHIs.

The recommendations and proposed actions include:
- Public and funded member state digital strategy
- Member state mandates for aggregation into Europeana and national digital strategy
- Role of aggregation properly recognized in Digital Europe Programme (DEP)
- Clear digitisation targets
- Availability through aggregators and Europeana

The aggregation policy can provides the following benefits:
- More constant and stable digitisation into Europeana, better coordination of the process
- More collaboration, knowledge and expertise sharing between the national, regional and thematic aggregators
- Possibilities for joint training and capacity building
- Possibilities to better address multilingualism (which is highly relevant with regards to the aggregation process since people who create metadata and analyse acalogues in collections for metadata should be multilingual)
- Better represented dispersed communities and feeling of a shared history around Europe

The member states haven't yet reacted to the presented policy recommendations but the Commission representatives found it useful and relevant.

- *ENA Budget update & expected changes under current circumstances*

FT updated the MC on the current state of the ENA budget. About 10 000 Euro was originally allocated for MC travel costs, and other costs but due to Covid-19 crisis, the budget has been seriously underspent. Therefore, the MB has asked the community SGs to repurpose their unspent budget on activities other than meetings. Over the period of January - September 2020, only € 351

was spent. This was much less than budgeted and it is foreseen that only up to 36% of the budget will be spent by the end of the year. Communities were asked to relocate their unspent 2020 budget to their 2021 budget. Once the 2020 budget figures are finalized, ENA will return a substantial amount to the EF to be able to re-allocate this budget towards other parts of the network such as running task forces under the EAF, which will also directly benefit the ENA. In 2021, out of the total ENA budget of €49 500, € 32 000 will be allocated to community activities.

- *ENA Climate group work update: recap on the Europeana 2020 session*

BF, PS and KD on behalf of the ENA Climate Group updated the MC on activities of the group since summer. The Group actively participated in the programme of the Europeana 2020 conference with the following topics:
- [GLAM for Future: An editable collection of climate actions by GLAM-institutions](#)
- [Be aware of your digital carbon footprint - a toolkit how to reduce your emissions while operating the digital turn](#)

The Group has also produced a blog post related to the climate crisis in 2020 called "[12 Ways to make your internet usage more green](#)".

- *EU Consultation*

The collective response to the EC consultation was created in the form of a common position paper on behalf of the Initiative (EF, EEA and EAF) over the summer. The initial feedback from the EC on the response they received to the consultation was very positive, and a more formal assessment is expected in the coming weeks.

- *ENA Impact Assessment report*

The [final report](#) is ready to be published. The review that the Councillors provided has helped the EF team validate the results of the satisfaction and impact survey from June. The findings will be further assessed, possibly by the future ENA Membership / I&D working group in order to further explore the membership potential, and find new ways to actively involve ENA members.

7. Q&A, wrap-up and next steps

Presentation ([Slides 117-121](#))

To conclude and evaluate the meeting, the newly elected Councillors were asked to share their first impressions. They said they were impressed with the amount of activities taking place across ENA, and admitted it was a lot to digest and they will need a clear set of actions to see where and how they can contribute next. They also found the sessions interesting and useful and appreciated the warm welcome and the opportunity to get to know the Council's spirit. The Councillors agreed it was a pity that they couldn't meet in person, which would have made the intense discussions much

easier. Nevertheless, Councillors appreciated having the opportunity to take on new initiatives related to recent events and important long term societal issues, which is a positive sign of the ENA maturing.

MdN encouraged the new Councillors to contact the Board members or to post a message on Basecamp if they would find it useful to have a buddy among the longer standing Councillors.

Finally, the Council said goodbye to the six leaving Councillors and Board members, whose term will come to an end at the end of the month - MdN, SdG, SB, EE, KF, and MS - and thanked them for their long term commitment and invaluable contributions to the successes of the Council and the ENA. MdN, SdG and SB will also step down from the Board and given that the Board currently has seven members, in the January election there will be two open seats (to have the regular number of six members). MdN encouraged Councillors to step up in this election.

The next meeting will again take place in digital form in March 2021.

→ **Action 2020-27: ZM - to inform the Council about the date of the next meeting.**