

CIMCIM STRATEGIC PLAN 2022–2025

ICOM MISSION

We connect and represent museum professionals across the world and provide a network for sharing **knowledge and practice**.

We advocate at an international level for the vital role that museums play in supporting **peaceful, healthy and sustainable communities**.

CIMCIM MISSION

As an international committee, CIMCIM works within the framework of ICOM in fostering connections amongst, advocating for and advising museums and collections of musical instruments and music of all kinds.

As an organization that promotes high-professional standards, CIMCIM supports ICOM's Code of Ethics in providing a global platform to discuss state-of-the-art, best-practice solutions related to tangible and intangible musical heritage, particularly in the context of museums.

As a worldwide and inclusive committee, CIMCIM aims at a mutual understanding of different cultural practices and viewpoints with respect to musical instruments and music in supporting active dialogue and exchange between all stakeholders.

Strategic Plan overview

– Three strategic pillars

- **DEIA**
- **Sustainability**
- **Provenance**

– **Activities** *according to Annual Report Structure*

- **Annual meetings**
- **Training and research activities**
- **Communications**
- **Networking**
- **Governance**

– **Roles and responsibilities**

– **Guiding principles**

Three strategic pillars

**CIMCIM fosters ethical music museums globally, nationally, and locally.
Music museums are agents of change.**

1 DEIA

diversity
equity
inclusion
accessibility

2 Sustainability

environment
climate change
materials

3 Provenance

research
decolonization
spoliation
human remains
repatriation
stolen objects

1 DEIA

What this looks like	How will we get there	Implementation	Monitoring
<p>Music museums create “peaceful, healthy and sustainable communities” for all.</p> <p>CIMCIM promotes DEIA and representation in the CIMCIM network.</p> <p>CIMCIM promotes DEIA in local practices.</p> <p>CIMCIM works due to member participation and contributions.</p>	<p>Raise awareness of DEIA on all levels: personal, research, institutional, national, and international</p> <p>Exchange knowledge; develop and refine best practices</p> <p>Increase membership in underrepresented areas for CIMCIM, particularly LAC</p> <p>Continue collaborations with African members and institutions</p> <p>Possible response to 2025 Dubai GA</p> <p><i>Engage with the new ICOM museum definition</i></p>	<ul style="list-style-type: none"> • Theme of 2023 Meeting • Establish CIMCIM national/local/regional ambassadors • Secure Social Media Manager • Hybrid conferences mandatory • Shorter annual meetings (e.g. 3 days) • Reduce participation costs as much as possible, including making online participation low cost or free when possible • Online annual business meetings, including triennial General Assembly (GA) • Survey LAC museum professional network to determine needs and wishes • Determine which key CIMCIM documents should be translated into Spanish and French 	<p>Establish follow-up to measure activities</p> <p>Deliverables:</p> <ul style="list-style-type: none"> • 2023 annual meeting Proceedings • Workshops/forums/conferences • International Directory realised • Key CIMCIM documents translated into Spanish & French • Possible CIMCIM position statement on DEIA related to 2025 Dubai GA • Possible additional or alternate plan for 2025 Dubai GA

2 Sustainability

What this looks like	How will we get there	Implementation	Monitoring
<p>CIMCIM engages with the current climate crisis and makes a commitment to further sustainable practices.</p> <p>ICOM-WGS Vision “...To foster the development of research and strategies on museum sustainability and climate change thereby empowering the museum family, our visitors and our communities to help secure a sustainable future for all the inhabitants of the planet, human and non –human.”</p>	<p>Connect with the ICOM Working Group on sustainability, i.e., the new Sustainability IC, and ICOM Resolution (Agenda 2030, Transforming our World)</p> <p>Raise awareness and engage with the United Nation’s 17 Sustainable Development Goals</p> <p><i>Engage with the new ICOM museum definition</i></p>	<ul style="list-style-type: none"> • Appoint a liaison(s) to ICOM Sustainability IC • Identify strengths & weaknesses around sustainable development strategies within museum institutions • Develop a clear definition & tasks of how music museums can contribute to achieving congruency with ICOM–WGS & UN • Raise awareness of sustainability issues, including the model for the sustainable museum: ‘sustainability star’ 	<p>Establish follow-up to measure activities</p> <p>Deliverables:</p> <ul style="list-style-type: none"> • CIMCIM statement on website in alignment with ICOM, ICOM Sustainability IC & UN • Member/museum checklist of actions to uphold the WGS Sustainable Development Goals (SDGs) and the Paris Agreement • Resource page on website with resources on changing museum conservation standards, based on recent French, Swiss, and other countries’ documents

3 Provenance

What this looks like	How will we get there	Implementation	Monitoring
<p>CIMCIM is the global voice for music museums clarifying best practices for provenance.</p>	<p>Establish a core WG for music museums</p> <p>Identify and assess the main issues at hand relevant to CIMCIM</p> <p>Establish one to three task forces for each issue is/as needed</p> <p>Survey CIMCIM community</p> <p><i>Engage with the new ICOM museum definition</i></p>	<ul style="list-style-type: none"> • Define the steps/best practices/activities to take • Identify resources needed • Instigate a future plan for enactment (activities, guidelines, networks, etc.) • Panel at 2023 annual meeting 	<p>Establish follow-up to measure activities</p> <p>Deliverables to be determined by WG and taskforces, e.g.:</p> <ul style="list-style-type: none"> • Survey results • Workshops/forums • CIMCIM report(s) on provenance issues and best practices • Provenance bibliography and other resources on website • Stolen instrument list(s) or database

Annual meetings

- **2023 Netherlands**
 - DEIA theme
 - Provenance panel
- **2024 Mexico City** (+ possible excursion to Oaxaca)
- **2025 Dubai**: ‘The Future of Museums in Rapidly Changing Communities’
- **2026 Tblisi, Georgia**

- **Annual meeting deliverables**
 - [2023] CIMCIM Conference Proceedings, China 2018 with CCMI (Chinese Association of Music Museums)
 - [2023] CIMCIM Conference Proceedings new series launched: Japan 2019, London 2021, and Prague 2022
 - Guidelines document for process, production, and timeline for proceedings series publications
 - Guidelines with roles and responsibilities (including budget template) for annual meetings posted on website
 - Annual travel grants awarded, including to support Young Members

Training and research activities

– CIMCIM’s Conservation Interest Group

- Hold 1-2+ online meetings annually, including, including opportunities for exchange, such as time before or after meetings
- Host these online meetings in various formats, including workshops, trainings, and dedicated open forums for news, activities, and discussions on current activities and/or predetermined topics
- Encourage open attendance by CIMCIM community outside of Conservation specialists
- Facilitate communications for and visibility of Conservation activities and practices, as well as support colleagues, particularly young professionals to encourage information sharing and networking
- Engage with three Strategic Plan pillar themes

– MIMO Membership information webinar and training series

- Information webinar(s) about Membership and FAQ
- Practical and workshops and technical training on key topics: e.g., data cataloguing standards for descriptions, including controlled vocabularies; The MIMO Digitisation Standard and efficient and low budget photography set-ups and techniques; audio and video considerations, including copyright; 3-D imaging, including MUSICES standards; Metadata Mapping and OAI-PMH Implementation Guidelines

Training and research activities, continued

– Working Group for Classification

- New WG leader appointed for sustainability
- New connection to MIMO

– Working Group for Sigla

- Chair to train 1-2 new member(s), including young member, for sustaining WG memory and future operations
- Written documentation of process and procedure

Communications

All Chairs of WGs and interest groups, Liaisons, Editors, and the Deputy Ambassador present a report at the annual CIMCIM Business Meetings, relating activities to the Action Plan.

The Board shares news periodically with the membership to maintain transparency via the established initiatives below:

– ListServ

– Bulletin

- Appoint new Editor
- Establish new position of Production Manager (500 Euros)
- Increase Editorial Board + 1 or 2 (including a young member if possible)

– Social Media

- Work according to Communications WG recommendations (presented 2022)
- Establish new position of Social Media Communications Manager

– Website

- International Directory
- Publications: Proceedings; Bulletin
- Possibly functionality survey (author: Vera de Bruyn)
- New resources for three pillar themes
- Website updated with news + any other above-mentioned deliverables, publications, reports, resources, etc.

Networking

- **International Directory**
- **CIMCIM Ambassador network**
 - Ambassador (national, regional) as liaison
 - Informal structure: communications, meetings, document translations, enhancing membership, etc.
- **MIMO**
 - New CIMCIM liaison to MIMO
 - Memorandum of understanding (MOU)
- **Association Répertoire International d'Iconographie Musicale (RIIdIM)**
 - Secure new liaison, network with RIIdIM
 - Liaison to present at annual meeting, in *Bulletin*, or other
- **ICs, NCs, RCs, other?**
 - Colloquium with ASINPPAC (LAC) and conservation network
 - Ongoing invitation considerations for activities/collaborations, including ICs, NCs, RCs, and possible external guests and institutions

Governance

– Processes and Procedures documents (see above)

– Board

- Increased Board size (2 more members)
- Increased co-opted members (1 more member)
- Periodic meetings of Executive Board and Advisory Board

– Membership campaign 2025

- Goal: Increase membership 20% (overall, i.e., institutional + individuals)
- Goal: Add 8 new countries with memberships not currently represented
- Track membership openly 2/year (dues and annual meeting) towards goals
- Membership campaign to follow International Directory publication

Roles and responsibilities

CIMCIM Executive Board

Chair, Christina Linsenmeyer (ICOM-US)
Vice Chair: Emanuele Marconi (ICOM-France)
Secretary, Marie Martens (ICOM-Denmark)
Treasurer, Pascale Vandervellen (ICOM-Belgium)

Ambassadors

Deputy Ambassador,
Giovanni Paolo Di Stefano
Along with national and regional
Ambassadors

CIMCIM-MIMO Liaison

Saskia Willaert, CIMCIM-MIMO Liaison
Christina Linsenmeyer, MIMO Board

CIMCIM Advisory Board

Murat Alihan (ICOM-Turkey)
Christian Breternitz (ICOM-Germany)
Sabari Christian Dao (ICOM-Burkina Faso)
Sarah Deters (ICOM-UK)
Jean-Philippe Échard (ICOM-France)
Manu Frederickx (ICOM-US)
Jimena Palacios Uribe (ICOM-Mexico)
Saskia Willaert (ICOM-Belgium)

Co-opted Board Members

Arnold Myers (ICOM-UK)
Giovanni Paolo di Stefano (ICOM-Netherlands)
TBD
TBD

**CIMCIM-ICOM
Sustainability Liaison**
Christian Breternitz

**RiDIM-CIMCIM
Liaison**
TBD

Roles and responsibilities, continued

CIMCIM Provenance WG

Chair: Emanuele Marconi

Sabari Christina Dao
Jean-Philippe Echard
Carla Shapreau

Task forces TBD

Possible topics:

- research
- decolonization
- spoliation
- human remains
- repatriation
- stolen objects list
- Nazi-era

Conservation Interest Group

Co-Chair: Sebastian Kirsch

Co-Chair: Manu Frederickx

Jimena Palacios Uribe

CIMCIM DEIA Group (WG or Interest Group)

Chair: Sarah Deters

Murat Alihan

Faizzatus Sa'diyah

CIMCIM Sustainability WG

Chair and CIMCIM Liaison to
ICOM Sustainability IC:

Christian Breternitz

Classification WG

Chair: Saskia Willaert

Arnold Myers
Matthew Hill

Sigla WG

Chair: Arnold Myers

Giovanni Paolo di Stefano
TBD

International Directory

Chair: Giovanni Paolo di
Stefano

Social Media Manager

TBD

Proceedings

Proceedings Series Co-
Editors (2023-): Marie
Martens & Sarah Deters

Proceedings Series Editor
(2018-2023): Christina
Linsenmeyer

+ Annual committee editors

Bulletin

Editor: Jean-Philippe
Echard

Editorial Board:

Heike Fricke
Arnold Myers
Mimi Waitzman

Production Editor: Jonathan
Santa Maria Bouquet

Guiding Principles

- CIMCIM fosters ethical music museums globally, nationally, and locally.
- Music museums are agents of change.
- CIMCIM supports the mission of ICOM and its by-laws, Code of Ethics, sustainability resolution.
- CIMCIM supports the UN Agenda 2030: “Transforming our world” for crises and sustainable future.
- CIMCIM uses existing initiatives (e.g., annual meetings, *Bulletin* newsletter, CIMCIM-L, website and social media communications, WGs) to support and facilitate Action Plan aims in a simple manner to maximize impact.
- CIMCIM reviews its intentions, clarifies actions, and celebrates milestones

VISION What this looks like	INTENTION How will we get there	ACTION Implementation	OUTCOME Monitoring and deliverables
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