



CAPC Newsletter

September 2020

President's Message

Since March 2020, two issues have pre-occupied the CAPC Board: COVID-19 and anti-racism. In both cases, we have been thinking about what our organization can and should be doing with its limited resources. In response to the pandemic, we posted a resource list on our website to help members navigate protocols and relief programs in different parts of the country, linked to CCI's COVID-specific recommendations for cultural heritage institutions, and encouraged public and private collectors to use the CAPC Directory to find a conservator who could provide customized recommendations. From the beginning, we recognized that the most serious impact of the pandemic on the conservation profession will be the inevitable cutbacks as governments and organizations try to manage their deficits and figure out how to operate in a very different physical, financial and cultural environment. History tells us that our low-profile field is a likely target for cuts. Our task now is to determine how we can most effectively advocate for retaining (and even expanding!) conservation jobs and project funding.

With regards to the groundswell of concern regarding the lack of diversity in the conservation field, the power differential between originating communities and conservators making decisions about cultural resources, and the colonial systems that created and perpetuate these inequities, the Board is preparing a statement and an action plan. We hope to engage all members in tangible efforts to promote racial justice at work.

In addition to addressing these critical issues, CAPC continues to fulfil its core objectives. The first of these is the accreditation of conservators. Through accreditation and other means, CAPC is committed to raising the standards of conservation in Canada. We identify those who practice at a professional level, we require Continuing Professional Development so that members continue to practice at a professional level, and we provide a complaint process whereby members who are not practicing at a professional level are required to improve or face expulsion from the association.

CAPC advocates for the need for professional conservators to be hired in the public and private realms, which is a service to the profession but, more importantly, to the public whose art and heritage we preserve.

Members regularly contact us with ideas on how CAPC can better accomplish its mission, and each suggestion is discussed by the Board. At every meeting, we talk about what initiatives will move forward and which ones will have to wait until we have

time or can find volunteers. The unfortunate reality is that there are restrictions on the amount we can do based purely on the number of members (around 80), the number of those members who have time to contribute to CAPC initiatives, and the number of hours those volunteers can each give.

Given our numbers, I find it extraordinary how much we accomplish. Sometimes this isn't apparent until you make a list, so here are all the things that volunteers do for the organization:

- Processing new applications, organizing and holding Boards of Examination, and processing new members
- Improving the application process, e.g. developing documentation guidelines for applicants, developing BoE evaluation templates
- Managing membership renewals, including CPD
- Administering grant programs
- Administering the annual Award of Distinction
- Managing the CAPC Mentorship Program
- Managing CAPC finances
- Managing the CAPC website
- Managing CAPC documents and archives
- Managing the translation of communications and documents
- Managing our relationship with CAC
- Working on joint projects with CAC, e.g. the Canadian Collections Care Survey, the Hiring Resource Working Group, the COVID-19 Surveys, the "What is Conservation?" brochure, the Code of Ethics
- Updating By-laws and Rules & Regulations to reflect new policies and procedures
- Responding to current issues affecting members and the profession as a whole, e.g. diversity and anti-racism in conservation, COVID-19
- Responding to members' questions, requests and concerns, e.g. a Retired Members Class
- Responding to complaints against members
- Responding to conservation job ads where there are issues regarding qualifications and/or compensation
- Responding to requests for comment and/or information from the media
- Organizing and engaging in advocacy initiatives, e.g. #AskAConservator day, publications, meetings with allied organizations (IIC, CCI, CAHP, ICCROM, Queen's Art Conservation students)
- Organizing and hosting the Annual General Meeting
- Arranging for CAPC's presence at the CAC Annual Conference
- Finding new Board members and volunteers
- Writing CAPC Newsletters ☺

Thanks to dedicated volunteers, I believe that CAPC does good work on behalf of its members while also benefiting the broader conservation profession and the public.

Every year sees carefully selected initiatives that make a positive impact. Please keep your suggestions and comments coming and, if you have not yet volunteered for CAPC and have the time, please consider doing so! Contact me, Fiona Graham, at president@capc-acrp.ca

New members

We are delighted to welcome the following new members to CAPC:

- Mireille Brulotte (Wood)
- Lauren Buttle (Archival Materials)
- Majid Ghaziantafrihi (Metals)
- Jacqueline Riddle (Objects)

Many thanks to those who volunteer their time and expertise on Boards of Examination!

Retired Members Class

As explained in an email last month, a vote on the revised proposal for a Retired Members Class must be postponed until our next AGM in May 2021. A vote that alters CAPC's membership structure must take place at either an Annual General Meeting or a Special General Meeting. Unfortunately, the provision for a Special General Meeting was inadvertently left out of the revised 2015 Bylaws so we must wait until the AGM. The text of the vote along with the report containing the revised proposal as well as the survey results and comments will be sent to you prior to the AGM.

Bylaws

In addition to the vote on a change to the Bylaws to allow for a Retired Members Class, there will also be a vote at the AGM on reincorporating the provision for Special General Meetings.

The Rules & Regulations referenced in the Bylaws also require updating to reflect new numbering and terminology, new and revised policies and procedures, and new standards for pronouns. Given the extent of the proposed revisions, we will be circulating the draft revision to the membership for comment. Expect to see the draft within the next two months.

Continuing Professional Development (CPD)

For most of our membership, 2020 marks the end of the first 4-year review period of CAPC's Continuing Professional Development requirement, initiated in 2017. Members will have until the end of 2021 to report CPD activities undertaken in 2020 and have it count towards their 4-year average. We encourage all members to take some time now and review your CPD activities from 2017-2020 to see if you have sufficient hours to meet the average yearly requirement (20 hrs/yr = regular requirement; 10 hrs/yr = reduced requirement). Please check the CPD Policy if you have any question

about the number of hours you need to fulfill the requirement. For those members who haven't submitted annual CPD reports, your 2020 report will be your last chance to account for your professional development. There are still a few months left in 2020 to pile on extra CPD activities if you were short in previous years. It's not too late to get out there and get learning!