



# IFLA Annual Report 2019

## IFLA – the global voice of the library and information profession

**IFLA puts libraries on the global stage and helps them develop.** We are the global voice and represent the brightest minds of the library and information profession, with an **active network of more than 1,400 Members – leading institutions and players in the library field – in over 150 countries** around the world and well-established relations with the United Nations and other international organisations. Together with our Members we work to set the professional agenda and develop standards of providing library services, to improve access to information and cultural heritage resources, and to advocate for the place of libraries at the heart of local and global policies.

### Aims

IFLA is an independent, international, non-governmental, not-for-profit organisation. Our aims are to:

- Promote high standards of provision and delivery of library and information services
- Encourage widespread understanding of the value of good library & information services
- Represent the interests of our members throughout the world.

### Core Values

In pursuing these aims IFLA embraces the following four core values:

1. the endorsement of the principles of freedom of access to information, ideas and works of imagination and freedom of expression embodied in *Article 19 of the Universal Declaration of Human Rights*
2. the belief that people, communities and organizations need universal and equitable access to information, ideas and works of imagination for their social, educational, cultural, democratic and economic well-being
3. the conviction that delivery of high-quality library and information services helps guarantee that access
4. the commitment to enable all Members of the Federation to engage in, and benefit from, its activities without regard to citizenship, disability, ethnic origin, gender, geographical location, language, political philosophy, race or religion

### Relations with Other Bodies

We have established good working relations with a variety of other bodies with similar interests, providing an opportunity for a regular exchange of information and views on issues of mutual concern. We have Formal Associate Relations with UNESCO, observer status with the United Nations, associate status with the International Council of Scientific Unions (ICSU) and observer status with the World Intellectual Property Organization (WIPO) and the International Organization for Standardization (ISO). We have observer status with the World Trade Organization (WTO).

In turn, we have offered consultative status to a number of non-governmental organisations operating in related fields, including the International Publishers Association (IPA). We are also members of the International Committee of the Blue Shield (ICBS).

### IFLA's Strategic Programmes

IFLA's Strategic Programmes enable the continuation of our advocacy and development goals in areas such as access to digital content, copyright limitations and exceptions, freedom of access to information, libraries and development, preservation and conservation, and library standards.

### Regional activities, Language Centres and Headquarters

Three Regional Offices in South Africa, Singapore, and Argentina work in coordination with regional sections representing Africa, Asia and Oceania, and Latin America and the Caribbean. IFLA has four Language Centres whose role is to contribute to more effective communication within the relevant language communities (Arabic, Chinese, French, Russian, and Spanish) and with the IFLA bodies involved. IFLA's Headquarters is located in The Hague, The Netherlands.

### Sections and Special Interest Groups

Members and professionals work together through IFLA's 44 Sections and 13 Special Interest Groups to further the development of the profession. Sections specialise in a particular type of library and information service, or an aspect of library and information science, or in a geographical region. Sections cover topics ranging from academic libraries to association management. Special Interest Groups enable discussions of professional issues that cut across library sectors, such as, Big Data, and national information policy.

# Our Highlights

---

*In another year of achievements for IFLA, it is as ever hard to identify particular highlights amongst all of the work done by our Governing Board, Professional Units, Headquarters team, Regional Offices and Preservation and Conservation Centres and Language Centres. Nonetheless, a key highlight has clearly been the agreement and presentation of IFLA's Strategy for 2019-2024. This is not only a key milestone in IFLA's transformation, but also offers a crucial tool and reference point for the library field globally in developing plans and identifying opportunities for collaboration. It is the subject of its own section below. Other key moments this year, set out first, were our 2019 President's Meeting in Buenos Aires, Argentina, and the opening of our Ideas Store to the world.*

## **President's Meeting 2019**

Buenos Aires, Argentina, provided the location for IFLA's 2019 President's Meeting, focusing on *Motors of Change: Libraries and Sustainable Development*. The meeting brought together over 200 members of our field in order to discuss the opportunity that the UN Sustainable Development Goals provide for libraries, and how libraries in turn contribute to their achievement.

The 2019 Development and Access to Information report provided the foundation for this work, with each authors of the five thematic chapters – focused on education, employment, equality, climate change and governance – participating in panels alongside local experts and representatives from three different United Nations agencies. Coming just a day after the Forum of Ministers of Culture of Latin America and the Caribbean, it provided an excellent opportunity to deepen knowledge and build momentum towards full and meaningful inclusion of libraries in national development strategies.

We are very grateful to the Library of Congress of Argentina for its support, alongside the Mariano Moreno National Library, the Ministry of Education, Culture, Science and Technology of Argentina, the Museum of Fine Arts, Buenos Aires, and the Friends of the Museum of Fine Arts, and our other sponsors.

## **Ideas Store Expansion**

As with any sector facing change, innovation is essential for success. One of the most inspiring parts of the Global Vision process was the wealth of ideas that exist across the library field for doing things differently and improving the way we work together and serve our users.

IFLA wanted to ensure that all the ideas shared could benefit everyone and become a powerful means of helping libraries around the world to connect and share. To do this, we launched the IFLA Ideas Store in 2018 – the biggest store of ideas for improving the global library field – and invited everyone, both through workshops and online, to submit their own suggestions.

After a year of bringing these ideas together and organising them, we were proud to open our Ideas Store to the public at WLIC 2019. Thanks to intense work to classify and tag each idea, the Ideas Store makes it easy to search for ideas by theme, by region, and by the opportunities identified in the Global Vision report.

With over 1000 ideas already included, and many more to come, the Ideas Store is set to become an ongoing reference point for libraries everywhere.

# The IFLA Strategy 2019-24: Realising the Transformation

---

In a rapidly changing world, access to information and the skills to use it are sources of inspiration, innovation and liberation. Yet if we want tomorrow to be as equitable as it is prosperous, we need to ensure that everyone can enjoy the possibilities that information brings. This is why strong and effective libraries are as important as ever for the communities they serve – researchers, decision-makers, students, ordinary citizens and others.

Without our institutions, individuals, communities, nations risk being left behind, on the wrong side of an information divide. In turn, strong and effective libraries rely on a strong and effective IFLA, bringing the global library field together. They need a space where ideas are shared, energies are gathered, tools are developed, and connections are built in order to improve the ability of libraries everywhere to deliver.

To realise its ambition to lead and support the field into a new decade, IFLA therefore needed an ambitious strategy – one that can unite the field, providing both a direction of travel, and a framework for cooperation in order to get there. This is the goal of IFLA’s Strategy 2019-2024, launched at the 2019 WLIC in Athens, Greece. The Strategy represents a key point in IFLA’s overall development, and a reference point both for our Federation and the library field as a whole.

On the following pages, we therefore share the highlights of the journey IFLA has taken so far, and where we are going next.

## A Strong Starting Point

In 2017, IFLA turned 90. Over this time, the Federation had grown and diversified, building new areas of expertise and new relationships with external stakeholders. With members from all continents and all parts of the field, and a record of supporting development at the individual, institutional and association level, IFLA already had a unique reach and capacity to lead the field.

Significantly, IFLA was also confirmed in 2017 as one of the three ‘Legacy Partners’ of the Global Libraries Program of the Bill and Melinda Gates Foundation. This opened up exciting new possibilities not only to expand existing activities, but also to add new ones that would significantly strengthen the support IFLA could provide to the field.

The Federation also had a new Secretary General, Gerald Leitner, who joined IFLA in 2016 after a long and successful leadership of the Austrian Library Association. Gerald brought with him a desire to consolidate and build on IFLA’s exceptional record by initiating a Global Vision process which would enable the Federation to realise its potential to strengthen and unite the global library field.

Faced with dramatic economic, social, cultural and technological changes, the library field could not afford to stand still if it wanted to continue to fulfil its mission to serve communities. IFLA itself therefore needed to move up a gear in order to provide the support necessary to do this. Our organisation needed not just to evolve, but to transform, according to an ambitious development roadmap with a new vision and strategy at its heart. This would not just be a case of adding more activities to those already led by IFLA’s Headquarters. Rather, it would be necessary to bring together the efforts and energies not only of all parts of IFLA – in particular our Professional Units – but also of all parts of the global library field.

## A Shared Vision

A vital first step towards mobilising libraries globally was to build a common understanding of the challenges faced by the field, and of the goals we wanted to achieve together. To achieve our ambitious goals, we needed to have an ambitious process. We needed a truly inclusive conversation, to which everyone would be invited, and which would allow us to define solutions together. These principles – inclusiveness, listening and co-creation – were at the heart of the Global Vision initiative initiated in Athens, Greece by Gerald Leitner in April 2017.

Drawing on the insights shared during the 2017 IFLA President’s Meeting hosted by Donna Scheeder, a workshop brought together IFLA’s Governing Board and two representatives of each of IFLA’s Sections, Special Interest Groups and Advisory Committees – 133 people in total. Over two days, participants started to explore the strengths, the priorities, and the concerns of libraries worldwide.

In the space of just a few months, six regional workshops followed around the world, where 202 participants from 137 countries explored these same key themes further. Upon returning home, they held their own workshops, drawing on a handbook prepared by IFLA, and sharing over 120 reports. In parallel, the representatives of IFLA's Professional Units also held calls and meetings, providing a further 57 reports with rich insights into the needs of the library field.

IFLA WLIC 2017 in Wrocław provided yet another opportunity to engage the library field through an open session, before we opened an online survey in order to allow librarians to share their views. Collectively, these different channels allowed us to hold a conversation which exceeded our own expectations and set a new standard for our organisation and others.

Together, over 30 000 people participated, including over 8000 through workshops, with half a million years of library experience between them. Librarians from all but three United Nations Member States shared their views. The results of this conversation – 600 000 lines of data – provided the basis for an intense analysis that allowed IFLA to prepare the Global Vision report presented at the IFLA President's Meeting in Barcelona in 2018, chaired by IFLA's President 2017-19, Glòria Pérez-Salmerón.

In this report, we identified ten highlights, addressing key themes for the field from advocacy to young and new professionals, and from preservation to technology. Matching each of these highlights, there was also an opportunity – an area where the library field needed to concentrate its efforts to go further. Moreover, the report set out a key finding: that we have strong shared values but need to be able to adapt our actions to the needs of libraries at the local, national, and regional levels around the world.

Crucially, in addition to the Report Summary, the first phase of the Global Vision initiative launched a conversation that brought libraries together. It catalysed a process that saw thousands of members of the field engage and share their energy and enthusiasm in order to build the future. As such, it gave IFLA a springboard for the next phase of our work.

## From Vision to Actions

The presentation of the report in March 2018 by the Secretary General was only the halfway point. It outlined a shared understanding of our starting point, and the direction IFLA needed to take in order to support the library field. The next step, however, was to define the strategy that could make the bridge from vision to action.

Once again, success would rely on inclusion, listening and co-creation. It also offered an opportunity to reinforce the achievements of the first phase – the engagement and mobilisation of energies and ideas from across the field, in support of a strong and united library field. IFLA therefore once again brought together two representatives of each of our Professional Units, as well as all members of our Governing Board, in order to launch the next step.

Working together, our Governing Board and Professional Unit representatives started reflections on how to turn the opportunities identified in the Global Vision report into realities. Crucially, they started to develop ideas for action – concrete steps that IFLA and the wider library field could take. Just as setting our starting point and overall direction depended on drawing on all our strengths, so too would the process of defining the actions that would get us there.

IFLA therefore again organised six regional meetings, in order to give representatives of as many national library fields as possible the chance to engage. And again, the participants in these meetings held their own national workshops. Similarly, IFLA's Professional Units again mobilised to identify ideas for action in their own areas of focus that could help seize the opportunities of the Global Vision.

Finally, at IFLA's 2018 Congress in Kuala Lumpur, Secretary General Gerald Leitner launched an open call for ideas – online and on paper – giving the global library field as a whole, the chance to suggest ideas for action. In total, 170 reports were received. These, together with the contributions at WLIC and in the following month, provided 8000 ideas for the future of our field, covering all the opportunities identified in the Global Vision Report. These ideas would not only form the basis of IFLA's Strategy, but also serve as an inspiration for others. Through our Ideas Store, announced at WLIC 2018 and launched at WLIC 2019, a first thousand ideas were published in browsable form on the IFLA website, available to all.

Once again, library and information workers globally had joined the conversation, mobilising to shape IFLA's future direction. In addition to the ideas shared in writing – through our workshops, online, and on paper – new energy and ambition emerged which would support the transformation of the library field as a whole.

## Developing IFLA's Strategy 2019-24

With a shared sense of direction, and a wealth of practical ideas from around the world, the final step was to determine IFLA's strategy itself. This was the task taken on by IFLA's Governing Board in the months following the 2018 World Library and Information Congress (WLIC). To do this, Governing Board members drew on the Global Vision report and Ideas Store as key inputs, alongside the results of IFLA's Membership survey (the first in its existence) and an assessment of the Federation's different strengths.

In designing the Strategy, the Board worked to create a document that would provide direction for all of IFLA's work. The new Strategy would not only be about the work of IFLA's Headquarters, but more importantly about the work carried out in IFLA's Professional Units. With over 1200 volunteers, these represent the biggest brains trust in the library field. Furthermore, it needed to be a document that could provide guidance and a reference for libraries and library associations globally. It needed both to support them in their own strategic thinking, and to offer a framework for identifying areas for cooperation with each other and with IFLA globally.

With these goals in mind, the Governing Board used a two-day workshop in December 2018 to identify key ideas and themes that cut across IFLA's work, and which could form the core structure of the new strategy. With this as a guide, IFLA's Governing Board and Headquarters team developed a draft as the basis for consultation with IFLA's Members and Professional Units. Their feedback allowed the Governing Board to make improvements and agree on the new Strategy at its meeting in April 2019.

## Vision, Mission and Strategic Direction

The document agreed in April – and presented at WLIC in August 2019 – is the result of two years of intense work. At the heart of this are IFLA's Vision and Mission.

IFLA's Vision – what we want to achieve on behalf of our sector as a whole – is a strong and united library field powering literate, informed and participative societies.

Our Mission – the way in which IFLA will achieve this – is to inspire, engage, enable and connect the global library field.

Our values – the beliefs that underpin our work – are constant:

- The endorsement of the principles of freedom of access to information, ideas and works of imagination and freedom of expression embodied in Article 19 of the Universal Declaration of Human Rights
- The belief that people, communities and organisations need universal and equitable access to information, ideas and works of imagination for their social, educational, cultural, democratic and economic well-being
- The conviction that delivery of high-quality library and information services helps guarantee that access
- The commitment to enable all Members of the Federation to engage in, and benefit from, its activities without regard to citizenship, disability, ethnic origin, gender, geographical location, language, political philosophy, race or religion

The Strategy then breaks down into four Strategic Directions:

1. Strengthen the Global Voice of Libraries
2. Inspire and Enhance Professional Practice
3. Connect and Empower the Field
4. Optimise our Organisation

Each Direction contains four Key Initiatives, each covering an area of IFLA's work to strengthen the library field. These identify specific areas for action – by IFLA's Professional Units, Headquarters, Members or any combination of them, including focused efforts to address key issues for the future of our Federation, such as membership, our Congress, and our governance.

There is no limit, however, on the number of actions! While many will be set out in the action plans developed by our Professional Units and IFLA Headquarters, everyone can do something that helps deliver on our key initiatives. This is a Strategy made to be appropriated by the library field as a whole.

## Implementing the Strategy

The creation of IFLA's Strategy depended heavily on our volunteers and Members; the same goes for its success. IFLA Headquarters staff are already hard at work developing new initiatives and ideas, but this cannot be enough on its own. It is not an option simply to leave the Strategy on the website and continue as before. Just as the global library field mobilised to share their perspectives and their ideas over the last two years, now we are counting on its energy and action. IFLA has therefore accompanied the launch of the Strategy with major efforts to explain it and engage the library field.

Indeed, even before the official launch of the Strategy, IFLA organised a workshop for representatives of all of IFLA's Professional Units in The Hague and held a workshop for library associations and others across Latin America and the Caribbean in Buenos Aires. Since then, we have seen a new level of activity across our Professional Units. The action plans they have developed and submitted have demonstrated the power of the Strategy as a force for mobilisation and alignment of actions.

Meanwhile, our engagement with Latin America and the Caribbean – and subsequently with the Middle East and North Africa – has opened up new conversations and opportunities to define activities that make a difference, while IFLA's President, Governing Board and Secretary General are using all opportunities to take the Strategy further. The further it goes, the more the IFLA Strategy is proving its value as a structure to underpin reflection and planning at the national level.

While the COVID-19 pandemic has forced a halt to travel for further in-person workshops in 2020, IFLA is nonetheless following up with participants to date, and developing digital alternatives to share the Strategy further. We continue to support our Professional Units as before, and are working to celebrate examples of engagement with the Strategy, to show others the way.

Since then, they have been working hard to ensure that we can reach the next key milestone in IFLA's development roadmap. This is, of course, only the start. At the time of publication, we are barely a fifth of the way through the Strategy's duration, and there is much more to do.

## The Transformation Continues: IFLA's Governance Review

A key project – both in order to give IFLA the structures needed to deliver on the Strategy, and to support it into the long-term – is our Governance Review. It has been well over a decade since IFLA last looked at the rules that determine how we take decisions, with the last significant changes dating back to 2000. With the new energy, direction and scope of activities at IFLA, it was therefore appropriate to look again at how to ensure that we have the structures needed to match the ambition of our Strategy, in time for the next round of elections in 2021.

Therefore, at its first meeting under the Presidency of Christine Mackenzie, just days after the launch of the Strategy, the new Governing Board adopted a plan on how to develop proposals, in partnership with our Members. A Steering Committee was formed to coordinate this work, made up of the President, President-Elect, Chair of the Professional Committee, and Secretary General, with the IFLA Parliamentarian in an advisory role.

The first four months of work on the Review – up to the end of 2019 – focused in parallel on working with IFLA's Members and volunteers to identify overall priorities, as well as building an understanding of the current state of IFLA's governance.

In order to understand our Members' and volunteers' priorities, IFLA launched a survey in October 2019, asking about experiences of IFLA and seeking views about how to make improvements. With a strong response rate, in particular among those already involved in IFLA's Professional Units, this made clear the following desires:

- More transparency, efficiency, and collaboration
- Stronger regional representation
- Greater financial and organisational sustainability
- More varied opportunities for participation, especially for new leaders
- Better support for volunteers

In the meanwhile, in order to explore the strengths and limitations of IFLA’s current structures, the Board divided into working three groups – focusing respectively on the Governing Board, IFLA’s Professional structures, and our Strategic Committees (such as the Committee on Standards, and the Advisory Committees on Copyright and other Legal Matters, our Cultural Heritage Programme, and Freedom of Access to Information and Freedom of Expression).

Each group carried out their own research, as well as interviewing stakeholders with a deep knowledge of IFLA. Through this, they worked to build an understanding of whether current structures were optimal for delivering on IFLA’s mission, vision, values, and strategic directions, which issues needed to be addressed, and what solutions could achieve this while respecting IFLA’s values.

By the time of its December meeting, IFLA’s Governing Board was therefore able to hold a two-day workshop, sharing progress to date and ideas for the future, in line with the priorities established by IFLA’s Members and volunteers. Through a set of principles, published on the IFLA website, the Board set out its commitment to inclusive and sustainable reforms, creating new opportunities for engagement for all in our field, with better participation by, and representation of regions, and more support for volunteers.

Thanks to the work and contributions, not only of the Governing Board, but also of IFLA’s Members and volunteers, and all other stakeholders who shared their views and ideas, we are well placed to move towards defining proposals for a more effective, inclusive and transparent IFLA.

## **Over to You**

Action is therefore already underway across IFLA to transform our ambitions into a reality. However, as highlighted, the Strategy is designed to be a contribution to the development of the global library field as a whole.

IFLA’s Members, volunteers, and anyone else interested in the future of the library field is therefore encouraged to read and engage with it. This is not only a great way to learn more about IFLA’s plans in more detail, but also as a basis for thinking about how you can contribute to achieving the vision of a strong and united library field powering literate, informed and participatory societies.

Indeed, and looking into a 2020 faced with the upheaval caused by COVID-19, we need more than ever both to think strategically about the future, and to draw on our collective expertise and energy to shape it.

We can achieve so much by moving forwards together. We are IFLA!

# Strategic Directions

---

Before the Strategic Plan 2019-24 was adopted in August 2019, IFLA's previous strategic plan set out strategic directions and goals for 2016-21. It aimed to guide the governance and activities of the organisation. The plan set out four Strategic Directions, progressed through a set of Key Initiatives and Activities.

Drawing on the results of the dynamic Global Vision process and in recognition of the development of new major projects in connection with SIGL (Stichting IFLA Global Libraries), the IFLA Governing Board saw the need to change from the IFLA Strategic Plan 2016-21 earlier than expected. The new Strategic Plan 2019-24 was developed in an inclusive process incorporating the views and voices of IFLA's members and Professional Units.

## Strategic Direction 1: Libraries in society

*Libraries have a core mission to empower their communities through providing access to information and to help foster the skills to use it. Ensuring that every citizen has the opportunity and the support necessary to stay on the right side of the information divide is as crucial as ever. IFLA's role here is to strengthen the ability of our institutions to fulfill their potential to deliver the literacies users need and help build understanding of the trends and evolutions they face.*

Basic literacy remains central to the work of libraries, both for those within educational institutions, and those serving wider communities. Literacy is a gateway to other opportunities, not least of which is to use the Internet effectively. Library and information workers possess a depth of expertise in this area that can and should be widely shared.

In order to do so, a key goal of IFLA's work in 2019 was to promote the place of libraries in official literacy and reading strategies. Drawing on the experience of members of relevant sections, IFLA published an advocacy toolkit, combining practical arguments with suggestions on how to organise an advocacy campaign. On this basis, we have intensified our cooperation with the UNESCO Institute for Lifelong Learning, notably by participating in the Global Alliance for Literacy meetings held in Mexico City, Mexico in November 2018, where we underlined to ministers how libraries can help overcome the challenges of illiteracy.

In parallel, IFLA has been proud to be a core member of the UN Sustainable Development Goals (SDGs) Book Club, which provides a great opportunity to combine our focus on both reading and the SDGs.

Meanwhile, faced with growing volumes of information, people increasingly need not only basic literacy, but also media and information literacy skills. The phenomenon of 'fake news' has focused minds on this, building understanding of the need for action, and creating an opening for libraries.

In order to ensure that our institutions' contribution is recognised, IFLA has continued to engage strongly in UNESCO's Global Alliance of Partnerships for Media and Information Literacy (GAPMIL). Following active participation in the 2018 Global MIL Week, IFLA saw two candidates elected to the GAPMIL International Steering Committee in 2019 and has contributed to reflection on developing useful tools for teaching MIL in schools.

Outside of UNESCO, IFLA has continued to promote the role of libraries through consultation responses and other interventions and is part of an EU-funded project to promote media literacy in libraries. Helping community members to develop new skills is a key part of our work in this area, alongside ongoing efforts to enrich public internet access through libraries and to shape broadband policies.

Finally, IFLA continued its series of short Trend Report Updates in 2019, drawing on interventions during the President's Session at the year's WLIC. The session itself provided the opportunity to draw on key lessons from Glòria Pérez-Salmerón's time as IFLA President around the importance of breaking down silos, achieving the SDGs and develop a global vision.

In turn, the Update identified notable trends: growing uncertainties, growing recognition of the need for holistic approaches, and new possibilities to work at scale. The coming year, 2020, will see the most comprehensive update of the Trend Report since its original launch.

## **Strategic Direction 2: Information & Knowledge**

*As highlighted in IFLA's Global Vision, libraries globally are united by a commitment to providing access to information. Achieving this requires not just professionalism and hard work on the part of libraries, but also the right laws, notably around copyright, wider information law, and internet governance.*

The Marrakesh Treaty remains one of the major achievements in promoting international copyright laws that favour access to information, in this case for people with print disabilities. In the year leading to August 2019, there were a further eighteen ratifications or accessions, including the European Union as a bloc, the United States and Japan.

While celebrating this, IFLA continues to focus on ensuring better outcomes in reality. We have launched and updated our Marrakesh Monitoring Report, focusing on how national laws are using the Treaty's potential and published a guide alongside partners, aimed at answering key questions for libraries in using the Treaty's provisions. Through our work with the Accessible Books Consortium's (ABC), IFLA also looks to ensure the best possible service for libraries and users.

Beyond Marrakesh, we work at all levels to support modern copyright reforms that work for libraries. We continue to play a leading role at the World Intellectual Property Organization (WIPO), as part of its work on limitations and exceptions for libraries, archives, museums, and education and research institutions. As Marrakesh has underlined, WIPO has a unique potential both to stimulate national reviews and enable cross-border exchange. Success could have a uniquely positive impact on the ability of the library field to meet its goals.

In the year covered by this report, we played an active role in a series of regional workshops organised by WIPO, in Singapore, Nairobi and Santo Domingo, in order to build an understanding of the situation of libraries on the ground. Through our engagement of librarians from across each of the regions covered, we were able to make clear the need for international action, in particular in order to allow for preservation in the face of climate change.

At the national level, we have continued to strengthen our ability to support members in their own national reforms, sharing comments, analyses or other materials related to legislation in Argentina, Brazil, Canada, the European Union, Mexico, Namibia, New Zealand, Singapore, South Africa and Uganda, with welcome progress achieved or in progress. Anticipating wider changes, we have also produced or signed onto statements supporting open access in inter-governmental organisations and open educational resources, new guidance on public lending right, experience on eLending, and background research on collective licencing.

The year to August 2019 also saw the world pass the landmark of 50% of the world's population being online. Nonetheless, this still means that billions are left offline, while many of those who are connected still need skills, knowledge and confidence to be effective internet users. IFLA has continued to argue that libraries can help address both challenges.

To help, IFLA published two key documents. Firstly, our Public Access Policy Toolkit, designed to help libraries and associations advocate for investment in providing internet access through libraries. Secondly, we created new guidelines aimed at library directors, encouraging the provision of access, and providing answers to questions that may arise.

These have helped us, for example, contribute to the consultation on Somalia's national connectivity strategy, as well as organise well-received sessions at the Internet Governance Forum, and prepare input for the World Summit on the Information Society annual review.

Finally, we have continued to promote library values, through a communications campaign around the 70<sup>th</sup> anniversary of the Universal Declaration on Human Rights, and a new statement highlighting the risks around censorship.

## **Strategic Direction 3: Cultural Heritage**

*Libraries have a unique role as guardians of documentary heritage. Collectively, around the world, our institutions are working to ensure the survival of collections that not only provide unique and irreplaceable insights onto the past, as well as data and evidence that we can use in building the future.*

Our work around cultural heritage focuses both on building the ability of the global library field to achieve its goals, and to advocate for the right laws and policies on the part of governments and others.

Within the field, we saw the renewal of almost all our network of Preservation and Conservation Centres. Collectively, these represent a unique asset for IFLA, able both to bring their expertise to the global level and help build capacity around the world. The year to August 2019 saw useful progress in upgrading work with the Centres, drawing more on their experience to help inform and enable colleagues elsewhere.

We have also released our Guidelines for setting up Digital Unification projects. With collections scattered because of conflict, migration and other events, such projects offer a valuable means of supporting digitisation, enabling research, and helping communities discover their past. Drawing on examples from around the world, the Guidelines offer practical steps for institutions at all levels of capacity.

In the same vein, we have continued our work to review IFLA's existing preservation standards, with a particular focus on ensuring that they reflect digital usages and provide meaningful help to our members everywhere.

Work is also now underway to update the Content Selection Guidelines for digital heritage, produced as part of our engagement with the UNESCO PERSIST initiative. These look to help acquisition managers in the difficult decisions they need to make in identifying which elements of the immense volume produced today should be collected and safeguarded for the future.

IFLA continues to lead engagement by libraries with UNESCO. We have launched cooperation around how to combat trafficking, alongside the International Council of Archives, drawing on the work UNESCO has already done on this theme around archaeological remains and other objects. IFLA participated in meetings around software preservation and intangible cultural heritage and encouraged members to contribute to the review of UNESCO's 2015 Recommendation concerning the preservation of, and access to, documentary heritage including in digital form.

We participated in the International Year of Indigenous Languages, contributing to the output document, and using key moments to highlight how libraries are helping to preserve, protect and promote the languages and cultures of indigenous peoples.

Finally, IFLA took part in the General Assembly of the Blue Shield in Vienna, Austria, continuing our work to ensure that documentary heritage receives the attention it needs and deserves in broader efforts to protect heritage from damage in conflict.

## **Strategic Direction 4: Capacity Building**

*The United Nations' 2030 Agenda, and its 17 Sustainable Development Goals continue to provide a powerful framework for our efforts both to advocate for libraries at the global level, and support advocacy capacity nationally. Through providing opportunities to engage new contacts and partners, as well as a structure and language for engaging with decision-makers, they remain a core focus of IFLA's work.*

In the year to August 2019, IFLA engaged further at the United Nations and with its agencies in order to put libraries onto the global agenda. Our participation in regional sustainable development fora and the High Level Political Forum in July offered opportunities to demonstrate the commitment of libraries, and what they can deliver, with the IFLA President 2017-19 and Secretary General speaking twice at events around the UN in July. IFLA has also looked to broaden its own network of relationships, often with the support of libraries inside of intergovernmental organisations.

A particular highlight, in May, was the Forum of Ministers of Culture of Latin America and the Caribbean, organised by IFLA with the support of the Library of Congress of Argentina, which brought together ministers and their representatives from thirteen countries. The result of the Forum – the Buenos Aires Declaration – underlined support for libraries and access to information, and the need to turn this support into practical action from the local level to the United Nations. May also saw IFLA work with partners to produce the Library Manifesto for Europe, and draw on this to engage with European political parties.

At the national level, we provided support and guidance to our members in their own work to engage with governments. There have been many great initiatives, from meetings with senior politicians, gaining membership of consultative councils, and ensuring that libraries are mentioned in national reporting to the United Nations. A special session at WLIC provided an opportunity to celebrate these efforts which make IFLA's work at the global level more effective.

Key to our work to help members has been a regular flow of briefings and research aimed to support advocacy. We have published papers on refugees, sustainability, disaster risk reduction, democracy, employment and entrepreneurship and health, as well as regular blogs and communications. We are strongly focused on producing materials and tools that can be used by all, with an example being our 10-Minute Library Advocate series, focusing on making library advocacy accessible for all.

A particularly powerful contribution to this work has been the SDG Stories featured on the Library Map of the World. These have not only helped strengthen IFLA's own advocacy, but through their availability in an attractive format, are also helping our members and others.

We have also seen growing work to engage with local government organisations. With many libraries primarily depending on decisions at the local level, it is valuable to ensure that local and regional governments are encouraged to see their libraries as important assets for achieving their goals. As a result, we have strengthened our engagement with, notably participating in the Culture21 Summit, and building links with relevant partners.

IFLA's work to build capacity in the field continues, building on the success of our own Building Strong Library Associations project, and the INELI and IYALI initiatives run by Global Libraries. Our work on standards contributes to this, with particular highlights being the launch of efforts to review the Public and School Library Manifesto – both key reference documents for decision-makers.

# Professional Units

---

**44 Sections**

**13 Special Interest Groups**

**1200 Experts**

In 2019, IFLA worked intensively with its Professional Units to devise action plans that would bring the IFLA Strategy 2019-2024 to life across every area of the library field. In June, representatives of each Section were brought to The Hague to spend time delving into the new Strategy and discussing how their work could align with the Strategic Directions and Key initiatives. Action plans were developed, agreed on and implemented with incoming Standing Committees in August.

IFLA's Professional Units are a showcase for the global reach and work of IFLA across every aspect of the library field. Our highly experienced and engaged experts participate in 44 Sections, 13 Special Interest Groups and four Core Activities (Strategic Programmes). Individual members come from library associations and all types of library institutions around the world. They commit to activities which enhance and develop libraries and the services they provide to their communities.

Collaboration was high on the agenda this year with many units joining together to offer outstanding sessions at the WLIC in Athens. Local librarians benefitted from the presence and organisation of 22 satellite meetings held throughout Greece and the region with units collaborating to provide exceptional learning experiences. At the conference, many Sections provided awards recognising, at an international level, the achievements of libraries around the world. The Professional Committee presented the Library Buildings and Equipment Section with the Dynamic Unit and Impact Award with special mentions going to the Knowledge Management Section and Law Libraries Section.

As part of an ongoing review process of Special Interest Groups, the National Information and Library Policy SIG and the Linked Data SIG were discontinued.

## Publishing

---

*Powered by continuing changes in library and information science, IFLA's publications bring an international perspective to issues affecting libraries.*

### IFLA Journal

Two special issues in 2019 point to the uptake of IFLA's professional units to use the IFLA Journal to extend information provision in areas of current interest. One issue addressed *Libraries in Times of Crisis* while the other covered the topic of *Health Information Transforming Lives*. Special issues are proving to be an excellent means of gaining international and diverse perspectives on a particular topic.

In 2019, 26 articles were published from countries including the Philippines, Romania, Bangladesh, UK, Zambia, USA, Iran and Australia. Greek colleagues provided an overview of the history of libraries and the library and information field in Greece – an outstanding introduction for those attending WLIC 2019 in Athens.

Articles from special issues in 2017 are now gaining citations and increasing the IFLA Journal's standing in journal rankings. The IFLA Journal moved to be number 69 of 211 titles in the Scopus CiteScore Library and Information Science category. Downloads from the journal on the SAGE platform are increasing and for authors, the use of the Online First workflow means that accepted articles are now available online after only 29 days.

### IFLA Library

Online since 2013, the IFLA Library is our repository of digital resources and currently includes WLIC papers, posters, and satellite meeting papers/presentations. Each year has shown continued growth across important indicators.

Statistics show impressive usage in 2019:

- **236,852 total downloads**
- **264 papers, 14 translations and 125 born digital posters** from IFLA WLIC 2019 and satellite meetings were added to the IFLA Library, bringing the total number of files in the repository at year's end to **2221 items**
- Peak downloads were recorded in September 2019 (**25,533 downloads**)
- The most downloaded paper in 2019 was **downloaded 4745 times**.
- **120,189 searches** were directed from Google

## IFLA Standards

IFLA Standards and Guidelines continue to define a path for libraries seeking to improve services and operations. This is reflected in the high number of downloads annually and the requests received to translate a standard or guideline into another language. Two completely new IFLA Standards were published in 2019:

- **Guidelines for Setting Up a Digital Unification Project**  
Edited by Isabelle Nyffenegger and Kristian Jensen,  
with contributions from the IFLA Digital Unification Working Group
- **Guidelines on Public Internet Access in Libraries**  
Developed by the IFLA Freedom of Access to Information and Freedom of Expression (FAIFE) Expert Advisory Group  
Edited by Louise Cooke

## IFLA Publications Series

Along with publishing partner, De Gruyter, new proposals were sought on key themes of current concern.

One title was released in 2019:

- **Library Design for the 21<sup>st</sup> Century: Collaborative Strategies to Ensure Success**  
Edited by Diane Koen and Traci Engel Lesneski

## Global Studies in Libraries and Information

This monographic series from De Gruyter served as a vehicle for professional and scholarly communication in the rapidly evolving field of global studies in libraries and information. In 2019, it was decided to discontinue the series and publish future titles under the IFLA Publication Series.

One title was released in 2019:

- **International and Comparative Librarianship: Concepts and Methods for Global Studies**  
by Peter Johan Lor

# IFLA World Library and Information Congress 2019

---

## Statistical reporting

3340 Participants

600+ Speakers

154 open Sessions

130 Countries

264 Volunteers

Athens, the cradle of European history and the birthplace of democracy, hosted IFLA's World Library and Information Congress for the first time in 2019. More than 3,300 participants from 130 countries took advantage of the warm and welcoming Greek hospitality to embrace the Congress theme: *Libraries: dialogue for change*. In her opening address, President Glòria Perez Salmerón noted that dialogue is about exchange and learning. “*It’s about giving everybody the opportunity to listen and be listened to. Together we can find a new way of working as the global library field. Because to change the world, we must be ready to change ourselves – our methods, our mindsets. We must be ready to move up a gear. Because societies are better, fairer, stronger and more diverse thanks to libraries.*” The opening session also featured a vibrant dance performance, enhanced by a rich multimedia display, that took the delegates through a history of Greek culture in a spectacular manner.

Throughout the week the Megaron Athens International Conference Centre was the venue for 154 open sessions and over 280 business meetings and an engaging display of 185 posters. The conference app allowed delegates to easily plan their days across the concurrent sessions. 11 sessions were livestreamed to the world including the launch of the IFLA Strategy 2019-2024. IFLA Secretary General, Gerald Leitner underlined, “*Our Governing Board and Professional Units are already preparing hundreds of actions to support the global library field. But we need thousands of actions – your actions. Only with you can we create a truly global movement to improve libraries and people’s lives in all parts of the world. The Strategy provides a reference point for anyone who cares about libraries and the people they serve to reflect on their own actions and look for possibilities for alignment. Now, the baton passes to library and information workers everywhere. Just as the Strategy is built on the contributions of the whole field, its success will also depend on individual and collective actions.*”

Delegates enjoyed an exceptional Cultural Evening which took place in and around the stunning Stavros Niarchos Foundation Cultural Centre which incorporates the new National Library of Greece. Delegates were able to tour the Library and Opera, relax or enjoy the views from the roof, sit by the water or embrace the chance to listen to music and learn some Greek dancing in the agora.

The Greek National Committee were key partners in providing the outstanding experience enjoyed by delegates at the Congress and at 22 satellite meetings which took place in various locations throughout the region. They also ensured that nearly 600 Greek librarians from all types of library had the opportunity to experience the IFLA Congress in their own country. We leave the last word to one Greek librarian who had not attended an IFLA WLIC before: “*I really liked the energy in and out of the conference rooms. Watching librarians and information professionals from different countries, cultures and backgrounds, forming groups, talking enthusiastically and moving around the poster area and the exhibition area, was really great to see. There’s something about realising that the people working in library sector are vibrant, keen of sharing knowledge and experiences as well as to face changes, that made me happy to feel and be a part of this community.*”

## Donors

LEVEL	IFLA WLIC Sponsor
Lead Donor	Stavros Niarchos Foundation
<hr/>	
Donors	Aikaterini Laskaridis Foundation
	Alexander S Onassis Public Benefit Foundation
	Bodossaki Foundation
	Family of Paris and Kitty Kyriacopoulos
	HEALLink – Consortium of Greek academic libraries

## Sponsors

LEVEL	IFLA WLIC Sponsor
Platinum	OCLC
Silver	Bank of Greece Elvahalcor Infor and ELiDOC
Bronze	LexisNexis
Associate	EBSCO Ernst & Young IEEE Xplore® Digital Library ISSN International Centre OSDEL PressReader This is Athens – Convention & Visitors Bureau UniSystems Zeutschel GmbH

## Supporting Partners

Aegean Airlines  
Association of Greek Librarians and Information Scientists  
Athens College, Hellenic-American Educational Foundation  
The City of Athens Culture, Sports and Youth Organization (OPANDA)  
Innovative  
The Lykeion ton Hellenidon (Lyceum Club of Greek Women  
Music Library of Greece  
National Library of Greece  
Stavros Niarchos Foundation Cultural Center

## WLIC 2019 Grants

Note: number of grants issued in brackets

### 367 PARTICIPATION GRANTS IN 2019!

- IFLA World Library and Information Congress Participation Grants [40]
- IFLA New Professionals WLIC Attendance Grants [48]
- IFLA Margreet Wijnstroom Grant [2]
- IFLA Academic & Research Libraries Section Conference Attendance Grant [3]
- IFLA Green Library Award [1]
- IFLA PressReader International Library Marketing Award [1]
- Bourses francophones IFLA du Comité français international bibliothèques et documentation (cfibd) [15]
- CILIP ILIG Alan Hopkinson Award [1]
- Naseej Conference Grant (for Arab Librarians and Information Specialists) [1]
- Reisekostenzuschüsse zur Teilnahme am Weltkongress Bibliothek und Information: IFLA Generalkonferenz und Ratsversammlung [22]
- International Librarians Network Grants [2]
- Dr. Shawky Salem Conference Grant [1]
- Stavros Niarchos Foundation Grants [100]
- Aikaterini Laskaridis Foundation Grants [100]
- Alexander S. Onassis Public Benefit Foundation Grants [20]
- HEALLink Grants [10]

## Honours and Premier Awards

### IFLA Scroll of Appreciation

#### **Greek National Committee**

In grateful recognition to the National Committee of the IFLA World Library and Information Congress 85<sup>th</sup> IFLA General Conference and Assembly

#### **Jeanne Drewes**

For her distinguished contribution to IFLA and international librarianship, particularly in the field of preservation and conservation.

#### **Steve Witt**

For his extensive contribution to IFLA over many years and his engagement in international librarianship, particularly in the field of research and publication.

### IFLA Honorary Fellow

#### **Deborah Jacobs**

For her outstanding achievements and efforts to inspire librarians and libraries in many regions of the world. With her support through the Global Libraries Program, IFLA has been able to increase its reach and galvanise the library field to advocate more effectively for the role of libraries in society.

#### **Donna Scheeder**

For her achievements, dedication and service to IFLA, particularly in the areas of IFLA's organisational transformation and in advocacy for libraries within the UN Sustainable Development Goals.

### IFLA Medal

#### **Kai Ekholm**

For his distinguished contribution to IFLA and his leadership as Chair of the FAIFE Committee. The IFLA Medal particularly recognises his achievements and influence in advocating for freedom of speech and people's right to cultural heritage.

#### **Barbara Schleihagen**

For her distinguished contribution to IFLA and enthusiastic support of library associations and young professionals. The IFLA Medal particularly recognises her contribution to IFLA's Governing Board and IFLA's organisational development and financial sustainability.

## Professional Awards

### IFLA Dynamic Unit and Impact Award

- Library Buildings and Equipment Section

### Best IFLA Poster 2019

- *Every good adaptation is also an innovation*  
Donatas Kubilius, Lithuania

# Membership

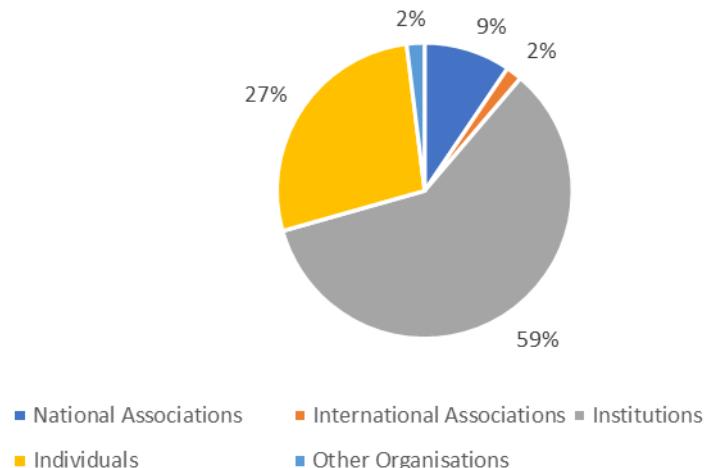
"We regard our membership as a considerate gain that we are looking forward to, so as to develop our institution in certain levels related to technical and library fields, and of course IFLA is utterly the best resource of that." (new institutional member)

Covering 155 different countries, IFLA members and affiliates were intensively involved in a range of IFLA activities from the Ideas Store to discussions on the Strategy. New Association members included the National Association of Algerian Libraries and Information, the Asociación Panameña de Bibliotecarios, the Taiwan Medical Library Association and the Nationale Database Suriname. We welcomed the libraries of the Andean Parliament and the Parliament of Uzbekistan. Among new Institutional Members were the Aikaterini Laskaridis Foundation, the International Centre of Insect Physiology and Ecology in Kenya, and the Nunatta Atuagaatequarfia/Central Library of Greenland.

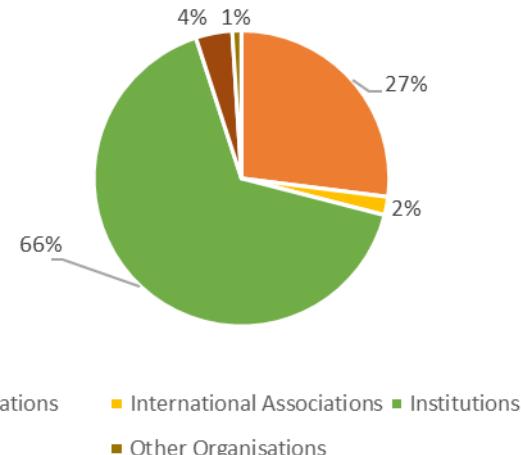
The year began with 1,333 members and ended with 1,477, an increase of 11% overall. There were pleasing increases across all IFLA regions. IFLA was able to improve its retention rate to 93%, slightly above the industry standard. The number in the National Association category decreased slightly however 12 very small associations were listed in the Association Affiliate (Other Organisations) category. IFLA saw a particular increase in Personal Affiliate members reflecting the introduction of reduced fees for these categories in 2019.

Number of Members per Category 2018-2019	Africa		Asia & Oceania		Europe		Latin America & Caribbean		North America		Total		%
Category	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019-2018
National Associations	16	15	36	31	62	64	15	17	11	15	140	142	-1%
International Associations	3	2	2	2	12	12	3	2	6	5	26	23	13%
Institutions	76	68	190	182	458	458	49	45	104	98	877	851	3%
Individuals	22	15	73	71	91	63	20	10	199	152	405	311	30%
Other Organisations	2	1	7	3	10	2	8	0	2	0	29	6	383%
<b>Grand Total</b>	<b>119</b>	<b>101</b>	<b>308</b>	<b>289</b>	<b>633</b>	<b>599</b>	<b>95</b>	<b>74</b>	<b>322</b>	<b>270</b>	<b>1477</b>	<b>1333</b>	<b>11%</b>
2018 > 2019 %	<b>8%</b>		<b>6%</b>		<b>6%</b>		<b>28%</b>		<b>19%</b>		<b>11%</b>		
Total Organisations	97	86	235	218	542	536	75	64	123	118	1072	1022	5%
2018 > 2019 %	<b>13%</b>		<b>8%</b>		<b>1%</b>		<b>17%</b>		<b>4%</b>		<b>5%</b>		
Total Individuals	22	15	73	71	91	63	20	10	199	152	405	311	30%
2018 > 2019 %	<b>46%</b>		<b>3%</b>		<b>44%</b>		<b>100%</b>		<b>31%</b>		<b>30%</b>		

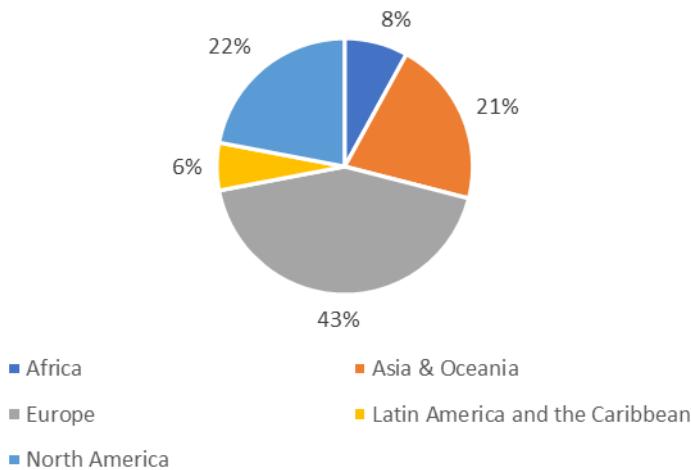
### Membership Categories



### Membership Income



### Membership by Region



# Donors

---

IFLA gratefully acknowledges the valuable contribution by these institutions and organisations that have enabled us to continue our strategic and regional activities and development projects in 2019.

- Koninklijke Bibliotheek, The Netherlands  
Host of IFLA HQ
- University of South Africa, Pretoria  
Host of IFLA Africa regional office
- National Library Board, Singapore  
Host of IFLA Asia and Oceania regional office
- Biblioteca del Congreso de la Nación  
Host of IFLA Latin America and the Caribbean regional office
- Bibliotheca Alexandrina, Egypt  
Host of IFLA Language Centre for Arabic
- National Library of China  
Host of IFLA Language Centre for Chinese
- Cheikh Anta Diop University, Senegal  
Host of IFLA Language Centre for French in Africa
- Russian State Library  
Host of IFLA Language Centre for Russian
- Bill & Melinda Gates Foundation
- National Diet Library, Japan
- National Library of Australia
- Library and Archives Canada
- National Library of Finland
- National Library Service of Barbados
- Stockholm University Library, Sweden
- Bibliothèque Nationale Suisse
- Bibliothèque Nationale du Grand-Duché de Luxembourg

# Team

---

## Governing Board 2017-2019

**Glòria Pérez-Salmerón**, Spain (President)  
**Christine Mackenzie**, Australia (President-elect)  
**Barbara Lison**, Germany (Treasurer)  
**Raissa Teodori**, Italy (Chair, Professional Committee)  
**Huanwen Cheng**, China  
**Marwa El Sahn**, Egypt  
**Ágnes Hajdu Barát**, Hungary  
**Patrick Losinski**, United States of America  
**Torbjörn Nilsson**, Sweden  
**Victoria Okojie**, Nigeria  
**Victoria Owen**, Canada

**Viviana Quiñones**, France  
**Knud Schulz**, Denmark  
**Vicki McDonald**, Australia (Chair, Division I)  
**Ann Okerson**, United States of America (Chair, Division II)  
**Maja Žumer**, Slovenia (Chair, Division III)  
**Antonia Arahova**, Greece (Chair, Division IV)  
**Sueli Mara Soares Pinto Ferreira**, Brazil (Chair, Division V)  
**Michael Dowling**, United States of America (Chair, MLAS)  
**Gerald Leitner**, IFLA Secretary General  
(Secretary, non-member)

## Governing Board 2019-2021

**Christine Mackenzie**, Australia (President)  
**Barbara Lison**, Germany (President-elect)  
**Antonia Arahova**, Greece (Treasurer)  
**Vicki McDonald**, Australia (Chair, Professional Committee)  
**Huanwen Cheng**, China  
**Michael Dowling**, United States of America  
**Marwa El Sahn**, Egypt  
**Jonathan Hernández Pérez**, Mexico  
**Torbjörn Nilsson**, Sweden (until November 2019)  
**Knud Schulz**, Denmark  
**Sueli Mara Soares Pinto Ferreira**, Brazil

**Ai Cheng Tay**, Singapore  
**Minna von Zansen**, Finland  
**Sonia Poulin**, Canada (Chair, Division I)  
**Helen Vincent**, United Kingdom (Chair, Division II)  
**Adjoa Boateng**, United Kingdom (Chair, Division III)  
**Catharina Isberg**, Sweden (Chair, Division IV)  
**Sanjay Kumar Bihani**, India (Chair, Division V)  
**Halo Locher**, Switzerland (Chair, MLAS)  
**Gerald Leitner**, IFLA Secretary General  
(Secretary, non-member)

## IFLA Headquarters staff 2019

**Gerald Leitner**  
Secretary General

**Ariadna Matas Casadevall**  
Policy and Research Officer

**Chris Ridings**  
Web and IT Officer

**María Violeta Bertolini**  
Communications Officer

**Claire McGuire**  
Policy and Research Officer

**Renu Sardjoe Mishre**  
Finance Director

**Tanja Clausen**  
Policy and Research Officer

**Esmeralda Moscatelli**  
Policy and Research Officer

**Louis Takács**  
Communications Officer

**Valensiya Dresvyannikova**  
Policy and Research Officer

**May Oostrom Kwok**  
Communications Officer

**Vesselina Vassileva**  
Administrative Assistant,  
Data Processing and Analysis

**Esther Doria**  
Project Coordination Assistant

**Kristīne Pabērza Ramiresa**  
Member Engagement Officer

**Vesna Vuksan**  
Strategic Projects Manager

**Camille Françoise**  
Policy and Research Officer

**Megan Price**  
Professional Support Officer

**Stephen Wyber**  
Manager, Policy and Advocacy

**Anne Korhonen**  
Administrative Assistant

**Désirée Pronk**  
Accounting Assistant

**Julia Zvobgo**  
Communications Officer

**Eshka Lake**  
Administrative Assistant,  
Data Processing and Analysis

**Lidia Putziger**  
Administrative Officer /  
Nominations Coordinator

**Helen Mandl**  
Director, Member Services /  
Deputy Secretary General

**Mathew Rees**  
Communications Officer

**Marie-Emmanuelle Marande**  
Conference Officer

**Suzanne Reid**  
Membership Officer