MASTERCLASS REPORT: DIVERSITY & INCLUSION IN THE HERITAGE SECTOR

EUROPA NOSTRA

Co-funded by the European Union

NEW MILLENNIUM REFORMED CENTRE
TIMIȘOARA, ROMANIA

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CONTENTS

INTRODUCTION

The Masterclass "Diversity and Inclusion in the Heritage Sector" took place on 22 April in the impressive surroundings of the New Millennium Reformed Centre in Timișoara, Romania, a European Capital of Culture for 2023.

The masterclass was organised by Europa Nostra, Romanian Order of Architects and Associata Prin Banat in the frame of the International Forum on Historic Centres. The masterclass was delivered through Europa Nostra's network project European Cultural Heritage Agora, which has the support of the Creative Europe Programme of the European Union.

This Masterclass brought together a cross-sector audience, including academics and practitioners in the heritage field, architects, students, NGO workers etc. 80 people attended the Masterclass and between 15 and 20 participants took part in each workshop.

The presentations described and explained a diverse range of heritage activities from across Europe. Each presentation described how the presented activity is inclusive and improves diversity and/or presented approaches to improving representation in heritage and heritage governance.

The presenters also described why diversity and inclusion practices benefit heritage, the economy, the environment and/or society in general.

This report will briefly contextualise the topic in the European context and summarise each of the presentations made during the Masterclass. At the end of the document, some further resources for people working in the cultural heritage sector are provided on the topic of inclusion and the creation of a sense of belonging.

PROGRAMME

10:00 Introduction by Sara Crofts (UK), Chief Executive, The Institute of Conservation and Jury Member of the European Heritage Awards / Europa Nostra Awards

10:10 Introductory message by Pia Sopta, DG EAC, European Commission

10:15 Case studies of successful actions

- **"Participatory urban public space planning: co-create your city." - Volodymyr Kebalo** participation during the war and in the post-war context in Ukraine", Council of Europe (online)

- **"Communities at the heart of heritage governance" - Hakan Shearer Demir (TR)**, Council of Europe Expert in Heritage Inclusion

- **"Weaving Roma perspectives into European cultural heritage" - Tímea Junghaus (HU)**, Director, ERIAC - European Roma Institute for Arts and Culture

- **"Social and urban regeneration through heritage and involvement of communities" - Eduardo Gargiulo (IT)**, Member of the Paranza Cooperative - Catacombe di Napoli

- **"Ambulance for Monuments - Promoting gender equity through heritage" - Eugen Vaida (RO)**, Architect and Co-Founder, Asociatia Monumentum

- **"Heritage as a lever for employment, training and culture: case study in Marseille, South of France." - Coline Pélissier (FR)**, European Development Manager and PhD Student, ACTA VISTA

11:30 Workshops

1. "How to include historical and cultural Roma elements in the Romanian educational curricula"- Alexandru Zamfir, Educational Expert, Roma Education Fund (Romanian language)

With the exception of a few subjects, the Romanian school system does not include elements of Roma history and culture in its disciplines. School textbooks, such as those on the history of the Romanians, often present the events concerning the Roma in a subjective or even in an inaccurate way. However, the need to include these elements and present them objectively is great, as there are hundreds of schools where the number of Roma students is high, or even schools with one hundred percent Roma pupils. Another challenge is that of teachers that are not proper equipped and are not prepared to respond to this type of need, not having the necessary knowledge and a specific

methodology. This workshop identified some suggestions through which elements of Roma history and examples of good practice from programs that have already been piloted and proposing new solutions for the most effective implementation of such programmes at the national level.

2.“How to centre the role of the heritage community in the urban regeneration process” - Eduardo Gargiulo and Salvatore Illiano, Members of the Paranza Cooperative - Catacombe di Napoli (English language)
This workshop explored how the desire to make a change can transform space into place. Participants learned about how to develop a process of recovery that is focused on the local people and allows for the recognition of the value of cultural heritage and revealed the power of networking.

3. “How to promote gender equity through heritage” - Eugen Vaida, Architect and CoFounder, Asociatia Monumentum (Romanian language)
The Ambulance for Monuments is one of Romania's most effective initiatives in the safeguarding of built heritage. Through its activities, the initiative has brought together young women professionals and students from urban areas who are highly knowledgeable yet may have less practical experience, with conservative local communities from rural areas in Romania, to help save the country's neglected heritage sites. Construction activities have long been considered the unique remit of male professionals and laymen. While women are well represented in the planning and research sectors of cultural heritage, they remain outsiders in areas of craftsmanship and in more hands-on activities, especially in rural areas. This workshop identified solutions to bring us closer to a more inclusive way of providing access to knowledge, while respecting the traditional communities' intangible heritage of customs and rituals.

4. “Heritage governance in times of community regeneration” - Hakan Shearer Demir, Council of Europe Expert in Heritage Inclusion (English language)
This session focused on the complexities that may emerge with human mobility and the potential role of heritage in addressing societal challenges. This interactive session discussed arguments raised by long-term residents and newcomers, and explored possible approaches to heritage governance in times when the 'local' is being redefined.

12:15 Reporting from workshops
12:30 - 12:35 Concluding remarks - Sara Crofts

BACKGROUND

"THIS IS ABOUT DEMOCRACY AS ITS PUREST – MAKING IT POSSIBLE FOR ALL VOICES TO PLAY A PART IN BUILDING A FAIRER AND MORE COHESIVE EUROPE".

Inclusion and inclusionary practices have become increasingly important in the field of cultural heritage in recent years.

All residents of Europe should feel that they belong in heritage activities, that their heritage is cared for and celebrated, and that they have a say in decision-making processes around that heritage. In an equal society, all members of society have a part to play in identifying cultural heritage, and therefore determining it as worthwhile of conservation and celebration.

Evidence suggests that when communities are excluded from playing an active role in culture, whether it be in decision-making processes, or

programming, for example, those same communities are less likely to engage in cultural activities. The key findings of the Time to Act report (2021) shows that a lack of knowledge in the cultural sector around disabilities has a knock-on effect of creating barriers to access for artists and audiences with disabilities and therefore relatively low figures of participation by people with disabilities in cultural activities.

Sara Crofts, moderator of the masterclass said, "In my view we have a duty to ensure that the widest possible range of people are educated about our shared cultural heritage so that they come to cherish it as we do. We do this in the hope that in the course of time they will come

to play a full and equal role in decisions about how our cultural heritage is managed for the benefit of future generations. This is about democracy at its purest – making it possible for all voices to play a part in building a fairer and and more cohesive Europe regardless of individual backgrounds or identities."

Increasingly over recent years, contested heritage has become a focal point for wider discussions around difficult historical events, or contemporary injustices.

For example, the conservation of post-Soviet architecture in Europe may be contested by those who link it to the Communist era, a time which for some is a painful, living memory. In a different context, monuments to actors in the historic slave trade in Bristol, UK were recently torn down by activists who were demonstrating against contemporary structural racism and disproportionate police violence. These are just

two examples which demonstrate the relevance of inclusionary practices in heritage management and participatory governance today.

The Masterclass presentations that are summarised in this report refer specifically to activities that have communities at their heart and which demonstrate very successful examples of participatory governance of cultural heritage.

CONTEXT WITHIN EUROPA NOSTRA'S ACTIVITIES

The network project **European Cultural Heritage Agora: "Empowering Europe's Civil Society Movement for Heritage" (2022-2024)** is carried out by Europa Nostra and funded by the Creative Europe Programme of the European Union.

The main objectives of the Agora project are:
- To support the cultural and heritage ecosystems to thrive, be more resilient, innovative, diverse and democratic through the emergence of new approaches;
- **To promote a people-centred and participatory approach to cultural heritage governance**; and
- To raise awareness of the multiple values of cultural heritage for our economy, society and the environment, both in the framework of Europe's recovery as well as its long-term future.

The Masterclass took part as part of Work Package 3 of the network project, entitled Training and Providing Advice to Professionals. The work package intends to build the capacity of heritage actors across Europe and beyond to adapt to new societal phenomena, especially the green and digital transformations. These activities target both members and non-members of the network. These hybrid yearly Masterclasses are organised in conjunction with other activities of this project and in cooperation with relevant public and/or private partners.

Aligned with the project's cross-cutting priorities, these small-scale workshops provide heritage stakeholders with new meaningful skills to adapt to current challenges and create opportunities.

# EUROPEAN AND INTERNATIONAL POLICY CONTEXT

Faro Convention

The Council of Europe Framework Convention on the Value of Cultural Heritage for Society, better known as the Faro Convention, is a Council of Europe treaty in which state signatories agree that every person, as an individual or a community, has the right to enjoy and engage in cultural heritage.

This includes the right to designate what one's heritage is, to take part in the choices made to enhance it or to give one's opinion on the use made of it, alone or in community with others. The Faro Convention network cooperates with the Council of Europe on the interpretation and application of the Convention in Europe.

The definition of heritage understood by the Faro Convention includes all aspects of our environment resulting from the interaction over time between people and places. This heritage is in a constant state of change, and human activity means it is often in a state of being redefined.

European Union Policy Objectives

A large number of initiatives regarding social cohesion and inclusion have been undertaken by the European Union, targeting specific groups and equality and inclusion in a more
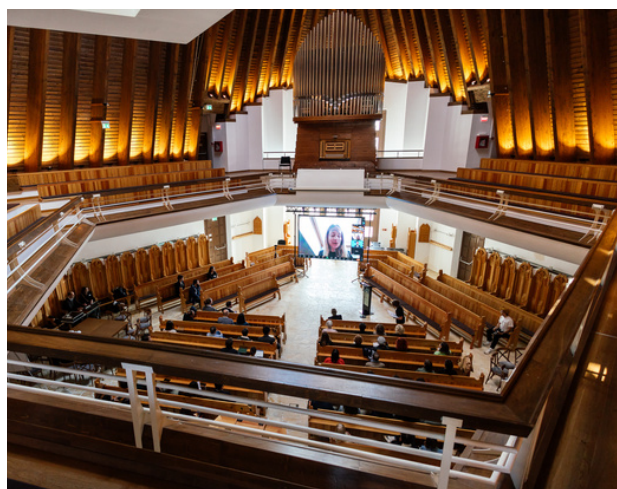
general sense. This includes action plans to combat racism and discrimination based on religion, gender, or disability. There are also several strategies in place to foster social participation, and integration and to promote equity in society. Special focus has also been paid to the part that culture and cultural heritage has to play in achieving these policy aims. A non-exhaustive list of initiatives and report links are found below and in the resources section of this document.

Social Cohesion and Inclusion - policies
- EU anti-racism action plan 2020 - 2025
- EU Roma strategic framework for equality, inclusion and participation 2020 - 2030
- Action plan on Integration and Inclusion 2021 - 2027
- EU strategy for LGBTIQ equality 2020 - 2025

- Strategy on combating antisemitism and fostering Jewish life 2021 2030

Gender Equality - policies
- Gender Equality Strategy
- Gender Equality and Women's Empowerment in External Action (GAP III) 2021 2025

Support for people with disability - policies
- Strategy for the rights of persons with disability 2021 2030

UN 2030 Agenda for Sustainable Development

The Agenda is a plan of action for people, the planet and prosperity. It also seeks to strengthen universal peace and greater freedom.

The pledge to leave no one behind is among the defining features of the 2030 Agenda for Sustainable Development. The pledge includes the commitment to foster intercultural understanding, tolerance, mutual respect and an ethic of global citizenship and shared responsibility. It acknowledges the natural and cultural diversity of the world and recognises

that all cultures and civilizations can contribute to, and are crucial enablers of, sustainable development. Goal 11 specifically outlines the commitment to make cities and human settlements inclusive, safe, resilient and sustainable and this includes strengthening efforts to protect and safeguard the world's cultural and natural heritage.

The right to take part in culture is recognised by the Universal Declaration of Human Rights.

PRESENTATION SUMMARIES

"Participatory urban public space planning: co-create your city."

Volodymyr Kebalo (UA), Senior Project Officer "Strengthening democratic resilience through civic participation during the war and in the post-war context in Ukraine", Council of Europe

Volodymyr Kebalo of the Council of Europe (CoE) outlined the significant challenges Ukraine faces in managing a multifaceted crisis, including the destruction of cultural and historical sites due to both the conflict and poor governance. Since the invasion by the Russian Federation in February 2022, over 240 heritage sites have been damaged or destroyed, exacerbating pre-existing heritage violations. However, there have been successful efforts at preservation through civil participation, petitions, and campaigns that attracted nationwide attention.

The Council of Europe (CoE) is actively assisting Ukraine in improving governance, participatory democracy, and heritage preservation. The primary objective is to empower citizens to become active contributors to their communities, with a focus on preserving heritage for future generations. The CoE supports local authorities in implementing participatory practices in decision-making, particularly in the context of public spaces.

Key principles in this effort include:
- Inclusivity and Representation: It's essential

to conduct historical analyses of public places, identify relevant stakeholders, and ensure the engagement of different social groups, including minorities and vulnerable populations

- **Tailored Engagement**: Each stakeholder should be engaged with a specific and tailored approach, allowing them to express their concerns and suggestions effectively.
- **Methodologies and Techniques**: A variety of engagement methodologies and techniques are used, including public polls, online surveys, workshops, interviews, focus groups, forums, and game-based workshops for youth.
- **Consultation Reports**: A comprehensive consultation report is vital for decision-makers and architects to consolidate and interpret results, ensuring participants' arguments and proposals are represented in the decision-making process.
- **Multi-Stakeholder Groups**: It is crucial to create multi-stakeholder groups, including representatives of all major stakeholders, to oversee the design and decision-making process.
- **Skills Development**: Planners should be equipped with necessary skills to manage conflicting views and should act as facilitators or engage experts to navigate complex decisions.
- **Transparency and Inclusivity**: The participatory process should be inclusive, transparent, and consider all conflicting views, providing equal opportunities and empowering silent majorities.

One successful case of CoE's assistance in Ukraine was during the reconstruction of the central square in Chernivtsi City. Featured in the square was a large wooden cross which marked the site of a statue of the pietà which had been destroyed. The renovation works sparked a debate about what should be done with the cross. Ultimately, a participatory process engaged the public in a result-oriented dialogue, which then led to a consensus. The

cross was moved to a church, while a decorative light and information table were installed at the site, preserving the site's history.

The CoE's ongoing project in Ukraine aims to further support participatory democracy, heritage preservation, and transparent decision-making processes during the recovery period, helping to rebuild and restore both communities and cultural heritage.

"Heritage as a lever for employment, training and culture: case study in Marseille, South of France."

Coline Pélissier (FR), European Development Manager and PhD Student, ACTA VISTA

In the vibrant city of Marseille, three remarkable French associations—ACTA VISTA, Bao Formation, and La Citadelle de Marseille—have been diligently working to restore and revitalise heritage sites, not only in Marseille but also in diverse locations like the Chateau de Chambord in the heart of France. This collaborative effort aims to achieve multiple objectives, including providing back-to-work training for vulnerable individuals, offering technical training in the construction industry, and opening renovated sites to the public with rich cultural and artistic activities.

Project Dimensions:
- Social Empowerment: Addressing challenges such as language, administration, health, and housing issues, and guiding individuals back to stable work.
- Industry Integration: Bridging the heritage industry with the labour market, creating opportunities for diverse communities.
- Cultural Transmission: Sharing the wonders of heritage with the broader population, especially through educational programmes for children and schools.
- Sustainability: Prioritising green practices in restoration, using sustainable and natural materials, and providing extensive training on ecological challenges.

ACTA VISTA (Active Since 2002):
- Inclusive Heritage: Recognising heritage as a tool for inclusion, ACTA VISTA entrusts restoration to individuals facing precarious situations.
- Skill Transmission: Offering training that leads to qualifications and focuses on the transfer of valuable skills.

- Positive Impact: Having restored 40 heritage sites since 2002, they have supported 6000 individuals toward employment and training.
- Key Outcomes: Annually supporting 500 economically challenged individuals, with 9/10 participants receiving recognised diplomas, and 2/3 finding employment or training opportunities afterward.
- Economic Impact: Recent studies affirm a positive impact on reducing unemployment and lowering restoration project costs.

Cultural Offer - Fort St Nicolas de Marseille:
- Historic Gem: Restoring a 350-year-old fortress over two decades, with a vision for an inclusive village square.
- Community Engagement: Attracting 6-7k visitors during the European Heritage Days, fostering a deeper connection with the community.
-

International and European Development:
- HERO Project: Collaborating with Greek, Belgian, and Croatian actors in the HERO (Heritage Ecological Restoration for inclusion Opportunities) project.
- Aims: Developing innovative back-to-work programs for heritage renovation and harmonising national certification frameworks in the construction and heritage industries.

These initiatives exemplify the transformative power of heritage restoration, not just in preserving physical structures but in building a stronger, more inclusive community for present and future generations.

"Communities at the heart of heritage governance"

Hakan Shearer Demir (TR), Council of Europe Expert in Heritage Inclusion

The Council of Europe (CoE) has played a significant role in advancing heritage preservation through the Faro Convention. This convention emphasises the interconnectedness of "people, places, and stories." Stories are instrumental in transmitting messages to future generations. However, there's a concern that one dominant narrative, often dictated by those in power or with privilege, can exclude diverse perspectives.

The Kooms project, spanning from 2015 to 2017 across six countries, exemplifies the CoE's 40 years of work in recognising the significance of heritage to people. A particular focus lies on how heritage governance operates at local level, aligning with human rights and democracy principles.

Heritage is viewed as a social and political construct, serving as a means to advance human rights and as a social, economic, and political resource for communities. It becomes a platform for creating common spaces and the process of commonality, extending to governance and decision-making processes. The French philosopher Jacques Rancière's concept of the "part with no part" highlights those excluded from the decision-making process, emphasising the importance of genuine social inclusion.

The shift from the unknown and invisible to the visible and familiar allows individuals to become active cultural agents and catalysts for social change. Community becomes a critical consideration, raising questions about who is included or excluded intentionally or unintentionally.

Heritage, in this context, becomes a transformative process, signifying resilience, resistance, and a political action for identities. This transformation requires a shift in perception and a reevaluation of societal workings. When discussing urban regeneration, the focus shifts to ultural regeneration, challenging conventional notions of inclusion, integration, and participation.

Two key challenges emerge:
- the role of specialists and experts in having knowledge and skills
- the question of community leadership and decision-making power.

The CoE has produced a publication accessible online, offering valuable insights into participatory governance. It emphasises dignity, autonomy, equity, and participation, outlining steps toward this form of governance, such as assessing the potential of heritage communities, mapping resources and demographics, initiating community consultations, and elaborating a heritage plan that integrates community views. Gender equality, environmental considerations, governance models, community regeneration, and multigenerational connections are essential aspects of this process. A shift from a territorial to relational connection to place and people is paramount. Acknowledging both positive and negative aspects of the past and the narratives of all inhabitants is crucial for sustainable local development.

The co-construction process is essential, with communities at its core and extended networks involved.

The European Heritage Days promote inclusion and diversity in the heritage sector, raising critical questions about what stories are preserved and who may be excluded.

In summary, the CoE, through the Faro Convention, underscores the significance of diverse heritage narratives, inclusion, and participatory governance in preserving European heritage for future generations.

"Weaving Roma perspectives into European cultural heritage"
Tímea Junghaus (HU), Director, ERIAC - European Roma Institute for Arts and Culture

ERIAC, a joint venture of the Council of Europe and the Society Foundation, is the first European-level institute dedicated to the recognition of Roma culture. Timea Junghaus emphasised that social inclusion is impossible without recognising the cultural heritage of the Roma community, which is essential for the stability of Europe.

The institute is a membership-based organisation with both Roma and non-Roma members. It encompasses various thematic sessions, including arts, media, academic knowledge production, research, memorial action, and transnational Roma heritage.

Roma culture has great significance in European policy discourse and is an asset when discussing culture in Europe.

Roma people have been an integral part of Europe for over 600 years and have made significant contributions to national cultures through the preservation of their cultural heritage, which includes artefacts, traditions, occupations, and Roma inheritance. However, due to historical persecution and discrimination, Roma arts and culture are often appropriated by majority societies without proper recognition or policies to counter this injustice.

Notably, there are more than 2 million photographs of Roma people in European ethnography museums, archived under the names of photographers, ethnographers, and collectors, rather than the names of the Roma people depicted. This lack of recognition extends to other forms of Roma cultural heritage, including oral traditions, performing arts, rituals, and practices.

Timea Junghaus stressed the need for collective impact and the inclusion of Roma

scholarship and knowledge in efforts concerning sustainability and community well-being. She advocated for creating cultural spaces where Roma art takes a central position and changing the European cultural narrative to be shaped by Roma themselves.

In 2022, Roma arts and culture achieved a significant milestone by participating in prestigious European events like the Venice Biennale, Documenta 15, and Manifesta 14, demonstrating the growing influence of Roma contemporary art in Europe.

To address the challenges of preserving Roma cultural heritage, Ms. Junghaus recommended the initiation of programmes for Roma recognition in majority cultural spaces, the establishment of cultural spaces highlighting Roma art, and the unity of efforts to provide access to Roma cultural heritage. She invited attendees to join ERIAC, the only European-level institution dedicated to Roma cultural recognition, which fights negative stereotypes through the promotion of Roma arts and culture.

In conclusion, Tímea Junghaus's presentation emphasised the vital role of recognising and preserving Roma cultural heritage for the benefit of both the Roma community and European society as a whole. It called for collective action and policy changes to ensure the cultural inclusion of Roma perspectives in Europe's rich cultural tapestry.

"Social and urban regeneration through heritage and involvement of communities"

Eduardo Gargiulo (IT), Member of the Paranza Cooperative - Catacombe di Napoli

The Sanità district in Naples, Italy, might not be a familiar place to all, but for those who have visited or heard of it, there's a unique and transformative story to tell. The district is home to the Basilica Santa Maria della Sanità and is one of the oldest areas in Naples, just outside the city centre. For years, it struggled with issues like high population density, youth unemployment, and organised crime.

However, in 2001, a significant change began when Don Antonio Loffredo, the new parish priest, arrived. His arrival marked the start of a profound transformation in Sanità, guided by a key principle: to listen to the residents and understand their needs, particularly those of the young people in the community. This inclusive approach aimed to stimulate the natural inclinations of the youth and involve the entire community.

The means to bring about this change lay in the district's rich cultural, historical, and artistic heritage, which was scattered throughout the area. In 2006, five young residents, friends, founded the Paranza Cooperative, initiating activities to promote this heritage, starting with the Catacombs of San Gaudioso. Their mission was to make these spaces accessible for both inhabitants and visitors.

Their efforts garnered significant success but the initiative needed further work to ensure its sustainability. Fortunately, a more extensive heritage site existed within the district: the Catacombs of San Gennaro. They maintained their vision of community involvement, putting young people at the forefront.

In 2008, they secured management of the San Gennaro's catacombs, thanks to a call for proposals supported by the Fondazione con il Sud and private donors. With substantial funds, they embarked on an extensive project involving cleaning, securing, and enhancing the site. This effort was made possible with the cooperation of another local entity, Officina dei Talenti.

The Sanità district underwent a profound

transformation. The cooperative's consistent vision led to the creation of a consolidated heritage community comprising associations and cooperatives working in diverse sectors to rehabilitate and strengthen the district's social fabric.

Key achievements include:
- Generating 50 jobs
- An average employee age of 34
- Attracting 200,000 visitors in 2022
- Recovering 30,000 square meters of heritage
- Generating an economic spinoff of 32 million euros from tourism

The success of the project extended to European level, made possible by winning the European Heritage Award / Europa Nostra Award in 2022 and the establishment of the European Heritage Youth Residency. This initiative, developed in collaboration with Europa Nostra, brought 16 young Europeans to the district. The residency aimed to provide heritage professionals with an immersive experience in Sanità, giving them a firsthand look at the reality they were part of. The journey was marked by the daily commitment to key principles, shaping their behavior as a heritage community

In summary, the Sanità district's transformation showcases the power of community involvement, heritage preservation, and a shared vision to revitalise a neighbourhood and its rich cultural legacy. It serves as an inspiring model for inclusive and sustainable heritage development, bridging the past and future in the heart of Naples.

"Ambulance for Monuments - Promoting gender equity through heritage"
Eugen Vaida (RO), Architect and Co-Founder, Asociatia Monumentum

The Ambulance for Monuments initiative began in 2016 and has grown into a collaborative effort with multiple stakeholders dedicated to preserving the cultural heritage of Romania.

This initiative has restored over 600 buildings, including nationally listed ones, spanning from wooden churches to various architectural wonders. At its core, volunteers and organisations join forces to coordinate restoration efforts across nine regional "ambulances" that operate with a grassroots approach, collaborating with other organisations and implementing projects through peer-to-peer relations.

The winning recipe for Ambulance for Monuments comprises the following key elements:

1. Local Community: These communities host and provide accommodation and catering for the volunteers, serving as the foundation of this remarkable effort.
2. Policymakers: Local and regional administrations provide the necessary materials and support required for restoration projects.
3. Community of Experts: Expertise in various fields plays a pivotal role in guiding and supervising the restoration projects.
4. NGOs: These organisations act as the glue that binds all the stakeholders together, sharing knowledge and ensuring seamless coordination of interventions.

Ambulance for Monuments has succeeded in multiple communities due to its interventional approach, which considers each project's unique opportunities. Their emphasis on minimising environmental impact has led to the preference for reusing existing materials and adopting a circular economy approach.

Training is considered crucial, especially in a country where there are few heritage experts, and the new generation must be trained to safeguard Romania's heritage.

Cost management is a challenge, and the focus extends beyond the quantity of money to ensuring the sustainability of these heritage projects in the long run. Careful design at the project's inception is emphasised to maximise resources.

The initiative sees significant opportunities in the transformation of traditional crafts and knowledge into vibrant vectors of change. This involves comprehensive training and knowledge dissemination to preserve and revitalise cultural heritage.

Ambulance for Monuments has five primary objectives:
- Save built heritage.
- Foster traditional crafts.
- Promote community engagement, ensuring future generations care for the heritage.
- Provide hands-on training through a volunteer-based system.
- Recover intangible heritage, including traditions and practices.

The range of heritage sites the initiative has worked on is diverse, including churches, towers, ruins, bridges, houses, wooden structures, mills, and manor houses. Collaboration with traditional crafters is vital to their mission, ensuring that these skills are passed down to the next generation.

Community engagement is a cornerstone, involving children and universities, organising exhibitions, and maintaining a presence in the media. The initiative provides hands-on training opportunities, with a majority of female participants, aiming to promote young women's involvement in traditionally male-dominated fields.

The project faces challenges in conservative rural communities where women and girls are often marginalised. The effort to integrate women into these roles is ongoing, emphasising empathy, solidarity, and mutual support. The involvement of women is fostering positive change in attitudes and challenging traditional gender roles in these communities.

Despite the challenges, the Ambulance for Monuments is a remarkable endeavour that showcases the power of community-driven initiatives to restore and preserve cultural heritage while creating opportunities for the next generation of heritage enthusiasts in Romania with a special focus on challenging stereotypical gender rol**es.**

FURTHER RESOURCES

The resources below are free to access and download.

- **Cultural Participation and Inclusive Societies**

Developed by the Council of Europe and the Hertie School of Governance, in cooperation with the European Cultural Foundation and Member States, 2017

https://ec.europa.eu/migrant-integration/sites/default/files/2017-06/Report_CulturalParticipationandInclusiveSocieties.pdf

The Council of Europe's thematic report on culture and democracy explores the relation between cultural participation and aspects of inclusive societies in Europe, and underlines the potential power of culture in nurturing them.

- **Words Matter**

National Museum for World Cultures, The Netherlands (Tropenmuseum, Afrikamuseum, Museum Volkenkunde, Wereldmuseum), 2018

https://issuu.com/tropenmuseum/docs/wordsmatter_english

This research publication is an essential resource on language and potentially sensitive words in the museum sector. It explains why language is important and provides very practical guidance for professionals on how to transform this part of their practice.

- **Trans-Inclusive Culture: Guidance on advancing trans inclusion for museums, galleries, archives and heritage organisations**

University of Leicester's Research Centre for Museums and Galleries (RCMG), September 2023.

https://le.ac.uk/rcmg/research-archive/trans-inclusive-culture

This guide book offers comprehensive advice for anyone working within museums, galleries, archives and heritage organisations on how to advance the inclusion of trans people in the cultural sector. Its advice can be applied to many communities and audiences.

- **Of/By/For All Toolkits**

https://www.ofbyforall.org/resources

Of/By/For All has several free toolkits on participatory practive that are directed at museum professionals.

- **"Global Citizens and World Heritage: Social Inclusion of Online Communities in Heritage Planning"**

Bai, N., Nourian, P., and Pereira Roders, A.

Int. Arch. Photogramm. Remote Sens. Spatial Inf. Sci., XLVI-M-1-2021, 23–30, 2021

https://doi.org/10.5194/isprs-archives-XLVI-M-1-2021-23-2021

This article discusses how social media functions as a platform for online communities to actively get involved in heritage-related activities by sharing their ideas.

FURTHER RESOURCES

- **OMC report: How culture and the arts can promote intercultural dialogue in the context of the migratory and refugee crisis (2017)**

https://acrobat.adobe.com/id/urn:aaid:sc:eu:fcc082e9-634e-4478-8ec8-6ef9653a4b96

This report was prepared by a working group of experts from EU member states under the open method of coordination. It explores intercultural dialogue in the context of the migratory and refugee crisis with case studies and focuses on the role of the arts.

- **OMC report: From Social Inclusion to Social Cohesion: The Role of Culture Policy (2019)**

https://acrobat.adobe.com/id/urn:aaid:sc:eu:2300de0b-cb2e-4cf8-bf4f-2197cc9ba135

This report especially shows how access to culture can help foster a sense of community and a sense of belonging and togetherness also at European level.

- **Outcomes of a Workshop for the Experts of the EU Member States on Culture for Social Cohesion (2020)**

https://culture.ec.europa.eu/sites/default/files/2021-08/Report-Workshop-Culture-SocialCohesion_November-20_en.pdf

This document was prepared following a workshop that gathered 56 experts from 22 EU Member States and speakers from the academic world and public institutions. It discusses the interplay between culture and aging, culture and well-being, the role of culture in preventing the depopulation of rural areas and the topic of building self-confidence and empowerment to (re-)enter the job market.

- **Time to Act: How lack of knowledge in the cultural sector creates barriers for disabled artists and audiences (2021)**

https://acrobat.adobe.com/id/urn:aaid:sc:EU:35ed496f-d8da-4fe9-952d-72e15bd6ed7e

This extensive and comprehensive report was commissioned by the British Council, within the context of Europe Beyond Access – the world's largest transnational Arts & Disability project.

- **Accessible Resources for Cultural Heritage EcoSystems (ARCHES)**

https://www.arches-project.eu/useful-documents/

The ARCHES project, a three-year project supported by the European Union's Horizon 2020 programme, has several free resources available, including a how-to guide on inclusive activities in museums, a game and a manifesto.