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# Citation

van Dam, K., Norris, G., Nicolas, E., & Reindl, J. (2022). FUTURE SCENARIO BOOK. Cultural Heritage Project 2.0: Business Model Evolution. Retrieved from <a href="https://culture2pointo.eu/result-1-future-of-cultural-heritage-sector-scenarios/">https://culture2pointo.eu/result-1-future-of-cultural-heritage-sector-scenarios/</a>



# **Note**

This book is part of the first deliverables and outcomes (Project Results 1; PR1) of Cultural Heritage Project 2.0: Business Model Evolution, an Erasmus+ project (2021-1-IT02-KA220-HED-000032050), next to a 1. "Cultural Heritage Challenges and Needs" Status Quo Report, 2. Good Practice Cases Collection, and 3. Competencies Gap Map.They can all be accessed on the project's website. This project is designed to support Higher Education Institutions (HEIs) to effectively assist the regeneration of the European cultural heritage sector in a highly digitised (post-Covid) world. The project aims to provide HEI academic staff and educators with the knowledge, skills and resources that are relevant in the future. This scenario book is intended to inspire the sector as well as serve as a conceptual foundation for creating open educational resources and learning journeys to support educators develop and deliver successful student consultancy projects (PR2), as well as for implementing and pilot-testing the Cultural Heritage 2.0 Digital Student Consultancy Approach results (PR3).

Definition: Cultural Heritage sector can be divided into:

- 1. Tangible cultural heritage (such as buildings, monuments, landscapes, books, works of art, and artefacts)
- 2. Intangible cultural heritage (such as folklore, traditions, language, and knowledge)
- 3. Digital cultural heritage (such as software, digital documents, digital arts, and digitised physical cultural assets)

Lastly, we will use the following abbreviations throughout the report: CH = Cultural Heritage CHO = Cultural Heritage Organizations



# **Table Of Content.**

Chapter 1. Introduction

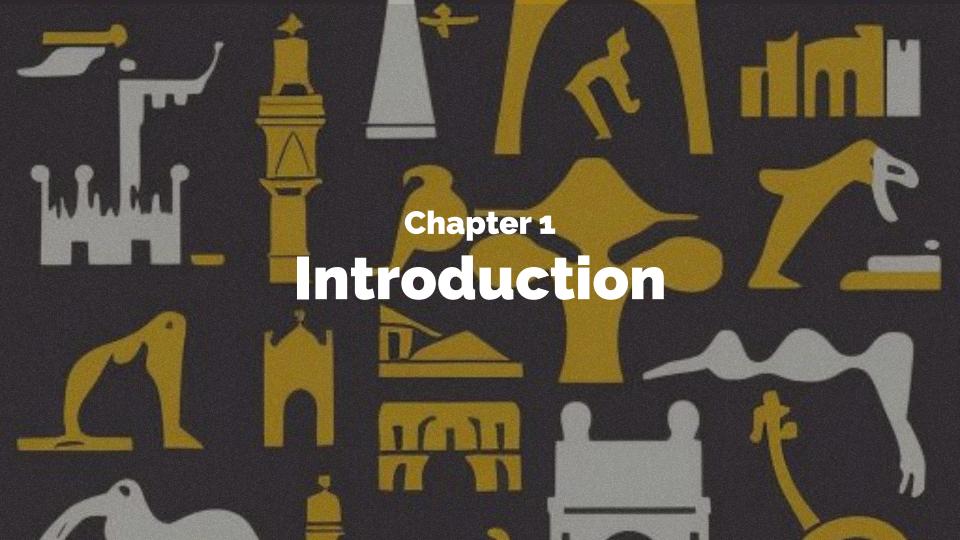
**Chapter 2.** Process & Methodology

Chapter 3. What Did We See & What Can We Learn?

**Chapter 4.** The Scenarios

**Chapter 5.** Strategic Recommendations





# 1. Introduction.

What the world and the European Cultural sector might look like in 2035? The Covid-19 pandemic has impacted creative and cultural industries. Especially cultural heritage organisations, such as museums, felt this impact. Cultural heritage organisations, museums, sites were challenged by the pandemic to innovate and adapt to the new reality, often through digitalisation. Looking forward, we expect the world not to become less uncertain or volatile. The contrary. Therefore it will be crucial for all organisations. cultural organisations included, to anticipate new realities that future miaht happen the and stav resilient.

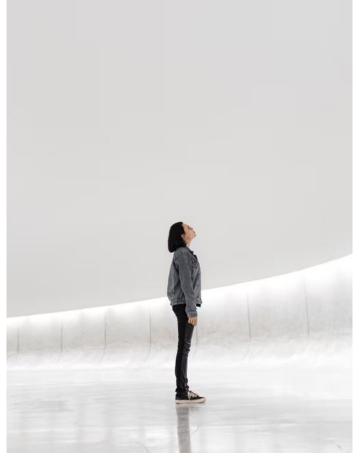
This book highlights the outcomes of an intensive collaborative futures study. It examines emerging forces, drivers of change and the possible impacts that may reshape the cultural sector in the coming decade. Using a collaborative Futures Design approach as a guiding structure, intensive and extensive research was designed to explore this future, through desktop research, horizon scanning and conducting interviews with Cultural Heritage Organisation leaders and experts as well as Tech and Social trends experts. Through engagement and collaboration with over 300 participants, such as sector experts and their stakeholders, leaders in museums, trend





experts in business innovation and technology and academia, four distinctive scenarios have been developed and validated. These scenarios can inspire you to rethink and rehearse and (re) imagine what might lay ahead for the European Cultural Heritage Sector. In the end, the most preferable scenario was chosen that can inspire cultural heritage organisations to evolve their business models.

In complex and uncertain hectic times like these, it is important that Cultural Heritage Organisations can imagine alternative futures. In order to see new opportunities, one should have the capacity to be open to other possibilities and to do things differently.







# 2. Process & Methodology.

The research and overall process was informed and guided by Bespoke's Futures Design Framework. This Futures Design methodology integrates tools, methods and mindsets from the design process and theoretical frameworks from the strategic foresight practice. It is a collaborative approach to understanding the changes and forces emerging in the present; new areas can be identified that are shaping a given landscape or sector.

Therefore it was essential to do this together by inviting a wide range of perspectives and voices into the process. Starting with the research phase, to sensemaking up to creating and validating scenarios. Through engagement and collaboration with over 300 participants, such as sector experts and their stakeholders, leaders in museums, trend experts in business innovation and technology and academia, four distinctive scenarios have been developed and validated to better understand and explore the possible impact on the European Cultural Heritage Sector.

Meaningful participation can be difficult to do, but when done right, futures are democratised and offer cultural heritage organisations more agency to shape and design better futures for all.





# 01 Researching and scanning the changes and forces emerging in the present

Firstly, a desktop research and horizon scanning were conducted to identify a diverse range of signals of change within the European Cultural Heritage landscape. The world is full of early signs of change, and scanning the horizon will lead to relevant future directions, developments, new behaviours, new business models, technology, values, and audiences happening in arts and culture and cultural heritage globally.

Through a collaborative sense-making workshop, 16 insights (trends) were articulated, clustered around five emerging domains of change. These domains emerged whilst researching, highlighting areas of interest when looking at the Future Of Cultural Heritage:

**Emerging Domains of Change:** 

- I. The Why: Institutional Values Innovation: the belief and value system that the sector aims to preserve and protect
- II. The How: Business Models & Finance: the suggested approaches and processes for the sectoral transformation;
- III. The With Whom: Partnerships & Collabs: the collaboration and partnerships potential within the CH sector and beyond;
- IV. The Who: Social Behaviour: the proposed changes in behaviour, habits and routines that will ease transformation:
- V. The What: Creation & Creativity: the forms and types of CH that can facilitate the sector's transformation.



The insights (trends) can inspire the Cultural Heritage Sector, generate actionable points of departure, but also serve as a strategic foundation for scenario work and inform the framework for the development of the Future scenarios for the Cultural Heritage Sector.

We have complemented that scenario framework with key drivers, where we define a key driver as a "factor that is considered to have a determining influence over the direction the future will take" and therefore the future state of the cultural sector will be a composite of the various drivers identified and can have different influence on the existing insights and trends, accelerating some or creating others that are altogether new.

# 02 Explore multiple possible distinctive future projections

After this, we continued with a scenario process. The scenario process that we followed is in line with Reibnitz (1988, 1992), Schwab, Cerutti, von Reibnitz (2003). The scenario approach involved extrapolating the impacts of those drivers through several steps, and describing future situations (scenarios), where several

		Scenario Scelettor	- Cultural Heritage		
Number	Keyfactor Future Projection A		Future projection B	Future projection C	
1	Migration	Integration and celebration of refe	Exclusion/otherness is negative	2 class society - empowered by t	
2	Demographics	Younger gen takes over	Bridge the gap	The rise of the elderly	
3	Identity	Agile	Traditional	":Vandlungs trage" - slow to cha	
4	Neocolonialism	Colonialism is acknowledged and fought	Colonialism is derried		
5	Data Regulation	Data protection	Data liberalism	Business as usual. Data regulation tacks publind innovation and economical interest	
6	Process Organisation	Collaborative Co-creation	Cent alised		
7	Funding & Business model	Community driven funding and open businessmodel	Extreme privatisation starbucks of CH Closed	Publicly funded	
8	Public Health Crises	Culture seen as solution/treatmen	Colture seen as waste of money/ unnacessary		
9	Sustainability Climate Crises	Resilience & Climate adaption	Ofmate Disruption/Crisis status		
10	Infrastructure	Localised (urban &/ rural)	Globalise 3 (orban&/rural)		
11	Digitalisation	Digital but IRL is valued	Digital everything		
12	Ai Development	At as its own agent	Al as a missan tool	At as being misued	

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4	Neocolonialism	Colonialism is acknowledged and fough:	Colonialism is denied		
5	Data Regulation	Data protection	Data liberalism	Business as usual. Data regulation lacks behind innovation and economical interest	
6	Process Collaborative 6 Organisation Co-creation		Centralised		
7	Funding & Business model	Community driven funding and open businessmodel	Extreme privatisation starbucks of SH Closed & exclusive partnerships	Publicly funded	
8	Public Health Crises	Culture seen as solution/treatmen	Culture seen as waste of money/ unnecessary		
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Image: Process of developing scenario skeleton.

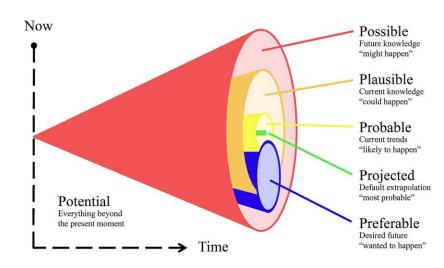


key impacts combine and describing the path from any given present to these future situations.

These future situations cover the "edges" of the scenario funnel. For our process, we used the insights as well as the twelve selected key-drivers that we used to project into the future. In the end, ten scenario skeletons were developed, based on different future projections of which four scenario narratives were selected to explore and develop, based on consistency, plausibility and distinctiveness to represent the future.

# 03 Synthesise and strategize implications and future opportunities for Cultural Heritage Organisations

In a participatory way to include different perspectives, Future Dialogues Workshops were hosted in three European countries, to collect the opinions and reflections of cultural heritage stakeholders, educators and experts in technology and business and collaboratively enriched and explored the scenarios and discussed impact and what this would mean for future competencies. In the end, Bespoke analysed the reflections and



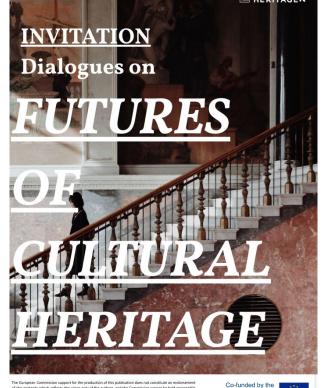
**Image**: 'Futures cone' model used to portray alternative futures by Hancock and Bezold (1994)



impacts mapped in the responses, their relationships and outcomes, and developed four final scenarios from these inputs. The scenario narratives represent the collective opinion and dominant views of the group as a whole. These scenarios aim to inspire and rehearse and (re) imagine what might lay ahead for the European Cultural Heritage Sector.



Image: 'Futures Dialogue sessions were organized in Austria, Denmark and Italy to collect input, validate and enrich the scenarios and understand the collective opinion.



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# **SCENARIO SKELETON**

	KEYFACTOR	KEYFACTOR DESCRIPTION	FUTURE PROJECTION A	FUTURE PROJECTION B	FUTURE PROJECTION C
0	Migration SOCIAL	Migration is a challenge with potentially serious implications on Cultural Heritage. This factor displays the development of migration in the future and how it might impact CH in aspects such as cultural identity, workforce and the co-production of culture.	Embracing the <b>integration of migrants and refugees</b> , their culture and heritage, as well as their skills.	Exclusion and rejection of migrants and refugees and otherness, xenophobia, prevails.	Acceptance of refugees and migrants without in-depth stateled integration into society. Labour and technological skills of refugees determine their value.
2	Demographics SOCIAL	Due to declining fertility rates and increased life expectancy, the world's population is ageing. With this change in demographics, the number and proportion of seniors are increasing, creating new opportunities and challenges for Cultural Heritage.	Cultural heritage is <b>dominated by younger generations</b> , as both creators and consumers. Their values and technological skills determine the state of the art within Cultural Heritage.	A gap between younger and older generations in technological skill and value sets is bridged. Cultural Heritage becomes an opportunity for <b>bringing generations together</b> through inclusive co-creation.	A drastic change in demographics puts the <b>older generation in the spotlight</b> of Cultural Heritage. Involvement, decision power and values are instigated by the elderly.
3	Identity	Describes the potential changes in the attitudes of cultural heritage organisations in relation to their openness to change.	Agile - Cultural Heritage organisations have become "Agile", able to adapt and react quickly to changing circumstances, trends and changing values. They embrace a complex and unpredictable environment by being customer-centric and adapting to fast decision cycles.	Traditional - Cultural Heritage organisations <b>operate with reluctance</b> to change in regard to changing societal values and changing circumstances.	Cultural Heritage Organisations have integrated the precautionary principle into their treatment of <b>change</b> , <b>making change processes into time-consuming procedures</b> . While change is welcomed, it is analysed cautiously before measures are implemented
4	(Neo)colonialism POLITICAL	Describes the potential development of the acknowledgement of colonialism within Cultural Heritage organisations, the active engagement in reparations and the rejection of	Past colonialism is recognised, reparations are made, and active engagement in fighting neocolonialism is demonstrated.	Ignorance or even denial of colonialism and dismissal of it as a past phenomenon without impact in the present.	



ongoing neocolonialism, green colonialism, cultural colonialism.

	KEYFACTOR	KEYFACTOR DESCRIPTION	FUTURE PROJECTION A	FUTURE PROJECTION B	FUTURE PROJECTION C
5	Data Regulation POLITICAL	Developments in the Data privacy environment. Future of privacy legislation and protection of personal user data.	Privacy and data protection legislation has become more robust than ever and is now benefiting individuals rather than corporations.	It is now common for organisations to <b>exploit personal data</b> in order to gain a competitive advantage without experiencing legislative consequences or backlash.	Business as usual. While data regulation efforts have been made, it continues to lag behind innovation and economic interest.
6	Process Organisation SOCIAL	Describes possible developments in the organisation of creation and decision making processes. Such as the citizen involvement in exhibition making and program creation.	Cultural Heritage programming, initiatives and decision-making is guided though a <b>collaborative process</b> in which a diverse set of stakeholders such as citizens are to guide the design process. Participants with different roles align and offer diverse insights into the process.	Hierarchical decision-making, with executive power held by the senior management. Responsibility for decisions and action initiatives is bundled in the management team, innovations and impulses come from above, rather than involving a broader circle of stakeholders.	
7	Funding & Business model ECONOMIC	Describes the developments in the funding structure of Cultural Heritage organisations & emerging changes in business models	The <b>funding is community-driven</b> , crowd-sourced, open, and involves a wide range of stakeholders.	Cultural Heritage organisations have been <b>privatised</b> . With growth at its heart, CH initiatives need to be replicable and scaleable to create profit for its stakeholders. This also includes a closed ecosystem and exclusive partnerships.	Cultural Heritage organisations are <b>funded by the public sector</b> . Treasury funds are raised through public taxes for the benefit of the public.
8	Perception & Value of Culture SOCIAL	Future projections of perceptions and values associated with culture and culture production in society.	Culture is seen as as contributing to a solution & treatment to a public health crises. Culture as a driver of behavioural change, social impact, and designing cultural policies to address societal challenges like mental health crises. Culture has tangible benefits	Culture is considered an unnecessary waste of public funds that should be reinvested in more pressing issues.	



that can be quantified.

					-
	KEYFACTOR	KEYFACTOR DESCRIPTION	FUTURE PROJECTION A	FUTURE PROJECTION B	FUTURE PROJECTION C
9	Sustainability/ Climate Crises  ECOLOGY	Projections of Cultural Heritage response to climate change and disruptive extreme weather events in the future.	Cultural Heritage organisations are Climate resilient and are actively engaged in climate change adaptation efforts & sustainability. There is a use of foresight and aim to reduce climate change vulnerability and include considerations of climate justice and equity. Practical implementations include climate-resilient infrastructure, agriculture, and development.	Due to increased climate disruption and a lack of foresight, the state and Cultural Heritage organisations struggle to preserve & activate culture. As a result of a constant crisis status, cultural activities are limited in terms of resources.	
10	Infrastructure ECOLOGY	Development of the distribution and use of Cultural heritage production and sites.	Cultural Heritage exist as a <b>localised organisations</b> making use of and amplifying local culture, infrastructures, communities and local biodiversity. CH organisation are anchored and driven by local communities.	Globalised Cultural Heritage contributes to the exchange of cultural values of different countries, and the convergence of traditions. Cultural globalisation converges business and consumer culture between the different countries of the world and boosts the expansion of international communication.	
11	Digitalisation  TECH	Potential evolution of the intensity and societal value of digitalisation and its role in Cultural Heritage.	Against the backdrop of an omnipresent digitalised world, Cultural Heritage is putting effort into <b>creating real-life experiences</b> , amplifying human connections and reevaluating the materiality of objects and bodies.	Cultural Heritage is putting its main focus on digitalisation. Cultural heritage activities, processes, experiences, and artefacts are being converted into digital formats, making them available to the global	
12	Al Development	Projections of the development and implrmentation of Artificial Intelligence within Cultural Heritage	Al is becoming an active agent in creative and decision processes, redefining its role in cultural and	<b>Human Centric AI</b> : AI is increasingly being used by CH employees, artists, and cultural practitioners to organise	An increase in flawed data sets creates <b>biased AI systems</b> that work against the favour of its users. As a

creative expression, practices and

organisation.

their processes, take advantage of

big data, and redefine their creative

processes.



result of unregulated AI, a variety of

issues arise, such as the introduction

of program bias in decision-making,

the discrimination of minorities,



# 3. What Did We See & What Did We Learn?

In the following section we will share the 17 trends we have identified through our research, followed with key signals that support them. When looking at the future of Cultural Heritage Organisations, five domains of change emerged whilst researching, highlighting areas of interest when looking at the Future Of Cultural Heritage:

While these themes by no means represent the whole picture, they help focus our thinking.



Image: Overview of Bespoke's sensemaking process - to find patterns and connections between the different signals of change in order to articulate insights.

- I. The Why: Institutional Values Innovation: the belief and value system that the sector aims to preserve and protect
- II. The How: Business Models & Finance: the suggested approaches and processes for the sectoral transformation;
- III. The With Whom: Partnerships & Collabs: the collaboration and partnerships potential within the CH sector and beyond;
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# The Why. Institutional Values Innovation.

The belief and value system that the sector aims to preserve and protect.

With changing priorities, external shifts, pressure and an overall growing uncertain environment, institutions are driven to redefine their role in society and with that reconsider the skills and competencies needed. Driven by the next generation, emerging values around climate justice, inclusivity, diversity, equity, privacy and ownership amongst others are challenged. All of these will be driving the innovation of institutions, and their relevance to their local context, purpose and impact.



TREND 1

# **Museum as Mediators** for Local Challenges.

WHAT WE SEE

Global business around tourism allows hidden cultural sites to come out to the public and be appreciated by a wider audience. Yet, the pandemic has demonstrated that in case of disruption, these sites that were sustained through tourism could create an economic crisis in the country, manifesting the reliance that a city or country could have on tourism could create turmoil.

Through the realisation of the pandemic, local communities, such as in the case of Venice, acted to take power back their cultural sites. Locals are realising the value that these cultural sites have on their own identity, and are working to take back the ownership of their own culture.

Ultimately, this shift from a global to a local audience would allow the Cultural Heritage Organizations to take a greater part in their community and take a stand in local identity. Museums and leaders will represent the communities they represent and organizations more embedded in communities.



### How Chagos Islanders are fighting to keep their culture alive in exile

In the absence of tangible cultural heritage, intangible cultural heritage processes can prove crucial in maintaining the connection to one's cultural background When the UK government degoquiated the Chagos archipelago in the late 1960s and early 1970s, thereby creating the British Indian Ocean Territory, about 1,500 people were forcibly displaced to Mauritius of

creating the anison indian lucean interintory, about 1,3uu people were forcingly application promiss or Setychelles. Because they could lake only wery few beforinging with them, the community has late 1 or rather, has been deried access to = the kind of objects, monuments, buildings and sites that often connect people to places. Today, however, only one third, roughly, of the exiled blanders, are still alive. Given that they alone retain that cultural knowledge, the wider Chagossian community is rightly concerned that it will be lost as they pass away.

Between 2017 and 2018, in collaboration with the Chaops Refusees Group and other partners in Mauritius. and the UK, the University of Edinburgh organised a community engagement project to address this injustice. The idea was to support displaced Chappssians to valorise and preserve their intengible cultural heritage. For Chappssians, their coccnut-based cuisine, their Kreci language and their sega tambour music are this link.

Chagos people were concerned less about the "authenticity" of cultural objects than about their utility as tools for transmitting valued heritage. CHOs across the world, and in places with big groups of displaced populations, can be the hubs of link creation to "lost" tangible cultural heritage, to keep the spark of intangible cultural alive.



### Parallel Life Performance

Imagine what it's like to be someone else and accidentally run into yourself on the street.

Have you ever wondered what it would be like to be comenne else? To wake up in their skin. To see the move you ever wormered man it. Would be like to have look bloomered ease? In Week op in men skin, so wen' would be like to have level their childhood, in have experienced socrows and joys as they have, to dream as they do? Peacled Like is an interactive live performance it is played for and by inchildred spectators through their mobile phones in public space. It is a theatminal top where narrative layers are projected onto the daily reality of city life, and missed with covert performance elements.

The performance is constructed especially for each individual audience member on the basis of their input. Through conversation with what engit be a but or a person, a profile is compiled for each profiticipant. These profiles are then evapped and each spectator follows the rest of the performance in the skin of someone else, someone quite different from them. Someone who might be of just arm's length eavy and possible to bump that all erry moment.

With the help of a smartphone, the telegram chat app and internet, Waag's Future Heritage Lab, creates a user orientated, self-reflective performance, where the participants are not limited to artists and cuttural heritage staff orly, but veryingine, making culture and art approachable.



### Giving cultural heritage back to the locals Venice Glimpses a Future With Fewer Tourists, and Likes What It Sees

Days before Italy lifted their coyld restrictions, hundreds of locals had come to protest a new dock that

The coronavirus has laid bare the underlying weaknesses of the societies it has ravaged, whether economic

or racial inequality, an over-dependence on global production chains, or rickety health care systems. In Raly, all those problems have emerged, but the virus has also revealed that a country biessed with a stunning artistic patrimony has developed an addiction to tourism that has priced many residents out of historic centres and crowded out creativity, entrepreneurialism and authentic Italian life.

ourism belos a city or location to flourish. However, economy sorely based on tourism has shown that it is not sustainable when crisis such as the pandemic hits. In addition, tourism makes it that the locals do not have access to these beautiful sites anymore.

How can we balance tourism and life for locals?



# **Decentralize Cultural Heritage** through Tech.

WHAT WE SEE

Thanks to the continuous development of new technologies, we witness a wide variety of possible typologies of artwork. As of now, the artwork might even evolve and develop while the viewer experiences it.

In the meantime, the decentralisation of the Arts is offering a platform to a wider audience than ever, while fighting and lowering the barriers to entry. These phenomena are pushing Cultural Heritage Organizations and society itself to rethink their position in society and what the roles of artists, viewers, and artwork will be in the future

As the artwork evolves based on how the viewer behaves, can we talk about a new type of ownership? It raises the question: "In a decentralised scenario, how can larger and slower players find their value?"







There is clearly a balance to be struck between safeguarding and access when it comes to the protection of a state's cultural heritage. However, it is important to advisowindige that while Ghana's legislation appears to bit towards protection at the expense of a cross. If restricts growth in the creative industries by disocurringing artists from engaging with their national cultural heritage.

# **Giving Back** To Whom It Belongs.

WHAT WE SEE

Driven by a shift to acknowledge new perspectives and world views, museums have been undergoing a critical ethical review. What used to be the standard on what was considered arts and cultural heritage and to whose it is to begin with. Like with all change, we also see that this goes hand in hand with intense discussions and opposition. However, we see that the genie is out of the bottle and that arts and cultural heritage are drifting away from male and Western-centered works of art and pushing it into new corners, changing both the definition of artworks and business models.

Now that awareness is there, arts and cultural heritage organizations may attract new funders who are eager to back new works for broader audiences, helping to fuel experimentation and new business models.





### Decolonisation of Africa through cultural heritage

Aspiration 5 of Africa Agenda 2063, which is related to cultural identity, common heritage, values and ethics, provides a continental framework for a discourse on restitution Africa's heritage currently held in Europe and the United States, and a shared vision of culture and belonging. in 2022, Kenya will host a Decolonisation and Cultural Heritage symposium, organised by Twaweza

Communications in partnership with the British Council, as culture in its various formations is key to Communications in partnersing with the littles it cultion, as culture in its venous transitions is key to the process of decoleratation. Exceedingingly, the little injurishment Entury relational Cutture Policy, the Film Policy and the Music Policy all address the implementation of indigenous knowledge and cultural expressions legislation for a significant capacity development around intellectual property and copyright, undertaken through partnerships with child society and think tents. But still more needs to be

Whether in the pan-African movement or in the struggle for independence against coloniaism, the topic has peoped up incessently. It will not go away and is currently growing into a continental movement for Europe and the USA to do what is morally right: Return that which was taken from Africa through slavvery and coloniaism. Africa has a right to its cuttoral hardage so that it can learn and tell its stories, [...]

As a Hospinose to Arrica columns occanication agreements, surgogen contract interrupt organizations (a Hospinose to ask: Now did their certain narriations about their collections, fournism industry, university libraries and cuttural featurements through products harvested from the European colonies, and a consequent sanives difficial for full cuttural instead and his formation to the done to he deliber to held the damage done?



### Investigating the future of museums

The Empty Museum to learn the colonial past of museums

The history of museums and their development is deeply rooted in exploitation, racism and colonialism

past. The project aims to create an illustration of a museum that has undergone a deep decolorization

Although this project is a pilot project to reise awareness on the colonisation of museum artifacts, it is still important to visual and think about alternative ways to understand how we could transform museums to be more of an inclusive place.

The project touches on the deepest questions of identity, otherness, culture and belonging. Perhaps if will accelerate compensation understoods or money, outermest, cut de on outerprise programmes will do self-criticism, in pursuit of a better and more just future.

\*\*Could we come up with effective first missing better that more more missing or materials found during colonisation?

\*\*Could we come up with effective first missing better that more in more missing to materials found during colonisation?



# **Healing Through** Heritage.

WHAT WE SEE

Worldwide, a record 80 million people have been forced from their homes by wars, natural disasters and other events. Digital tools can help to preserve culture and stories. With a growing awareness around social justices and acceleration of activist movements, we see that Cultural Heritage Organizations are also challenged not only to speak up but also act. By stepping up and supporting refugees by offering safe (digital) space for belonging and tools to celebrate their art and creativity.

Cultural Heritage Organizations can take a stand and offer a platform to communities to take ownership of their stories and how these are documented and represented. Digital tools can preserve their stories and strengthen mental health and wellbeing. Ultimately, experiencing arts and celebrating and preserving one's cultural identity and heritage can offer people a sense of belonging.



### T-Serai: a portable palace for transcultural futures

"Textile Systems for Engagement and Research in Alternative Impact" is an exhibition assessing the potential of art and architecture to address conflicts by connecting people across cultural and disciplinary borders The exhibition title alludes to the name of the standardized T. Quetters in Indianian refunes names that The isothorism may also so the name of the statements is statement and increasant rengale camps may are made of corrupated steet. If also references histories of testile architecture of the HENA region, especially the Ottoman portable polices and the living tradition of the khayamiya. The T-Serai speculates a culturally sensitive approach to humenitarian intervention.

The T-Serai takes the form of a tent made of modular tapestries using recycled clothes sewn in a reverse applique technique. Through the up-cycling of discarded clothes, the T-Serai explores how the surplus of applique technique. Through the up-cycling of discarded clother, the 1-Seral explores how the surplus of policy that the control of the cont

### Dissonance from social movements is a challenge to be addressed by the cultural beckage sector. Cultural



### Young Iraqis trained to document and preserve intangible heritage

Preserving Iraq's diverse cultural heritage - a unique collaboration between CREID/IDS and the Universities of Mosul and Duhok Our Oral History Under Threat is a unique project which is working with young people to document and preserve this intangible harriage of Iriaq. Working Idealy with facility at the University of Dubick and the University of Mosul in northern Iriaq. (REID has trained over 100 young people from diverse ethnic and religious backgrounds over the past 18 months. Combining traditional research methods such as oral histories and topic Interviews with modern documentation techniques, such as using video, the project has

Life histories and topic interviews include: () interviewing traditional creftspeople, (i) documenting the veneration and symbolism of the black sergent by Yazids, (ii) unique celebrations of traditional religious festivals, such as Sester and Ramadon, (v) interviewing and writing about the traditional medicines and healing practices, v) documenting how traditional stone overs have been used for making [...]

Decades of conflict and political upheaval in Iraq has left many of its historic buildings and cultural monuments in rules, and communities broken up and displaced. Historic buildings are being rebuilt and cultural artefacts are being recovered. CHIS ocross the workle, cen raise awwereness on such initiatives



### Activism in Museum

# Arbejdermuseet teaches how to voice your opinion through activism exhbitions Studies show that 57% of the Denes have participated in some kind of activism in the past year. Arbejdermuseet opens a musem exhibition examining the history as well as current activism that has been going on in the country.

As well as the exhibition and the latest research, the Workers' Moseum is launching a programme of

As well as the extremel and the assets research, the violents' research is sourcering a programme of ACTIVIST courses and a hands-on workshop where children and young people can train their democratic skills and reflect on the options they have to act on their beliefs.

workshops that not only addresses children and young people but also elderlies could bring create a community space where people from different age and background that share are common interest can come



# **Upskilling the** Workforce.

WHAT WE SEE

If you want to see a change in the world, you have to start with yourself. This goes the same for Cultural Heritage Organisations: if they want their exhibits to inspire change, they also have to upskill their workforce from within as well.

Cultural Heritage Organisations are now challenged to fight over the inequality that exists in the pay gap that they have over other industries. To combat this inequality that exists and to exemplify the importance of starting change from the inside, museum workers are sharing their wages to discuss the lack of resources received. Upskilling the workforce is also done through giving further education and collaboration within the organisation.



Fair Pay for Cultural Initiatives

CHOs: Getting a fair share of the cake

Fair remuneration in the cultural sector, away from the large institutions, is one of the many issues for the preservation of cultural heritage in the form of small institutes. Above all, new initiatives light to be preserved. Minimum standards for fair payment for work in culture, salary, and fee guidelines are a step towards allowing small cultural initiatives to gain a foothold.

The interest group "IG culture" in Austria has initiated a campaign for fair pay for cultural work. The goals are a salary scheme for employees and a fee index for freelancers, as well as political lobbying to create the right framework and improve the social situation.

Making CHOs financially sustainable through setting standards for fair payment.



# MuseumCamp by Waag's Future Heritage Lab

A two-day pressure cooker in which a group of passionate and talented CHOs professionals work, explore and present together

HuseumCamp migrates between museums. The first edition was organized in 2016 at the Allard Pierson Huseum, with interactive technology at its core. In the summer edition of 2018 we work and we will seep-over at the Nemo Science center, with The Nuseum as Laboratorium as the central theme. In the auturns of 2018, a MuseumCamp will take place in the Badisches Landesmuseum in Karlsruhe (German)

The makes as we approximately approximate contemporary museum assets as more mindest? In which participants learn by making and sharing their findings. This approach expensits or unionsty and gives coveresting to those who are going to make / explore and guarantees an actionable perspective for the people involved. The acquired self-confidence offers great opportunities for implementation of new practices in the museum doma.

MuseumCamp invites CHO professionals to explore how can museums in the 21st century respond to social developments and how can digital innovations play a role in this ambition.

### Bottom-up transparency revolution in CHO

A global salary spreadsheet to record and compare the salaries of different workers in art galleries and museums

In a sign of increasing demand for transparency at art institutions across the world, museum workers have in a sign in increasing public their salary rotes was a Google Spreadsheet document. Titled "Artifysisement Salary begin making public their salary rotes was a Google Spreadsheet document. Titled "Artifysisement Salary Transparency 2019," the document allows users to add information about the terms of their employment and their rates of pay at some of the biggest misseums in the world.

Michelle Hillar Fisher, an assistant curator of European decorative arts and design at PMA and previously a staffer at MoMs, the Met, and the Guggenheim, created the document and posted it to her instagram page, where she worder. "A few years ago, thinking about transparency and the motil-vectored gaps in pay, I started sharing my salaries for each job I've had, from mannying to curating, every time I give a career talk.... Please contribute If you con."

Fisher, who recently wrote an essay about parenting and working in the art world, said her fellow museum workers have typically been sheepshy about sharing their salaries for feer of retribution. But she said is be believe



# The How. Business Models & Finance.

The suggested approaches and processes for the sectoral transformation

Long before the Covid-19 crisis, cultural institutions and companies were challenged to become more versatile and proactive in the way they can financially sustain themselves. New ways of financing institutions and artists are popping up, replacing traditional structures with alternative, participatory, crowdfunded platforms, and hybrid business models are being tested and explored. Furthermore, in the future, institutions will be expected to innovate even more than today. It will lead Cultural Heritage Organizations to focus on 'entrepreneurial' approaches and need to be agile and self-reliant.



# Alternative financing models to involve visitors.

WHAT WE SEE

Crowdfunding - defined as the use of small amounts of capital from a large number of individuals - is becoming a tangible option to access funding for some Cultural Heritage Organizations. Indeed, the practice of crowdfunding might allow organisations to tell their own story and own the narrative.

The increasing success that such practice is encountering seems to be linked to participation culture: the role of visitors is wildly evolving in all fields, highlighted by the success of initiatives playing with immersive designs and experiences. Crowdfunding offers visitors insights into what needs to be taken care of; knowledge then translates into a sense of ownership. Visitors seem to appreciate the feeling of having an impact in supporting their favourite Cultural Heritage Organizations.



# Museum Crowdsourcing transform visitors in content creators

Thanks to the Web and its social affordances, the visitor has become a strategic agent in the contemporary museum economy in ways that seemed unlikely only a few years ann

Nowadays the visitor has a growing negotiating power in the development and the aftermath of an exhibit. Monaday his valid has a growing registring power in the development and the attended of an exist. Secondary the valid of the attended of the attended of the attended of the attended of an exist. Secondary the attended of the attended of

A strong example is probably the Brooklyn Museum's 'Click! A Crowd-Curated' Exhibition, which involved an open call for people to submit photographs, an online audience evaluation of those images, and then finally an exhibition in 2008 of the crowd-curated photographs.



# How to design a crowdfunding campaign on your own terms -

and break world records along the way Crowdfunding \$1.7 million in 30 days to get De Correspondent, Dutch newspaper, off the ground

Momkal, an Amsterdam design agency, teamed up with a group of idealistic Dutch journalists in 2013 to crowdrund a very different type of journalism platform: one that would be your entitides to the daily news grind. They raised 51,7 million in 20 days to get be Correspondert off the ground — a crowd/trouble. orld record — and it has since become the fastest growing member-funded journalism platform in Europe. Mornisal decided to repeat the endevour and during one month in 2010, one team working across two continents ran a second record-breaking crose/burding campaign, rasing \$2.6 million from 49,888 bacters for their English-language "unbeaking news" platform: The Cornespondent.

Throughout the crowdfunding process, Monkol learned some (field transcendent) crucial lessons about crowdfunding in journalism: 1. Build a movement; 2. Don't be afraid to 'market' — but remember you are trying to inspire people to action, not buy a product; 3. Stand for the highest quality; 4. Prioritize thoughtful design and planning; 5. Share gratitude, always!

Morrikal built their own crowdfunding platform in 2013 and 2018. This allows them to tell and have control over their own story. With the financial challenges that many CHOs face, successful crowdfunding inhibitive cen give them more financial freedom to pursue their mission.



### Crowdfunding To Support Cultural Heritage Sites Santa Maria del Pi in Barcelona is managed by means of 'crowdfunding'

Crowdfunding as a micro-sponsorship initiative, allows visitors to become collaborators. They can be

sites was launched. Through R, adult visitors paid five euros and children 3.5 euros, to support the works on the Santa Maria del Pi Cathedral, in Baccelona. They could follow the progress of the construction work they have sponsored by email.

The first construction work to be carried out in this new stage was a visit to the "Clutat Vella." Watchtower" befry, which has never been open to the public before.

Apart from the befry's restoration and conservation, the second phase included the renovation of the basilica's covered walkness, and the third phase was the restoration of the church roof.



# **Experimentation Of Pricing Models.**

WHAT WE SEE

The area of pricing models has been an area previous ignored by researchers and cultural heritage organisations but is a great opportunity to create future value. However, the increasing uncertainty in Europe and commercial pressures, inspire companies, but also Cultural Heritage organizations to innovate and experiment with new pricing models.

Unprecedented incidents such as the pandemic and wars have urged the need for strategies that are already adapted when these incidents occur. From experimentation with new pricing models and charging visitors for their visit, to opportunities to attract new visitors and innovative models to increase satisfaction and engagement are popping up. Using technology to rethink pricing models to fit a personal visit, through subscription, new membership models, loyalty models and hybrid business models.

Reshaping the 'good old' pay-per-use pricing model could open up opportunities for future resilience. In the future, new pricing models and updated models for consuming art could improve the overall experience, convenience and empathy.



### Digitizing Intangible Cultural Heritage : A How-To Guide Prepared by the Museum Association of Newfoundland and Labrador for the

Canadian Heritage Information Network A guide to assist museums, archives and independent researchers. This manual assists museums, archives

A guide to assist museums, archives and independent researchers. This manual assists museums, archive and independent personal problems of the problems of the

As we have already identified intangible cultural heritage as an important part of CH, this trend aims to sefegavir our living heritage by collecting ICH and digitaling III. This manual aims to guide museums, includuals or organizations in digitaling their existing collections, threety helping to meet goels.



### Subscription based Theater

Super Secret Arts

Super Secret Arts was hull on the theater industry's first ever all-you-can-attend membership model work, and provide a ton of value to our audiences for only twenty five dollars a month.

+ Could subscription help artists as well as hosts to create a more accessible for to cultural



German Museum Experiments With Novel Approach to Charging Its

### In Bremen, the Weserburg Museum of Modern Art, which was founded in 1991, decided to take a new approach to the way it would charge visitors. In an experimental move that has been followed by many museum professionals in the central European country, the authorities decided to move to a

After having continued with a traditional model of charging people who attend the Weserburg Museum for years, the management team there decided to after their visitor fees for the 2020 Christmas period.

pay-as-you-stay model of charging over.

According to some of the visitors who took part in the experimental charging regime at the museum, the fact that their entity fee would go up according to the length of time they spern there did not mean that they felt unshed. Another finding of the visitor survey showed that the peyment model has increased the the they fell unless dearwise described in the visitor survey some dearwise. Beautiful the visitor survey some dearwise of the last five years, [...]

strategies to rebuild their audiences and grow their audiences beyond those who traditionally visited per-pendentic. A different charging model than the traditional flat fee is to be tested, on whether it canno soul entracir more boosts to the missionary and celtural herisiase sites. Movember 1.



# The With Whom. **Partnerships** & Collabs.

he collaboration and partnerships potential within the Cultural Heritage sector and beyond

Enabling collaboration, relationships and partnerships to foster innovation will be key to survival. Collectivism becomes a fundamental principle of the future, motivating people to create their systems and find community. How can Cultural Heritage Organizations engage in these new collaborations and partnerships?



# Museum as Part of The Local Space.

WHAT WE SEE

Besides their main offering of showing artworks, Cultural Heritage Organizations are used as a site for hosting events. These events, however, have been quite exclusive in their content, restricting the general public from participation.

The role of the museum is shifting, becoming a space to connect visitors as well as local communities. They become a place for dialogue between the two, requiring the environment to have the flexibility to be able to adjust itself.

What if events organised on Cultural Heritage sites become more dominant than their collection? How should Cultural Heritage Organizations balance the artwork and the events they organise?



### Art meets Yoga

Combining your weekly yogasession with a visit at the museum

'Combine a dynamic and powerful Vinyasa Flow yoga class in the ALBERTINA Museum's Hall of the Muses with Carulatine a dynamic, and powerful viriginate many regions as in the Author riner rouseums year or net receives a visit to the current exhibitions." - The Albertian Museum in Vienna is an art museum in the liner clay. Among other things, 8 houses one of the most important graphic collections in the world. The museum is also offering weekly yough escoins in combination with a visit to the museum.

During the lockdowns due to Covid-19, when it had to close its doors for the public, the museum followed erem more unconventional paths. Is offered its weekly meditation and yogs class in the arbitrition. "Yones to Picasso. The Battier Collection" the on Instagram. The relaxation exercises were guided in front of paintings from the exhibition. The teacher, Sabine Harbich, has been successfully conduct yogs classes in the Habsburg State Rooms of the Albertina and online for a long time.

Collaborations with sport activities can attract new target groups.



## Demonstrating graduates projects to the public

The Saachi Museum collaborate with Art schools to showcase student work

The major exhibition presents a survey of London's emerging art scene, with new works selected The imager estimation presents alongly in change is enteringing an extent, with new votes selected, spanning moving image, assembleg, installation, performance, painting, sculpture, photography, and drawing. Curators have selected article process focusing on themes including environmentalism, gender identity, post-pendemic reflections, UK coal politics as well as explorations of the human psyche.

How can we display the works by students to a wider audience?
 How can we help the students with their first step to the workforce or as an artist using cultural britiage sites as a location?



## Museum Meetups Become Common

From cultural salons to spaces to meet new people, museums and galleries can promote social gatherings

The gallery or top floor is more than just an exhibit experience, it becomes an egalitarian place for people to gather, chat and engage with other visitors.

Here are some museums that are reusing space for informal and collaborative community experiences — The Commons at MCA Chicago, ACMI X at the Australian Center of Moving Images in Australia and Wonderlab at the Science Museum, London,



# One Plus One Makes Three.

WHAT WE SEE

Innovation is all about thinking outside the traditional box. Instead of connecting with the ones you know, how about you connect with an unusual partner. Besides that addressing and facing future complex and interconnected challenges will only be done successfully when we can build radical partnerships, hooking up with unusual partners can shift one's perspective, its purpose, fuel inspiration and create a stronger value proposition for the future.

For that, Cultural Heritage Organizations need to bridge the various gaps between their habits, perspectives, break silos and engage with people and communicate with a variety of disciplines to see what happens. It will need to rethink the structures - from cross-organisational sharing to collaboration outside the ecosystem of Cultural Heritage. That said, collaboration is a superpower for humans. How will Cultural Heritage Organisations use this?



# Foodies Invade the Museum

Visitors expect food choices that match their lifestyle

Visitors expect food choices that match their lifestyle and smart museum professionals are stepping up to this trend.

\*\*Dur guests are eating lighter and more conscientiously and that means offering meru items that include vegetarian and gluten fire options, sald Maureen Sheref, foodservices manager at Milistone Cafe at the Beredyvine Shery Maureen of Alm Chadda Ford, Page 1.

Restaurants and bars within museums need to follow eating behaviors of visitors to be sustainable

## Are museum hotels the way forward?

This means quests can spend a night, a weekend, or even longer, immersing themselves in their favourite collections or exhibitions

Every museum wants its patrons to enjoy and connect to its exhibits, but by giving quests greater time to admire and contemplate their surroundings, museums that provide accommodation can help to foster a much deeper connection in many ways. While many people find the traditional experience to be engaging enough, especially when confronted with a beautiful work of art or an ancient architectural marvet, there's no doubt that there is a place for this prolonged, immersive format.

Museum hotels make the visitor an integral part of the exhibit – at least, for the duration of their stay. They can live with works of art for longer than a few fleeting minutes, get some sense of what it was like to live in a particular period in history, or spend time becoming engrossed in a region's heritage, all the while enjoying the safety and comfort of a hotel [...]



# Partner with pop culture

Evaluate where people are spending their time and what goo culture means in this moment, and then take stock of your museum's own resources.

People are spending a lot of time in front of Netflix recently Museums are starting to lean into this by engaging "visitors" where they are. The Brooklyn Museum, for example, created an online exhibit using costumes from both "The Queen's Gambit" and "The Crown." The result was a virtual exhibit that attracted viewers of the popular shows, allowing fans to

it doesn't have to be a world-class permanent exhibit. Everything is ephemeral now, instead, by being clever you will be able to remain relevant as we enter the new order when museums are open again and become fixtures on travel itineraries.



# **Blending Tech** With CHO's.

WHAT WE SEE

As humans, non-humans and things are getting more hyper connected, so will the collaborations between the companies and organizations behind it.

More and more technological advancements are being established, slowly shifting cultural experiences from reality enhancement to life in parallel virtual worlds, enabled by AI, VR, and AR to name a few. We witness that visual and physical worlds merge, resulting in sophisticated digital experiences. All of this opens up the innovation playground for new collaborations to happen.

As stated before, collaboration is becoming the standard as more industries merge, And, to work together, it will require learning the new lingo, building trust and understanding new ways of working will help you to build better collaborations for the future.superpower for humans. How will Cultural Heritage Organisations use this?



# Experience Ancient Olympia as it stood 2,000 years ago

Digitally preserving and restoring Ancient Olympia as it stood over 2,000

Today, 27 major moviments and many mixor ones sell stand in Arcient Olympia. Among them, the original Chympic Stallarium. The lampine of low and files. The work belong of the reviewed is citizen mixed. The medicalogy conserved is citizen to the conserved in t

That's why the Hellenic Ministry of Culture and Sports is collaborating with Microsoft to create Common Grounds, a digital revival project that aims to preserve and restore valuable pieces of our past and empower global audiences to embrace the idea of finding common ground through our shared history.

Now, with help from Al technology, viewers can explore Ancient Olympia as it stood in its glory more than [...]

The project to digitally revive Ancient Olympia is a sturning achievement in cultural heritage, bringing together humanity and cutting-edge technology to benefit the world and empower coming generations with new ways to explore our past.



# INTERWOVEN

### GLOBAL CONNECTIONS TO SOUTH ASIAN TEXTILES

The Museum of Art and Photography (MAP) is a new museum of South Asian visual culture that will open in the global city of technology. Bengalury, in the second half of 2022.

INTERWOVEN was developed in collaboration with Microsoft – using All and machine learning. It brings together textile collections from across the world to reveal connections between activations from different cultures and mediums. It represents these viscoly and intuitively, encouraging further exploration and

Whilst still exploratory and experimental, this technology-led approach, combined with more human-centric storytelling, can inspire new ways of engaging with art history and visual culture.



### The living exhibit 'Bringing the past to life'

the living exhibit is a collaboration between The British Museum in London and Google Creative Labs in Sychey who experimented with digital technology to tell the story of an ancient arterior. The museum houses an omate slab of ancient limestone – over 2000 years old – which was formerly a part of a Buildhot shorter.

The carved figures, the dramatic lions and the decorated domes are all clearly visible, but an inscription was faded and illegible to museum visitors. After historians translated the inscription into English they found it was a piece commissioned by a female disciple of the Budchist monk Vathisara - a woman whose name is lost to history.

Bather than simply hanging the English translation next to the piece, the Lab has been far more creative bringing to life the disciple in question, to tell her story in a more engaging way, in the place of an L...!

This trend is highlighting the shift towards more engagement with users in CH organisations. Making visitors active participants instead of passive onlookers. The requirement to use our phones co technology we already have and are aware of with technology we are still discovering.

# The Who. Social Behavior.

The proposed changes in behaviour, habits and routines that will ease transformation.

A generation raised in a highly digital world brings new values, more data-driven routines and expectations to be treated as equals. Participatory will be a default, through crowdsourcing, co-producing (digital) or owning content instead of 'just' consuming it. It will be those emerging (social) behaviours and new tastes, that can be stepping stones for new open ways of engaging and activating audiences to experience a collection. Lastly, with new channels and audiences, digital heritage and culture may be consumed as something more populist, diverse, and even mundane as it blends with media, entertainment and other forms of culture.



TREND 11

# The Museum Memefied.

WHAT WE SEE

Geared up with their digital devices, the younger generation visit Cultural Heritage places, ready to capture, post and share their visits to their Social Media account. We can see more playful engagement which also enables more frequent casual interactions with art and culture outside traditional settings.

New generations use Social Media as their second language of communication, validation and appreciation and with that, Cultural Heritage Organizations are adjusting either their content (to make it easier to share the content) by creating meme-based posts on their accounts, or creating easy-and-shareable content to attract new people through the followers of the audience

This means that Cultural Heritage Organizations need to step up and not only create expositions that fit the virtual worlds of their visitors as well as the IRL experience, but also develop content that triggers the audience to share with their friends and the world.



### Vienna Museums use Only Fans to show nudity

To avoid censorship on social media the Vienna Tourism Board chose a service mainly associated with sex workers and porn

Artistic expression of nuclty is not welcomed on many social media platforms. The Albertina, a famous museum is Vienne, was suspended from TRCNs after displaying art from a current exhibition that included nuclty. This is not the first time something like this has happened. Even the versus of Willendorf, a 25,000 year old figurine was deemed pornographic by facebook and therefore deleted.

As a result of this the Vienna Tourism Board has started an Only-Fans Account to enable the display of art As a result of this one vietna found he bears has started an only-are Account to enable the deplay of any including multip, but also raise awareness to the problem. This platform is mainly associated with porn as many sexwerkers choose this platform. As a result this step caused a huge media coverage world-wide

Technology and platforms are of importance when it comes to the display and advertisement of art. But the platforms have all the rights as to what they will allow or not. This is imposing a threat to artistic freedom as well as inhibiting the use of promotional material on social media. Some of the greatest galects of at no display in museums cannot be used in the promotional material such museums risk being [...]



# TikTok Museum

### How the Black Country Living Museum became a TikTok sensation

The Black Country Living Museum (BCLM) in the UK was shut down due to covid and had to furlough or let op me to the staff to evoid financial losses. In romani times the BCLH was well known for having live action actors portraying cheracters and people from the past, this element of engagement was completely shattered due to crud, until they decided to move the live action to TRCNs and continue making content during the pandemic. One volunteer actor at the museum amassed more than 22m views worldwide.

The BCLM, although closed to physical visitors, became the most followed museum in the world on TikTok, outdoing more farmous calleries, such as the Uffiti in Florence.

inse exemple snows now CH organisations can adapt to social media to extract new customers and gre-generation of younge people interested in cultivar and heritage. Although the pandemic has lifted, CH organisations can still follow the example of BCLM and continue promoting their exhibitions using social media, especially through creditive means such as TKTKs videos.



### Local library sucessfully "goes meme" on instagram

Library in central-north Copenhagen has become the most popular instagram profile for libraries in Denmark by using memes to convey literature information in a fun, young and modern way

Employees at Bilighiden (globagsurden) library posts 50 memes every finding involving fun, sartentis, sometimes cyspitic references to titerature. As the poblic library employee and meme-ceator Caudine Englodf Hoppenes as it in flowers might not cetch at the theory references which here referenced in the memas, listend her hope is, that it will assisten that coinsist yard subsequently make them come to the lotary to get the body. See hope them, by speaking a morten in losping them dedices by ourget people, it will keep the conversation going - also on small, narrow classics which can be difficult to keep alive via traditional methods.

A central point to memes is that they are more visual thence the use of Instagram) and relying on the "pictures speak loader than words" approach and it is easier to quickly convey a certain feeling and catch the interest of users. They went from having roughly 1500 followes before starting to do memes to having 12,000 followers after they started doing mems (november 2021). This number has now increased to [...]

The fact that an institution such as the library - not exactly known for being 'sery' and 'young' but The fact that an indiction scen as leading in decading state of person of the special special



# Audience become Artists.

WHAT WE SEE

With more people creating, rather than consuming content we also see a rising expectations of people to be stakeholders, creators, makers and owners of brands, companies and organizations. Production can be done more in a community-run and crowdsourced, with open software and democratization of tools

Alongside this, we also see a continuous rise in sophistication and professionalisation of people making art. When audience not only participates in building a collection, or interacts with its environment, but co-produces or becomes the artist themselves.

Lastly, we see that entrepreneurship is in the blood of the new generations, just next to the drive for purpose and fairness. How will this impact future collections and creations? How will the perception of value shift when the audience becomes the artist.





### Unique gold treasure found by amateur archaeologist sheds new light on national history

1 kg of solid gold from around year 500 shows close ties with European continent and a center of power previously unknown One of the largest, richest and most well kept treasures consisting of almost 1 kg solid gold was found

One of the inpart, indeed and most well aget frequency consisting of shorts I fay using pipe have found to provide the inpart, and in the inpart of the inp Many of the largest gold findings in Scandinavia are dated to the middle of the 500s where an ash cloud from a longe volcano breakout (536 AD) created a global climate catastrophe resulting in many years of unfertile soil and hunger. [...]

vate citizens use of metal detector technology helps shed light on previously unknown national



Contribute to Digital Exhibitions

Collection of personal memories that changed people's lives but also Austrian history at large

The House of Austrian History collects personal memories, such as pictures or film material in their digital museum. Exergene can contribute to the museum by uploading their material. Exerything contributed there is also shown on-site, at the museum of historigatal, Viewnon on-site, at the museum or historigatal, Viewnon.

The section with the most contributions added is "More space for female heroes!".It shows stories or

Another folder is offering the possibility to create a postcard with stereotype items of Austria. The postcards created there are also part of the exhibition on-site at the House of Austrian History.

Inclusiveness by participation: everybody's cultural heritage can find a room in the digital museum of the House of Austrian History.



# Ladder of Participation.

WHAT WE SEE

In the last couple of years, we have seen a transition from museums experienced as 'galleries' to museums as 'public spaces", where people can come to participate and practice, to discover and discuss. Turns out, there are many steps on the "participation ladder": from just inviting people to contribute, to allowing visitors to take the initiative, to contributing to collections to the point where the audience is in control.

New digital technologies, an abundance of data and connectivity continues to change the way we interact with the world around us and how the world is interacting with us. It offers more possibilities to make and create together, developing our collective intelligence. More and more people expect that, when they visit a museum, their experience will be one that invites and enables participation.

By introducing more participation, the social role of museums will also increase, and knowledge access and transfer will become a collective process. What will this mean for competencies needed for Cultural Heritage Organizations in the future?



### Let's get physical': experimenting with human interaction A sentient space installation (FrameLab 2019, Amsterdam)

How can digital factinology stimulate human interaction in a social environment? With Let's get Physical, a sentent installation about attraction, Notherhulpit experiments with the most essential need of human beings: momental interiments, 'This multiassensy space debuted at Hamaislab, a two-day exvert for designess, architects and innovative brands. The installation made grown men and women in smart childreg discript on music and designess, bumples plot each for the childreg discript on music and designess, bumples plot each for the childreg discript on music and designess bumples plot each for the childreg discript on music and designess bumples plot each for the childreg discript on music and designess bumples plot each for the childreg discript on music and designess bumples plot each for the children of the children of the discript of the children of the children of the discript of the children of the discript of discript of the discript of discript

Flighting connecting people, using poople with the use of lucid bearns of light that welcomed visitings, once they entread the initialation, foreign goodward and impredictable rings used that foreign soft strength of the initialation connection and inferraction. With a camera tracking the visitors motions and an immersive sounders perceiving to me user entering, people groateneously sett to play second and discover the effects of their movements. The goal is to get people to stop overthrishing and playfully connect with each foreign Without englating, people groat the concept.

CHOs can offer new spatial experiences and work on creating spaces and installations that stimulate human



### Personalization is viewed as a factor in enabling museums to change from "talking to the visitor" to "talking with the visitors"

SEE for Me: The "intelligent audio-guide" project

Digital and mobile technologies are becoming, indeed, a key factor to enhance visitors' experiences Opplia and mobile technologies are becoming, indeed, a key factor to enhance visitori's expeniences administration of the property of the pro

The goal of this work has been to implement a real-time computer vision system that can run on wearable evices to perform object classification and artwork recognition, to improve the experience of a museum visit through the automatic detection of the behavior of users.



### Museum Chatbots: is 24/7 museum service the way forward? One of the most exciting and controversial aspects of technological

advancement is undoubtedly artificial intelligence.

There are many examples of chatocis being put to effective and integrative use in missions spaces, and of the exilest cornes from the Cooper-Hewlt Museum New York. Considered by some to be a planeer of chatot stechnidogies in cubinal spaces, the Cooper-Hewlt Museum created the Object-Phone back in 2013. This was a service powered by Twillio – a communication service specialising in SMS, video and voice AI technologies. As the name suggests, the Object-Phone allowed vialities to least or call to ask for more information on a museum object

In some cases, chatbots are combined with other innovative technologies to create a unique visitor experience. This was the case with the House Museums of Misn – a group of four historical homes in Misn. When the team created an itinerary to encourage people ovid all four homes, they decided to introduce gambication alongside it to attract a younge audience. List



TREND 14

# **Learning Through** Gaming.

WHAT WE SEE

Powered up by connectivity, today's visitors are used to navigating in a world where they can get what they want, when they want, and where they want it. This is even more relevant for the young generation of visitors. Raised in a highly digital world, this new generation has new values, new skills and different motivations to see art or visit a museum then the previous ones. The new generation has new skills and competences enabled by their high digital literacy, gaming knowledge, and free and open attitude to technology.

They are challenging Cultural Heritage Organizations to rethink and redesign how to attract, engage and entertain this generation in order to remain attractive and relevant for them. And furthermore, raises the question if skills (such as gaming etc) become essential competencies in the future?





## Video Games to connect younger generations to Opera The case of A Life in Music - The first mobile game in the world produced by

an opera house. The idea of producing a free download game for smortphones and tablets based on music and Gluseppe Verdi comes from a desire to approach both a youthful and adult audience that have no particular ties to the world of theatre and operatic music. The potential of gaming to attract an international audience is enormous, and the goal pursued by A Life in music is to meet people of all ages, nationalities, and cultures, through the creation of an emotional bond that brings the Teatro Regio di Parma, music and Giuseppe Verdi, closer to each of them.

A life in music began as a 20 sider-scrolling narrative game which explores the friendship between a boy and gift in a universal stery where music is the probagonist. The germafay will be expanded from the story-reting approach of the platy face and will evoke into one story-origing pages, increasing gamer portiopsion in order to create a closer link between the choices of the player and how the game progression.

Produced by the Teatro Regio di Parma, the game for smartphones and tablets will be available as a free



### Filmspielplatz A digital playground for very young filmmakers

The free education plotform filmspielplatt die is a joint project of DFF - Deutsches Filmmsthut & Filmmuseum, Frankfult ein Men, and Deutsche Kinsmalthet - Measum für Film und Frensehen, Berlin it erfortes a range of short films or different gennes and rinstructional tootwis Some of them barrier-free and in multiple languages) on how to make your own movies. The platform aims of children, deyover centres, schools and frentlies. The platgrand wants to improve the children or engage actively with white they have seen.

Collaborative digital project that makes the cultural technique of filmmaking available to nev



# The What. Creation & Creativity.

The forms and types of Cultural Heritage that can facilitate the sector's transformation... A new wave of artists and creators, fuelled with passion and purpose, and with digital platforms at their fingertips, are likely to bring new forms of arts and cultures that represent new frames combining their world views and skill sets to develop alternatives to challenge the status quo. This may again stretch the definitions of what constitutes art and culture, with new forms and genres, new formats of "performing" and interacting with creative works, resonating with new audience interests and expectations.



#### **Inclusivity and Accessibility** within creations.

WHAT WE SEE

Inclusivity and accessibility are two sides of the same problem: to increase them, there is a need for a more welcoming environment for minority communities, either that may be for people with disabilities or with a lower income. Cultural Heritage Organizations are now challenged to rethink their business models as well as their infrastructure to understand who their audiences are and who are not able to be audiences, bridging the gap between them and creating an inclusive environment by facilitating its accessibility.

How can Cultural Heritage Organisations able to adapt themselves to create a welcoming environment for the group that were excluded before? How can they call back again previously strong audiences such as elderly?



#### House of Memories by the National Museum of Liverpool A museum-led dementia awareness programme which offers training, access to resources, and museum-based activities to enable carers to provide

person-centred care for people living with dementia. Museums are experts at recording and coring for people's memories. Using our experience in reminiscence work, as well as access to massem objects, house of Hemories unique and introvative training and resources support cares to creatively after memories with the people living with dementals that they are carrier for. The award-wisning House of Memories dements awareness programme was created by National Massems Liversport.

Moreover, the Ny House of Memories app has pictures of objects from across the decades, which are brought to life with sound, music and descriptions, and provide an easy-to-use way to help people living with to lite with sound, fluors and discriptions, and provide an elsey-to-rice way to rep people using with demential explore things that reasonate with them, You can browne the objects, which include everyday things such as cinema bitsets, a Singer sewing machine and a 10 shifting note. You can save your feworked objects to a digital memory tree, digital memory but on timeline.

Museums should be committed to social inclusion, and the National Museum of Liverpool believes thet museums have the power to change livis. House of Memories is an innovative programme of training, activities and resources that helps National Nuseums work towards being more inclusive within their

Musical theater, like much of the world post-pandemic, looks likely to be consumed in a hybrid way, with



#### Technology & Accessibility in Theaters

Due to the prices of musical theater tickets, those in less affluent communities are unlikely to be able to afford the in-person experiencive.

The musical theater industry is commercially drives. The price of tickets has gone up quite substantially over the last ten year, way shead of inflation—that's because those who can affect the in-theater experience continue to buy trickes. Anthogy streaming promotes musical theater access to a wide audiance than an in-person production does, that deepn't necessarily mean that the musical theater industry will become noire accessible. industry will become more accessible.

As a profit-making business, musical productions will continue to have high ticket prices. This may lead

to a two-tier experience, where the more affluent are able to enjoy in-person theater and everyone else opts for streaming. The world of virtual reality is closer than people think. On Broadway, Helody/RP have created the At. The Tonys Be More Chill VIII Experience, where vewers are toursed around the Tony Awards subs before working scenes from the Be More Chill musical, into conflict of their own homes.

some audiences experiencing shows in-person and others online. And although the in-person experience may offer a superior sensory experience than streaming does, the world is rapidly evolving with technology.



#### Rijksmuseum and Dell Technologies collaborate to make art accessible for everyone

Through collaboration with Dell Technologies, the Rijksmuseum will further digitize its collection of 1.1 million works of arts and history objects

The Rijkarnuseum (Amsterdem, the Netherlands) and Dell Technologies have found each other in their mission to make art and history accessible to everyone. During 2022-2023, they will work together on the further digitation, to tropped and accessibility of the Rijksmuseum collection, Dell Technologies is also providing the technology and facilities for data management and new working methods during and after the

Since 2012, the Rijksmuseum has been one of the first museums in the world to make large parts of its celection digitally available to everyone us Rijksshido. With the add of storage applications from Dat Technologius, the bast calcellation of 1. million works of that and helstory delects, isolating the most extensive Remitands colection in the world, will be further diplaced before 2023. The visual meterial with the the available six the Rijkstadula and the accompanying ago, so that anyone, anywhere it the world, can view, download and share the museum's entire digitised collection free of charge and in [...]

Collaborations between arts institutions and technology firms enable large scale digitization projects.

TREND 16

#### **NFT Democratises Artist Work.**

WHAT WE SEE

Artworks that are shared at museums are often elitists, limiting some artists to the ability to share their artworks. NFT has allowed producing more democratised art in the artwork by allowing smaller artists to share their art and be valued and purchased by their audience. We see an emergence in institutions valuing NFT artworks and integrating them into their own Cultural Heritage Organizations.

In addition, we see that NFTs are used as a way to fund Cultural Heritage Organisations without the involvement of other institutions (such as governments), demonstrating an interest from the public to support organisations directly.Is there a way or possibility for NFT or other blockchain currencies and Cultural Heritage Organizations' artworks to coexist in the same physical space?



#### NFT creators giving away content - for free

Using "Creative Commons Zero", a license for waiving rights, creators are

With NFTs, cryptocurrency and DeFi being the latest craze in financial tech, more and more creators are opening up discussions on what iconsing means.

Creative works live and die by their cultural relevance. And while NFTs may allow for provable ownership of any digital item, irrespective of licensing, Creative Commons Zero (cc0)also lumpstarts of any displat liters, irrespective of liceraing, Creative Commons Zero (pc00lbs) jumpstatis "immer-eability" by excitedy, not just passession of detrientive works, And as new derivatives are created and shared, attention can flow back towards the original, strengthening its place in the collective consciousness. This in furn may inspire even more integretations, resulting in typical and a strength or typical effects whenever a strength or strength or strength or strength or strength or typical effects whenever the strength or strength or strength or strength or strength or the strength of the strength or strength or strength or strength or strength or the strength or strength or strength or strength or the strength or strength or strength or the strength or strength or the strength or strength or the strength o

Opening creative works to the public domain also opens the door to all manner of new uses and can be a spring board for inspiration. Design educations should keep a close eye on this space in order to understand how the creative industry is shaping its digital future, infrastructures and boundaries.



#### Gustav Klimts "The Kiss" is joining the Metaverse-Space

A new Aera of Artcollection: NFT Tiles of a painting sold for the first time

Belvedere Museum has recently turned Gustav Klimt's masterpiece "The Kiss" into Non-Fungible Tokens (NF) Behaviore Horsom has recently turned Custav Klimit's masterpieter "The Kisa" into Non-Turgible Tokerin (NET Tikes-digital certificates of outbrickly for files.) The Veninces museum owns the famous painting from 1908/09. At kinds of memorabilis showing "the Kiss" are sold in the museums' shop, such as umbrellas, begs, posters, naptire. Making money from the famous painting has found a new charmel in the Metaverse. The NFT Tiles open up a new dimension for museums to earn money.

The NFTs dropped on Valentine's Day 2022. The famous painting was digitalized and divided into 10,000 NFT Ties that show details normally invisible to the human eye. Each of the NFTs has a number and its distinctive coordinates. Apart from Viennas Behvedere the Italian Uffizi in Florence also sell NFTs of

NFT are a big art-marked hype. The digital certificates of authenticity for files make it possible to [...]

Taking cultural heritage (digital images, sounds, documents, and virtual artifacts) to the Metaverse by

using blockchain technology



#### Seattle NFT Museum

The world's first permanent NFT museum

Seattle NFT Museum is the world's first permanent NFT museum. Featuring influential artists, coveter collections, and new mintings, this Beltown show room is a place to educate and connect the budding NFT community in the Pacific Northwest while introducing it to works and artists from around the world.

Viewing digital art in a physical space heips to ground the NFT experience, unlocking our imaginations for what is to come. Seattle NFT flusieum creators saw an apportunity to bring the digital art and NFT community together while provising exposure and education.

SNETM is also dedicated to the pursuit of sustainability. Emerging technologies to make NETs more energy efficient are already developing, and the SNETM wants to help more people take part in the conversation, diving even more innovative solutions.

NFTs are making a historic impact on art and digital assets with over \$2.58 in sales in the first half of 2021. Collectibles, sports, and art are the top three corepories of NFT soles which is the focus of Seattle NFT Museum showings in an effort to provide an oxidat for artists, creators, P owners, and collectors to display their NFTs in a highly contentual, physical setting. The museum ranges from [...]

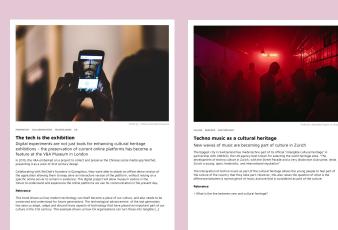


#### **Redefining Cultural** Heritage.

WHAT WE SEE

A new generation of artists and creators are likely to bring with them arts and culture that use new references and technologies and come from other contexts. We might see a shift away from art as entertainment toward art and culture as impact medium. This may again stretch the definitions of what constitutes arts and culture, with new forms and genres, new ways of "performing" and interacting with creative works.

Greater diversity among artists and creators, supported by diverse leaders in the arts, may recognise new forms of expertise, value new disciplines and culture. Bringing in. new perspectives helps to drive experimentation and reinvigorating arts and culture at the grassroots.





# Chapter 4 Scenarios

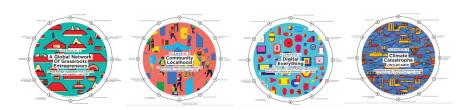


### 4. Scenarios.

The scenarios presented an attempt to answer the question of what the world and the sector might look like in the future of 2035. They are not meant to be predictions of what will happen but instead to suggest a range of possible futures sufficiently different to spark creative thinking about how one might respond to each.

The presented scenarios combine the drivers, the insights and the collective opinions of many who participated in this collective futuring process. The various co-creation sessions with external stakeholders were impactful, triggering conversations between new stakeholders and in the end offer new perspectives and ideas about the future. Educators and academia have been able to engage with stakeholders from the cultural sector and through experiences build capacities that ultimately prepare and help them rehearse multiple futures.

Lastly, the scenarios are also not mutually exclusive futures; any given Cultural Heritage Organisation, large or small, global or local, may recognize aspects of each of these scenarios on a different scale



#### A Global Network Of **Grassroots Entrepreneurs**

Cultural Heritage organisations with a start-up mentality come together year 2035.

#### Community Localhood

Cultural Heritage takes an action-oriented role in and for the community - year 2035.

#### Digital Everything

Digital tools dominate with a heavy reliance on technology -

#### Climate Catastrophe

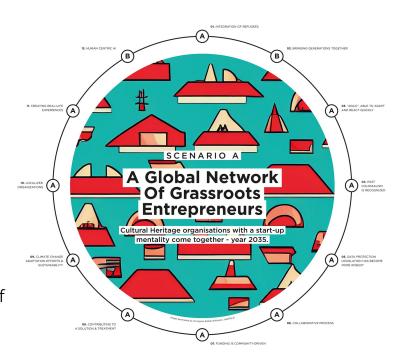
Emergency acting, chaos and short term thinking overshadows the cultural sector - year 2035.





#### Which trends & drivers underpin this scenario?

After a decade of inflation, battling against climate change and fighting for sustainability, governments have slashed spending in areas considered non-essential to economic growth. Thus with the value of cultural heritage not recognised, allocated funding has diminished, forcing the adoption of more entrepreneurial and self-sufficient business models within this sector, or else collapse. As a result, where larger institutions have become individually branded and hyper-commercialised, smaller organisations have instead re-structured themselves as a grassroots global network of agile players in order to survive, with a focus on collaboration and (un) usual partnerships.







#### **What Happens? Overview**

#### + Decentralisation of Cultural Heritage Through Technology

The shift to a globalised network of local, small-scale sites, has fostered an open and collaborative start-up mentality within cultural heritage. Using the latest digital tools, platforms, and approaches, as well as leveraging (digital) channels to engage with communities regardless of location, we see a future full of ideas that bring in new relevant skill sets and creative profiles. A decentralised landscape of grassroots communities, curators, artists, start-ups, digital natives, entrepreneurs and beyond, who can participate in the innovation of the cultural heritage sector, with artworks and productions bridging digital and analogue techniques.

As a result of these more inclusive and evolved digital channels, new cultural hubs pop up in unexpected places —not just in the usual areas, but also in rural communities. Here, cultural heritage organisations become hubs for connecting people of varying economic, social and cultural backgrounds, including (climate) refugees. These spaces enable collaboration and co-creation to nurture the growth of novel viewpoints, for example through the sharing of new stories around indigenous cultures.

#### + Alternative Finance Models to involve visitors

With Europe having to rapidly find solutions for the multiple crises faced in the last decade, they invest in new sophisticated technologies and nurture a thriving startup ecosystem. This start-up mentality has been crucial in bringing about societal change as well as new economic models driven by tech, where openly sharing knowledge, data and resources is key to scaling up sustainably and responsibly. Within this landscape, local cultural heritage organisations have utilised their expansive global network to mobilise online communities for economic support and tap into more innovative business models. This is predominantly through grassroots fundraising that have greatly evolved since the crowdfunding platforms of the 2020's, emerging as a by-product of developments in DAOs (distributed autonomous organisations) in the crypto art world, alternative shareholder structures, cooperatives and new platforms that enable greater community participation. Now artificial intelligence is widely utilised to create better data-driven decisions and services, with data safeguarded and managed by European Digital Rights to prevent piracy and is in line with European values.





#### **What Happens? Overview**

#### + Healing Through Heritage

Living in times of uncertainty and geopolitical unrest has impacted the trust of many people and steered a focus on building strong multicultural communities, meaningful relationships, and collective care. People rediscover and value setting up support systems between generations and come together in new ways. In these times culture is embraced and celebrated by many as a way to heal and calm themselves from mental health issues that are associated with anxiety and stress caused by increasingly extreme weather events.

The conflict around the decolonization of art has mostly been overcome, with cultural heritage healing wounds through embracing new perspectives, acknowledging origin and developing exhibitions that reflect the diversity of audiences. Today, cultural hybridization and multiculturalism is seen as an asset, with the integration of various cultural perspectives and values as the norm. As a result, a diversity of artists dominate culture, with new stories being told, along with bolder experimentation and creation in doing so.

#### Insights that inspire this scenario:

- Healing Through Heritage
- Alternative Finance Models to involve visitors
- Giving Back To Whom it Belongs
- Decentralisation Cultural Heritage Through Tech
- One Plus One Makes Three
- Blending Technology with CHO
- Inclusivity and Accessibility within creations.





# "... If organisations and small institutions understand the importance of building a network and collaboration, this is a very probable scenario..."

- Participant at Futures Dialogue Session





#### **Overall Reflections:**

- The scenario describes a future projection different for large and small organisations. Large organisations become highly commercialised, which could result in decisions to put profit over content.
- Smaller organisations might have a chance to now participate and come up with new perspectives, if they are entrepreneurial enough and small institutions understand the importance of building a network and collaboration.
- Already existing reality with a big potential for building networks and democratisation of the cultural heritage sector.
- Most of the stakeholders indicate that this scenario is closest to reality. Vienna stakeholders feel it is far off

#### Impact on Cultural Heritage Organisations and its stakeholders:

- For smaller organisations it would be a great scenario with the chance to learn from other institutions to make an impact on their communities, getting together and working towards a common goal. Will result in mushrooming of cultural activities.
- It triggers CHOs to shift their focus on participation and ownership. CHO's will need to think about new resources to integrate in their structures and how to actively engage visitors.
- Without allocated funding commercial partners will invest more in startups with a culture focus. There is the possibility for CHO's to become meeting places for knowledge exchange between cultural creators from grassroots and big institutions.
- New skills and processes would be needed, such as co-creation processes and change management - balancing perspectives, bringing in and ensuring critical perspectives, and additional marketing skills to allow for crowdfunding.





#### What should be done now to move towards this scenario?

- Embrace competencies in critical thinking and commercialisation. For example understanding the impacts of commercialisation and threats of privatisation of Cultural Heritage.
- Participation is key. Focus on involving the user base in co-creation and participation. Establishment of communities of affection to create technologies of emotion.
- Tech-creative literacy and historical literacy for all. E.g. Artificial intelligence, extended reality and global history.
- Understanding the broader social, political and economic context within which the CH sector functions and connect the CH sector's broad mission to other social
- challenges.Cultural leadership joining forces with other Cultural Heritage Organisations instead of project gatekeeping and protectiveness of organisations' artistic message, that severely contributes to the sector's closeness.
- Redefining CH sector's ill-defined needs of its audience and stakeholders; anticipating and recognising their needs is the first step towards change.

Note that some of the competencies were pulled from the Competencies Gap Map output synthesising interview insights from Cultural Heritage Organisation, as well as Tech and Social trends experts..

#### Impact & ideas on revenue and business models:

- Focus on alternative business models: equitable and cooperative business models would be needed. Fx, having a value proposition at the core of businesses regarding size and insisting on a triple bottom line and impact goals to prevent hyper commercialisation of larger CHOs.
- Some scepticism arised in our co-creation sessions whether or not crowdfunding will really support organisations or how they will influence the collection process, while other experts believe that it could ensure that everyone is able to participate in the market. There might be a tension between open content and e-commerce
- The creation of a network of smaller organisations would allow savings financially as well as in terms of human resources.





# What is *your* initial reaction to this scenario?

(write down your thoughts on this page)





#### Which trends & drivers underpin this scenario?

In 2035, we see an acceleration of activist movements that demand change around the world. With continued crises and uncertainty in the post-pandemic landscape, it has become ever more necessary for civil action to fix the political, economic and social challenges. Tired of waiting, the next generation recognise activism not just as a necessity, but part of who they are.

Within this climate, the cultural heritage sector has been forced to rethink their function and value in society, to evolve into community-based sites for action that build a better future.



#### **What Happens? Overview**

#### + Museum as part of the local space

Whilst cultural heritage still receives small government contributions, they require additional financial support through community contributions to stabilise funding. This has led to the business models of cultural heritage organisations and institutions being transformed, by redirecting resources solely towards the good of the community and Environment. As a result, sites and spaces have been transformed for people to come together for more intimate meetings and dialogues, to rebuild In Real Life (IRL) connections as a counter-trend to virtual events. Strong ties to communities have evolved, through addressing local challenges and offering participatory experiences and events that strengthen the broken social fabric of society - with safeguarding local spaces and preserving cultural heritage goes hand in hand.

Now, institutions follow a new guiding principle: that the cultural heritage sector must sustain and regenerate the well-being of all - nature included. This is currently being seen as taking shape through a comprehensive approach to the impact of science and technology. By bridging the gap between STEM and SSH with educational STEAM-approaches, cultural heritage institutions are playing a central role in developing and communicating innovative solutions to societal challenges. As a participatory process, this places importance on the inclusion of knowledge generation by groups from different social, cultural, and demographic backgrounds, reflecting the audience as key stakeholders.

#### + Ladder of participation

In society, there is an increasing awareness of social value in what cultural heritage can offer and provide. The sense of collective good and participatory events take a main focus, resulting in new initiatives and forms of community, for example through fostering knowledge exchange with research institutions by incorporating participative citizen science approaches. Organisations can now even be run by local people, appointed through a citizens' council - where all can have the opportunity to select who should run 'their' space.

The incorporation of democratic decision-making approaches within the sector, such as the aforementioned example, has meant the organisational transformation of Cultural Heritage is going slower than perhaps preferred or needed. Data from these organisational processes can be utilised by the museum to innovate and facilitate services that further support their communities - however - regulation and knowledge on data sovereignty is lacking which has allowed breaches leading to participant data being misused by untrusted parties.





#### **What Happens? Overview**

+ Museum as Mediators for Local Challenges.

Over time, community-based cultural heritage has been able to build trust and develop approaches around mending the growing divisions in society. This can be seen through nurturing the engagement and participation of diverse communities, as well as bridging the gap between different cultural groups and demographics. For example, cultural heritage organisations now address social challenges such as loneliness, through facilitating conversations and running workshops between older and younger generations, valuing real-life connections despite advancements in technology.

There is the offering of open and inclusive discussion for groups across different economic, cultural and demographic backgrounds in order to share their life stories. with the potential to translate these into archives both on analogue and digital platforms. Furthermore, having incorporated educational STEAM-approaches through on-going collaboration with research institutions, cultural heritage also plays a crucial role in developing and communicating solutions for societal challenges such as climate change. In particular, they are crucial in reaching out to local communities in order to gauge the acceptance for new innovative solutions and technologies. Communities now not only contribute knowledge, but also see themselves reflected in museums and cultural heritage sites.

#### Insights that inspire this scenario:

- Museum as Mediators for Local Challenges
- Healing Through Heritage
- Alternative financing models to involve visitors
- Museum as Part of The Local Space
- Ladder of Participation
- Redefining Cultural Heritage
- Inclusivity and Accessibility within creations





"... There is a need for understanding culture as public property. We need to cultivate courage to invite people in and make global issues relevant locally. Local Hood needs to be at the core of one's business model..."

- Participant at Futures Dialogue Session





#### **Overall Reflections:**

- Overall, this scenario was valued as preferable by most of the external stakeholders during our Future Dialogue sessions. It was seen as an opportunity - especially for small and medium sized institutions - to move away from the economic pressure whilst giving value to the social dimension.
- It brings up the much discussed point of considering Cultural Heritage from a social perspective to engage with local communities. The responsibility of museums and value of culture would (have to) be rethought in this scenario.
  - During the COVID lockdown, Cultural Heritage Organizations suddenly understood the importance of their role within their local communities. Community is and will be an important pillar of many CHO's with museums being able to contribute to all societal challenges within their communities.
- We witness more and more local initiatives: the unique and the authentic. It's an interesting way to create broader CHOs and for everyone to become creators.
- Lastly, the premise that less funding will lead to more "resources" directed solely to the good of society & nature" was considered by some as a risky assumption in this scenario.

#### Impact on Cultural Heritage Organisations and its stakeholders:

- Concerns were raised that the artistic quality won't be retained and the professional knowledge will be challenged. CHO's might need a radical new approach to engaging people with focus on hosting and designing platforms for co-creation.
- It will lead to a democratisation of the relationship between people and cultural institutions, which means that CHOs and their stakeholders can converse at the same level and this can develop more profitable relationships.
- It puts community and the local dimension back in the spotlight, with participatory models for digital collections that need to be strengthened.
- Lastly, it will impact current structures, for example who decides which perspectives are included? How to ensure that stories from other viewpoints are curated.



#### What should be done now to move towards this scenario?

- Co-creation is important. It will be key to be open to co-creation and change roles from experts to facilitators, from curator of art to for curators for outreach and communities.
- CHO's will need to understand local communities and have knowledge of the local context with a focus on facilitation of communities. This will impact the need for relational abilities and the ability to build networks through engagement with local projects and social/non profits. Competencies will be needed in openness and the art of hosting.
- Moreover CHOs have the opportunity to embed knowledge systems deeper in the society, e.g., by facilitating safe spaces for debates that cannot take anywhere else
- A need for understanding culture as public property. We need to cultivate courage to invite people in and make global issues relevant locally. Localhood needs to be at the core of one's business model.
- Effective risk-reward digitalisation strategies for CHO, e.g., digitalisation as a future investment and creation of structures to identify, test, and introduce innovative models complementary to the governmental fundina
- Skills to transparently implement the use of technology without losing the human aspect
- Lastly, CHO professionals need blockchain literacy as well as democratic and communal awareness.

#### Impact & ideas on revenue and business models:

- With a focus on understanding local communities and new ways of inviting collaborators, new memberships could be developed and better value-based partnerships created.
- With CHO's being run by local people could be potentially economically riskv.
- CHO's should work with a business model where there is a focus on the measurability of impact and solutions.

Note that some of the competencies were pulled from the Competencies Gap Map output synthesising interview insights from Cultural Heritage Organisation, as well as Tech and Social trends experts...





# What is *your* initial reaction to this scenario?

(write down your thoughts on this page)

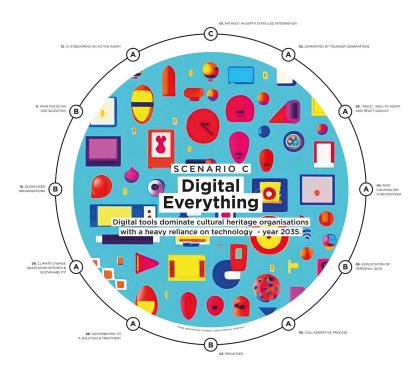




#### Which trends & drivers underpin this scenario?

Digital tools and platforms of 2035 dominate how people live, work, connect and navigate themselves. Driven by the young generation of (digital) makers, vast technological advancements have resulted in moving from reality enhancement to life in parallel virtual worlds.

With Cultural Heritage sites heavily impacted by climate catastrophe, and digital connectivity having matured to its fullest, all physical operations are now closed and protected. Cultural Heritage has transferred online, into virtual platforms for people to visit.





#### **What Happens? Overview**

#### + Museum Memefied

Driven by public pressure to act on a variety of crises happening on a global scale., Cultural Heritage can receive the minimal funding available from governments, only if they follow the Code of Climate Culture. This means that measuring and reducing climate impact is key to receiving subsidies, whereas on the other hand, private investments in parallel virtual worlds are moving faster with the growth of the metaverse. In response, Cultural Heritage has become increasingly commercial and privatised. The focus is on entertainment and marketability over a deeper exploration of knowledge and creativity. More must be done with less, putting scarce resources into profitable and 'easy-to-digest' online productions and templates that ensure stable income. Cultural Heritage will become less about challenging or innovative content and more about experiences, media, and entertainment that are digitally shareable via social media.

Through actively investing in the potential of artificial intelligence, Cultural Heritage pushes data collection to fulfil the large amounts required for circulating fully executed computer generated content. Data has thus become the lifeblood of cultural heritage, and demands that the sector adopt the right skills and competences to handle data with care - ensuring data sovereignty, quality and ethics. As part of this, Cultural Heritage Organisations regularly lead hackathons to experiment with new ways of integrating the importance of ethical and human aspects within innovation processes for successful transformation.

#### + NFT Democratises Creative Work

Digital connectivity has spread to all corners of society, sparking demand from new audiences and stretching the definition of what cultural heritage can or should be. As parallel realities continue developing in the metaverse, new forms of arts and culture take shape, with the potential to become instantly mainstream through rapid cycles of going viral. Colonial-era artefacts previously held in European museums, now possess digital twins, allowing their return to the country of origin.

Creators have access to new digital tools, gaining more control and ownership over their work combined with new support platforms and ways of connecting. This has changed the way collections are being created and funded, for example through micro-funding and taking part in de-centralised economic models





#### **What Happens? Overview**

#### + Blending tech with Cultural Heritage

Digital connectivity has spread to all corners of society, sparking demand from new audiences and stretching the definition of what cultural heritage can or should be. As parallel realities continue developing in the metaverse, new forms of arts and culture take shape, with the potential to become instantly mainstream through rapid cycles of going viral.

Colonial-era artefacts previously held in European museums, now possess digital twins, allowing their return to the country of origin. Creators have access to new digital tools, gaining more control and ownership over their work combined with new support platforms and ways of connecting.

This has changed the way collections are being created and funded, for example through micro-funding and taking part in de-centralised economic models.

#### Insights that inspire this scenario:

- Decentralise Arts through Tech
- Upskilling the Workforce
- Alternative financing models to involve visitors
- Experimentation Of Pricing Models
- Blending Tech With Cultural Heritage Organisations
- Learning Through Gaming
- The Museum Memefied
- NFT Democratises Artist Work
- Redefining Cultural Heritage





"... We lack a digital track and knowledge about possibilities in this field. We need to qualify the relevance: Why do it? For whom? What has value in a digital everything? How do we balance the access to physical real-life communities and what they need to provide for this to work?..."

Participant at Futures Dialogue Session





#### **Overall Reflections:**

- Overall, this scenario where the access to cultural objects is offered exclusively online is improbable and neither considered preferable by many of the stakeholders. However, hybrid forms of CHO's were viewed as more likely to happen where the best of both the online and offline world can be experienced.
- Some of the stakeholders in Denmark noted that the digitalization is largely already happening with the Google Art Project. However, if there will be a full immersion, as described in the scenario, it'll probably lead to loss and disconnection
- Another reflection was that this scenario can ensure that culture is communicated broadly and raise the potential for more participation, for example by offering experiences in multiple languages and giving platforms to minorities. On the other hand it might also be anti-democratization of non-digital people, who'll be cut off.
- CHO's will always exhibit and collect challenging and innovative content. Using digital and "easy-to-digest" interfaces will support the audience to get closer and more engaged, but 'CHO's should (& will) never set entertainment over education."

#### Impact on Cultural Heritage Organisations and its stakeholders:

- The visitor experience would need to be completely redesigned through technology, there would be a bigger need for technical roles. All of this though needs to be combined with the need to keep a strong focus on the human aspect of the experience, and of the relationship between CHOs and visitors. There's a risk this approach will come at the cost of physical spaces and objects and museums 'in-real-life' could disappear.
- A lighter version of the described scenario would use digitalization to support and amplify real life visits to real cultural heritage sites.
- As there will be an increase of data and digital presence, CHO's will have to understand cybersecurity and have the ability to protect personal data. Furthermore, using data as a resource will require a higher level of digital literacy and knowledge about monetising digital products and data rights.
- Digital Everything could also be considered as a way of democratising cultural heritage and of inspiring people to go and experience the physical spaces by introducing them to places through digital experiences.





#### What should be done now to move towards this scenario?

- Not preferable in the way it is described. However the presence of proper actions to accompany the presence of technology to create more immersive experiences, and to avoid the creation of monopoly scenarios, can make this scenario more acceptable. In this way it can serve as an open access public service.
- In a digital world of cultural heritage, we'll need new norms and architecture for when guests "go" to the museum, a dedicated focus on curating and moderating online presence and interfacing between CHOs and guests. Creators need to work across modalities as AR & VR.
- CHO's will need to intensify research on data ethics & technology ethics. For Europe, it will be important to ensure that technology is developed not by companies alone, but tailored to the needs of CHO institutions, e.g., adopting open access data, open science and fair use data principles for democratising CH across the sector
- It will be important to uniform standards in the use of metadata for descriptions, create visualisation possibilities and use artificial intelligence for the archiving.
- Digital revolution would require transparently implement the use of technology without losing the human aspect, so that the sector's value system is reshaped around its social responsibility to its employees.

#### Impact & ideas on revenue and business models:

- As this scenario describes a world that is highly digitalized, it is important to think about what the business model and funding would be, as there is little staff and not enough digital infrastructure.
- CHO's will need to both educate themselves on digital literacy as well as gain knowledge about monetising digital products.
- Lastly, to avoid climate catastrophe the new digital CHOs need to establish partnerships with carbon capture storage entities.

Note that some of the competencies were pulled from the Competencies Gap Map output synthesising interview insights from Cultural Heritage Organisation, as well as Tech and Social trends experts..





# What is *your* initial reaction to this scenario?

(write down your thoughts on this page)

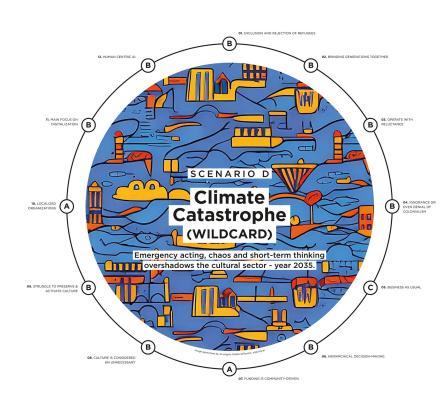




#### Which trends & drivers underpin this scenario?

The temperature has now risen to 2.5 degrees Celsius, an increase of around 1 degree since 2022 due to inaction around implementing drastic measures to halt global warming.

The Cultural Heritage sector struggles to survive, triggering panic across the few remaining sites to protect what they have.



#### **What Happens? Overview**

#### + Culture vs. Crisis

With uncertainty and chaos being the norm, financial markets are volatile, leaving cultural heritage in an unstable position. Governments cut all funding and donations from philanthropists dry up, with arts and culture seen as unnecessary against a backdrop of escalating crisis. Extreme weather events and natural disasters are frequent, devastating not only crops, food supplies and general infrastructures but also sites of cultural celebration and value. Memorials and places of worship have been disproportionately damaged and destroyed. Cultural Heritage organisations still exist but are led by a political agenda, with short-term thinking reigning rampant.

Artificial intelligence is widely used, however datasets and algorithms have become progressively biassed. Innovations are being developed by technology giants, solely focused on short-term profit and with an uncritical mindset.

#### + 'Make our culture great again'

Influenced by fear and rising populism, local communities are inward-focused and become stakeholders in Cultural Heritage driven by a determination to keep national traditions upheld. An anxious mindset goes hand in hand with a lack of solidarity in society seeing a spike in nationalism and the rejection of certain groups within society. 'Make Our Culture Great Again' is a running slogan, representing the growing presence of hard-line conservative values, which results in dividing society. Xenophobic attitudes emerge, rooted in fear that through the unprecedented numbers of migrants and refugees, national rituals and cultural traditions will disappear. Cultural Heritage solely focuses on a country's 'own' cultural heritage from now on.

However, there is a glimpse of hope in the reaction against political agenda-setting and nationalism where parts of the arts and culture have moved underground, creating a thriving scene born out of protest, hope and action for better times ahead.



"... A frightening scenario, but culture thrives in resistance so even if people wouldn't go to CHOs anymore, culture would still be a factor and be more locally organised. Museums might act as mausoleums for things that are gone. ..."

Participant at Futures Dialogue Session





#### **Overall Reflections:**

- As the title of the scenario suggests, this is considered by all a frightening, dystopian scenario, which sadly, is not completely improbable.
- Although it is a highly unlikely scenario, if it would happen, it might be
  positive for CHOs who would then become places for people to gather
  for meaning and community.
- Another perspective that came out of the Future Dialogues was that culture dictates how we understand our place in the world and that this crisis scenario might turn cultures priority from focusing on inspiration to focusing on survival.

#### Impact on Cultural Heritage Organisations and its stakeholders:

- It will lead to exclusion and turning of the masses, fear, lack of common language, but might be an opportunity for grassroots to define a new art scene. It could trigger a larger engagement from grassroots and local initiatives to cultivate creative opportunism.
- The impact for CHO's would be high: the whole sector would need to be redesigned from a financial as well as social perspective.





What should be done now to not move towards this scenario?

- Art needs to take a bigger responsibility in leading change and calling to climate action, e.g. inspirational activities based on historical catastrophes.
- It would require the development of alternative creative thinking from CHOs. CHOs need to develop and cultivate entrepreneurial skills, critical thinking, educate people to complexity, self-organisation and community building.
- On the other hand, awareness should be created that culture can become a weapon of propaganda. Increase focus on cultural education and critical thinking to understand local culture in a larger international context and to cultivate historical awareness.
- Teach compassion and aesthetic awareness from early school, so people understand the value of culture. Search and scout our heritage for regenerative practices leading to new exhibitions. Development of regenerative common rituals.
- Produce immersive experiences that gives citizens access to our "catastrophe heritage" as exposure therapy
- CHO's should clarify their mission and values even stronger, whilst finding large scale technical solutions for climate change and providing public service quality content.

Impact & ideas on revenue and business models:

• If CHO's institutions are not funded anymore in this scenario, universities will likely not be funded either. This requires CHO's to find an indirect source of financing.





# What is *your* initial reaction to this scenario?

(write down your thoughts on this page)





# **5. Strategic Recommendations.**

The participatory and collective futuring exercises in the process gave stakeholders the opportunity to better understand future competencies needed for various scenarios. In addition, they opened up a dialogue between different stakeholders on how they could work together in the future to adapt to each scenario.

When looking at data collected and opinions and reflections shared during the Future Dialogues, Scenario B - Community Localhood, turned out to be the most preferable scenario for the stakeholders, that can inspire Cultural Heritage Organisations to evolve their business models. While the opinions reflected within the regional co-creation session by no means represent the whole of Europe, they help focus our thinking.

Lastly, some questions that can be raised when thinking of building future competencies and business models fit for various future scenarios.

- If we recognize aspects and drivers emerging from these different scenarios, what actions are you taking now to prevent them or make them happen?
- How might shifts in funding levels and sources change what we do and how we do it? What risks or opportunities emerge from these scenarios for Cultural Heritage Organisations?
- What educational programs, training, tools, skills, or resources do we need to face the various future scenarios both for HEI academics and educators, as well as HEI students?

#### **Acknowledgements**

Cultural Heritage Experts: University of Vienna Christian Huemer - Belvedere Anonymous - House of Austrian History

Stefan Benedik - House of Austrian History Anonymous - Zoom Children's Museum Anonymous - Jewish Museum Vienna

Ca' Foscari University of Venice Valeria Finocchi - Palazzo Grimani Museum Marco Mazzocco - Palazzo Grimani Museum Carlo Presotto - La Piccionaia Theater company Diego Calaon - Ca' Foscari and Torcello Island Maria Letizia - Pulcini Museum of the Lagoon

University of Copenhagen Torben Vinther - Københavns kommune Priscilla Rasmussen - Dansehallerne ane Sandberg - Founder of Enigma museum Jonas Grøn - Villa Kultur

Academic experts: University of Vienna Margarete Szeless - Self-Employed Eva Mair - University for further education Krems

University of Copenhagen Maria Ovesen - KU Lighthouse Michael Eigtved - UCPH

Technical experts: University of Vienna Anonymous - Self-Employed Florian Kleber - Technical University Vienna

Ca' Foscari University of Venice Andrea Barbon - Mindware Milo Sarrini - BAM! Cultural Strategies Fabio Pittarello - Ca' Foscari University of Venice Alessandro Jannucci - Alma Mater Studiorum (Bologna University)

University of Copenhagen Adam Hede - Implement Consulting Group Mathias Seidler - Khora Louise Sonne - TBWA

Business Model Experts: Ca' Foscari University of Venice Paolo Ferri - Alma Mater Studiorum (Bologna University) Luca Pareschi - Università degli Studi di Roma "Tor Vergata" Marco Vedovato - Ca' Foscari University of Venice

University of Copenhagen Pil Anna Roar Meier - Artcat Michelle Fyrstenberg - Artcat

















Co-funded by the Erasmus+ Programme of the European Union

**Cultural Heritage 2.0: Business Model Evolution Program** project is a KA2 Cooperation partnership under the project No. 2021-1-IT02-KA220-HED-000032050

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