



Australian Library and
Information Association

INNOVATE

Reconciliation Action Plan

July 2022 – June 2024



RECONCILIATION
ACTION PLAN

INNOVATE





Karen Mundine
Chief Executive Officer
Reconciliation Australia

Reconciliation Australia CEO Statement

Reconciliation Australia commends Australian Library and Information Association on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Australian Library and Information Association to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Australian Library and Information Association will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Australian Library and Information Association is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Australian Library and Information Association readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australian Library and Information Association on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Our vision for reconciliation

ALIA's vision for reconciliation is an Australia where truthful, equitable and accessible representation of First Nation's cultures, histories and perspectives are provided by Australia's libraries and information services.

In the context of our organisation, this means building a culturally competent team that has the capacity to engage meaningfully with First Nations' workers in the library and information sector; removing barriers to a more diverse and inclusive library and information workforce; and supporting the implementation of First Nations' policies and protocols in the Australian library and information sector.

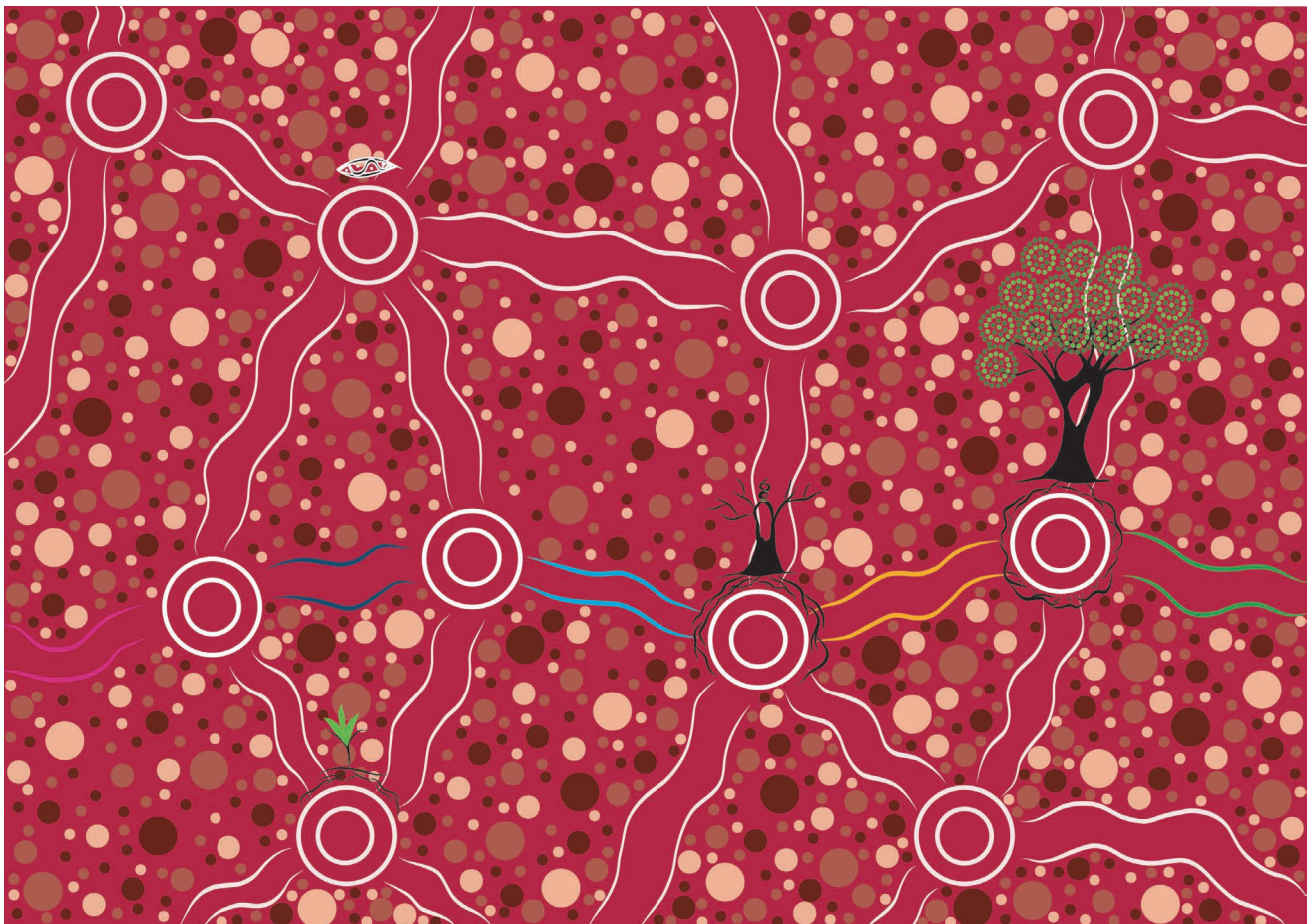
About the artist

Richard Allan Jr. is a Ngunnawal, Kamilaroi, Bundjalung artist who started cultural work through his fathers and family business, Traditional Owners Aboriginal Corporation (TOAC) and Ngunnawal Art. Richard's passion for his culture and his business has taken him to many places around Australia and internationally. Richard combined his skills, love and passion for IT, culture, and art to create his own business, 'Traditional Core', where his designs honour his culture and heritage.

About the ALIA artwork 'pathways'

The artwork commissioned for ALIA's innovate RAP is a representation of the pathways that promote the free flow of information and ideas as well as the pathways taken by the people who contribute to the improvement of library and information services.

Within the artwork, Richard has included seeds to represent beginnings yet to be realised, sprouting plants coming to life, and an old tree that shows the way and reminds us where we have been. A tree in full bloom and the various pathways lead us onwards to hope in the future. Each element strengthens the other parts, creating a diverse and connected environment.





“

beginnings yet to be realised, sprouting plants coming to life, and an old tree that shows the way and reminds us where we have been.

A tree in full bloom and the various pathways lead us onwards to hope in the future.

”



Our business

The Australian Library and Information Association (ALIA) is the professional organisation for the Australian library and information services sector. We have been representing the interests of our members in the library and information industry since 1937 and continue to invest in advocacy, education and professional development.

On behalf of our 5,000 personal and institutional members, we provide the national voice of the profession in the development, promotion and delivery of quality library and information services to the nation. Through leadership and advocacy, we create positive impact for Australia's 10 million-plus library and information service users.

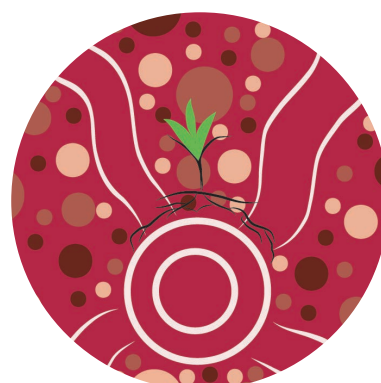
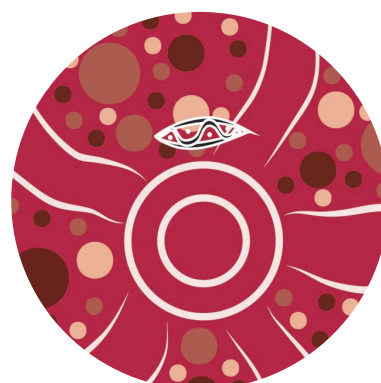
Our members include school, academic, TAFE, special (government, law, corporate, health), National, State and Territory libraries, and, through the ALIA Australian Public Library Alliance, we represent the nation's 1,600 public libraries.

The Association is supported by a team of 25 staff. Our head office is located on Ngunnawal and Ngambri Country at ALIA House in Canberra, and we also have State Managers in Western Australia, Queensland, New South Wales and Victoria. There are currently no staff employed who identify as Aboriginal and/or Torres Strait Islander people.

ALIA's geographical reach is national and international. ALIA currently has reciprocal recognition agreements with the Library and Information Association of New Zealand Aotearoa (LIANZA), the Chartered Institute of Library and Information Professionals (CILIP) (UK), Cumann Leabharlann na hÉireann, The Library Association of Ireland (LAI), and the American Library Association (ALA). ALIA accredits Library and Information Science courses across Australia and for the University of the South Pacific in Fiji.

ALIA is also an active member of the International Federation of Library Associations and Institutions (IFLA) with representation at the annual World Library and Information Congress.

Through an object of our Constitution, ALIA endorses the principles of the United Nations 2030 Sustainable Development Goals (SDGs) and is dedicated to the International Advocacy Program in support of the SDGs and with initiatives that focus on diversity, environmental sustainability and responsible procurement and partnership.



Our RAP

ALIA is committed to reconciliation in Australia and provides leadership and influence in recognition of the rights of Aboriginal and Torres Strait Islander peoples and in valuing the diversity, individuality, and equality of all. The development of ALIA's Innovate Reconciliation Action Plan (RAP) is an opportunity to pilot innovative strategies that have the potential to empower Aboriginal and Torres Strait Islander peoples. It also firms ALIA's organisational commitment to reconciliation and provides a central focus and an instrument for accountability for the many ways ALIA contributes to affirmative reconciliation action.

Respect for the diversity and individuality of all people is one of ALIA's core values, and diversity has been selected by ALIA President, Vicki Edmunds as her Presidential theme for the years 2021-2023. ALIA's Strategic Plan 2021-2024 has identified a priority action to 'support a resilient, diverse workforce: attracting and developing talented, committed individuals from different cultural backgrounds, who will have the strength and agility to navigate a rapidly changing workplace.' ALIA's Innovate RAP will champion the inclusion of Aboriginal and Torres Strait Islander peoples within the Presidential theme and also help to develop libraries' role as culturally safe spaces.

The Professional Pathways Initiative, launched in May 2022, is actively working to listen to diverse voices and support more diverse pathways into the profession and this includes a priority on listening to and supporting Aboriginal and Torres Strait Islander peoples who are in, or would like to be in, the library and information workforce.

ALIA's RAP Working Group

ALIA's commitment to developing a Reflect RAP was confirmed by the development of a RAP Working Group (RWG) in February 2019. The group included First Nations representation from the Indigenous Curator of the National Library of Australia and guided the development and implementation of ALIA's first RAP, championing all aspects of the Reflect RAP internally. A designated RWG Convenor role was established and ongoing Aboriginal and Torres Strait Islander representation through network connections with the National Library of Australia was ensured.

The 2022 ALIA RAP Working Group comprises seven Members, one of whom is a First Nations person:

Indigenous Curator of the National Library of Australia
- **Rebecca Bateman**

ALIA Learning Services Coordinator (Group Convenor)
- **Jacqui Lucas**

ALIA Director of Education and Policy
- **Trish Hepworth**

Research and Programs Coordinator, Professional Pathways – **Dr Phoebe Weston-Evans**

Finance/Administration Officer – Membership
- **Morgan Flack**

Marketing Communications Manager
- **Rebecca Simone**

Librarian, Education and Sector Standards
- **Dr Heather Brown**

ALIA's Reflect RAP 2019 – 2021

The focus of ALIA's Reflect RAP was largely inward facing with the goal of building ALIA team awareness and understanding of reconciliation through engagement in specific and appropriate events. Activities included:

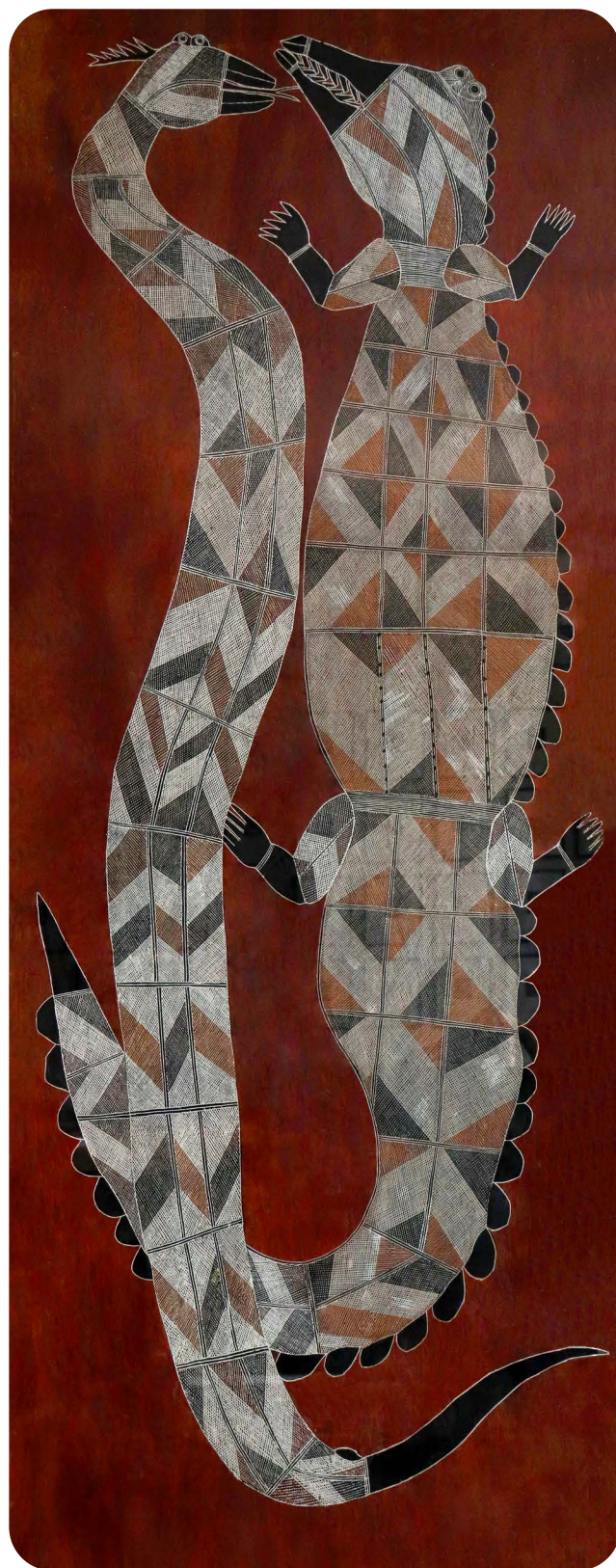
- National Reconciliation Week morning teas (2019, virtual 2020, 2021)
- Indigenous Literacy Foundation fundraisers (2019, 2020, 2021)
- Cultural training delivered by a local First Nations business
- Speaking of Acknowledgement of Country by Directors
- Development of Acknowledgment of Country specific to the library sector
- NAIDOC morning teas (2019, 2020, 2021)
- Whole staff visited the Ngulla Wellamunagaa exhibition
- RAP launch
- Whole staff visit to the Endeavour voyage exhibition at the National Museum of Australia with follow up morning tea, staff discussion
- Promotion of local Reconciliation Week and NAIDOC events for ALIA staff to attend
- Ongoing meetings of the Reconciliation Action Working Group

Through these targeted activities, awareness of the breadth of Reconciliation issues has been raised for ALIA staff. This includes awareness of truth telling, representation and terminology, and understanding the impacts of colonisation and the relationships with libraries. Discussions and check-ins after the museum visits prompted many conversations that were particularly powerful in sharing and building collective understanding of and engagement with reconciliation.

The Rainbow Serpent

Bobby Barrdjaray Nganjmirra
Djalama clan, Kunwinjku
language, Yirridja moiety
(1915–1992).

This bark painting was
commissioned for the
1986 ALIA National
Conference in Darwin. It is
a much treasured item in
ALIA's history.



The Working Group strove to create meaningful local relationships which enhanced respect and promoted sustainable opportunities for Aboriginal and Torres Strait Islander Australians in connection to ALIA. New connections included:

- Oak Hill Enterprises (Ngunnawal owned business).
- Wayne 'Buddy' Martin who made ALIA message sticks that are now used in our national conferences and ALIA Board handovers.
- Ongoing work with Rebecca Bateman from the National Library Australia in relation to the ALIA RAP.
- A visual arts licence was obtained to use *The Rainbow Serpent* bark painting by Bobby Barrdjaray Nganjmirra, which was purchased by ALIA (then known as the Library Association of Australia) to commemorate its Darwin conference in 1986.
- Liaising with Traditional Owners Aboriginal Corporation (TOAC) in Canberra to plan Walk on Country learning for staff.

Further actions delivered in relation to the ALIA Reflect RAP included:

- ALIA sponsored the *Right of Reply - Indigenous Rights in Data & Collections Symposium* at the National Centre for Indigenous Excellence on 18 October 2019.
- The recipient of the 2019 ALIA Research Grant Award was Kirsten Thorpe for her project '*National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries*', announced 23 October 2019.
- ALIA endorsed the [Secretariat of National Aboriginal and Islander Child Care \(SNAICC\) Position Paper](#) calling for the establishment of a national commissioner for Aboriginal and Torres Strait Islander children and young people, announced 24 October 2019.
- ALIA Leadership & Innovation Forums in 2018–2019 were themed 'Indigenous matters' - eight events took place around the country, involving 33 different organisations and more than 300 participants. The full report is held at [Indigenous matters: a report on the ALIA Leadership & Innovation Forums 2018-2019 | ALIA Library](#). The ACT Leadership & Innovation Forum on this theme took place on 21 May 2019 at Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS) publication of ALIA's [Improving library services for Aboriginal and Torres Strait Islander peoples](#) report with the assistance of National and State Libraries Australia and the Australian Public Library Alliance.

- a submission to the [Inquiry into the Protection of Indigenous Knowledge](#) in the IP system.
- endorsement of the *Uluru Statement from the Heart* by the ALIA Board of Directors submission in response to a proposed *National Indigenous Arts and Cultural Authority* (NIACA) [public discussion paper](#).

ALIA's ongoing partnerships included:

- Being welcomed as a civil society partner in the UNESCO International Year of Indigenous Languages, 2019.
- Holding a meeting with the Aboriginal and Torres Strait Islander Library and Information and Resource Network (ATSILIRN) to discuss future plans of ATSILIRN as an ALIA Group.
- Launch of ALIA's [Indigenous Scholarship Program](#) to support Aboriginal and Torres Strait Islander students studying library and information science, and the Lyndall Ley grant for an Aboriginal and/or Torres Strait Islander person to attend Information Online in 2019.
- Support since its inception of the [First Nations Australia Writers' Network](#), the peak body for Aboriginal and/or Torres Strait Islander writers, poets and storytellers, advocating and lobbying on their behalf, supporting ongoing development opportunities, in order to sustain and enhance First Nations Australia writing and storytelling.
- Partnering with Booktopia to raise money for the Indigenous Literacy Foundation.

A detailed list of all ALIA initiatives for 2018 – 2021 can be found on the *Indigenous matters* page of our website.

ALIA's Innovate RAP

Initiatives that support the national reconciliation movement, and that are deliverables in the ALIA Innovate RAP, include the following projects, partnerships and events:

- **ALIA Aboriginal and Torres Strait Islander Expert Advisory Group**

The ALIA Aboriginal and Torres Strait Islander Expert Advisory Group (EAG) will advise the ALIA Board on:

- The optimal form for ongoing governance and representation of Aboriginal and Torres Strait Islander peoples
- Options to advance the recommendations in the National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries
- The future of the Aboriginal and Torres Strait Islander Library and Information Resource Network (ATSILIRN) group and revision of the ATSILIRN protocols
- Engagement with Aboriginal and Torres Strait Islander Library and Information Services colleagues in the region and internationally
- Other priorities for Aboriginal and Torres Strait Islanders that are identified.

The EAG will consult and engage with Aboriginal and Torres Strait Islanders in library and information services, including ALIA Members, students and retirees. The EAG may consult more widely with key stakeholders. The EAG will ensure that Aboriginal and Torres Strait Islander voices from across Australia and across library and information services are heard. Membership of the EAG is restricted to Aboriginal and Torres Strait Islander people.

- **Aboriginal and Torres Strait Islander Library, Information and Resource Network (ATSILIRN)**

ALIA welcomed the Aboriginal and Torres Strait Islander Library, Information and Resource Network (ATSILIRN) as a special interest group in 2018. Due in large part to over-commitment of members, the group has not been active for some time. ALIA is working to support a core group of interested Aboriginal and Torres Strait Islander people working in LIS to identify the best way forward. The [ATSILIRN Protocols for Libraries, Archives and Information Services](#) provide an important and much needed framework for the library and information services sector. A full review of the protocols is long overdue. On advice of the ALIA Aboriginal and Torres Strait Islander EAG, ALIA will support the appropriate networks to ensure the updating of the protocols takes place and will investigate research that looks into the extent of the use of the Protocols and their value and effectiveness in workplaces across the LIS sector.

- **Indigenous Scholarships**

Each year ALIA supports an Aboriginal and/or Torres Strait Islander person undertaking a Library and Information Science degree through Charles Sturt University (CSU). In 2021 we received seven excellent applications and have increased our support to now include two scholarships. Awardees in 2021 were Kerry-Ann Tape and Emma Hardcastle. 2022 recipients were Catherine Kelly and Amanda Preston.

Value-adding to the current scholarships, ALIA has been liaising with the National Library of Australia (NLA) and will now be able to offer the scholarship awardees the opportunity to undertake placements in the Indigenous Engagement section at NLA. CSU are excited about this possibility, and if successful there may be future opportunities to work with other institutions. Applicants are now also gifted free student membership to ALIA and are invited to participate in the ALIA Mentoring Scheme which runs for 12 months and where the applicants can receive one-to-one guidance from an Aboriginal and/or Torres Strait Islander library professional.

- **Aurora Internship Program**

In 2021, ALIA offered to be a host organisation for the [Aurora Internship Program](#) and host an Aboriginal and/or Torres Strait Islander intern as part of the Winter 2021 round. This opportunity will be taken up again in 2022.

- **National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries**

Through the ALIA Research Award, ALIA supported Kirsten Thorpe to undertake a study on Aboriginal and Torres Strait Islander Employment in the LIS sector. The research was launched on 8 December 2021 via ALIA's Research Review Seminar series. Its findings are of importance for the whole sector. ALIA will be working with Kirsten and other stakeholders to ensure that the results are widely distributed, understood, and productively used within the sector. ALIA will also provide ongoing support in working towards implementation of the report recommendations.

- **Culturally Safe Libraries Program**

The Culturally Safe Libraries Program is an initiative of the National and State Libraries Australasia (NSLA) which ALIA supports and promotes at every opportunity. In April 2021, as part of an [In-Depth series Leadership Conference](#), ALIA hosted members of the Culturally Safe Libraries Program Steering Group to talk about their journey so far and the challenges ahead.

- **First Nations' Metadata in Publishing**

ALIA is supporting a project between the Australian Publishing Association (APA) and University of Queensland (UQ) that is looking to improve the visibility and discoverability of First Nations' works with the potential to set standards at the international level through Thema (a global subject classification system for books). ALIA is offering support via connecting relevant parties and the collation and distribution of this work.

- **ALIA Policies**

During this next period, the ALIA RAP Working Group is looking to engage Aboriginal and Torres Strait Islander people from the LIS sector to help guide the update of ALIA's statement on [Libraries and information services and Indigenous peoples](#). Review of other policies and statements will also occur with the inclusion of an Aboriginal and Torres Strait Islander lens and advice sought on relevant content to include.

Supporting a thorough review and updating of the ATSILRN protocols, which are the key protocols for LIS services in Australia, will go a long way towards guiding libraries, archives, and information services of appropriate ways to interact with Aboriginal and Torres Strait Islander people in the communities which the organisations serve, and to handle materials with Aboriginal and Torres Strait Islander content.

- **Indigenous Matters**

ALIA is also connected to Indigenous matters in the international sphere, supporting representation on the Indigenous Matters Section of the International Federation of Library Associations and Institutions (IFLA). The main objectives of this section are to promote international cooperation in the fields of library, cultures, knowledge, and information services to Indigenous communities that meet their intergenerational, community, cultural and language needs, and to encourage Indigenous leadership within the sector, exchange of experience, education and training and research in all aspects of this subject.

- **ALIA Conferences and Events**

ALIA holds two major conferences in alternate years – Information Online and ALIA National. ALIA actively ensures that Aboriginal and Torres Strait Islander peoples are prioritised as speakers. Information Online 2021 included the panel discussion 'Indigenous Australian Sovereignities and Australian Libraries: Who is in Control?' and Professor Marcia Langton introducing the Aboriginal and Torres Strait Islander Curricula Project. ALIA National 2022 featured lectures on First Nations protocols, decolonising libraries, contemporary Indigenous collections, and a keynote address from Dion Devow called 'Celebrating Diversity - Racism, diversity of culture, what does this look like today in contemporary Australian society'.

- **Research Review Seminar Series**

In November 2021, ALIA launched the Research Review Seminar Series which provides a platform for academic and practitioner researchers to share and discuss their work and projects with the wider library and information sector community. Ensuring that a platform is given to Aboriginal and Torres Strait Islander researchers in this series is a key priority.

- **ALIA Online Storytime**

The Online Storytime program initiative was developed in 2020 during the pandemic to enable public libraries to produce online storytelling programming to families in lockdown, living remotely or unable to visit a physical library. It provides a sustainable way of generating returns for participating Australian publishers, authors, and illustrators by redistributing funds based on recording numbers. ALIA has encouraged participating libraries to engage with the Aboriginal and Torres Strait Islander created titles on the list, highlighting Aboriginal and Torres Strait Islander authors and illustrators included in the booklist.

The Restart Investment to Sustain Expand (RISE) fund provides organisations in the arts and entertainment sector with funding to help them deliver activities across all art forms to audiences across Australia. ALIA was successful in obtaining a grant to partner with a specialist publisher to create two picture books created by Aboriginal and Torres Strait Islander authors and illustrators to be included in the program.

- **Traditional Place Names**

ALIA has made a dedicated address line for ALIA Members to include First Nation country or Traditional Place name above the street address in their mailing details.

- **National Reconciliation Week and NAIDOC**

Every year, the RAP Working Group compiles events and messages to support libraries across Australia and make sure that this event and the work of our First Nations library and information professionals is promoted and celebrated accordingly. We host morning teas that include our building neighbours, Indigenous Allied Health Australia, and have regular 'Great Book Swaps', raising money for the Indigenous Literacy Foundation.

Relationships

ALIA's core business involves ensuring access to the free flow of information and ideas, supporting a thriving culture, economy, environment, and democracy. We acknowledge that, historically, library and information services have not engaged with First Nation materials and communities in ways that support these principles. The key to creating meaningful progress and repair is to acknowledge these mistakes and create spaces to engage in genuine and meaningful conversations that build relationships with First Nations' communities and individuals.

It is through nurturing healthy relationships and collaboration that joint strategies and partnerships can be formed to achieve improved outcomes in the library and information sector.

Focus area:

ALIA's Strategic Plan 2021-2024 Strategic priority 2. **Developing alliances and collaborative ventures.**

This will enable wider-ranging innovation; strengthen the voice of the profession with government and other bodies; provide greater opportunities for our Members and Aboriginal and Torres Strait Islander peoples interested in or involved in the library and information sector to realise their ambitions.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Strengthen existing relationships and continue to proactively connect and consult with Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we can help guide and support our reconciliation journey	July 2022	ALIA CEO and ALIA Director of Policy and Education
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	September 2022	ALIA CEO and ALIA Director of Policy and Education
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2022	ALIA CEO and ALIA Director of Policy and Education
	Support a core group of interested Aboriginal and Torres Strait Islander people to advise on the needs of First Nations people working in LIS and the best format for Aboriginal and Torres Strait Islander representation within ALIA.	July 2022	ALIA CEO and ALIA Director of Policy and Education
	Continue to support the Australian elected to the International Federation of Library Associations and Institutions (IFLA) Indigenous matters committee and their work.	July 2022	ALIA CEO and International Relations Committee
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to ALIA staff, senior leaders and Members.	May 2023 and 2024	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Encourage ALIA staff, senior leaders and members to attend and participate in events to recognise and celebrate NRW.	May 2023 and 2024	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	RAP Working Group members to participate in an external NRW event	27 May- 3 June 2023 and 2024	RAP Working Group Convenor
	Host a morning tea to acknowledge and celebrate NRW	27 May- 3 June 2023 and 2024	RAP Working Group Convenor
	Organise at least one NRW event each year that spotlights connections, experiences, engagement or partnerships of Aboriginal and Torres Strait Islander Peoples in the library and information sector	27 May- 3 June 2023 and 2024	RAP Working Group in collaboration with ALIA Education Team
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2023 and 2024	ALIA Marketing and Communications Manager

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence	Implement strategies to engage ALIA staff in reconciliation	August 2022	RAP Working Group Convenor
	Communicate our commitment to reconciliation publicly	July 2022	CEO, ALIA Marketing and Communications Manager
	Invite neighbouring at ALIA House organisations (Mental Health Australia, Indigenous Allied Health Australia and College of Mental Health Nurses) to attend ALIA's reconciliation events	May 2023 and 2024	RAP Working Group Convenor
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	January 2023	RAP Working Group Convenor
	Continue to collaborate with other like-minded organisations that have established RAPs (National Library of Australia, Australian Institute of Aboriginal and Torres Strait Islander Studies) to develop ways to advance reconciliation and share our reconciliation journey with others in the sector	October 2022	ALIA CEO
	Hold an Innovate RAP launch at the Mununnja Butterfly Garden (COVID-19 permitting) at the National Arboretum in Canberra to reinforce RAP commitments to key internal stakeholders	August 2022	ALIA CEO and RAP Working Group Convenor
	Raise external awareness of the ALIA Innovate RAP by hosting it on the ALIA website	August 2022	ALIA Marketing and Communications Manager
	Create regular social media releases and promotions about reconciliation through ALIA communication channels (including ALIA State and Territory Managers)	July 2022	ALIA Marketing and Communications Manager
	In consultation with the ALIA Aboriginal and Torres Strait Islander Expert Advisory Group, redesign and routinely maintain the 'Indigenous Matters' initiatives page in the Advocacy section of the ALIA website	August 2022	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Create a dedicated address line for ALIA Members to include First Nations Country or Traditional Place name above the street address in mailing details of the database	July 2022	ALIA Finance Manager
	Support a project between the Australian Publishing Association (APA) and University of Queensland (UQ) that is working to improve the ease of finding of Aboriginal and Torres Strait Islander works through metadata. ALIA will connect relevant parties and support the collation and distribution of this work	July 2022	ALIA Director of Policy and Education
4. Promote positive race relations through anti-discrimination strategies	Conduct a cyclic review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	November 2022 and 2023	ALIA Director of Corporate Services
	Continue to communicate and review our organisations anti-discrimination statement https://www.alia.org.au/news/21366/alیا-board-statement-alia-condemns-racism-racial-discrimination-and-race-based-violence	September 2022	ALIA CEO with support of ALIA Board
	Engage with Aboriginal and Torres Strait Islander library staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination statement and promote this understanding through our sphere of influence	November 2022	ALIA CEO with support of ALIA Board and RAP Working Group
	Educate senior leaders on the effects of racism	July 2022	ALIA CEO

Respect

ALIA provides leadership and influence in valuing respect for the diversity, individuality, and equality of Aboriginal and Torres Strait Islander peoples. We are committed to contributing to improving the inequities that exist for Australia's First Nations peoples and know that to achieve this outcome, it is necessary to acknowledge and respect Aboriginal and Torres Strait Islander cultures, communities, and histories. Respect through consultation, recognition and celebration contributes to connection of people and ideas, appropriate preservation of the human record and promotion of literacies and learning.

The ALIA Board of Directors have stated their support for the *Uluru Statement from the Heart*, which aligns with ALIA's objects and values, and, if adopted, would provide constitutional recognition for Australia's First Peoples.

ALIA acknowledges and appreciates the diversity in Aboriginal and Torres Strait Islander cultures, languages, and spiritual beliefs, and as an organisation, recommends that policies, projects, research, and services from all Galleries, Libraries, Archives, Museums and Records (GLAMR) institutions, specialty societies and organisations are developed in respectful collaboration with Australia's First Nations Peoples to ensure they are culturally safe and relevant and delivered in an accessible and useful way.

Focus area:

[ALIA's Strategic Plan 2021-2024](#) Strategic priority 3. **Succeeding through advocacy.**

Library and information services exist to serve community via collections, programs, community spaces and access to information. Aboriginal and Torres Strait Islander cultures histories and knowledge are integral to the Australian identity and ALIA supports libraries and information services in their contribution to Australia's future. Without respectful engagement with Aboriginal and Torres Strait Islander peoples, the work is incomplete.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	In collaboration with the State Library of Queensland (SLQ) and Kirsten Thorpe, deliver training to workers in Queensland Libraries and Indigenous Knowledge Centres (IKCs) on core cultural considerations when working with collections and interacting with communities	July 2022	ALIA Learning Services Coordinator
	Consult with the ALIA Aboriginal and Torres Strait Islander EAG for guidance on the future of the ATSILIRN group (if not already enlivened) or alternate networking structures, and revision of the ATSILIRN protocols	December 2022	ALIA CEO
	Conduct a survey and review of cultural learning needs within ALIA staff	August 2022	RAP Working Group Convenor
	Organise and support ALIA House staff to participate in a 'Walk on Country' cultural learning day with Traditional Owners of Country on Nggunawal Land	September 2022	RAP Working Group Convenor
	Hold cultural awareness training sessions for all staff annually (including State Managers) to ensure all ALIA staff have an appreciation and understanding of Aboriginal and Torres Strait Islander cultures and protocols	October 2022 October 2023	Director of Corporate Services
	Encourage ALIA staff to attend local exhibitions, and events and tours that support greater understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights	July 2022 July 2023	ALIA CEO
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy	October 2022	RAP Working Group Convenor
	Develop, implement and communicate a cultural learning strategy for ALIA staff	July 2022	RAP Working Group Convenor
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning	January 2023	ALIA CEO
	Communicate and promote use of the Reconciliation Australia's Share Our Pride online tool to all ALIA staff	May 2023	RAP Working Group Convenor

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Increase ALIA staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols through discussion at whole team meetings	August 2022	RAP Working Group Convenor
	Update and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	September 2022	RAP Working Group Convenor
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	July 2022	ALIA Director of Events
	Create a culturally safe and welcoming environment for Aboriginal and Torres Strait Islander staff and visitors to ALIA House and external events. Message sticks created by Wayne 'Buddy' Martin which symbolically reflect elements of the ALIA Constitution are incorporated into formal proceedings of the AGMs 2022 and 2023.	May 2023 May 2024	ALIA CEO
	Communicate and role model that every event and meeting run by ALIA commences with an Acknowledgement of Country	July 2022	ALIA CEO
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	July 2022	ALIA CEO
	Routinely provide all ALIA Staff with the opportunity to practice giving the Acknowledgement of Country at staff meetings	July 2022	ALIA CEO
	Include Children's Acknowledgement of Country and training on giving the Acknowledgment as part of learning opportunities in ALIA Events and Training	July 2022	ALIA Learning Services Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Members of RAP Working Group to participate in an external NAIDOC Week event	First week in July 2022 and 2023	RAP Working Group Convenor
	Review HR policies and procedures to remove any barriers to staff participating in NAIDOC Week	May 2023 May 2024	ALIA Director of Corporate Services
	Promote and encourage participation in external NAIDOC events to all staff and ALIA Members	First week in July 2022 and 2023	RAP Working Group Convenor
	Include Aboriginal and Torres Strait Islander presenters and content connected to Aboriginal and Torres Strait Islander issues in the LIS sector in at least two of the Research Review Seminar series each year	August 2022 November 2022 May 2023 July 2023	ALIA Director of Policy and Education
	Engage ALIA Aboriginal and Torres Strait Islander EAG in the review of all policies to ensure cultural safety is embedded into core business	July 2022	ALIA CEO and ALIA Director of Policy and Education
8. Celebrate and promote other key events that highlight Aboriginal and Torres Strait Islander cultures and histories	Promote National Aboriginal and Torres Strait Islander Children's Day on social media	August 2022 August 2023	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Hold an internal fundraiser for National Aboriginal and Torres Strait Islander Children's Day and donate proceeds to Seed Mob	August 2022 August 2023	RAP Working Group Convenor
	Widely promote Indigenous Literacy Day through our social media channels	1 September 2022 1 September 2023	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Hold a morning tea and fund raiser for the Indigenous Literacy Foundation at ALIA House, inviting neighbouring organisations	1 September 2022 1 September 2023	RAP Working Group Convenor

Opportunities

Australia's First Nations populations are affected by the loss and trauma associated with colonisation, multigenerational grief, the Stolen Generations, and many layers of racism, discrimination and cultural dislocation. ALIA is committed to creating and supporting opportunities for Aboriginal and Torres Strait Islander library workers and ensuring that our institutions are culturally safe places. We can't have one without the other.

Focus area:

[ALIA's Strategic Plan 2021-2024](#) Strategic priority 1. **Supporting a resilient, diverse workforce.**

Attracting and developing talented, committed individuals from different cultural backgrounds, who will have the strength and agility to navigate a rapidly changing workplace is a key strategic priority for ALIA over the following three years.

ALIA has already made progress in supporting service improvements for Aboriginal and Torres Strait Islander communities through its education, training and continuing professional development programs, and support for Aboriginal and Torres Strait Islander literacy initiatives.

ALIA's current membership model has been in place since 1999 and over the next few years we will be investigating the potential for alternative models aligned with Professional Pathways and based on professional learning to enhance the value propositions for Aboriginal and Torres Strait Islander members.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes across the library sector by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Publicise Kirsten Thorpe's research into <i>National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries</i> through ongoing promotion of the ALIA Research Review Seminar series	July 2022 July 2023	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Provide ongoing support and action in working towards implementation of the recommendations of the <i>National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries</i>	July 2022	RAP Working Group Convenor and ALIA Marketing and Communications Manager
	Develop and circulate and updated position paper on Aboriginal and Torres Strait Islander employment amongst ALIA Members	March 2023	ALIA CEO
	Explore the potential for peer support groups/ mentoring programs for Aboriginal and Torres Strait Islander people working in the library and information sector and on advice, implement a support program	May 2023	ALIA Director of Policy and Education
	Through an annual survey, continue to build on understanding of current Aboriginal and Torres Strait Islander staff within ALIA employees and ALIA membership to inform future employment and professional development opportunities within the library and information services sector	July 2022 July 2023	ALIA CEO
	Engage with Firsts Nations Stakeholders and the ALIA Aboriginal and Torres Strait Islander EAG to create a roadmap, strategy or other approach to advance the recommendations in the <i>National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries</i> or other priorities for Aboriginal and Torres Strait Islanders that are raised by the EAG	December 2022	ALIA CEO
	Engage with Aboriginal and Torres Strait Islander library staff and members to further consult on the recruitment, retention and professional development strategies	January 2023	RAP Working Group Convenor and ALIA Director of Policy and Education

Action	Deliverable	Timeline	Responsibility
10. Improve opportunities for Aboriginal and Torres Strait Islander creatives in the publishing and arts industry	Encourage public libraries participating in the ALIA Online Storytime initiative to engage with the Aboriginal and Torres Strait Islander created titles on the list and highlight Aboriginal and Torres Strait Islander authors and illustrators included in the booklist	September 2022	ALIA Research and Project Coordinator
	In partnership with Magabala Books, commission two Aboriginal and Torres Strait Islander authored and illustrated books to be published in 2022	July 2022	ALIA Research and Project Coordinator
	Include commissioned books in the Online Storytime Project.	September 2022	ALIA Research and Project Coordinator
	Include five additional books nominated by Magabala in the Online Storytime project	September 2022	ALIA Research and Project Coordinator
	Commission digital artworks from an Aboriginal artist for ALIA Innovate RAP and State Library Queensland online training	July 2022	RAP Working Group Convenor
11. Improve employment outcomes at ALIA by increasing Aboriginal and Torres Strait Islander recruitment and retention	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the ALIA workplace	January 2023	ALIA Director of Corporate Services
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce	February 2023	ALIA CEO and Director of Corporate Services
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	January 2023	ALIA Director of Policy and Education
	Advertise job vacancies on ALIA RecruitLIS to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2022	ALIA Marketing and Communications Manager
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Using a successful RISE Fund grant of \$80,000 partner with a specialist publisher to create two picture books created by Aboriginal and Torres Strait Islander authors and illustrators to be included in the ALIA Online Storytime program	July 2022	ALIA Research and Project Coordinator
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	February 2023	ALIA Director of Corporate Services
	Maintain awareness of Supply Nation membership	July 2022	ALIA Director of Corporate Services
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	March 2023	ALIA Director of Corporate Services
	Maintain and support the purchase of artworks, cultural programs and services supporting and promoting local Aboriginal and Torres Strait Islander community businesses	July 2022	ALIA CEO and Director of Corporate Services
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff	November 2022	ALIA Director of Corporate Services
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	March 2023	ALIA Director of Corporate Services

Action	Deliverable	Timeline	Responsibility
13. Investigate educational opportunities to attract Aboriginal and Torres Strait Islander peoples to careers within the library and information services sector	Continue to support and deliver scholarships for Aboriginal and Torres Strait Islander library and information students via ALIA's partnership with Charles Sturt University	March 2023 March 2024	ALIA Director of Policy and Education
	Liaise with the National Library of Australia (NLA) to provide the opportunity for scholarship recipients to undertake a work placement with the Indigenous Engagement section of the NLA	August 2022 August 2023	ALIA Director of Policy and Education
	Offer to be a host organisation for the Aurora Internship Program and host an Aboriginal and Torres Strait Islander intern	August 2022	ALIA Director of Policy and Education
	Investigate ways to ensure more Aboriginal and Torres Strait Islander people are qualified for employment in professional library roles	July 2022	ALIA Director of Policy and Education
	Liaise with Library Services, including in the Northern Territory and Queensland, and Aboriginal-led training organisations to explore the possibility of First Nations' training for libraries and Indigenous Knowledge Centres (IKCs)	September 2022	ALIA Director of Policy and Education
	Prioritise engaging First Nations' leaders in the cultural and academic sectors to speak at our professional development events	January 2023	ALIA Director of Events
	Provide a regular platform or space for First Nations' voices to communicate how we can do better through conferences and professional development events and programs	January 2023	ALIA Director of Policy and Education ALIA Marketing and Communications Manager

Governance

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain the ALIA Aboriginal and Torres Strait Islander Expert Advisory Group (EAG) to provide a First Nation's voice to the ALIA Board	Consult with the EAG to determine a final model and transition plan for ALIA Aboriginal and Torres Strait Islander EAG governance and representation.	September 2022	ALIA Board President
15. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group	July 2022	RAP Working Group Convenor
	Review Terms of Reference for RAP Working Group	March 2023	RAP Working Group Convenor
	Meet at least six times per year to drive and monitor RAP implementation	July 2022 July 2022 September 2022 November 2022 February 2023 April 2023 May 2023 July 2023 September 2023 November 2023 February 2024	RAP Working Group Convenor

Action	Deliverable	Timeline	Responsibility
16. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	July 2022	RAP Working Group Convenor
	Engage senior leaders and other staff in the delivery of RAP commitments	July 2022	ALIA CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments	July 2022	RAP Working Group Convenor
	Appoint and maintain an internal RAP Champion from senior management	August 2022	ALIA CEO
17. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September 2022, 2023	RAP Working Group Convenor
	Report RAP progress to all staff and senior leaders quarterly	September 2022 December 2022 March 2023 June 2023 September 2023 December 2023 March 2024	RAP Working Group Convenor
	Publicly report our RAP achievements, challenges, and learnings, annually	March 2023 March 2024	ALIA CEO
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	April 2024	RAP Working Group Convenor
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	June 2022 June 2023 May 2024	RAP Working Group Convenor
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August 2022 1 August 2023	RAP Working Group Convenor
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	June 2024	RAP Working Group Convenor
18. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our Stretch RAP	January 2024	RAP Working Group Convenor

In March 2022, ALIA announced the establishment of [the ALIA Aboriginal and Torres Strait Islander Expert Advisory Group \(EAG\)](#), consisting entirely of First Nations representation. The seven Members of this Group will ensure that Aboriginal and Torres Strait Islander voices are prioritised, and action will be taken to better support First Nations people working in the library and information sector and accessing services.

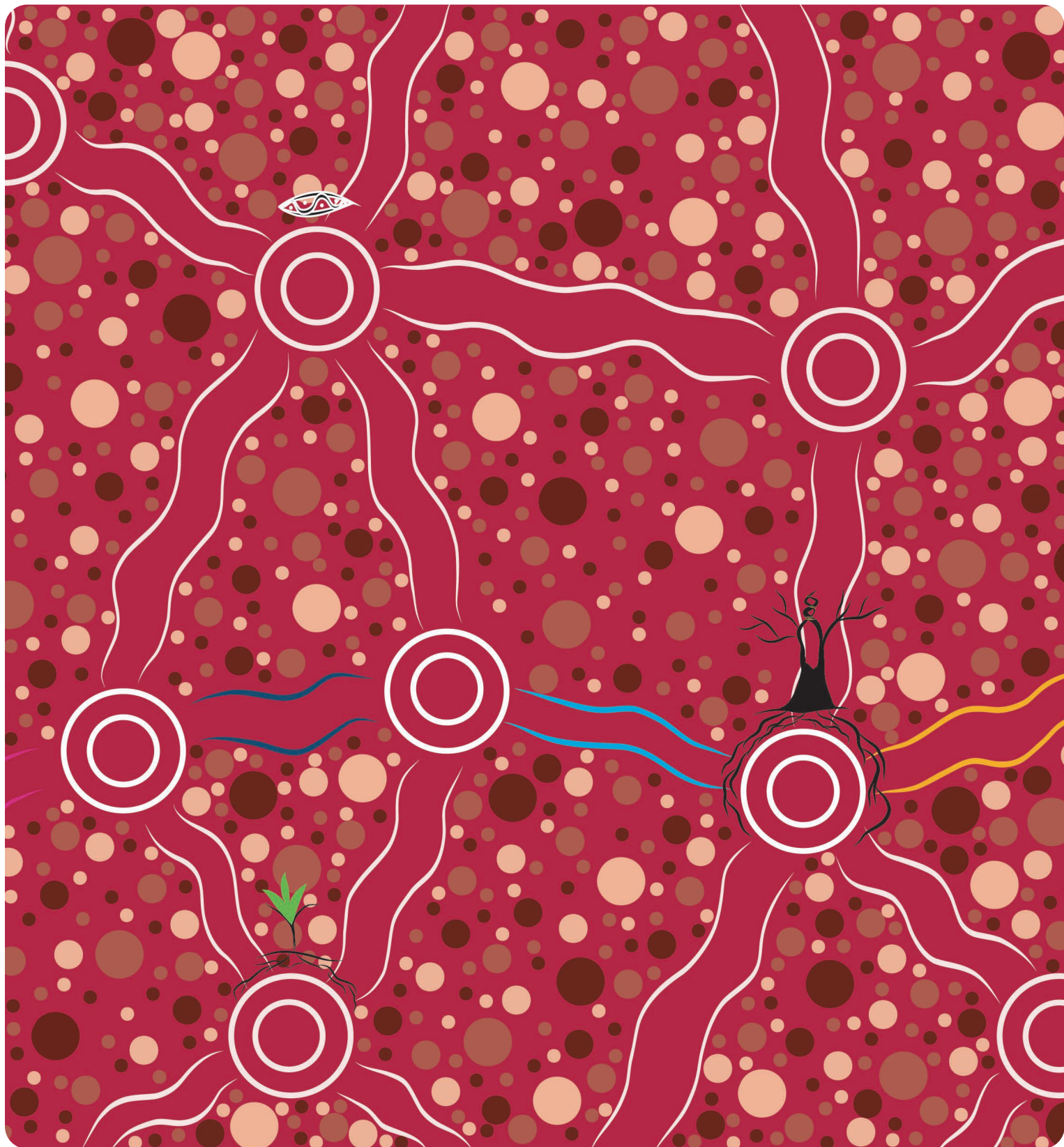
The ALIA RWG will consult and liaise closely with ALIA's Aboriginal and Torres Strait Islander EAG to support, develop and track innovations.

Photo on left: ALIA's Aboriginal and Torres Strait Islander Expert Advisory Committee. L- R Damien Webb, Dr Kirsten Thorpe, Lesley Acres, Ryan Stoker, Renee Johnson, Rebecca Bateman, Yanti Ropeyarn



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