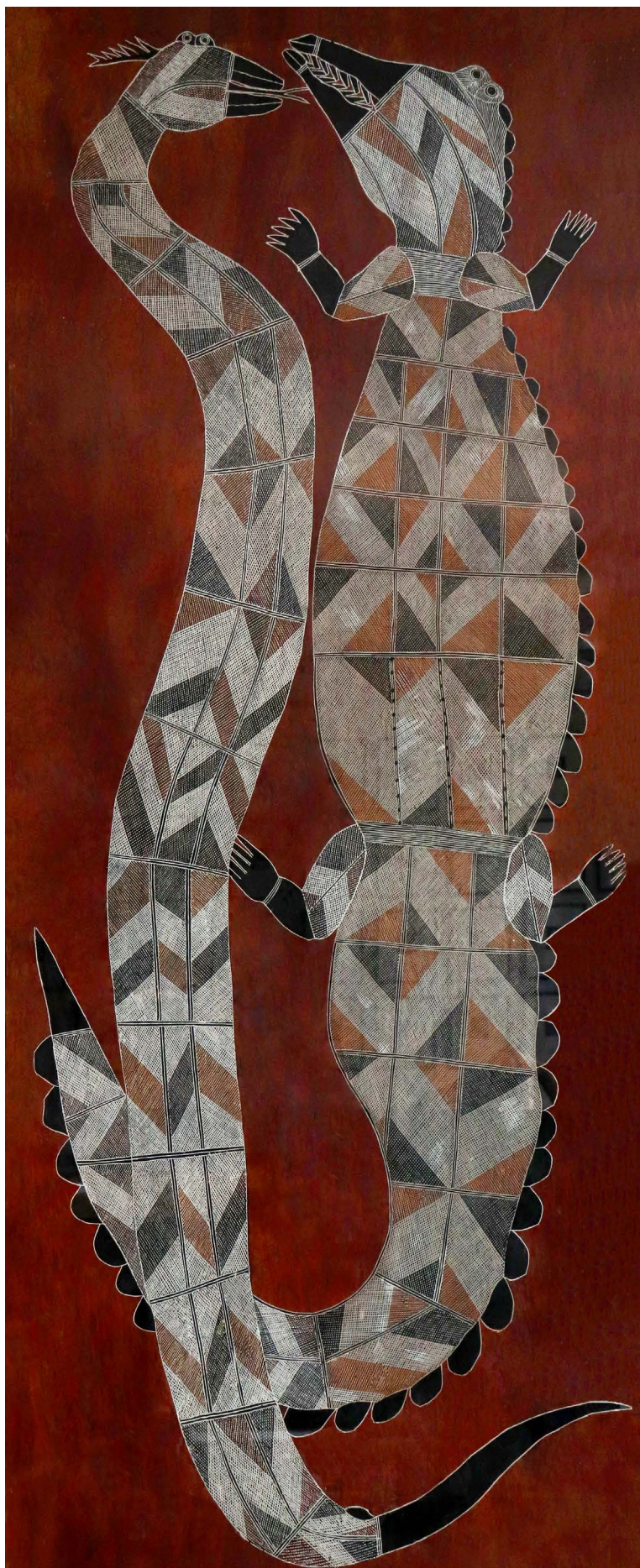




Australian Library and  
Information Association



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# REFLECT

## Reconciliation Action Plan

May 2019 – January 2021



RECONCILIATION  
ACTION PLAN

### REFLECT

#### The Rainbow Serpent

**Bobby Barrdjaray Nganjmirra**

Djalama clan, Kunwinjku language, Yirridjdja moiety  
(1915–1992)

This painting represents the totem and dreaming of the artist, Bobby Barrdjaray Nganjmirra.

Bobby Barrdjaray Nganjmirra was a traditional bark painter and rock painter. His work, and that of his ancestors, is prominent in the magnificent rock galleries of Oenpelli.

Bobby lived most of the time at an isolated camp beside a water lily billabong, about 150km from Oenpelli.

Natural ochre stones, white clay and black charcoal from his fire, were the traditional materials with which he executed the intricate designs of birds, fish, animals, Mimi spirits, ancestral heroes and heroines, and the Rainbow Serpent. He took great care with his works, however failing health and eyesight in later life made him a less prolific painter. His paintings are the most sought after of all Western Arnhem Land bark paintings.

The Library Association of Australia purchased this painting in 1985 to commemorate its 22nd biennial conference in Darwin, June 29 – July 4 1986.



# Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome the Australian Library and Information Association (ALIA) to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, ALIA joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides ALIA a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, ALIA will lay the foundations for future RAPs and reconciliation initiatives.

We wish ALIA well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

"Reconciliation is hard work—it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality."

On behalf of Reconciliation Australia, I commend ALIA on its first RAP, and look forward to following its ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Our business

The Australian Library and Information Association (ALIA) is the professional organisation for the Australian library and information services sector. 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, advocacy and mutual support.

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 24 staff. Our head office is located at ALIA House in Canberra, ACT, with State Managers. There are currently no staff employed who identify as Aboriginal and/or Torres Strait Islander.

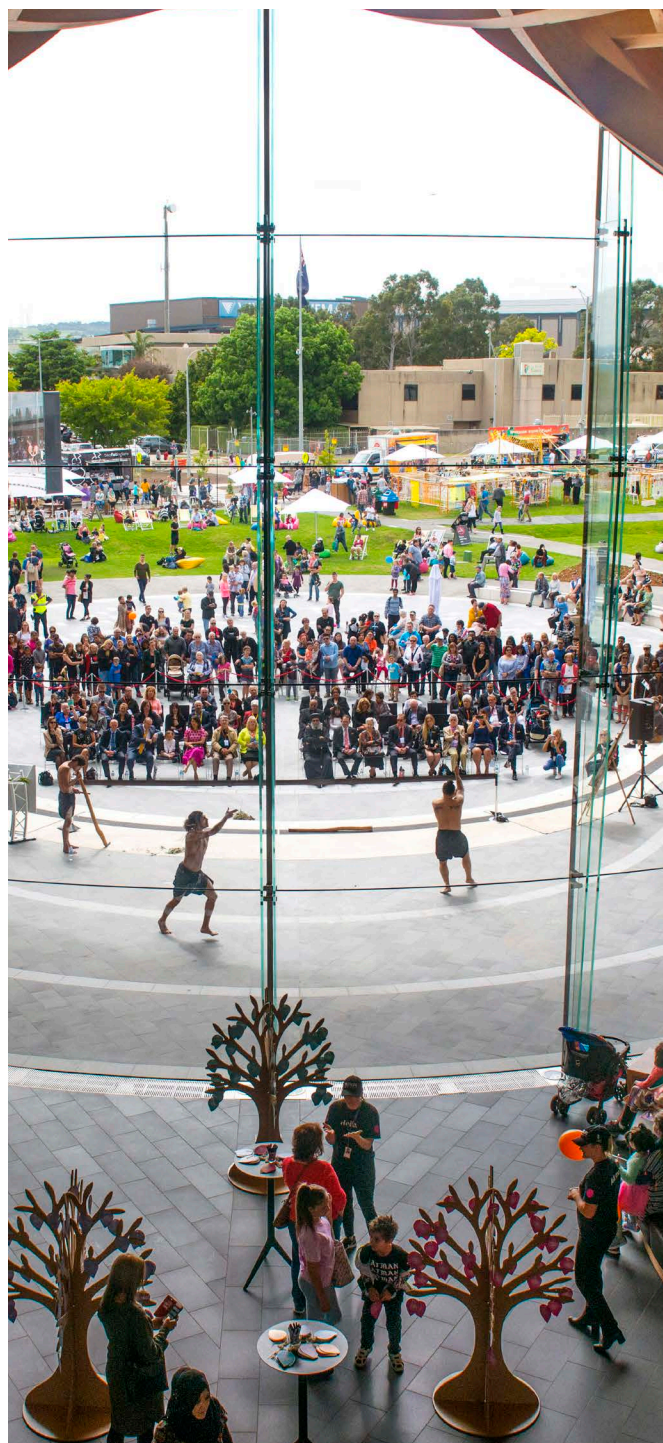
ALIA's geographical reach is national and international. ALIA has worked on accrediting courses for the University of the South Pacific in Fiji and partnered with the Library and Information Association of New Zealand Aotearoa (LIANZA) and the Library Association of Singapore to present a three-nation Asia-Pacific Library and Information Conference in 2018.

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 committed to the International Advocacy Program in support of the SDGs.

# Our RAP

ALIA is committed to reconciliation in Australia. Respect for the diversity, individuality and equality of all and recognition of the rights of Aboriginal and Torres Strait Islander peoples is a core value within the *ALIA Strategic Plan 2018–2022*.

ALIA's commitment to developing the first Reflect Reconciliation Action Plan was confirmed by the development of a Working Group in February 2019 which has guided the development of the ALIA RAP. The Working Group champions all aspects of the RAP internally and consists of five ALIA staff members along with the Indigenous Curator of the National Library of Australia.



Opening of Bunjil Place, Victoria



# Our partnerships and current activities

Internally, from 2018, ALIA began implementing actions in the lead up to its first RAP including:

- publication of ALIA's *Improving library services for Aboriginal and Torres Strait Islander peoples* report;
- 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;
- contacting members of our local Ngambri-Ngunawal community to organise cultural awareness talks for ALIA staff (including State Managers);
- planning internal educational activities such as a morning teas to raise and share awareness of National Reconciliation Week and NAIDOC;
- the development of Acknowledgment of Country protocols and encouragement of all staff to share in the speaking of Acknowledgment of Country at meetings;
- investing in a message stick that will be passed on at AGMs and National Conferences to promote awareness;
- the organisation of events to communicate and promote ALIA's vision for Reconciliation to stakeholders.

Please note, a detailed list of all ALIA initiatives for 2018 – 2019 can be found on the 'Indigenous matters' page of our website.

## Community partnerships

ALIA's most current and ongoing partnerships include:

- organising seven Leadership & Innovation Forums across Australia. The theme in 2018 was 'Meaningful and respectful engagement with Aboriginal and Torres Strait Islander knowledge, culture and heritage – what more do we need to do?' This aligned with the Presidential theme of 'Indigenous matters' and complemented ALIA's 2019 'Truth, Integrity, Knowledge' campaign. The forums involved 32 different organisations and more than 300 participants.
- 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 Indigenous person to attend Information Online in 2019;
- ALIA has been pleased to support since inception 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;
- ALIA is currently partnered with Booktopia and raises money for the Indigenous Literacy Foundation. Our 2018 campaign raised \$1,000.



Members of ATSILIRN pictured left to right:

Ronald Briggs, Lyndall Ley, Alana Garwood-Houng, John Morseu, Margy Burn with the Taonga Mauri Stone - highly prized objects which travel to each International Indigenous Librarians' Forum, wherever it is held in the world.

## Internal activities and initiatives

Numerous internal activities and initiatives, outlined in the tables below, are planned from May 2019 onwards within the Reflect RAP implementation.

## Relationships

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations</b>	Strengthen existing relationships and connect 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.	May 2019 – January 2021	RAP Working Group and ALIA House team staff
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2019 – January 2021	RAP Working Group
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Encourage our staff and senior leaders to attend a NRW event.	May 2019 and 2020	Communications Officer
	RAP Working Group members to participate in an external NRW event.	May 2019 and 2020	RAP Working Group
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2019 and 2020	Communications Officer
	Host a morning tea to acknowledge and celebrate NRW in house.	27 May 2019 31 May 2020	Communications Officer and Learning Services Coordinator
	Launch report about workforce diversity, highlighting awareness of Aboriginal and Torres Strait Islander employment in our sector.	27 May – 3 June 2019	CEO
<b>3. Promote reconciliation through our sphere of influence.</b>	Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	May – November 2019	RAP Working Group
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2019 – January 2021	RAP Working Group
	Continue to work with and connect with like-minded organisations that have established RAPs (eg. AIATSIS, Mental Health Australia) that we can share our reconciliation journey with.	May 2019 – January 2021	RAP Working Group
	Hold an event where staff visit the National Museum to view exhibits and engage with local stories.	February 2020	CEO
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	May 2019 – January 2021	RAP Working Group
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2020	Director of Corporate Services
<b>5. Raise internal and external awareness of our RAP.</b>	Hold a RAP launch at the Mununja Butterfly Garden at the National Arboretum to engage and inform key internal stakeholders of their responsibilities with our RAP.	March 2020	CEO
	Raise external awareness of our RAP by putting on website once approved.	January 2020	ALIA Communications Team
	Commitment to regular social media releases and promotion through communications channels and ALIA State Managers.	May and September 2019, January, May and September 2020	Communications Officer
	'Indigenous matters' initiatives will move to 'about' section of website as core business.	July 2019	Systems Administrator

# Respect

Action	Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July – November 2019	Director of Corporate Services
	Conduct a review of cultural learning needs within our organisation.	February 2020	RAP Working Group
	Hold a cultural awareness training session for all staff including State Managers to assist all of us in gaining a greater appreciation and understanding of Aboriginal culture and protocols.	13 June 2019	Director of Corporate Services
	Communicate and promote use of Reconciliation Australia's Share Our Pride online tool to all staff.	May – July 2019 and 2020	Communications Officer
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Maintain key contacts for organising a Welcome to Country and foster respectful partnerships.	June 2019 – January 2021	Director of Corporate Services
	Continued commitment that all ALIA conferences and major events will commence with a Welcome to Country where possible.	June 2019 – January 2021	Director of Corporate Services and Events Team
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including local cultural protocols).	July 2019	Learning Services Coordinator
	Encouragement of all staff to share in the speaking of Acknowledgement of Country at meetings, supported by Acknowledgement of Country keyring cards distributed to all staff.	July 2019	Learning Services Coordinator
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff of the meaning of NAIDOC which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	7 – 14 July 2019 5 – 12 July 2020	RAP Working Group
	Introduce our staff to NAIDOC Week by promoting community events in our local area;	June 2019 and 2020	Communications Officer
	Host a morning tea to acknowledge and celebrate NAIDOC in house.	7 July 2019 and 12 July 2020	Communications Officer and Learning Services Coordinator
	RAP Working Group to participate in an external NAIDOC Week event.	July 2019 and 2020	RAP Working Group

## Opportunities

Action	Deliverable	Timeline	Responsibility
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop and circulate ALIA position paper on Aboriginal and Torres Strait Islander employment amongst ALIA Members.	March 2020	CEO
	Build understanding of current Aboriginal and Torres Strait Islander staff within ALIA's membership to inform future employment and professional development opportunities within the library and information services sector.	May 2019 – January 2021	RAP Working Group
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	May 2019 – January 2021	Director of Corporate Services
	Investigate Supply Nation membership.	May 2019	Director of Corporate Services
	Maintain awareness of and support where possible the purchase of artwork, cultural programs and services supporting and promoting local Indigenous community businesses.	May 2019 – January 2021	Director of Corporate Services
<b>11. Investigate educational opportunities to attract Aboriginal and Torres Strait Islander peoples to a career within the library and information services sector.</b>	Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network.	May 2019 – January 2021	ALIA Learning Team
	Continued support and delivery of scholarships for Aboriginal and Torres Strait Islander students.	May 2019 – January 2021	ALIA Learning Team
	Continued liaison with Northern Territory Library around 'First Nation Library Officer' training for Aboriginal library officers.	May 2019 – January 2021	ALIA Learning Team

## Governance

Action	Deliverable	Timeline	Responsibility
<b>12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Form a RAP Working Group that is operational to support the implementation of our RAP comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.	May 2019	Director of Corporate Services
	Draft a Terms of Reference for the RWG.	September 2019	RAP Working Group
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2019 – January 2021	Director of Corporate Services and CEO
<b>13. Provide appropriate support for effective implementation of RAP commitments</b>	Review resource needs for RAP implementation.	March 2019 – January 2021	CEO
	Engage senior leaders in the delivery of RAP commitments.	May 2019 – January 2021	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2019	RAP Working Group
<b>14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2019 and 2020	RAP Working Group
<b>15. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2020	RAP Working Group

# Links

1. ALIA Strategic Plan 2018–2022  
[www.alia.org.au/sites/default/files/documents/2018-10-18%20ALIA%20Strategic%20Plan%202018-2022\\_0.pdf](http://www.alia.org.au/sites/default/files/documents/2018-10-18%20ALIA%20Strategic%20Plan%202018-2022_0.pdf)
2. Improving library services for Aboriginal and Torres Strait Islander peoples  
[www.alia.org.au/sites/default/files/Indigenous%20collections%20and%20services%202019%20report\\_FINAL.pdf](http://www.alia.org.au/sites/default/files/Indigenous%20collections%20and%20services%202019%20report_FINAL.pdf)
3. Inquiry into the protection of Indigenous knowledge  
[www.ipaustralia.gov.au/about-us/public-consultations/indigenous-knowledge-consultations](http://www.ipaustralia.gov.au/about-us/public-consultations/indigenous-knowledge-consultations)
4. A proposed National Indigenous Arts and Cultural Authority (NIACA): public discussion paper  
[niaca.com.au/wp-content/uploads/2018/11/NIACA-Discussion-Paper\\_2018-5.pdf](http://niaca.com.au/wp-content/uploads/2018/11/NIACA-Discussion-Paper_2018-5.pdf)
5. Indigenous matters: initiatives for 2018–2019  
[www.alia.org.au/advocacy-and-campaigns/indigenous-matters](http://www.alia.org.au/advocacy-and-campaigns/indigenous-matters)
6. Indigenous matters: a report on the ALIA leadership & innovation forums 2018  
[www.alia.org.au/sites/default/files/L%26I%20Forum%202018%20Summary%20Report\\_1.pdf](http://www.alia.org.au/sites/default/files/L%26I%20Forum%202018%20Summary%20Report_1.pdf)
7. Aboriginal and Torres Strait Islander student scholarship  
[www.alia.org.au/about-alia/awards-and-grants/17809/aboriginal-and-torres-strait-islander-student-scholarship](http://www.alia.org.au/about-alia/awards-and-grants/17809/aboriginal-and-torres-strait-islander-student-scholarship)
8. First Nations Australia writers' network  
[www.fnawn.com.au/](http://www.fnawn.com.au/)
9. Reconciliation Australia  
[www.reconciliation.org.au/reconciliation-action-plans/submit-your-rap/](http://www.reconciliation.org.au/reconciliation-action-plans/submit-your-rap/)

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