



Australian Library and
Information Association

ANNUAL REPORT

2021
alia.org.au



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ABOUT ALIA

The Australian Library and Information Association (ALIA) is the national professional organisation for the Australian library and information sector.

The Association seeks to empower the profession in the development, promotion, and delivery of quality library and information services to the nation through leadership, advocacy, and mutual support. ALIA has been representing the interests of Members and the community since 1937 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

Objects of the Association

1. To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment and democracy.
2. To promote and improve the services provided by all kinds of library and information agencies.
3. To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations.
4. To represent the interests of Members to governments, other organisations and the community.
5. To encourage people to contribute to the improvement of library and information services through support and membership of the Association.
6. To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Core values

- To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment and democracy;
- To promote and improve the services provided by all kinds of library and information agencies;
- To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations;
- To encourage people to contribute to the improvement of library and information services through support and membership of the Association; and
- To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and Committees within the Association provide a focus for communication and participation for Members.

The Association is supported by more than 250 active volunteer Members who serve on the ALIA Board, on Advisory Committees, on Editorial Boards, on Course Accreditation and Judging Panels, and as Group officers; and by the staff team at ALIA House, Canberra, and across Australia.

Board of Directors until May 2021

Viv Barton AALIA, President
Vicki Edmunds AALIA, Vice-President
Stefanie Gaspari ALIA Allied Field
Justine Hyde
Kim Sherwin AALIA (CP)
Clare Thorpe AALIA (DCP)
Emily Wilson AALIA (CP)

Board of Directors from May 2021

Vicki Edmunds AALIA, President
Stefanie Gaspari ALIA Allied Field, Vice-President
Justine Hyde
Mary Carroll AALIA
Alissa Sputore AALIA (CP)
Clare Thorpe AALIA (DCP)
Emily Wilson AALIA (CP)



Vicki Edmunds AALIA, President



Stefanie Gaspari ALIA Allied Field Vice-President



Justine Hyde



Mary Carroll AALIA



Alissa Sputore AALIA (CP)



Clare Thorpe AALIA (DCP)



Emily Wilson AALIA (CP)

Sub-Committees of the Board until May 2021

ALIA Finance Sub-Committee
ALIA Risk and Governance Sub-Committee
ALIA Accreditation and Standards Sub-Committee

Sub-Committees of the Board from May 2021

ALIA Finance Sub-Committee
ALIA Risk and Governance Sub-Committee
ALIA Accreditation and Standards Sub-Committee
ALIA Investment Committee

Committees appointed by the ALIA Board

- ALIA Australian Public Library Alliance, Chair Viv Barton AALIA
- ALIA Book Industry and Lending Advisory Committee, Chair Eve Woodberry FALIA
- ALIA Community on Resource Description, Chair Nicole Hunt AALIA
- ALIA Health Libraries Advisory Committee, Chair Gemma Siemensma AALIA (CP) Health
- ALIA Interlibrary Lending Advisory Committee, Chair Linda Marchesani AALIA
- ALIA International Relations Advisory Committee, Chair Vicki McDonald FALIA
- ALIA New Generation Advisory Committee, Chair Sara Altman AALIA
- ALIA Research Advisory Committee, Co-Chairs Elham Abdi and Tina Du
- ALIA School Libraries Advisory Committee, Chair Anne Girolami FALIA (CP)
- Special Library Working Group
- ALIA VET Libraries Advisory Committee, Chair Jo Clark AALIA
- *Journal of the Australian Library and Information Association* Editorial Board, Chair Philip Hider AALIA, Editor Mary Anne Kennan AALIA, Associate Editors Bhuvu Narayan AALIA and Edward Luca AALIA (CP), Book Review Editor Ian McCallum FALIA (DCP) and Sherrey Quinn FALIA (CP).
- ALIA Information Online 2021 Conference Program Committee, Chair Vicki McDonald FALIA.

Committee highlights

While the primary purpose of the Advisory Committees is to provide advice to the ALIA Board, these committees often undertake important projects, which add to our understanding of the issues facing the library and information science profession and help promote positive messages about the sector.

ALIA ACORD Advisory Committee

Throughout the year, restrictions and other challenges brought about by COVID-19 continued to impact the scope of work planned for the ALIA ACORD Committee. The Committee continued to meet regularly online and welcomed new Members Dr Hollie White AALIA and Vanessa Rooney AALIA who both bring extensive experience in LIS education from the University and TAFE sectors. Dr Ben Chadwick, Education Services Australia, stepped down from the Committee and was recognised for his contribution to ACORD, particularly in the data collation for the Resource Description and Access (RDA) survey undertaken in 2021. In other Committee changes, Sandra Wretham AALIA was appointed ACORD Treasurer, Alicia McCulloch AALIA (CP) the Communications Officer and Clare Thorpe AALIA (DCP) ALIA Board Liaison.

Key activities during the year included:

- Analysis of the ACORD RDA Survey with findings presented to the Committee and reviewed by Trove Collaborative Services
- Communication about the new RDA Toolkit throughout the wider cataloguing community and a commitment to establishing an RDA Working Group in 2022
- Review of Oceania RDA Committee (ORDAC) application profile documentation
- Consolidating communication points for the wider cataloguing community and the release of the first bi-annual ACORD newsletter

ALIA Australian Public Library Alliance (APLA)

APLA represents Australia's public libraries, uniting behind common goals and ambitions by sharing best practice and advocating the importance of libraries for future generations. In 2021 the Committee comprised Viv Barton AALIA (Chair), Sarah Steed AALIA, Adele Casey AALIA, Maeva Masterson AALIA, Lisa Bateman AALIA, Ben Footner AALIA, Robyn Murfet AALIA (CP), Leanne Williams AALIA, Alison Oliver AALIA, Robert Knight AALIA and Sharan Harvey AALIA.

Activities during 2021 included: supporting the ALIA Professional Pathways initiative; Library Lovers' Day; APLA Strategic Plan review incorporating the UN Sustainable Development Goals; National Simultaneous Storytime; Library and Information Week; the Australia Reads campaign; FOLA National Backyard Cricket; supporting Australian Digital Health Agency training; Stay Smart Online Week; International Games Week; supporting the ALIA Online Storytime Agreement; digital health literacy training; ALIA Research Review Seminar Services; and commenced review of the Outcome Measures for Australian Public Libraries designed to complement the APLA ALIA Standards and Guidelines for Australian Public Libraries (2021).

In 2021, APLA commenced a review of the ALIA APLA Strategic Plan 2022-2025 which provides the national vision and framework for Australian public libraries to incorporate the UN Sustainable Development Goals and align with the ALIA SDG Stretch Goals. APLA Strategic priorities include: national public library collaboration; advocacy and stakeholder relationships; literacy and lifelong learning; digital inclusion; and library workforce development.

APLA continued to support libraries in response to the ongoing COVID-19 pandemic, via advocacy and the ALIA Online Storytime Agreement with authors and publishers.

During 2021 there were submissions to federal, state and territory government inquiries, and there was as continued focus on workforce development via the ALIA Professional Pathways Board, early literacy, digital inclusion, the Public Library Manifesto, and the Sustainable Development Goals.

ALIA Book Industry and eLending Advisory Committee

In 2021 the Book Industry and eLending Advisory Committee was made up of Evelyn Woodberry FALIA (Chair), Margaret Allen FALIA, Elizabeth Roberts AALIA, Sharan Harvey AALIA, Aileen Weir AALIA, Robert Knight OAM AALIA, and Eleanor Thomas AALIA. Sharon Robertson AALIA was appointed following the retirement of Sharan Harvey AALIA. The Committee met four times in 2021 via Zoom. Links to the Australian Public Lending Rights Committee were provided through Eve Woodberry FALIA (Chair PLR) and Margaret Allen FALIA, and the IFLA E lending Working Party through Margaret Allen FALIA.

The Committee continued to be the point of contact for the Linkage Grants *The value of libraries* and *Australia's Untapped Literary Heritage*, both led by Professor Rebecca Giblin. These projects have made significant progress. *Untapped: the Australian Literary Heritage Project* launched on 6 December 2021 giving Australian readers renewed access to long lost books from some of the nation's favourite writers. The area of ebook pricing, especially fiction in public libraries, has continued to be a focus for the committee.

Throughout the year the PLR Committee has continued to discuss options for the inclusion of ebooks and eaudio into the PLR scheme. Support has been received from the Australian Society of Authors (ASA) who have been lobbying for both the inclusion of ebooks and an increase in the PLR budget.

ALIA Health Libraries Australia (HLA) Advisory Committee and Group

During 2021 there were 10 Members of the HLA Executive: Gemma Siemensma AALIA (CP) (Convenor), Ann Ritchie FALIA (National Manager), Meena Gupta (Secretary), Sharon Karasmanis AALIA (Treasurer), Jeanette Bunting AALIA (CP) Health, Jane Orbell-Smith AALIA (DCP) Health, Rob Penfold, Rolf Schafer AALIA, Angela Smith, Daniel McDonald AALIA and Peter Murgatroyd (LIANZA representative). Members Megan O'Connor AALIA, Taryn Hunt AALIA and Tanja Ivacic-Ramljak AALIA resigned from the Committee during the year and were thanked for their valuable contribution.

The HLA Executive met monthly by Zoom and the HLA Publications Editorial Board (comprising Members of the HLA Executive and representatives of the general membership) met twice.

Key activities included:

- 16 Professional Development, Education & Training events
- Completion of the second Health Informatics, Digital, Data, Information and (K)nowledge Workforce census
- Three invited book chapters for the Health Information Workforce publication, published late 2021
- Implementation of a social media plan to engage with Members including weekly postings across numerous platforms
- The revised 5th edition of the *Guidelines for Australian Health Libraries* drafted and due for release early 2022
- Three issues of *JOHILA - Journal of Health information and Libraries Australasia* published
- 12 issues of HLA Alerts published

ALIA Interlibrary Lending Advisory Committee

There were some changes to the composition of the ALIA Interlibrary Lending (ILL) Advisory Committee in 2021, with Linda Marchesani AALIA and Anne Laidlaw ALIA Tec joining in March and Vicky Prestwidge AALIA stepping down in July. Chair Alison Wierchinski stepping down in November, with Linda Marchesani AALIA taking up the role of Chair. The Committee met six times during the year.

Key activities included:

- Progression of the online course for launch in 2022
- Instructions to calculate CPI increase for ILRS Code fees
- Communication of new recommended ILL fees to libraries
- Advising the ALIA Board on ILL and Resource Sharing policy and practice

ALIA International Relations Advisory Committee

COVID-19 continued to have an impact on the work of the Committee as the international community still manages the ongoing effects of the pandemic. In 2021, the IFLA World Library and Information Congress was conducted as an online event impacting some of the Committee's planned activities. Similarly, due to travel restrictions it has been difficult to connect with the broader Asia Pacific region.

Key activities during the year included:

- Publication of the *Stretch Targets for Australian Libraries 2020-2030*
- Scoping for the Baseline report on the *Stretch Targets for Australian Libraries 2020-2030*
- Article published on SDGs in *IFLA Asia and Oceania Regional Quarterly News*
- Revision of the Terms of Reference and development a two-year work plan for 2021/22 and 2022/23
- Review of ALIA's *Relationship with Overseas Library Associations* policy statement
- Development of nominations for IFLA Honours and Awards, and other international awards
- Documented Australian participation in IFLA professional structure

ALIA New Generation Advisory Committee

The NGAC started the year with Sara Altmann AALIA, Lorraine Rose, AALIA (CP), Paige Wright AALIA, Michelle Coxen, Samantha Hay AALIA (CP) and Liz Harris comprising the Committee. During the year, Paige Wright AALIA, Samantha Hay AALIA (CP), Liz Harris, and Michelle Coxen stepped down and Sarah Doecke AALIA, Olivia Larobina AALIA, Lisa Lynch AALIA, Megan Chorusch AALIA and Rory Caddis AALIA joined the Committee.

In 2021 The NGAC collaborated with a number of ALIA groups in addition to groups outside of ALIA. This included #AusLibChat collaborations with the CAUL Digital Dexterity Groups, the ALIA Graphic Novels and Comics Group, the ALIA Mentoring Scheme, and ALIA Green. Additionally, Members of NGAC presented at ALIA Mentoring Scheme webinars and played a supporting role in the ALIA mental health webinar. NGAC also supported and provided feedback and advice to the ALIA Professional Pathways scheme through representation on the Professional Pathways Board. Members of the Committee worked with ALIA as guest editors of the September/October edition of INCITE in addition to publishing a summary of the November #AusLibChat as "#AusLibChat: Starting out in LIS" in the January/February edition.

The 2021 COVID-19 Survey provided an opportunity to canvas new professionals and find out how the pandemic has impacted their career progress. The survey was a follow up to the 2020 survey and gives insight into how the workforce has been affected by COVID-19 and an analysis of how attitudes have changed between surveys.

ALIA Research Advisory Committee

Members of the ALIA Research Advisory Committee as of December 2021 were Elham Sayyad Abdi AALIA (Co-chair), Jia Tina Du (Co-chair) AALIA, Deidre Bryson AALIA (CP), Mozdeh Dehghani AALIA, Katherine Howard AALIA (CP), Nicole Johnston AALIA, Edward Luca AALIA (CP), Yazdan Mansourian AALIA, Bhuva Narayan AALIA, Ania Tait ALIA Allied Field, Kirsten Thorpe, Huan Vo-Tran AALIA, Liz Walkley-Hall AALIA, Trish Hepworth ALIA Allied Field (ALIA Education), Clare Thorpe AALIA (DCP) (ALIA Board) and Sue McKerracher (ALIA). The committee met eight times.

Key activities included:

- Identification and implementation of ways ALIA RAC can support LIS research and LIS research community
- Review of the 2021 applications submitted for the ALIA Research Grant Award.
- Attending the final outcome launch presentation by the 2020 ALIA Grant Award recipients to promote the grant
- Authoring articles for the March/April edition INCITE

Through supporting, reviewing and promoting the 2021 ALIA Research Grant Awards applications, RAC supported the LIS profession and librarians to be encouraged to participate in research grant writing activities. This prepares Members of the profession, and makes them confident and competent to take part in broader grant writing activities. This in turn positions libraries and information professionals to best effect in competitive funding rounds.

ALIA Schools Advisory Committee

The Committee met three times during the year, with outgoing ALIA Board representative Emily Wilson AALIA (CP) replaced by Stefanie Gaspari ALIA Allied Field and then by Mary Carroll AALIA. Penny Davies ALIATec returned to the Committee. Work continued on the 'Time allotment for teacher librarians' document aimed at enabling teacher librarians to identify the balance between teaching duties and librarianship tasks and providing guidelines and principles to assist them in understanding the dual role of the teacher librarian. A completed draft was reviewed by the ALIA Board and a revised draft will be put forward in 2022

ALIA VET Libraries Advisory Committee

The ALIA Vet Libraries Advisory Committee met 5 times during the year. After a number of years as Chair, Brenda Burr AALIA resigned her position in 2021. Jill Perkins AALIA (CP) from Box Hill Institute took on the role as Victoria representative on the Committee.

Key activities included:

- The development of a VET Prospectus to assist with the advocacy for VET Libraries
- Ensuring the ALIA TAFE Libraries Directory is current and up to date
- Added value through the sharing of experiences in each state during COVID-19 restrictions and the impact on services and support for VET students and staff.

PRESIDENT'S REPORT

As the very first ALIA President with a two-year term, this is my first contribution to the Annual Report. I would like to say, over the last 12 months, libraries and library staff have again risen to the challenge of a second year of uncertainty, city lockdowns and state and territory border closures. Libraries across Australia have continued to demonstrate exceptional leadership and innovation by offering invaluable support, services and programs to their Members and wider community.

I wish to commend those Library and Information Services that have continued to provide for their community, despite the challenges of the year and I believe you are showing other industries how to remain in touch, relevant and essential to your Members.

2020 was the year that libraries pivoted their services and programs to an online environment. 2021 was the year that libraries refined these services and programs to cater to their unique communities.

ALIA too was part of this online revolution, hosting the ALIA Information Online conference completely online, with a number of other programs and seminars throughout the year also taking on virtual formats. The new Board convened in Canberra in May, while there were minimum restrictions in place. I would like to acknowledge and thank outgoing President, Viv Barton AALIA, as well as outgoing Board member, Kim Sherwin AALIA for their dedication and passion to the Library profession and to the ALIA Members. Alongside Vice President, Stefanie Gaspari ALIA Allied Field, and current Board Members Justine Hyde, Clare Thorpe AALIA (DCP), and Emily Wilson AALIA (CP), the Board welcomed incoming Board Members, Mary Carroll AALIA and Alissa Sputore AALIA (CP). All Board meetings, since the May induction, have been held online.

Building on the previous Presidential theme of "Education", I have chosen "Diversity" as the theme for my term in office. I have already started work in this space, and I hope many of you will participate in the initiatives that will be rolled out as part of this theme.

Diversity is a strategic priority for ALIA in the 2021-2024 Strategic Plan, which outlines the need for 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.'

To this end, I have been involved with many diversity-themed actions already including:

- Attending the free online event for ALIA Members on 1 June to hear the research findings from a Deakin University study of public library children's picture books – Rainbow families: collection development considerations.
- Launching the ALIA Disability Group on 29 June
- Attending the launch of the Australian Government National Disability Gateway on 2 September
- Attending the launch of the National Simultaneous Storytime book for 2022 *Family Tree* by Josh Pyke and illustrated by Ronojoy Ghosh on 15 September
- Hosting the launch of the ALIA funded National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries by Kirsten Thorpe
- Chairing the Sustainable Development Goals Round Table session on 1 November
- Chairing the Professional Pathways Board meetings

I have also spoken to librarians in the Maldives, and Tasmania, all from the comfort of my own home and I attended the Online IFLA conference. Other Board activities include reviewing member value and engagement; supporting a resilient, diverse workforce; continue to develop alliances and collaborative ventures; continued LIS sector advocacy and the investment of Reserve Funds as part of a wider financial strategy, following the sale of ALIA house in 2020.

I know this has been a very uncertain year for many, but I want to thank the ALIA Board Members on endorsing the ALIA Board COVID Statement. This put us ahead of the State Governments, and other organisations, who looked to ALIA for a clear stand on this very important community issue.

I want to take this opportunity to thank Sue McKerracher for her 10 years as ALIA CEO. Sue has been a strong leader and advocate for ALIA, and created solid partnerships with other library-related, not-for-profit bodies, with all levels of government, the book industry, early literacy and GLAM organisations. She has raised the profile of the library sector and increased our visibility with decision makers. I want to thank Sue for these incredible achievements for ALIA.

Vicki Edmunds AALIA
ALIA President 2021–2023

CHIEF EXECUTIVE OFFICER'S REPORT

The COVID pandemic dominated once again in 2021. We had made provision for this to have a significant impact on membership levels, but thankfully the value of ALIA Membership remained strong as we supported our Members in adapting to the COVID-19 landscape. Although many of our Members and Groups found themselves restricted by extended COVID lockdowns in their states, there was still plenty of activity – most of it online.

Throughout the year, almost all our events were virtual. ALIA Information Online was delivered completely online for the first time, together with a new ALIA Information Online In Depth series of half day conferences. We bedded in our INCITE in Conversation series, enabling readers to engage directly with article authors, and ALIA's research agenda gained greater profile with the launch of the Research Review Seminar series.

ALIA National Simultaneous Storytime in 2021 broke all records. Storytime from Space beamed down from the International Space Station in May to nearly two million children and carers across Australia and New Zealand. National Simultaneous Storytime is an extraordinarily successful early literacy campaign, which was compounded with the launch of the Proposed National Early Language and Literacy Strategy in September 2021. This strategy was the culmination of five years' work by ALIA and nine other national organisations in the early language and literacy space, and attracted support from federal, state and territory government representatives.

A similar initiative was our work through the Australian Media Literacy Alliance on a draft national strategy for media literacy, which was published in October for Media Literacy Week. We continued to build ALIA's advocacy profile across a number of portfolios and further developed our relationships specifically with the Department of Infrastructure, Transport, Regional

Development and Communications, Department of Social Services, Department of Health and the Australian Digital Health Agency.

COVID lockdowns in 2020 prompted the launch of Online Storytime, a partnership between ALIA, Australian children's picture book creators and publishers. The success of the pilot scheme in 2021 prompted investment by the Australian Government through its RISE Fund and the Australia Council, which would result in \$100,000 in grants for libraries during 2022, two new picture books from Indigenous creators and other valuable support. The Online Storytime program complements our annual participation in Australia Reads and the Australian Reading Hour with book industry partners.

For ALIA, our major project of the year was our move to a new website and database. The soft launch in August 2021 was to be followed by a six- to nine-month period of refinement, at the end resulting in a platform which would provide a better user experience and improved management information to help us shape our services to the needs of our Members.

The digital health literacy program through public libraries, in partnership with the Australian Digital Health Agency, and Professional Pathways, our ambitious initiative to strengthen the library and information profession, increase diversity and help create a future-ready workforce, both remained on track, despite COVID. The publication of the Professional Pathways technical report at the beginning of 2022 provided a comprehensive evidence base of sector skills, knowledge and ethics, and highlighted the diversity of professional practice. Particular requirements of school and health libraries that were identified led to the commissioning of special investigations targeting these fields in 2022.

During 2021, we introduced new initiatives related to our commitment to the Sustainable Development Goals (SDG) – Greening Libraries, including ALIA’s goal of being carbon neutral by 2030. We produced a progress report on the SDG stretch targets for the sector, presented our third bi-annual Library Design Awards, and the ALIA Board conferred nine new fellowships.

ALIA continued to be a dynamic leadership organisation for the sector despite many of our staff and volunteers spending months working from home. The ALIA Board, under President Vicki Edmunds, provided a solid backbone for the Association and the ALIA team continued to work hard and deliver innovative projects despite ‘the great resignation’ causing a higher than usual staff turnover at ALIA House.

2021 was another challenging year but the Association ended in a strong position, financially stable, with a highly engaged membership and some exciting projects planned for 2022.

On a personal note, my term as CEO was to end in January 2022 and I would like to take this opportunity to thank all those who made my nearly 10 years with the Association such an inspiring and fulfilling period: the leaders I encountered from every aspect of the library and information sector, and especially those who joined our Board and provided such exceptional leadership; the active Members who volunteered their time and contributed their expertise to enable the organisation to achieve so much more than would otherwise be possible; the team I have worked with at ALIA House and remotely, who brought skill, energy, dedication and a sense of fun to the everyday. Finally, I would like to thank Nicole Barnes, Business Director and Company Secretary, Christina Granata, Director of Conferences and Events and Trish Hepworth, Director of Policy and Education, who have been outstanding professionals and greatly valued colleagues.

Sue McKerracher
ALIA CEO

BUSINESS DIRECTOR'S REPORT

Operating results

I am pleased to report a surplus for the 2021 year of \$30,484 (2020 surplus of \$959,842, due to the sale of ALIA House), compared with the initially budgeted surplus of \$22,000.

Some key points from the operating results are:

- Membership services achieved a surplus of \$1,257,000. This was a slightly better result than the previous year mainly due to lower operating expenses.
- 2021 was the first year of a five-year lease term for the ALIA Office space. \$166,451 was expensed to rent and interest on the right of use asset.
- The cost of support services was -\$948,000 (2020 - \$971,000). This was due to lower operating expenses.
- The Information Online Conference resulted in a surplus of \$168K, which was \$64K ahead of budget.
- National Simultaneous Storytime (NSS) resulted in a surplus of \$20K.
- The cost of professional services to Members was \$186,000 (2020 \$172,000). This included education, professional advice, and the accreditation of tertiary institutions.
- The cost of publishing and communications was \$80,000 (2019 \$95,000). This included INCITE magazine, ALIA journals, and newsletters. We published three INCITE editions online, which allowed for savings on print and distribution while still providing valued content for readers.

Professional pathways

Expenses for the professional pathways project totalled \$210,000 in year one, which was significantly under budget due to the impact of the pandemic. Budget savings will be carried forward to future years of the project, which is being funded from cash reserves.

Reserves

Total reserves were \$8,411,164 (2020 \$8,509,034).

Capital expenditure

ALIA Office - essential maintenance/upgrades

Routine maintenance continued throughout the year. An office fit-out was completed in 2021 to refresh desks and storage units. There was no call for the ALIA House emergent contingency fund.

Cash position

Our cash position remains strong, with over \$2.2 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at \$1.4 million.

Investment portfolio

In March 2021, the ALIA Board of Directors approved the appointment of investment partner Playfair Tan to become ALIA's long-term partner. An investment policy statement was developed to set out expectations about the governance structure of the investment program. The investment objective, risk tolerance, strategy, policies, and ongoing monitoring and review of the investment program were also set out. The Board of Directors endorsed the investment recommendations and asset allocation, noting that ethical investments are essential to the portfolio.

The investment portfolio balance at the end of December 2021 was \$6,118,439.

Information technology

Work on the upgraded website and database continued for most of 2021, with the soft launch in August 2021. Work continues to refine and improve the user experience.

\$10,000 was spent on new minor equipment to support working from home throughout the lockdown period in Canberra.

Upgrading security to protect the membership and organisational data remained a priority in 2021.

Other matters

We continue to provide accounting assistance for the Australian Libraries and Archives Copyright Coalition and the Australian Digital Alliance.

Nicole Barnes
ALIA Business Director

DIRECTOR OF POLICY AND EDUCATION'S REPORT

ALIA's \$1.6 million investment in our Members through the Professional Pathways Initiative was a core focus for 2021. This whole of sector initiative is working to ensure that we have a diverse and valued library and information workforce with the skills, knowledge, ethics and support needed to deliver library and information services that anticipate and meet the needs of our communities. The professionalism and innovation shown through this second year of the COVID-19 pandemic by ALIA Members illustrates the strong base from which this initiative is working and the continued contributions from more than 600 ALIA Members show the strong continuing interest in the project.

The first year of the initiative has focused on evidence gathering and discovery. The launch in November 2020 started a series of Town Hall meetings, which continued into 2021 and culminated in the Professional Pathways Summit, where library sector representatives and leaders pledged their support to the project. Following the Summit, the representative Professional Pathways Board was constituted to provide strategic oversight.

Dr Gillian Hallam FALIA was brought on as a consultant to the project to work on the foundational Technical Report. This major literature review and environmental scan draws from around 800 academic and professional documents and Member consultations to develop a clear understanding of the diverse and often complex issues relating to the education and qualification pathways into the library and information profession. The research examined five key themes: the specific knowledge and skills required by library and information professionals, the values and ethics that underpin professional practice, the current qualification pathways into the profession, the role of micro-credentials in professional pathways, and the value of continuing professional development for professional recognition. The Technical Report provides the evidence and resource



Vicki Edmunds
ALIA President,
Chair of the
Board



Kirsten Thorpe
Aboriginal
and Torres
Strait Islander
Representative



Kylie Poulton
Australian
Government
Library and
Information
Network



Sandra Ryan
ALIA Schools



Beatriz Aroche
ALIA VET



Viv Barton
Australian
Public Library
Alliance



Robyn Murfet
Australian
Public Library
Alliance



Philip Kent
Council of
Australian
University
Librarians



Chelsea Harper
Council of
Australian
University
Librarians



Diane Velasquez
Higher
Education
Educators



Ann Ritchie
Health
Libraries
Australia



Sara Altmann
New
Generation
Advisory
Committee



Vicki McDonald (SLQ)
National and
State Libraries
Australia



Geoff Stempel (SLSA)
National and
State Libraries
Australia



Caitlin Wallace
Students
and New
Graduates
Group



Julie Barkman
VET
Educators

The Professional Pathways Board

base for the second 'development' phase of the project which will run through 2022.

2021 has been another challenging year for LIS educators. Periods of lockdown impacted on face-to-face teaching and sector-wide financial stresses have increased pressure on courses. Through this the educators have continued to perform, with the twelve TAFE providers successfully achieving reaccreditation in 2021 and progressing the implementation of the new training package. Vocational education (VET) and higher education (HE) educators have both worked to ensure students are well prepared for the workforce despite the pandemic, working to support virtual site visits and student placements. At the end of 2021 ALIA had 12 Australian and one international accredited VET providers and six accredited universities, including three universities in teach-out. ALIA's student Members have taken advantage of opportunities including enrolling in the Proficiency Recognition Program (PRP), joining in seminars, mentoring and participating in groups and committees.

The launch of the new Research Review Seminar series is one way in which ALIA is supporting research translation in the sector. Two highly popular sessions, showcasing research on public libraries' response to COVID from Dr Jane Garner and Dr Simon Wakeling (CSU) and the National Survey on Aboriginal and Torres Strait Islander employment in Australia libraries by Kirsten Thorpe started this series, with several hundred people tuning in. Professional Pathways also supported a number of research initiatives including research into the CPD needs of school library employees being undertaken by Dr Lyn Hay with the support of the ALIA Schools Expert Reference Group (ERG), the Health Librarianship Specialisation Course with Health Libraries Australia (HLA) and the Media Literacy course for Libraries in partnership with the University of Canberra.

Our annual Trend Report was also COVID-19 affected, with key statistics either not being collected/released or being less accurate than in previous years. To bridge the evidence gap we trialled a survey of institutional Members, gaining a sense of how they had fared over the preceding 12 months and their sentiment in the short and medium term. Overall the sector remained stable, although the pandemic impact on universities libraries was noticeable with reduced staffing and predicted continued shrinkage. Public and special libraries by comparison were reasonably positive about future staffing numbers. One interesting point was the large number of libraries that had recently undergone a restructure or were anticipating a restructure, speaking to ongoing change and adaption. Positively, the overwhelming majority of institutions supported staff continuing professional development (CPD).

ALIA strongly supports Member CPD, and the new CPD logbook has streamlined our reflective practice-based scheme with new integrations into ALIA Training and events. From bespoke ALIA programs and asynchronous 101 courses, through to our record mentoring cohort, lunchtime seminars and ever popular PD Postings, it has been great to see ALIA Members using alternative technologies to contribute to their Association, undertake CPD, engage with policy and research and generally connect and support each other.

Trish Hepworth
Director of Policy and Education

DIRECTOR CONFERENCES AND EVENTS' REPORT

The highlight of ALIA's event calendar is always our major conference, whether it be ALIA National or Information Online. Our annual conferences not only provide valuable professional development and networking opportunities for our Members but also generate income to help support the broader activities of the organisation. Following the cancellation of our National Conference in 2020 as a result of the COVID-19 pandemic, 2021 continued to be a year of change and evolution for ALIA's events. The changes forced by the pandemic resulted in opportunities to re-imagine the way ALIA runs events. It has given us an opportunity to try new ways of delivering our events and engaging with our Members.

Following our first virtual conference in late 2020 and with the ongoing impact of pandemic, 2021 saw us continue to develop our virtual conference program with a fully virtual Information Online conference held in February. The conference theme was 'Access or Control' with the program committee calling on speakers to address the theme within the context of creativity and innovation, digital transformations, artificial intelligence, misinformation and Indigenous Australian Sovereignities. 2,700 people attended the conference, making it our most well attended to date and firmly establishing it as a successful online event with plans to continue delivering it as a virtual event in the future.

We are planning a full calendar of both in-person and virtual events for 2022 including conferences, webinars and summits. We are already looking forward to the chance to welcome Members back in person to our events at the ALIA National Conference at the National Convention Centre in Canberra in May 2022.

While conferences, summits, symposiums and other gatherings are the main focus for the ALIA Conferences and Events team, we are also responsible for ALIA's annual National Simultaneous Storytime (NSS) campaign, which is always one of the most memorable and fun events in our calendar. In 2021, this was held on Wednesday 19 May at 11:00am and was our most ambitious storytime event so far.

The book *Give me some Space!* by Philip Bunting was launched into space and arrived on the International Space Station in early October 2020. On 19 May 2021, the book was read to participants by astronaut Dr Shannon Walker. For the first time ALIA ran a science experiment which tied into the theme of the book. The experiment investigated how, as we change the surface of the Earth from trees, oceans and dirt to concrete, bare fields and roads, we change the temperature on Earth. To help gather data, schools, libraries, and other participating organisations recorded the temperature at their location and shared the data with ALIA. The data was combined with satellite data to map the temperature across Australia and New Zealand.

Meanwhile, on the International Space Station, astronauts used heat sources and a ball to show how changes to the surface of Earth can result in different temperatures. A recording of this experiment was shared with participants who were able to see the results and better understand their own experiment. Participants also had the opportunity to send their space related questions to Bjarni Tryggvason, former astronaut, research engineer and test pilot at Science Time From Space.

The event had 1.98 million registered participants, from over 33,418 locations. We had participants from countries including Afghanistan, Australia, Canada, Cook Islands, Egypt, Hong Kong, India, Indonesia, Italy, Japan, Kuwait, Malaysia, New Zealand, Nicaragua, Niue, Pakistan, Peru, Singapore, Switzerland, Thailand, United Arab Emirates, United Kingdom, United States of America, Vanuatu and Vietnam.

Highlights of NSS included an event with the author Philip Bunting hosted by the Australian Space Agency at their newly opened Space Discovery Centre in Adelaide. The event was livestreamed to NSS participants across Australia. A second livestream event was hosted by the Starlight Children's Foundation and included an Auslan translator. Other events included Governor-General David Hurley reading at the State Library of NSW and Australian astronaut-in-training Rose Tasker reading at Launceston Library. Board Members and executive staff from our sponsors, Australian Space Agency and the Office of the Chief Scientist, joined schools around the country as VIP guest readers.

The media coverage was widespread and helped to promote the fun and value of library storytimes. ALIA was also pleased to be awarded runner-up in Associations Forum awards for external campaign of the year for the NSS 2021 event.

Christina Granata
Director of Conferences and Events

HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

The ALIA Board met on 10 August 2021 to develop the next iteration of the ALIA Strategic Plan 2021-2024, with the United Nations Sustainable Development Goals (SDG) as its planning framework. At this time, and for the next four years, the ALIA Board foresees the need for a four-fold approach: Supporting a resilient, diverse workforce; developing alliances and collaborative ventures; succeeding through advocacy; and enhancing Member value.

In addition to ALIA's ongoing investment in advocacy and the development of critical stakeholder relationships, the workplan for 2021-2024 features three major areas of activity linked to the strategic priorities and ALIA's continued commitment to the SDG: delivery of the Professional Pathways initiative; review and refresh of ALIA's structure and operations; and increased focus on ALIA and the Sustainable Development Goals.

Priority 1: Supporting a Resilient, Diverse Workforce

Action	KPIs and status
1.1 Implementing the Professional Pathways initiative, leading/ driving systemic change, working with employers, educators, other stakeholders	<p>Year one of the Professional Pathways Initiative to ensure a diverse and valued LIS profession equipped with the skills, knowledge, ethics and support needed to deliver library and information services that anticipate and meet the needs of the community successfully progressed through the development stage. Key milestones for the initiative in this period included:</p> <ul style="list-style-type: none">• Hosting a successful series of Town Hall meetings for Members from across the LIS sectors to discuss and contribute• The Professional Pathways Summit (16 February 2021) where educators, subject specialists, new graduates and key library leaders from across the sector, agreed to the aim and committed to supporting the project• Publication of the Report on Consultations• Establishment of the Professional Pathways Board• Research and consultation on the Technical Report, collating the evidence base for the project.• Development of the first pilot short course with the University of Canberra• Research into the specific needs of staff in school libraries.

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Priority 1: Supporting a Resilient, Diverse Workforce

Action	KPIs and status
1.2 Providing training and support to help Members be more resilient, better prepared for the changes and challenges that lie ahead	<p>The new streamlined CPD logbook, with automated updates for ALIA training and events, was launched with the new website, with all ALIA professional members automatically enrolled in the Continuing Professional Development (CPD) scheme and all student members in the Proficiency Recognition Program (PRP).</p> <p>New CPD opportunities included the Research Review Seminar series, asynchronous ethics course, CPD events run in conjunction with ALIA groups and committees and refreshed PD postings. The ALIA Mentoring Scheme matched a record 139 mentors and mentees with a structured program supporting the pairs.</p>
1.3 Making it easier for people from diverse backgrounds to become Members/ active participants in the Association and feel included	<p>We developed and progressed a number of initiatives as part of our commitment to improving opportunities for library staff from an Aboriginal or Torres Strait Islander background and to supporting our Members in providing culturally appropriate services for Indigenous library users. These include:</p> <ul style="list-style-type: none"> • Two scholarships for Indigenous LIS students • Complimentary student memberships for all Indigenous scholarship nominees • The publication of ALIA grant-funded research into Aboriginal and Torres Strait Islanders working in Australian libraries. • An Innovate Reconciliation Action Plan • Commissioning of two new children's books from Aboriginal authors and illustrators in partnership with Magabala Books. <p>Initiatives to support people from diverse backgrounds in the Association and sector supported ALIA President Vicki Edmunds' diversity theme included:</p> <ul style="list-style-type: none"> • Diversity supplement in INCITE July/August edition • INCITE theme of Inclusion for March/April 2022 • The establishment of the ALIA Disability Group • CPD opportunities to upskill ALIA Members in areas to be more inclusive and responsive to the diversity in their communities, including LGBTQI+ teen fiction and online storytimes.

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Priority 2: Developing Alliances and Collaborative Ventures

Action	KPIs and status
2.1 Within the LIS sector in Australia, working with institutions, educators, other associations, industry partners	<p>The whole-of-industry Professional Pathways Initiative with its sector representative Board and wide stakeholder network has enhanced cooperation for workforce development and research. The strong work of ALIA committees and groups has engaged people from across the LIS sector.</p> <p>A new series of industry showcases has strengthened ties with industry partners, along with virtual conference opportunities, events and summits and industry thought leadership projects.</p> <p>In 2022 we successfully renegotiated the MOU with the Australian Society of Archivists (ASA) and Records and Information Management Professionals Australasia (RIMPA) and the MOU with the Australian Law Librarians Association (ALLA). We continued to work with other school library groups including through the Schools Need School Libraries campaign.</p>
2.2 Within the LIS sector at regional and international level	<p>ALIA has continued to be active at the international level with the SDGs a focus, including sharing information with IFLA and within Australia and publishing the stretch targets for Australian libraries. A large number of ALIA Members are active and committed Members of IFLA committees and divisions.</p> <p>Our international focus continues to be on the Asia Pacific region, including representation on the IFLA Asia Oceania Regional Division Committee. Knowledge sharing, especially around workforce projects with key international Associations, has continued along with our reciprocal arrangements under MOUs with LIANZA, CILIP, LAI and ALA.</p>
2.3 Areas with overlapping interests GLAM, early literacy, adult learning, copyright, SDG and other relationships that increase revenue, expand reach, build profile, strengthen influence, enable innovation, contribute in some other way to our agenda	<p>ALIA continues to work with key stakeholders on matters of mutual importance. Highlights in 2021 included:</p> <ul style="list-style-type: none"> • Special libraries and publishers roundtable • Australian Media Literacy Alliance (AMLA) strategy workshops and publication • Launch of Proposed National Early Language and Literacy Strategy. • Australian Reading Hour and other projects under the Australia Reads. • Books Create Australia banner with authors, publishers and booksellers. • Progressing copyright reforms with Australian Libraries and Archives Copyright Coalition.

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Priority 3: Succeeding through advocacy

Action	KPIs and status
3.1 Producing value statements for every sector	Advocacy support packs were created for public, school, TAFE, university, health, law and government libraries, plus library and information professionals during 2021 and promoted through the Advocacy page of the ALIA website.
3.2 Implementing a public affairs strategy and plan	VoteLibrary strategy and plan developed and implemented, with Member feedback used to develop key asks and collateral.
3.3 Building on public-facing campaigns	ALIA had its most successful NSS to date with 1.98 million registered participants, from over 33,418 locations. The Australian Reading hour was enhanced with the "always on" campaign "Australia Reads", and Library Lover's Day's "make a date with your library" theme was a hit.

Priority 4: Enhancing Member Value

Action	KPIs and status
4.1 Introducing a new database and user experience which will reflect a contemporary approach	New website soft launch successful with all Member records migrated to the new database with enhanced capacity and member experience. Member survey conducted with 83% agreeing that they liked the look of the new website, 72% finding it clearer and easier to update their member profile, 69% finding it easy to find what they wanted and 65% noting improved functionality across PC, phone and tablet.
4.2 Further activating communications channels – website, social media, magazine, journals and newsletters	In 2021 we published 236 newsletters including ALIA Weekly, RecruitLIS, PD Postings, APLANews, as well as newsletters for specific ALIA Groups. We published six editions on INCITE and four editions of the Journal of the Australian Library and Information Association (JALIA). We also continued to increase engagement across our social media channels including Twitter, Facebook, Instagram and LinkedIn.
4.3 Maximising the opportunities for affordable professional development; access to information sharing and resources	<ul style="list-style-type: none"> • Free PD opportunities sent to Professional Members every month through PD Postings. • Low cost training, including asynchronous '101' courses developed and launched. • CPD logbook implemented with automations for milestones and free guidance for specializations. PRP revised inline with the Foundation Knowledge statement. <p>Development of the ALIA library has continued with 250 new items added in 2021. The use of the library as an open access repository has been promoted to researchers, with the first JALIA preprint posted in 2021.</p>

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Priority 4: Enhancing Member Value

Action	KPIs and status
4.4 Increasing the opportunities for engagement	<p>Delivery of Information Online with 1000 attendees and a surplus of \$100,000, plus a program of five Information Online in-depth online plus conferences, aiming for 150 attendees and \$15,000 surplus from each during 2021.</p> <ul style="list-style-type: none"> Information Online attracted 2700 registered participants and generated a surplus in excess of \$100,000. The first Information Online In Depth session on Leadership attracted 111 participants and generated a surplus, as did the second in July with 134 delegates. The third and final Information Online In Depth delivered with 140 and 360 registrants.
	<p>Free engagement opportunities in 2021 included:</p> <ul style="list-style-type: none"> INCITE in Conversation. Industry Partner Showcase series Research Review Seminar series Successful ad hoc free events for Members on significant occasions or to address emerging topics including RUOkay Day, International School Library Day, Media Literacy. Free online events with Federal Government, Office of the eSafety Commissioner, Department of Social Services, and AusIndustry

OUR MEMBERSHIP

Our active membership was 3,854 on 30 June 2021, compared with 3,809 on 30 June 2020, a 1% increase year on year. There were 715 new Members as of 30 June 2021 compared with 650 in the previous 12 months. This is a pleasing 10% increase. This year saw the retention rate drop slightly from 84 percent in 2020 to 82 percent in 2021. Member distribution by state and territory remained stable.

96 Members received long-service membership pins in 2021, with 37 receiving a 25-year pin, 26 a 30-year pin, 13 a 40-year pin, 13 a 50-year pin and 7 Members receiving a 60-year pin.

The ongoing consequences of coronavirus made 2021 a challenging year for many ALIA Members and institutions. However, our Members were able to stay connected with ALIA during the coronavirus restricted periods through enewsletters; virtual events; digital forums; and online platforms.

Total Members by category at 30 June 2021

Associate Members	56%
Library Technician Members	9%
Allied Field	1%
General Members	4%
Institutional Members	11%
Students	16%
Digital	1%
Retired [+Life]	3%

ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2021. Notable national campaigns included:

Special libraries

ALIA continued to release issues of the ALIA Special Libraries Directory finishing the year with edition five. This latest edition has grown to over 200 entries with representation from a range of fields and sectors including government (federal, state and local), health, arts and culture, education, emergency services, heritage, knowledge services, and the law. A joint paper was produced by the ALIA Special Libraries Working Group and AGLIN Think Tank on July 2021 as an information resource for ALIA Members and selected stakeholders.

School libraries

ALIA is a founding member of the Students Need School Libraries campaign supporting advocacy efforts to ensure that Australian children have access to a well-resourced school library. In 2021, ALIA joined with Australian School Library Association (ASLA) and the Australian Education Union (AEU) to sign a statement calling on the Australian Government to ensure equitable access to appropriately funded and well-resourced school libraries.

Library Lovers' Day

The theme for Library Lovers' Day 2021 was 'Make a date with your library'. The day is an annual opportunity for people to celebrate the valuable role that libraries play in their lives. ALIA made free resources available on the Library Lovers' Day website including bookmarks; book tags; posters; promo banners; recommendation cards; stickers; wrapping paper; and social media collateral. The day was a success on social media with the hashtag #LibraryLoversDay trending with libraries, and other organisations, across the world.

Library and Information Week

The Library and Information Week campaign took place from 17-23 May 2021. Highlights for the week included a free webinar 'Employer Pitch' where a range of library employers 'pitched' the opportunities that they had to offer, a fundraising day in which we encouraged libraries to host dress-up fundraising events, and a special 'Join ALIA Day' where Members shared testimonials and details on the benefits of ALIA memberships on social media. In addition to our usual free resources for the week including activity sheets; flyers; letterheads; promo banners; stickers; puzzles; and social media collateral, we also published a social media guide to assist organisations in gaining attention for their library services, attract more attendees to their events and increase overall attention for the LIS industry.

Australia Reads and Australian Reading Hour

In 2021, Australia Reads extended beyond the showcase Australian Reading Hour to an 'always on' campaign, championing reading to increase the number of Australians reading, and the frequency with which they read. Australian Reading Hour itself took place on Tuesday 14 September 2021, with readers, writers, illustrators, publishers, libraries and booksellers from around Australia promoting the act of reading via a series of events, social media, and other activities. We also welcomed the release of the inaugural Australia Reads National Reading Survey exploring how Australians read, borrow and buy books and how this did—and didn't—change during the COVID-19 pandemic of 2020 and 2021. The report highlighted the role of libraries as trusted sources of information and gateways to book access within the community.

International School Library Day

ALIA celebrated International School Library Day in 2021 with the theme 'Growing Global Citizens'. In addition to our free resources which included an email signature; promo slide; bookmarks; and social media collateral; and a curated list of suggested activities for the day, we hosted a special webinar featuring four outstanding speakers: teacher librarians Dr Kay Oddone AALIA (CP), Mali Jorm and Holly Godfree and renowned YA author Will Kostakis. The panel explored how school libraries can grow global citizens, how we can engage young people in reading, and how we can grow and support the new generation of critical and creative researchers and thinkers.

Vote Library Campaign

In October 2021, we asked ALIA Members to help shape the library agenda for our #VoteLibrary campaign in advance of the 2022 federal election. Our Members told us that well-funded, well-resourced school libraries with qualified staff needed to be at the top of our agenda, and literacy in all its forms - but especially early literacy, media literacy and support for adults with low literacy levels - must be highlighted. Based on this feedback, we created a range of advocacy resources for our Members to download including a two-page summary and a useful handout describing how libraries of all kinds - public, state, national, school, VET, university, health and more - support politicians and their electorates.

Greening Libraries

A call for proposals for the Greening Libraries research project, with support from CAUL (Council of Australian University Libraries), was put out in June 2021. A number of excellent submissions were received and in mid-July a team of researchers from Charles Sturt University made up of Dr Jane Garner, Dr Kasey Garrison, Dr Sabine Wardle and Associate Professor Karen Bell was commissioned to undertake the project. The first output of the project, the Greening Libraries Literature Review, outlining the academic and grey literature on sustainability in the library and information sector, was published in October 2021. It highlights strategies in use by libraries across the world to make sustainability a priority, from practical actions to reduce waste to community education. The complete Greening Libraries Report including six case studies from Australia and internationally, is due for publication in March/April 2022.

As part of the International Day of Disaster Recovery, the ALIA Board released a statement confirming ALIA's position on climate change and announcing a target for the Association to be carbon neutral by 2030.

Blue Shield Australia

ALIA was represented on the Blue Shield Australia Committee (BSA) by Sue Hutley AALIA (DCP), and Annette Mills AALIA (CP), Secretary. The BSA Chair changes every two years and BSA had a changeover of Chair in July 2021 with Sue's last meeting as Chair in June 2021 and Kathryn Dan (representing the Australian Society of Archivists) commencing as Chair in July 2021 continuing through to June 2023.

BSA held seven teleconference/zoom meetings (February, March, April, June, August, October and December) during the 2021 calendar year. The March meeting was an extraordinary meeting with invited BSA member boards.

The main activities undertaken by BSA over the calendar year include:

- acknowledging 25 years of Blue Shield International (6 June 2021) with BSI organising a conference in December and current Chair Kathryn Dan recording an interview
- commencement of online training modules BSI has developed to ensure consistency of messaging and understanding across the Blue Shield international network
- ongoing work advocating for the Australian Government to ratify the 2nd Protocol of the Hague Convention
- Providing a response to the Office of the Arts' UNESCO Survey on the 1954 Hague Convention actions 2017-2020
- Preparing documentation to be reaccredited by Blue Shield International for another year
- Presentation by Kathryn Dan and Catherine Robinson to CAARA (Council of Australian Archives and Record Authorities) in November 2021
- Presentation by Annette Mills at the ALIA SA Mini-Con in July 2021 focusing on BS
- International Disaster Risk Reduction Day on the 13 October

BSA provided funds to AICCM (Australian Institute for the Conservation of Cultural Material) to develop and publish (hardcopy and digital) a disaster planning calendar which included the BSA logo.

BSA also provided funds to support a 1/2 day face-to-face symposium held in Adelaide titled 'Disaster Preparedness and Our Cultural Heritage' followed by a workshop on collection disaster planning highlighting use of the ALIA disaster management for libraries resources. This was organised by Annette Mills, BSA Secretary, in partnership with BSA member associations in South Australia.

BSA would like to acknowledge additional financial support received over the year including additional financial donations from AMAGA (in lieu of speaker gifts from their conference they chose to donate funds to BSA) and CAARA contributed funds towards a social media campaign which was managed by Catherine Robinson and focused around Disaster Risk Reduction Day.

GOVERNMENT AND STAKEHOLDER RELATIONS

Book Industry

ALIA has continued to work with other partners in the Book Industry including authors, publishers and booksellers through the Books Create Australia and Australia Reads campaigns. Australia Reads promotes daily reading for a smarter, healthier and happier nation, and is the key driver behind Australian Reading Hour.

In 2021 Australia Reads released the inaugural Australia Reads National Reading Survey exploring how Australians read, borrow and buy books. The report highlights the role of libraries as trusted sources of information and gateways to book access within the community, with librarians, along with booksellers and book reviewers, the most commonly trusted sources for book recommendations after family and friends.

Along with the Australian Society of Authors, ALIA has been advocating for the extension of lending rights to cover ebooks and audio books. The advocacy resulted in a positive recommendation for review from the Committee investigating Australia's creative and cultural industries and institutions.

The initial virtual storytime arrangement has become the Online Storytime program. This program, with support from the Australia Council and the Australian Government's RISE Fund, has proved vastly popular and valuable for public libraries and their communities as we move through various stages of COVID-19, with thousands of Australian children and caregivers embracing the online reading of picture books by their local librarians in 2021. The program has also returned \$80,000 to publishers and authors, and made \$100,000 available to libraries in grant funding, which has been used to enable local authors and illustrators to participate in sessions, undertake book promotion and marketing, collaborate with local Indigenous groups to translate readings into their language, purchase new equipment and create Storytimes with

Auslan interpretation. Two Indigenous children's books have also been commissioned for use in the scheme, in partnership with Magabala Books.

Media Literacy

ALIA is a founding member of the Australian Media Literacy Alliance (AMLA), whose vision is to enable a media-literate society that is equipped to face challenges and be able to seize the opportunities in a world that is increasingly defined by media and information abilities. Across September ALIA supported a series of workshops with a diverse group of community and media organisations across Australia. The insights from these workshops, along with a national survey of 3510 adult Australians about their media use, attitudes, and abilities resulted in the report *Towards a National Strategy for Media Literacy*. The report makes eight key recommendations for the development of a strategy, which centre around government, community, and technology sector collaboration to ensure every Australian, at every stage of life, is empowered as a citizen to confidently engage with and create media.

Early Literacy

In September 2021, the National Early Language and Literacy Coalition (NELLC), a body of 10 key organisations including ALIA, developed a proposed national strategy to support children's early language and literacy and to help make the development of these skills a national priority. The proposed strategy set out the scale of the issue; described what is happening on the ground, in different communities, and put forward a framework for action. Since the release of the strategy ALIA, with other NELLC partners, has had positive meetings with a number of representatives and policy makers at the state, territory and federal level to progress the strategy.

Copyright Law Reform

ALIA has continued to advocate for fair copyright for libraries and information services as a member of the Australian Library and Archives Copyright Coalition, with an exposure draft released in December 2021 with important reforms to support the use of orphan works, quotation, and interlibrary lending and document delivery. These reforms would help libraries to digitize historical collections and better service access requests.

GLAM Peak

ALIA continued as a member of GLAM Peak throughout 2021. Discussions over the course of the year resulted in a decision by GLAM Peak Members to cease any advocacy activity that could be perceived as lobbying for federal government funding, and that could compromise the position of some Members. Given the variation in appetite for collective advocacy, the role of GLAM Peak Advocate in Canberra was discontinued in September 2021.

In November 2021, Members endorsed a new position statement for the organisation with a focus on three shared priorities: a national plan for cultural heritage; the 2025 deadline for preservation of audio-visual materials; and the protection of cultural identity. Members also endorsed a new Memorandum of Collaboration for 2022-2024. The former GLAM Peak website was disabled, and the site re-launched with relevant content transferred to glampeak.org.au.

Nominations were called for a new Chair and Deputy Chair at the end of 2021, resulting in the appointment of Ross Latham (Libraries Tasmania) and Adam Bell (AARNet) respectively. A small executive has since been assembled including Jan Richards AALIA (representing ALIA) and Christine Yeats (Federation of Australian Historical Societies).

Australian Digital Health Agency

Public libraries across Australia were encouraged to roll out community programs focusing on digital health literacy. Due to the ongoing impacts of COVID-19 during the year, a phase two program extension of the Digital Health Literacy program continued throughout 2021. More than 3300 library staff completed the online 'Train the Trainer' program, with many non-library organisations also participating. Additionally, Health Libraries Australia hosted four digital health sessions during 2021. It is anticipated that health librarians will continue to adapt and articulate the tools and strategies of digital health as it becomes a more integrated part of Australian healthcare. The final report was presented to the Australian Digital Health Agency in February 2022 officially closing out stage one of the project.

Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) Agenda is a framework of 17 SDGs which span economic, environmental and social development. Since 2017, ALIA has worked with federal and local government, GLAMR institutions, library leaders, and relevant organisations to promote and further these goals.

During Global Goals Week (17-26 September 2021), ALIA and partner peak bodies for libraries launched stretch targets for the sector to achieve by 2030, aligned with the United Nations SDGs. These targets will be monitored by the ALIA International Relations Advisory Committee (IRAC) and will help track our progress across ten areas of development, from literacy levels through to engagement with the Asia Pacific region. On 1 November 2021, ALIA held its annual SDG Roundtable for representatives from different sectors of the library field. The meeting, identified five areas of focus and 13 action points aligned with the Stretch Targets.

Other engagement with campaigns and initiatives

ALIA promoted safer internet day on 9 February with the Australian eSafety Commissioner, urging libraries and library users to 'Start the Chat'. In May ALIA was part of the organising committee for Information Awareness Month 'Building trust – adaptability and capabilities', hosting a roundtable discussion at the launch event focused on skills and development. ALIA worked with RUOkay Day to bring Members a free seminar on October. ALIA supported media literacy week from 24-31 October 2021 with tailored resources available to libraries.

Submissions

- *ALIA Supplementary Submission: Public, Educational and Digital Lending Rights* | February 2021
- *ALIA-APLA Submission in Response to the Australian Government Inquiry into Adult Literacy* | March 2021
- *ALIA Submission in Response to the Proposed Revisions to NHMRC's Open Access Policy and Further Guidance* | April 2021
- *ALIA Submission in Response to the Proposed Legislative Instrument: Quality of Provider Research* | April 2021
- *ALIA-APLA Submission in Response to the Australian Government National Preventative Health Strategy Consultation* | April 2021
- *ALIA-APLA Submission in Response to the Department of Infrastructure, Transport, Regional Development and Communications Regional Telecommunications Review* | September 2021
- *Submission to The National Children's Mental Health and Wellbeing Strategy* | February 2021
- *Submission in response to the new Online Safety Act* | February 2021
- *Response to Public Library Grants Methodology Review Discussion Paper* | February 2021

- *Submission in response to the Reform of the Adult Migrant English Program Discussion Paper*
| July 2021
- *Submission in response to the National Indigenous Australians Agency Indigenous Digital Inclusion Plan discussion paper* | October 2021
- *ALIA submission in response to the Australian Digital Health Agency National Digital Health Strategy next iteration* | November 2021
- *ALIA submission in response to the Australian National Research Infrastructure Roadmap 2021 Exposure Draft* | December 2021

CONFERENCES AND EVENTS

Information Online

See the Director Conferences and Events report page 17

ALIA Australian Library Design Awards

The winners of the Australian Library Design Awards were announced at the Changing Spaces Library Design Conference 2021.

The winners and commended entries were:

School Libraries

- Winner: Ormiston College Centre for Learning & Innovation, QLD
- Highly Commended: Monmia Primary School Library, VIC

Special Libraries

- Highly Commended: Jerzy Toeplitz Library (Australian Film, Television and Radio School), NSW

Academic Libraries

- Winner: UTS Library, NSW
- Highly Commended: QUT Peter Coaldrake Education Precinct, QLD
- Highly Commended: St Benedict's Library, University of Notre Dame Australia, NSW

Public Libraries

- Winner: Marrickville Library and Pavilion, NSW
- Highly Commended: Green Square Library, NSW
- Highly Commended: Karalee Library Pod, NSW
- Highly Commended: Ruth Faulkner Library, WA
- Commended: Payinthe – Prospect Public Library, SA
- Commended: Salisbury Community Hub Library, SA
- Commended: Wentworth Point Community Centre and Library, NSW

National Exemplar Award

- Winner: State Library Victoria, VIC

Members' Choice Award

- Winner: Marrickville Library and Pavilion, NSW

ALIA IN THE REGIONS

State Managers

Our State Managers, like most of us, changed the way they worked quite considerably during 2021. Unable to get out and connect with ALIA Members in person, our team worked together to create regular opportunities for ALIA Members to get together and share their experiences of working through the COVID pandemic – running weekly Zoom networking sessions. Some of our State Managers also developed and facilitated some online professional development opportunities, including a panel-based webinar and some tutorial-style options, all provided free for Members.

As the past 12 months continued to present a wide range of challenges to how libraries and our Members operated across Australia the ALIA State Managers focused on providing support in their local areas in ways that flexibly met the changing covid requirements. In place of face-to-face meetings and events State Managers hosted virtual training sessions and facilitated invaluable online networking opportunities for Members wishing to maintain their connections with the wider industry. Presentations to students and ALIA award winners provided opportunities to encourage new entrants to utilise ALIA to assist them with job hunting and continuing professional development. State Managers also assisted with a detailed survey of special libraries across the country.

ALIA Groups

In 2021, despite the ongoing impacts of COVID-19 and social distancing requirements, ALIA Groups hosted over 50 events. Whilst some in-person events were successfully reintroduced into the calendar, many events remained online, with professional development and skills training the focus. Many groups offered informal gatherings for new Members including trivia nights, meet-ups, and ice-breakers, whilst others hosted sessions on broader issues facing the LIS community including advocacy, literacy, and disaster preparedness. Two new initiatives – the INCITE in Conversation series and the Research Review Seminar series – put research front and centre and the new group ALIA Disability brought an essential new focus to discussions about the future of the sector. ALIA Children's and Youth Services Group, ALIA Health Libraries Australia, ALIA Graphic Novels and Comics, ALIA Students and New Graduates, and ALIA Schools all published regular content for Members and maintained a dynamic online presence on social media.

DATE	TITLE	REGION	EVENT TYPE
13 March 2021	ALIA Schools: Teams - The Hard Conversations	Online	ALIA Group Event
25 March 2021	ALIA West: In Her Shoes - Icebreaker 2021	WA	ALIA Group PD Event
9 April 2021	ALIA LARK: Information for Learning: Library Applied Research Kollektive Symposium	Online	ALIA Group Event
13 April 2021	Media Literacy: A primer for libraries	Online	ALIA Event
30 April 2021	ALIA-APLA: Public libraries supporting people living with disability	Online	ALIA Group Event
15 May 2021	ALIA QLD: Trivia Night	QLD	ALIA Group Event
16 May 2021	ALIATAS: May Meet Up	TAS	ALIATas Group Event
19 May 2021	ALIA ACT: Library and Information Week Breakfast	ACT	ALIA Group Event
20 May 2021	ALIA HLA: PRISMA 2020: Changes, Implications & Opportunities	Online	ALIA Group Event
29 May 2021	ALIA Schools: Reading our World	Online	ALIA Group Event
31 May 2021	ALIA SA: Discover GLAMR	SA	ALIA Group Event
1 June 2021	Rainbow Families: Collection Development Considerations - Research Findings from Deakin University	Online	ALIA Group Event
9 June 2021	ALIA HLA: Research Services in Health Libraries	Online	ALIA Group Event
29 June 2021	ALIA HLA : My Health Record Workshop - Event 1	Online	ALIA Group Event
8 July 2021	ALIA ACT: Midwinter Dinner 2021	ACT	ALIA Group Event
15 July 2021	ALIA HLA: 'All things Open': Updates on the current state of Open Scholarship in Australia - Event 1	Online	ALIA Group Event
15 July 2021	ALIA QLD: Trivia Night 2021	QLD	ALIA Group Event
15 July 2021	Learn about the Librarian Reserve Corps	Online	ALIA Group Event
22 July 2021	ALIA HLA : 'All things Open': Updates on the current state of Open Scholarship in Australia - Event 2	Online	ALIA Group Event
26 July 2021	ALIA SA: Mini Conference	Online	ALIA Group Event
27 July 2021	ALIA HLA: My Health Record Workshop - Event 2	Online	ALIA Group Event
27 July 2021	ALIA HLA: Automation Tools for Systematic Searching	Online	ALIA Group PD Event
10 August 2021	ALIA HLA: Marketing Services in Health Libraries - Lunchtime Seminar	Online	ALIA Group Event
10 August 2021	ALIA HLA: Marketing Services in Health Libraries	Online	ALIA Group PD Event
14 August 2021	ALIA Schools: Information Literacy - A Whole School Approach	Online	ALIA Group Event
19 August 2021	ALIA HLA: Designing Posters and Infographics Workshop - Event 1	Online	ALIA Group Event
28 August 2021	ALIA West: GLAMR Opportunities - Cultivating Your Career	WA	ALIA Group PD Event
31 August 2021	ALIA HLA :My Health Record Workshop - Event 3	Online	ALIA Group Event
2 September 2021	ALIA HLA: A Systematic Approach to Searching - Part 1	Online	ALIA Group Event

Continued on next page

DATE	TITLE	REGION	EVENT TYPE
2 September 2021	ALIA Disability: Launch of the Australian Government National Disability Gateway	Online	ALIA Group Event
9 September 2021	INCITE in Conversation: Scenario planning for libraries	Online	ALIA Event
16 September 2021	ALIA HLA: A Systematic Approach to Searching - Part 2	Online	ALIA Group PD Events
17 September 2021	Get ready for media literacy week webinar	Online	ALIA Event
20 September 2021	ALIA VIC: Dewey really need this?	Online	ALIA Group Event
28 September 2021	ALIA HLA: My Health Record Workshop - Event 4	Online	ALIA Group Event
1 October 2021	ALIA LARK: Why do library practitioners do PhDs?	Online	ALIA Group Event
13 October 2021	International Day for Disaster Risk Reduction	National	ALIA Event
15 October 2021	ALIA Graphic Novels and Comics: Getting Graphic - Comics Around the World Webinar	Online	ALIA Group Event
20 October 2021	ALIA SA: Symposium - Disaster preparedness and our cultural heritage and collections	SA	ALIA Group Event
20 October 2021	ALIA HLA: Advocacy for Health Libraries	Online	ALIA Group PD Event
23 October 2021	Responding to our changing information ecosystem webinar	Online	ALIA Event
24 October 2021	ALIA SA: Let me be myself - The Life Story of Anne Frank - Exhibition Tour	SA	ALIA Group Event
10 November 2021	ALIA HLA: Designing Posters and Infographics - Event 2	Online	ALIA Event
10 November 2021	ALIA QLD: Mini Conference	QLD	ALIA Group PD Event
11 November 2021	ALIA HLA : Systematic Searching Workshop - Wichor Bramer	Online	ALIA Group Event
11 November 2021	ALIA QULOC: University Librarians' Forum	Online	ALIA Group PD Event
17 November 2021	ALIA Research Review Seminar: Public Libraries Respond to COVID-19	Online	ALIA Group Event
29 November 2021	ALIA NT: Recognition Awards	NT	ALIA Group Event
1 December 2021	ALIA QULOC: Librarian Careers - Tips, Tricks and Transitions	Online	ALIA Group Event
2 December 2021	ALIA Disability: Open Mic Session		
2 December 2021	ALIA Disability: Inclusive Online Storytimes	Online	ALIA Group Event
2 December 2021	ALIA WEST: Great Library Quiz	WA	ALIA Group PD Event
8 December 2021	ALIA Research Review Seminar: Aboriginal and Torres Strait Islander LIS Employment	Online	ALIA Event
24 October 2021 - 31 December 2021	Media Literacy Week	National	ALIA Event

EDUCATION, PROFESSIONAL DEVELOPMENT, AND TRAINING

ALIA CPD and Training

Continuing Professional Development (CPD) remained a focus for the Association during 2021. The new Member database, including the introduction of the 'CPD logbook' and the upgrade and integration of the new Moodle platform have streamlined services and features for our Members.

A refreshed PD Postings had several bumper issues with free and paid PD opportunities across formats and tailored to specialisations.

The following Members received Distinguished Certified Professional Certificates in 2021:

FIRST NAME	SURNAME	POSTNOMINAL	DATE
Andrew	Finegan	AALIA (DCP)	7 June 2021
Gaca	Michele	AALIA (DCP)	12 November 2021
Howlett	Alisa	AALIA (DCP)	25 January 2021
Nielsen	Birgit	AALIA (DCP)	29 July 2021
Osborne	Petrina	AALIA (DCP) Health	11 November 2021
Potgeiter	Lee-Anne	AALIA (DCP)	22 June 2021
Radford	Aaron	AALIA (DCP) Government	27 July 2021
Read	Alana	AALIA (DCP)	9 March 2021
Shah	Roopa	AALIA (DCP)	27 July 2021
Spencer	Andrew	AALIA (DCP) Research/Academic	27 July 2021

We also congratulate the following Members, who received Certified Professional Certificates in 2021:

FIRST NAME	SURNAME	TRIENNium	POSTNOMINAL	DATE
Adams	Romney	2018-2021	AALIA (CP)	1 July 2021
Bacic	Marijana	2018-2021	AALIA (CP)	8 November 2021
Bailey	Kathryn	2018-2021	AALIA (CP) Research/Academic	23 July 2021
Bell	Narelle	2018-2021	AALIA (CP)	6 August 2021
Blyde	Suzanne	2018-2021	AALIA (CP)	1 July 2021
Bruce	Rhonda	2018-2021	AALIA (CP)	1 July 2021
Campbell	Leanne	2018-2021	AALIA (CP)	7 July 2021
Carr	Felicita	2018-2021	ALIA Allied Field (CP)	1 July 2021
Chan	Christopher	2018-2021	AALIA (CP)	7 July 2021
Chapman	Keely	2018-2021	AALIA (CP)	1 July 2021
Claridge	Cheryl	2018-2021	AALIA (CP)	1 July 2021
Cousins	Roslyn	2018-2021	AALIA (CP)	1 July 2021
Diedricks	Amanda	2018-2021	AALIA (CP) Public Library	1 July 2021
Fearnley	Sarah	2018-2021	AALIA (CP)	1 July 2021
Firdawsi	Nura	2018-2021	AALIA (CP)	7 July 2021
Gilchrist	Sienna	2017-2020	AALIA (CP)	2 May 2021
Goodwin	Leanne	2017-2020	ALIA Tec (CP)	5 June 2021
Graham	Amanda	2018-2021	AALIA (CP)	7 July 2021
Guidotti	Irene	2016-2019	AALIA (CP) Data	22 June 2021
Ho	Chi Keung Oliver	2018-2021	AALIA (CP)	7 July 2021
Holgate	Emma	2018-2021	AALIA (CP)	7 December 2021
Hutley	Sue	2017-2020	AALIA (DCP)	13 January 2021
Jeffers	Marjorie	2018-2021	AALIA (CP)	6 July 2021
Jensen	Fiona	2017-2020	AALIA (CP)	13 January 2021
Jones	Alison	2018-2021	AALIA (DCP)	27 July 2021
Jonson	Kate	2016-2019	AALIA (DCP) Health	5 March 2021
Khambete	Supriya	2018-2021	AALIA (CP)	23 July 2021
Komiat	Louise	2018-2021	AALIA (CP)	7 December 2021
Lenoir	Dali	2018-2021	AALIA (CP)	1 July 2021

Continued on next page

FIRST NAME	SURNAME	TRIENNium	POSTNOMINAL	DATE
Lucas	Jacqueline	2018-2021	AALIA (CP)	1 July 2021
Mackie	Lisa	2016-2020*	ALIA Tec (CP)	30 April 2021
McCartney-Johnson	Jeannine	2018-2021	AALIA (CP) Indigenous Engagement	6 July 2021
Melville	Veronica	2018-2021	AALIA (CP) Schools	7 July 2021
Milne	Craig	2017-2020	AALIA (DCP)	16 August 2021
Mollenhauer	Erin	2018-2021	AALIA (CP)	7 July 2021
Morris	Jocelyn	2018-2021	AALIA (CP)	6 July 2021
Moy	Sharon	2018-2021	AALIA (CP)	7 July 2021
Neilsen	Birgit	2018-2021	AALIA (CP) Government	9 July 2021
Obst	Hannah-Lee	2017-2020	AALIA (CP)	15 March 2021
Parsons	Scott	2018-2021	AALIA (CP) Public Library	12 August 2021
Patmore	Samantha	2018-2021	AALIA (CP)	6 July 2021
Paznikov	Kira	2018-2021	AALIA (CP)	6 July 2021
Phillips	Lee	2018-2021	ALIA Tec (CP)	6 July 2021
Radford	Aaron	2018-2021	AALIA (CP)	26 July 2021
Rowe	Kate	2018-2021	AALIA (CP)	1 July 2021
Rumballe	Sarah	2018-2021	AALIA (CP)	16 August 2021
Russell	Fiona	2018-2021	AALIA (CP)	12 August 2021
Ryan	Louise	2018-2021	AALIA (CP)	5 July 2021
Ryan	Sandra	2018-2021	FALIA (CP)	2 September 2021
Sangiolo	Lisa	2018-2021	ALIA Tec (CP)	6 July 2021
Shah	Roopa	2018-2021	AALIA (CP)	6 July 2021
Smith	Carl	2018-2021	AALIA (CP)	6 July 2021
Smith	Lizelle	2018-2021	AALIA (DCP) Research/ Academic	26 July 2021
Smithson	Kylie	2018-2021	AALIA (CP) Health	3 August 2021
Solomons	Terena	2017-2020	AALIA (CP) Health	22 June 2021
Spencer	Andrew	2018-2021	AALIA (DCP) Research/ Academic	12 July 2021
Stone	Caitlin	2018-2021	AALIA (CP)	6 July 2021
Stronias	Katarzyna	2018-2021	AALIA (CP)	6 July 2021
Sturgul	Robert	2018-2021	AALIA (CP)	5 July 2021

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FIRST NAME	SURNAME	TRIENNium	POSTNOMINAL	DATE
Telfer	Claire	2018-2021	AALIA (CP)	7 July 2021
Turner	Catherine	2018-2021	ALIA Allied Field (CP)	26 July 2021
Whittle	Megan	2018-2021	AALIA (CP)	23 July 2021
Wright	Anne	2018-2021	AALIA (CP)	7 July 2021
Wyatt	Theresa	2018-2021	AALIA (CP)	5 July 2021

ALIA Training

ALIA Training delivered 13 public courses to 873 participants during the year in a variety of formats. Our asynchronous pilot Copyright 101 proved a successful format, with 159 participants across the year. Following the success of Copyright 101, ALIA launched Ethics 101, with another asynchronous course for interlibrary lending in development.

Our partnership with TAFE NSW (Sydney) continued with successful courses: RDA for Practitioners, Cataloguing Basics - BSBLIB403, Once Upon a Story, Library Customer Service - Diversity & Inclusion, Training, Teaching, Facilitating - TAED301, Readers Advisory, Super Searching and Cataloguing Basics - BSBLIB403. Long term partner Gary Lom ran the always popular STEM in Libraries and developed a new course in Information & misinformation: literacies and libraries.

In addition, we continued to work with library and information services to deliver bespoke training. The popular public libraries proficiency program (PLP) was delivered for the first time in Tasmania, as well as successful delivery in South Australia and Queensland scheduled for 2022.

AWARDS

2021 Australia Day Honours List

Three ALIA Members were recognised in the 2021 Australia Day Honours List. ALIA Fellows Cathrine Harboe-Ree FALIA and Elizabeth Swan FALIA both received Member (AM) in the General Division for significant service to library and information science. Fiona Thomson AALIA (CP) received the Medal (OAM) in the General Division for her service to the Guides and to academic librarianship with the University of South Australia.

Research Grant Award

Nicole Johnston AALIA, an Associate University Librarian and sessional lecturer at Edith Cowan University, WA, received the ALIA Research Grant Award for her project 'The impact and management of mis/disinformation at University Libraries in Australia'.

HLA/MedicalDirector Innovation Awards

The winners of the 2021 HLA/MedicalDirector Innovation Award were Trish Bennett AALIA and Alana McDonald from Sydney Children's Hospital Library for their Digital Room Booking System project.

ALIA Fellows

Seven of our Members were made Fellows of the Australian Libraries and Information Association in 2021. The distinction of Fellow is conferred on a member who has reached an exceptionally high standard of proficiency in library and information science, and directly contributed to the aims and objectives of ALIA.

- **Margie Anderson FALIA** (CP) (VIC) – recognised for leadership within ALIA and the LIS sector in advocacy, mentoring and support, and professional development and education.
- **Laurie Atkinson FALIA** (VIC) – recognised for contribution to government, law and special libraries, and in shaping library services at a national level.
- **Judy Brooker FALIA** (DCP) (NSW) – recognised for driving ALIA's education and learning agenda, and creating the foundations for the Association's Professional Pathways initiative.
- **Melanie Foti FALIA** (Hong Kong) – recognised for expertise in health librarianship and strategic leadership of ALIA's Health and Libraries Australia Group.
- **Kym Holden FALIA** (CP) (ACT) – recognised for contribution to Australian government libraries, and for work representing government and special libraries on the international stage.
- **Vanessa Little FALIA** (CP) (ACT) – recognised for contribution to and advocacy for public and heritage libraries and delivering social inclusion, technology training and literacy across the ACT.
- **Cynthia Love FALIA** (VIC) – recognised for expertise in digital transformation, digital repositories, and data science and providing an invaluable contribution to discussions about the future of the sector.

Silver pins (for volunteer service to the Association)

David Morris AALIA

Ellen Coates AALIA (CP)

Gillian Hallam FALIA

Huan Vo-Tran AALIA

Jade Koekoe AALIA

James Baker AALIA

Michael Barry ALIATec (CP)

Monique Aviso ALIATec

Noreen Kirkman AALIA (CP)

Rowena Brannigan ALIATec (CP)

Troy Mason ALIA Tec

Group awards

The winners of the 2021 ALIA NT Recognition Awards were Andrew Aragala from City of Darwin Libraries and Katherine Public Library. These awards recognise the work of a team or individual working in any library and information sector in the Northern Territory.

The Queensland Library Achiever of the Year Award was presented to Lisa Bateman AALIA, Library Services Manager at Moreton Bay Regional Council. The award is maintained by the ALIA Queensland group and recognises innovation and excellence within the library and information profession.

The Marjorie Cotton Award was awarded to Lisa Robertson AALIA, a Senior Library Technician at St Patrick's College for Girls in NSW. The award is maintained by the ALIA Children's and Youth Services Group and recognises outstanding contribution to library services for young people.

Student awards

Every year top performing students enrolled in ALIA-Accredited LIS qualifications are recognized through the ALIA student awards. Each ALIA-accredited institution is eligible to present one student award per course and graduating year.

In a challenging year, where COVID-19 disruptions moved classes online and placed barriers to undertaking the required industry placements, graduates in 2021 have shown their determination to excel in their studies and career. Congratulations to all students, we look forward to your progression in the library and information profession. And we extend a special congratulations to the ALIA Awards winners listed below.

ALIA Student Award Winners 2021

VET		
TAFE NSW – Newcastle	Amy Tsen	Diploma of Library and Information Services
Pacific TAFE, University of the South Pacific	Emmie St. John	Diploma of Library and Information Services
Chisholm	Xian Ling (Sharon) Wang	Diploma of Library and Information Services
TAFE SA	Meredith Gilmore	Diploma of Library and Information Services
TAFE Qld	Emily Mahnken	Diploma of Library and Information Services
TAFE NSW – Western Connect	Thomas Friend	Diploma of Library and Information Services
Victoria University Polytechnic	Thi (Tien) Quynh Duong	Diploma of Library and Information Services
TAFE WA North Metropolitan	Nicholas Horsnell	Diploma of Library and Information Services
Swinburne University of Technology	Sophie Iannuzzi	Diploma of Library and Information Services
TAFE NSW – Western Sydney	Kevin Chandraratne	Diploma of Library and Information Services
TAFE NSW – Sydney	Deirdre Mohoney	Diploma of Library and Information Services
Box Hill Institute	Emma Thompson	Diploma of Library and Information Services

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UNIVERSITY		
University of South Australia	Lana DiStefano	Master of Information Management
University of South Australia	Emily Ellbourn	Graduate Diploma in Information Management
RMIT	Marion Randall	Graduate Diploma in Information Management
RMIT	Adriene L. Rodriguez	Master of Information Management
Curtin University	Belinda Baker	Bachelor of Arts (Librarianship and Corporate Information Management)
Curtin University	Brooke Donabie	Graduate Diploma in Information and Library Studies
Charles Sturt University	Tanya Reukers	Graduate Diploma of Library and Information Studies
Charles Sturt University	Lauren Hookham	Bachelor of Information Studies
Charles Sturt University	Archana Datt	Master of Information Studies
Charles Sturt University	Noni Harrison	Master of Education (Teacher Librarianship)
Monash University	Rochelle Quigley	Master of Business Information Systems

ALIA would also like to extend congratulations to LIS students at Charles Sturt University who have been awarded the following prizes.

Australian Society of Archivists – Margaret Jennings Award

Crispian Winsor, Bachelor of Information Studies (Records and Archives)

Sharon Brady, Master of Information Studies (Records and Archives Management)

Sage Research Prize

Melanie Adams, Master of Information Studies (Librarianship)

Sigrid McCausland Prize

Lisa Jackson, Master of Information Studies (Records and Archives Management)

Scholarships

Each year ALIA presents a scholarship to an Aboriginal or Torres Strait Islander student who is undertaking a qualification at Charles Sturt University that leads to ALIA Associate Membership. In 2021 the ALIA Board approved the award of two scholarships. The recipients were:

- Emma Hardcastle
- Kerry-Ann Tape

The scholarship includes an ALIA student membership for one year, \$5,000 towards learning expenses and a one-week placement at ALIA head office in Canberra. Unfortunately due to the COVID-19 restrictions the placement had to be rescheduled to 2022, when the ALIA office hopes to host both recipients.

COMMUNICATIONS

Publications

During 2021, we published six issues of INCITE, including two digital-only issues in May/June and November/December. There were four editions of the Journal of the Australian Library and Information Association (JALIA), under the Taylor & Francis Routledge imprint, published in 2021.

We also published more than 236 enewsletters including ALIA Weekly, RecruitLIS, PD Postings, APLAnews, as well as newsletters for specific ALIA Groups. As of December 2021, ALIA Weekly had the most subscribers (14,963), followed by RecruitLIS (4,742) and PD Postings (2,981).

During 2021, we produced the following reports:

- *Special Libraries Directory 2021*
- *Professional Pathways Consultation Report*
- *Greening Libraries: A literature Review for the Library and Information Association*
- *Efficient and Effective Special Libraries*
- *National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries: Research Report*
- *Online Storytime Quarterly Reports (Jan-March, April- June, July- Sept, Oct-Dec)*

Media and news releases

In 2021, ALIA released 52 news releases and ALIA interviews were published in 111 news articles.

Social media

By December 2021, we had 17,283 Facebook likes and 11,832 followers for our Twitter handle @ALIANational. Having reactivated our presence on Instagram in 2020 we now have 2,431 followers, a 25% increase.

Website

ALIA launched a new website and Member Centre in August driven by user-centred design. The cleaner, more user-friendly layout means ALIA Members and visitors are now able to find information more easily. The new website streamlines event and training registrations and makes it simpler for Members to track their professional development.

Following the soft launch, we reached out to Members and non-members for feedback. The majority of those surveyed were highly positive about the new platforms with 83% agreeing that they liked the look of the new website, 72% finding it clearer and easier to update their member profile, 69% finding it easy to find what they wanted and 65% noting improved functionality across PC, phone and tablet. Members also commended the way in which information is displayed, the ease of navigation around individual webpages and improvements to the CPD area with capability for Members' professional development activity to be logged and updated overnight.

Since the launch of the new website, we have received 17,293 page views, from 10,427 users across 11,699 sessions.



FINANCIAL STATEMENTS

**Australian Library and Information
Association Ltd**

A.C.N: 090 953 236

**Annual report
for the year ended 31 December 2021**

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2021

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Australian Library and Information Association Limited

31 December 2021

Directors' Report

Your directors present their report on the company for the year ended 31 December 2021.

Directors

The following persons were directors of the Australian Library and Information Association Ltd during the whole of financial year and up to the date of this report:

Ms Kim Sherwin (resigned 24 May 2021)

Ms Viv Barton, President (resigned 24 May 2021)

Ms Vicki Edmunds, Vice President (appointed 21 May 2019) (reappointed 24 May 2021) President

Ms Stefanie Gaspari (appointed 4 May 2020) Vice President from 24 May 2021

Ms Justine Hyde (appointed 4 May 2020)

Ms Clare Thorpe (appointed 4 May 2020)

Ms Emily Wilson (appointed 4 May 2020)

Ms Mary Carrol (appointed 24 May 2021)

Ms Alissa Sputore (appointed 24 May 2021)

Principal activities

The principal activity of the company during the financial year was representing the interests of the members engaged in the library industry.

Short term and long term objectives

The short term financial objective is to maintain current services, while delivering a modest surplus.

In the longer term, the company aims to ensure long term financial sustainability through modest year-on-year surpluses. This will be achieved through development of programs which support the profession, the sector and membership, and with strong financial processes.

Strategies and key performance measures

The core income drivers for the company are membership fees, conferences, training and employment advertising. Some key performance measurements are:

- (1) Maintain membership numbers and income.
- (2) Deliver successful annual conferences and maintain conference income.
- (3) Maintain training income.
- (4) Maintain employment advertising.
- (5) Contain costs and deliver budgeted surpluses.

Dividends - Australian Library and Information Association Ltd

The Constitution of the Association does not permit the distribution of dividends to members.

Review of operations

The profit from ordinary activities after income tax amounted to \$30,484 (2020: profit \$261,603).

Significant changes in the state of affairs

There have been no significant changes in the state of affairs of the company during the year.

Matters subsequent to the end of the financial year

The COVID-19 pandemic is still expected to have an impact on the financial performance and liquidity of the Company in 2022. As at the time of completion of the 2021 Financial Statements, the Company is not yet in a position to fully assess the severity of the impact. The entity continues to monitor the financial and non-financial impacts and has measures in place to manage the position as the situations evolves and impacts become clearer.

No other matters or circumstances have arisen since 31 December 2021 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

Australian Library and Information Association Limited
31 December 2021

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Ms Mary Carroll	Board Director Appointed 24 May 2021 Bachelor of Education (Librarianship), Master of Education (Language and Literacy), PhD (Librarianship), Cert IV Training and Assessment, AALIA. Serving first year on the Board of Directors
Ms Alissa Sputore	Board Director Appointed 24 May 2021 BAppSci (Information Studies). Grad Cert (Law), Associate Fellow, Higher Education Academy (pending), 2020 AltMBA Leadership Workshop, AALIA (CP). Serving first year on the Board of Directors
Ms Viv Barton	Board Director – Vice-President May 2019 – May 2020 President May 2020 – May 2021 Appointed 21 May 2019 M Bus Admin, Post Grad Dip Advanced Info & Lib Studies, Grad Dip Bus, B of Applied Science (Library Studies), Dip Project Man, AALIA (CP) Serving second year on the Board of Directors
Ms Vicki Edmunds	Board Director – Vice-President May 2020 – May 2021 Appointed 21 May 2019 Grad Dip Lib and Info Science, BA (Honours), AALIA (CP) Serving second year on the Board of Directors
Ms Kim Sherwin	Board Director Appointed 21 May 2019 BA (Hons) Sociology, MA Librarianship, AALIA (CP) Serving second year on the Board of Directors
Ms Stefanie Gaspari	Board Director – Vice-President May 2021 – May 2022 Appointed 4 May 2020 MBA candidate, Grad Dip Education (Secondary), B Com (HR Management & Management), Cert IV Training & Assessment, AALIA Allied Field Serving second year on the Board of Directors
Ms Justine Hyde	Board Director Appointed 4 May 2020 Grad Dip Management (Executive), Grad Cert Arts (Creative Writing), B Applied Science (Information), ALIA General Member. Serving second year on the Board of Directors
Ms Clare Thorpe	Board Director Appointed 4 May 2020 BA, Grad Cert Higher Education, Grad Dip Library & Information Studies, AALIA (DCP). Serving second year on the Board of Directors
Ms Emily Wilson	Board Director Appointed 4 May 2020 M Info Man (Library & Information Management), Grad Dip Library and Information Management, Grad Cert Journalism, B International Studies, Dip Languages, AALIA (CP). Serving second year on the Board of Directors

Australian Library and Information Association Limited
31 December 2021

Directors' report

Likely developments and expected results of operations

No matter or circumstance has arisen since the end of the financial year to the date of this report that has significantly affected or may significantly affect the operations of the Company the results of those operations, or the state of affairs of the Company in subsequent financial years with the exception of the impacts of the COVID-19 pandemic as mentioned previously in matters subsequent to the end of the financial year.

The impact of the sale of ALIA House will be a 5 year commitment to a rental agreement with the new owners however it is anticipated that this cost will be balanced by the return from investments and the removal of responsibility for building repairs and maintenance.

Environmental regulation

The company is not affected by any significant environmental regulation in respect of its operations.

Meetings of directors

The numbers of meetings of the company's board of directors held during the year ended 31 December 2021, and the numbers of meetings attended by each director were:

Director	Meetings Held During Period Director Held Office	Meetings Attended
Ms Alissa Sputore	3	3
Ms Mary Carroll	3	3
Ms Kim Sherwin	2	2
Ms Viv Barton	2	2
Ms Vicki Edmunds	4	4
Ms Stefanie Gaspari	4	4
Ms Justine Hyde	4	3
Ms Clare Thorpe	4	4
Ms Emily Wilson	4	4

Insurance of officers

(a) Insurance of officers

During the financial year, Australian Library and Information Association Ltd paid a premium of \$4,013 to insure the directors and officers of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the *Corporations Act 2001*.

Directors' report

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 5.

This report is made in accordance with a resolution of directors.



Vicki Edmunds
President



Stefanie Gaspari
Vice President

Canberra ACT

19 April 2022

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

Telephone: (02) 6248 0352
0414 526 136

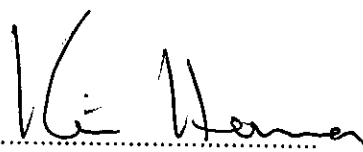
Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT
GPO Box 810, Canberra ACT 2601

email: kim@khanna.com.au

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF THE AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION
LIMITED

I declare that, to the best of my knowledge and belief during the year ended 31 December 2021 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit;
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit


K.D. Hanna FCA, Auditor

Date 19 April 2022

Australian Library and Information Association Ltd

ACN 090 953 236

Annual report - 31 December 2021

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These financial statements are the financial statements of Australian Library and Information Association Ltd as an individual entity. The financial statements are presented in the Australian currency.

Australian Library and Information Association Ltd is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Australian Library and Information Association Ltd
ALIA House
9-11 Napier Close
DEAKIN ACT 2600

A description of the nature of the entity's operations and its principal activities is included in the directors' report on page 1, which is not part of these financial statements.

Australian Library and Information Association Limited
31 December 2021

Statement of profit or loss and other comprehensive income

		2021	2020
	Notes	\$	\$
Revenue from Continuing Operations	1	2,537,438	3,361,149
Administration expenses		(118,577)	(190,573)
Awards and honorarium expenses		(18,057)	(32,997)
Bank and merchant fees		(16,258)	(15,136)
Conference expenses		(338,403)	(567,566)
Contractors and consultant expenses		(82,826)	(109,698)
Depreciation and amortisation expense		(52,083)	(55,664)
Depreciation on Right-of-use-asset		(134,232)	
Employee benefits expense		(1,465,136)	(1,460,279)
Information technology expenses		(109,502)	(93,758)
Insurance expense		(17,892)	(23,068)
Interest on Right-of-use-asset		(32,219)	
Property expenses		-	(119,054)
Publication expenses		(58,471)	(120,289)
The Reading Hour		-	(172,285)
Travel and accommodation expenses		(15,413)	(18,720)
Utilities		(13,484)	(72,560)
Other expenses		(34,401)	(47,899)
Total expenses		(2,506,954)	(3,099,546)
Profit for the year		30,484	261,603
Other comprehensive income			
Net change in fair value of financial assets at fair value through other comprehensive income		81,646	-
Professional Pathways Project		(210,000)	-
Capital Gain on Sale of ALIA House		-	698,239
Total comprehensive income for the year		(128,354)	959,842
Total comprehensive income (loss) for the year is attributable to:			
Members of Australian Library and Information Association		(97,870)	959,842

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2021

Statement of financial position

	Notes	2021 \$	2020 \$
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	811,850	687,293
Investments	2(c)	8,712,006	8,780,593
Trade and other receivables	2(b)	194,116	190,304
Total current assets		9,717,972	9,658,190
Non-current assets			
Plant and equipment	3(a)	94,326	77,496
Intangible assets - website		220,689	-
Right of-use-asset – Office Lease	11(n)	536,902	671,134
Total non-current assets		851,917	748,630
Total assets		10,569,889	10,406,820
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	1,428,339	1,097,025
Lease Liability – Office Lease	11(n)	122,422	112,031
Provisions	3(b)	119,365	97,839
Total current liabilities		1,670,126	1,306,895
Non-current liabilities			
Provisions	3(b)	51,918	31,788
Lease Liability – Office Lease	11(n)	436,681	559,103
Total non-current liabilities		488,599	590,891
Total liabilities		2,158,725	1,897,786
Net assets		8,411,164	8,509,034
EQUITY			
Reserves	4(a)	216,931	135,285
Retained earnings	4(b)	8,194,233	8,373,749
Total equity		8,411,164	8,509,034

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2021

Statement of changes in equity

	Retained earnings \$	Reserves \$	Revaluation reserve \$	Total equity \$
Balance at 1 January 2020	3,169,942	135,285	4,243,965	7,549,192
Profit for the period	261,603	-	-	261,603
Other comprehensive income	698,239	-	-	698,239
Transfer to reserves	-	-	-	-
Transfer to retained earnings	4,243,965	-	(4,243,965)	-
Balance as 31 December 2020	8,373,749	135,285	-	8,509,034
Balance at 1 January 2021	8,373,749	135,285	-	8,509,034
Profit for the period	30,484	-	-	30,484
Other comprehensive income				
Net change in fair value of financial assets at fair value through other comprehensive income	-	81,646	-	81,646
Professional Pathways Project	(210,000)	-	-	(210,000)
Balance as 31 December 2021	8,194,233	216,931	-	8,411,164

*The above statement of profit or loss and other comprehensive income should be read
in conjunction with the accompanying notes*

Australian Library and Information Association Limited
31 December 2021

Statement of cash flows

		2021	2020
	Notes	\$	\$
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		2,568,054	3,552,542
Payments to suppliers and employees (inclusive of goods and services tax)		(2,323,793)	(3,330,079)
		244,261	222,463
Interest received		51,884	23,744
Net cash (outflow) inflow from operating activities		296,145	246,207
Cash flows from investing activities			
Consideration received on sale of building		-	6,200,000
Allocation to reserves		-	-
Payments for investments		(6,069,013)	-
Proceeds from investments		6,187,026	(6,082,143)
Payment for property, plant, equipment, and intangibles		(289,601)	(7,596)
Payment for work in progress and building sale costs		-	(201,762)
Net cash (outflow) from investing activities		(171,588)	(91,501)
Net increase (decrease) in cash and cash equivalents		124,557	154,706
Cash and cash equivalents at the beginning of the financial year		687,293	532,587
Cash and cash equivalents at end of year	2(a)	811,850	687,293

The above statement of cash flows should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2021

1 Revenue

	2021	2020
	\$	\$
Membership fees	1,336,665	1,389,368
Events/conference income	452,957	200,496
Professional services income and training	276,694	356,844
Publishing/advertising income	257,269	226,939
Australian Government COVID-19 Support	-	511,750
Groups income	62,471	20,261
Sale of merchandise	39,231	30,607
The Reading Hour grants and sponsorship	-	172,285
Sundry revenue	65,147	29,628
	<hr/> 2,490,434	<hr/> 2,938,178
Other income		
Interest revenue	47,004	22,342
Rental income	-	400,629
Total other income	<hr/> 47,004	<hr/> 422,971
Total revenue from continuing operations	<hr/> 2,537,438	<hr/> 3,361,149

(a) Recognising revenue from major business activities

Revenue is recognised for the major business activities using the methods outlined below.

(i) Membership fees

Membership fees are brought to account as income in the period to which the membership fee relates. The portion of membership fees received that relates to the following financial year is brought to account at balance sheet date as income in advance.

(ii) Interest income

Interest income is recognised using the effective interest method. When a receivable is impaired, the company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

(iii) Conference income

Conference revenue is measured at fair value of the consideration received or receivable and is recognised as revenue in the year in which the event is held. Conference revenue received for conferences not held by reporting date is recognised as income in advance.

Australian Library and Information Association Limited
31 December 2021

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2021	2020
	\$	\$
CURRENT		
Cash at bank and in hand	811,850	687,293
Total cash and cash equivalents	811,850	687,293

(b) Trade and other receivables

	2021	2020
	\$	\$
CURRENT		
Trade and other receivables	34,024	83,475
Prepayments and Other	147,823	89,680
Accrued income	12,269	17,149
	194,116	190,304

(c) Held-to-maturity investments

	2021	2020
	\$	\$
CURRENT		
Term deposits	2,593,567	8,780,593
Financial assets at fair value through other comprehensive income	6,118,439	-
Total investments	8,712,006	8,780,593

(d) Trade and other payables

	2021	2020
	\$	\$
CURRENT		
Trade payables and other accruals	43,935	49,550
Other payables	568,694	259,934
Project funds in advance	98,969	89,240
Income in advance	716,741	698,301
	1,428,339	1,097,025

Australian Library and Information Association Limited
31 December 2021

3 Non-Financial assets and liabilities

(a) Plant and Equipment

	Leasehold Improvements \$	Office equipment \$	Fixtures and Fittings \$	Total plant and equipment \$
At 31 December 2020				
Opening net book amount	-	64,037	61,527	125,564
Disposals	-	-	-	-
Additions	-	-	4,193	4,193
Depreciation charge	-	(24,643)	(31,021)	(55,664)
Closing net book amount	-	46,990	30,506	77,496

Year ended 31 December 2021

Opening net book amount	-	46,990	30,506	77,496
Disposals	-	-	-	-
Additions	58,361	7,107	3,444	68,912
Depreciation charge	-	(26,882)	(25,200)	(52,082)
Closing net book amount	58,361	27,215	8,750	94,326

At 31 December 2021

Cost	58,361	213,693	639,510	853,203
Additions	-	7,107	3,444	68,912
Accumulated depreciation	-	(193,585)	(634,204)	(827,789)
Net book amount	58,361	27,215	8,750	94,326

(i) Depreciation methods and useful lives

Depreciation is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

- Furniture and fittings 3 - 11 years
- Computer equipment 1 - 3 years

Australian Library and Information Association Limited
31 December 2021

Non-financial assets and liabilities

(b) Provisions

	2021			2020		
	Current	Non-Current	Total	Current	Non-Current	Total
	\$	\$	\$	\$	\$	\$
Employee benefits	119,365	51,918	171,283	97,839	31,788	129,627
	119,365	51,918	171,283	97,839	31,788	129,627

(i) Provision for long-term employee benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in note 11(e).

Australian Library and Information Association Limited
31 December 2021

4 Equity

(a) Reserves

	2021	2020
	\$	\$
Research fund reserve	38,519	38,519
Anne Harrison trust reserve	96,766	96,766
Fair Value Reserve	81,646	-
	<u>216,931</u>	<u>135,285</u>
	2021	2020
	\$	\$

Movements:

Asset revaluation reserve

Balance 1 January	-	4,243,965
Revaluation of leasehold land and building	-	-
Transfer to retained earnings	-	(4,243,965)
Balance 31 December	<u>-</u>	<u>-</u>

Research fund reserve

Balance 1 January	38,519	38,519
Transfer to (from) reserves	-	-
Balance 31 December	<u>38,519</u>	<u>38,519</u>

Anne Harrison Trust reserve

Balance 1 January	96,766	96,766
Transfer to reserve	-	-
Balance 31 December	<u>96,766</u>	<u>96,766</u>

(i) Nature and purpose of reserves

Asset revaluation reserve

The asset revaluation reserve records the revaluation of property, plant and equipment.

Research fund reserve

This reserve records funds set aside for all awards administered by the ALIA Research Committee.

Anne Harrison trust reserve

This reserve records funds set aside for the Anne Harrison Award, which is awarded every two years.

(b) Retained earnings

	2021	2020
	\$	\$
Balance 1 January	8,373,749	3,169,942
Net profit for the period	30,484	261,603
Other comprehensive income	(210,000)	698,239
Transfer to retained earnings	-	4,243,965
Balance 31 December	<u>8,194,233</u>	<u>8,373,749</u>

Australian Library and Information Association Limited
31 December 2021

5 Critical estimates, judgements and errors

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgement in applying the company's accounting policies.

Impairment

The company assesses impairment at each reporting date by evaluating the conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations.

6 Contingent liabilities and contingent assets

As at balance date the entity has no known contingent liabilities or contingent assets (2020: \$Nil).

7 Commitments

(a) Non-cancellable operating leases

	2021	2020
	\$	\$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	8,829	5,784
Due greater than 12 months but less than 5 years	26,488	11,568
	<u>35,317</u>	<u>17,352</u>

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for two conferences.

The value of these commitments at 31 December 2021 is \$302,065 (2020 \$337,500).

8 Events occurring after the reporting period

The COVID-19 pandemic is still expected to have an impact on the financial performance and liquidity of the Company in 2021. As at the time of completion of the 2020 Financial Statements, the Company is not yet in a position to fully assess the severity of the impact. The entity continues to monitor the financial and non-financial impacts and has measures in place to manage the position as the situations evolves and impacts become clearer.

No other matters or circumstances have arisen since 31 December 2021 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

9 Related party transactions

The Board members did not receive any remuneration in connection with services provided.

(a) Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

	2021	2020
	\$	\$
Key management personnel compensation (4 personnel)	509,178	476,367

Australian Library and Information Association Limited

31 December 2021

10 Members' liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 31 December 2021, the total number of members was 3,915 (2020: 4,125).

11 Summary of significant accounting policies

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the *Corporations Act 2001*. The company is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

(i) Historical cost convention

These financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(ii) Compliance with Australian Accounting Standards - Reduced Disclosure Requirements

The financial statements of the Australian Library and Information Association Ltd comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

a) Revenue recognition

Revenue recognition –contracts with customers

AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.

The customer for these contracts is the fund provider.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability. This is the case for application fees for new members, which are recognised as income over the expected term of membership.

None of the revenue streams of the company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Contract assets arise when work has been performed on a particular program and goods or services have been transferred to the customer but the invoicing milestone has not been reached and the rights to the consideration are not unconditional. If the rights to the consideration are unconditional then a receivable is recognised. No impairment losses were recognised in relation to these assets during the year (2020: \$nil).

Contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant / fees. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current. Where the monies are received for the company to acquire or construct an item of property, plant and equipment which will be controlled by the company then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

Grant income

Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the company at significantly below its fair value.

Australian Library and Information Association Limited
31 December 2021

11. Summary of significant accounting policies Cont.

(a) Basis of preparation Cont.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability

(b) Capital grants

Capital grants received under an enforceable agreement to enable the company to acquire or construct an item of property, plant and equipment to identified specifications which will be controlled by the company (once complete) are recognised as revenue as and when the obligation to construct or purchase is completed.

For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the company.

(c) Property, plant and equipment

The company's accounting policy for land and buildings is explained in note 3(a) and 6. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

The depreciation methods and periods used by the group are disclosed in note 3(a).

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 11(d)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is company policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

(d) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.

11. Summary of significant accounting policies Cont.
(d) Financial Instruments

Financial Assets

Classification and subsequent measurement

Financial assets with the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:

financial assets at fair value through profit or loss;

financial assets at fair value through other comprehensive income; and

financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)

Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test. Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria: 1. the financial asset is held in order to collect the contractual cash flows; and 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount. Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write off directly reduces the gross carrying amount of the financial asset.

(e) Impairment of assets

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

11. Summary of significant accounting policies Cont.

(f) Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

(g) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows

(i) Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(j) Intangible assets

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and five years. It is assessed annually for impairment.

11. Summary of significant accounting policies Cont.

(k) Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

(l) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(m) Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

(n) Leases

Leases accounting policy for year ended 31 December 2021.

At inception of a contract, the company assesses whether a lease exists – i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration. This involves an assessment of whether:

- The contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right, then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision-making rights in relation to changing how and for what purpose the asset is used.

At the lease commencement, the company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the company believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is assessed for impairment indicators at each reporting date.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the company's assessment of lease term.

11. Summary of significant accounting policies Cont.

(n) Leases Cont.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The company has elected to apply the exceptions to lease accounting for leases of low-value assets. For these leases, the company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(o) New accounting standards and interpretations

There are no other standards that are not yet effective and that are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

Australian Library and Information Association Limited
31 December 2021

Directors' declaration

In the directors' opinion:

- (a) the financial statements and notes set out on pages 6 to 22 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the entity's financial position as at 31 December 2021 and of its performance for the year ended on that date, and
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of directors.



Vicki Edmunds
President



Stefanie Gaspari
Vice President

Canberra ACT

19 April 2022.

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

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0414 526 136

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LIMITED ACN: 090 953236

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2021 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the Company's financial position as at 31 December 2021 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's Report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

HOUSTON & HANNA

CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

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email: kim@khanna.com.au

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit.

I identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

HOUSTON & HANNA

CHARTERED ACCOUNTANT

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I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

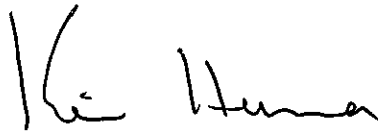
I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

I conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

I evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during my audit.

I also provide the directors with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards



K D Hanna FCA
Principal
Houston & Hanna
Canberra:

Dated: 20/4/2022



Australian Library and
Information Association

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