



State Library OF WESTERN AUSTRALIA

Reconciliation Action Plan

2010 - 2011



Our Vision for Reconciliation

The State Library of Western Australia (SLWA) and its staff acknowledge and respect the presence and contribution of Western Australia's Aboriginal and Torres Strait Islander peoples as the first peoples of the land, and recognises their culture, customs and values as being a significant part of our history and our future. The State Library is committed to overturning the disadvantage experienced by Indigenous Australian peoples by:

- Supporting Aboriginal communities in the recording, collecting and preserving of their cultural heritage and seeking to build the SLWA collections to reflect Aboriginal and Torres Strait Islander perspectives, issues, concerns and achievements;
- Responding to community information needs, including access to information resources of important cultural knowledge and cultural identity;
- Developing information and computer literacy programs that meet the needs of Indigenous Australian communities; and
- Playing a role in supporting reconciliation through the collection of, access to and promotion of cultural heritage to the wider Western Australian community.

Our Business

The State Library of Western Australia seeks to enrich the lives of Western Australians by:

- Enabling access to resources for information, learning, enterprise and recreation; and
- Collecting and preserving our social and documentary heritage for current and future generations.

As such, the State Library plays a key role in the building of our human and social capital through the collection, preservation and promotion of our documentary cultural heritage and the delivery of services to meet the information and literacy needs of the Western Australian community.

One of the key aims of the State Library of Western Australia is to ensure that Western Australia's diverse cultural heritage is collected, preserved and promoted. Through this role we support all members of the public in accessing and sharing these resources to promote a shared understanding of our past and a respect for the different perspectives that encapsulate Western Australia's history.

A significant part of our history, and the collections held by the State Library, tells stories about the early colonisation and settlement of Western Australia and the devastating impacts of this on Aboriginal people. It is an area of our history that has

traditionally been told by a European viewpoint but is increasingly acknowledging Indigenous Australian voices and perspectives. The State Library is committed to collecting and preserving the perspectives and stories of Aboriginal Western Australians and reflecting their ongoing interests, concerns, achievements and voices in our collections.

For more information about the Library's unique Indigenous collections and the services we offer, see our Guides to Indigenous Information at: www.slwa.wa.gov.au/find/guides/indigenous_material or come in and talk to us.

Our RAP

Our Reconciliation Action Plan has been formulated following consultation across the organisation. It is also informed by the State Library's connections and relationships with Aboriginal people throughout Western Australia. Bringing together a vast variety of experience and ideas from people of all ages, it reflects current issues surrounding education, respect, awareness, and equity for all Indigenous Western Australians. We met with local and regional Aboriginal people from across the State to reflect Western Australia's diverse populations and provided copies of our drafts and final stages of the document to respected community members for their feedback.

The State Library of Western Australia's Action Plan seeks to consolidate on our existing Indigenous Library services and programs and to set out a strategic direction for ensuring we meet our reconciliation vision. Each action of our RAP is aligned to one of our five priority areas outlined in our [Strategic Directions 2009 - 2011](#), and include:

1. Capturing the Western Australian story;
2. Enriching client experiences;
3. Making collections more accessible;
4. Developing partnerships and community connections; and
5. Enhancing the public library network.

1. Relationships

The State Library understands the importance of establishing and building on existing relationships in order to be guided by and reflect Aboriginal perspectives, interests, concerns, and achievements in its collections.

Focus area: To strengthen our relationship with Aboriginal community representatives and with other government agencies active in supporting communities to enhance delivery of our Indigenous services and programs.

Action	SLWA Priority Area	Responsibility	Timeline	Measurable Target
Establish a RAP working group to develop and implement the RAP at SLWA	2	Executive Team	mid-2009	<ul style="list-style-type: none"> Working group established Quarterly meetings held
<p>SLWA's commitment to the support of reconciliation is evident through our library services and programs, which seek to work with Aboriginal individuals and communities to meet their literacy, and preservation and collection needs.</p> <p>SLWA's commitment to reconciliation is evident in our strategic and policy documentation, which provides a solid foundation for supporting new and existing relationships.</p> <p>We will work closely with Aboriginal communities and representatives to guide future directions for SLWA and encourage their input into programs and services of expressed interests to communities.</p>	1 & 2	Executive Team	Mid-2009	<ul style="list-style-type: none"> Commitment within SLWA Strategic Directions policy 2009-11; Evidence of two-way exchange evident in all SLWA programs directed towards Aboriginal communities and individuals; and Continued support for, contribution to and promotion of the <i>National Policy Framework for Indigenous Library Services</i> in collaboration with the National & State Libraries Australasia (NSLA) Indigenous Library Services & Collections Working Group.
Establish relationships with Aboriginal communities to further develop SLWA's community awareness and to develop programs that reflect current needs.	1, 2 & 4	<p>Battye Historian –</p> <p>Subject Specialist: Indigenous</p> <p>Manager outreach</p>	July 2011	<ul style="list-style-type: none"> Attendance at Aboriginal events and seminars; SLWA hosted events aimed at meeting the needs of Western Australia's Aboriginal communities, including family history workshops and e-literacy training programs; Visits to local Aboriginal communities by SLWA staff and Library Board members; and Delivery of training programs in e-literacy, computer skills and family history to remote communities as part of the <i>Closing the Gap</i> project, and where requested by communities.

2. Respect

The State Library of Western Australia is ensuring Western Australia's diverse cultural heritage is collected and preserved. We recognise the importance of the voices and perspectives of Indigenous Australians to promote a shared understanding of our history and of the different perspectives of different community groups on major historical events.

Focus area: To build the capacity of the whole of SLWA to work respectfully in partnership with and in support of Aboriginal and Torres Strait Islander communities and to grow the vital role we can play in the process of reconciliation in Western Australia.

Action	SLWA Priority Area	Responsibility	Timeline	Measurable Target
SLWA is committed to supporting best practice in the planning and provision of Aboriginal and Torres Strait Islander library services and collections through participation in relevant working groups and by identifying mutual partnership opportunities to ensure library practices continue to reflect the needs of Indigenous Australian communities.	1, 2 & 3	Executive Team	July 2011	<ul style="list-style-type: none"> Ongoing participation in National & State Libraries Australasia (NSLA) Indigenous Services Working Group; and Continually explore mutual partnership opportunities, particularly with those working in library and information services
Participate in and contribute to major Aboriginal and Torres Strait Islander Cultural events such as NAIDOC Week and National Sorry Day	2 & 4	Executive Team Manager: Outreach Battye Historian	July 2011	<ul style="list-style-type: none"> NAIDOC 2010 - 2011 Schools Outreach program reflecting the official theme of NAIDOC Week and reconciliation; and Displays and exhibitions mounted in support of events.
Provide ongoing Cultural Awareness training and competency building for all SLWA staff to ensure support of Indigenous Australian access to SLWA collections, services and programs	1 & 2	Human Resources Manager: Information Services Battye Historian	July 2011	<ul style="list-style-type: none"> Cultural Awareness training completed by all new employees of SLWA; Ongoing Cultural Awareness training provided to all SLWA staff involved in frontline customer service roles; and Exploration of a plan for providing Cultural Awareness training for all SLWA staff.

In consultation with Aboriginal advisors SLWA will maintain and continually improve procedures to ensure protection of culturally sensitive materials and access protocols, and ensure that such protocols are followed. We will continue to work with donors of material and their communities to accommodate individual needs regarding preservation and access.	1, 2 & 3	Manager: Collection Development Manager: Access Battye Historian	July 2011	<ul style="list-style-type: none"> • Foster our current strategy for the ongoing identification and management of culturally sensitive materials in SLWA in consultation with community representatives; • Ensure safe storage and suitable public access levels for identified culturally sensitive materials; and • Maintain relevant SLWA web pages to inform of current practices and to encourage further input from communities.
Support the collection and preservation of Aboriginal languages by partnering with communities and language centres.	1, 3 & 4	Manager: Collection Development Battye Historian	Dec 2010	<ul style="list-style-type: none"> • Partner with local communities to develop projects for the collection and preservation of language; • Develop programs with communities which involve the preservation of traditional language; and • Liaise with the Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS) to develop a strategy for the enhancement of catalogue records with community specific information.
Acknowledge traditional owners of the land at all SLWA Events		Executive Team	July 2010	<ul style="list-style-type: none"> • Include 'Welcome to Country' or 'Acknowledgement of Country' of land at SLWA events; and • Develop SLWA protocols in line with WA Government protocols and publish on the intranet.
Promote the RAP and publish on the SLWA website & intranet	4	Battye Historian	July 2010	<ul style="list-style-type: none"> • RAP published and promoted

3. Opportunities

The State Library understands the importance of providing opportunities and support for Aboriginal and Torres Strait Islanders to enrich the library and information profession.

Focus area: To work in partnership with Aboriginal and Torres Strait Islander communities and agencies to move towards the implementation of key Indigenous services and collections

Action	SLWA Priority Area	Responsibility	Timeline	Measurable Target
Develop a strategy for Aboriginal and Torres Strait Islander recruitment and retention.		Battye Historian	Dec 2010	<ul style="list-style-type: none"> Review all relevant Human Resource policies; Establish relationship with Indigenous Cadetship Support (ICS) for the purpose of creating training pathways for tertiary Indigenous students;
Promote libraries as a career choice to Aboriginal and Torres Strait Islander youth and highlight the types of work they can do in libraries for their own communities.	4	Education Officer Subject Specialist: Indigenous Manager Outreach	July 2011	<ul style="list-style-type: none"> Career presentations at Regional and Local community high schools; School visits to the State Library of Western Australia; Community feedback on Library's providing suitable career options; and Encourage the Australian Library and Information Association (ALIA) to develop a RAP.
Continue to develop and promote SLWA Indigenous Australian collections and services. Assist communities with an interest in preserving their local materials	1, 2, 3 & 4	Manager: Collection Development Battye Historian	July 2011	<ul style="list-style-type: none"> Update our guiding policies on Indigenous Australian collection development in line with SLWA's Developing Our Collections: Collection Development policy framework, 2009; Collection of new Indigenous Australian materials; and Indigenous Australian materials digitised and made accessible via an online medium, to meet community needs.

4. Tracking & Reporting

Action	Responsibility	Timeline	Measurable Target
Submit for review and publish RAP on Reconciliation Australia's website	Battye Historian (SLWA RAP representative)	mid-2010	RAP registered with Reconciliation Australia
Annually review and report on progress of RAP achievements to Corporate Executive	Battye Historian	Jan 2011	Annual reports to Corporate Executive
Annual Review of RAP	Battye Historian	March 2011	RAP reviewed, endorsed by Library Board and reported to Reconciliation Australia
Annual updating of RAP	Battye Historian	July 2011	Revised RAO ratified by Board and registered with Reconciliation Australia