



STATE LIBRARY

WESTERN AUSTRALIA



RECONCILIATION
ACTION PLAN
REFLECT

Reflect

Reconciliation Action Plan
August 2024 – December 2025



Acknowledgement of Country

State Library of Western Australia kaditj Wadjak Noongar boodjar-ak wer kendjil Marawar boodjar kalyakool moondang-ak kaaradjiny.

Ngalak kaditj ngala bibool kadadjiny-dandjoo kangowiny Indigenous yoongar dirdong Australian boodjar, ngannilak.

Ngalak boola moort noondak-marar yoongi keny baam-ak kadadjiny nyidiyang-ak kaaratjiny. Ngalak kaditj Birdiya, koora wer yeyi, ngiyan Noongar kadadjiny moort yanginy.

The State Library of Western Australia acknowledges the Whadjuk Noongar people on whose land we are located.

We acknowledge the traditional lands of all the Western Australian Aboriginal communities, their cultural practices and knowledge and kinship systems.

We recognise that our collections hold traditional cultural knowledge belonging to Aboriginal and Torres Strait Islander communities around the country.

We support communities to protect the integrity of this information, gathered from their ancestors in the colonial period.

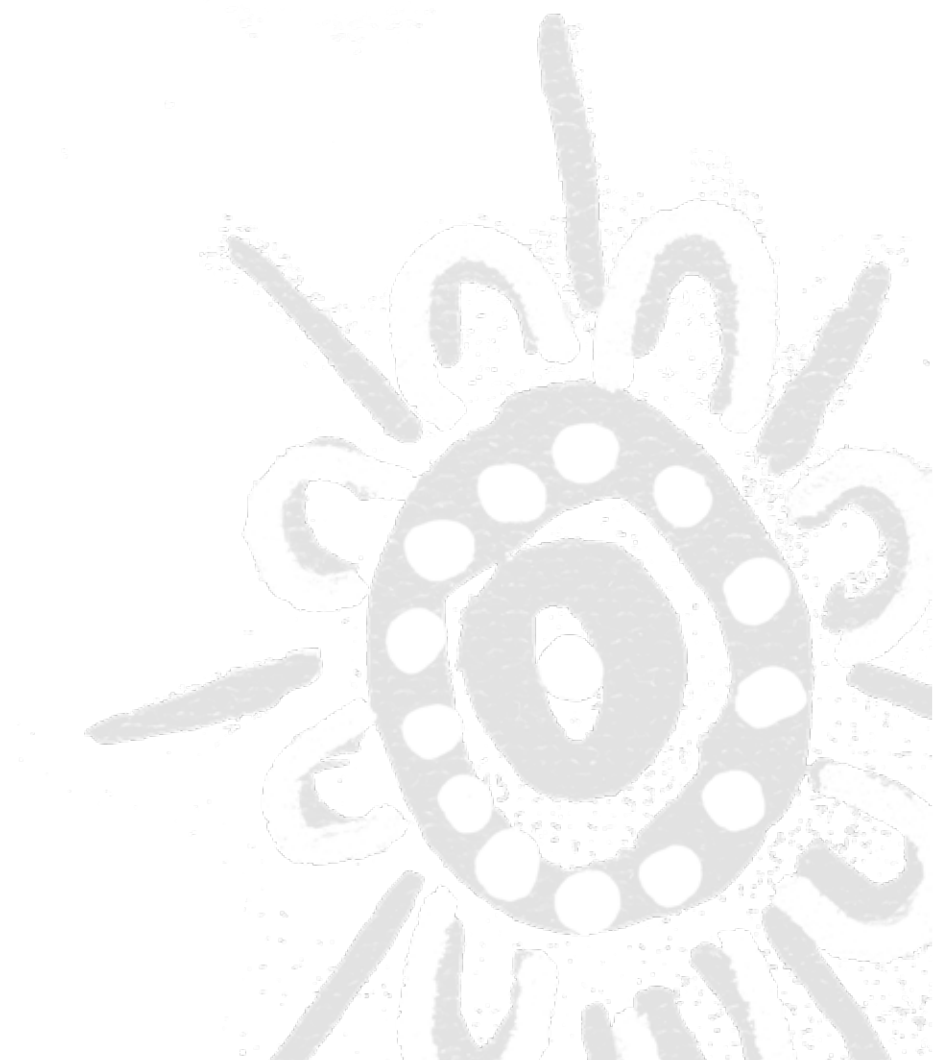
We pay our respects to Elders, past and present, who have handed down these systems of practice to each new generation for millennia.

Warning: Aboriginal and Torres Strait Islander readers are advised that this document contains images of people who have died.



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My Boodja, My Turtle Dreaming

My name is Joanne Parfitt. My artist name is Bunga. This name was passed down to me from my Auntie Audrey Boundry, who was also an artist and taught me.

My Country is Whadjuk through my dad's side, and Ballardong through my mum's side. I was born in Swan Districts Hospital, Midland and grew up in Allawah Grove, York and Cloverdale.

I dedicate this painting, *My Boodja, My Turtle Dreaming* to my parents Claude and Violet Parfitt, nee Boundry, and my grandparents, Gordon and Vera Boundry, nee Narkle.

Without them, this painting wouldn't be possible. They taught me the knowledge through stories passed down to me and my brothers, Brett and Harry. I learnt how to paint our Country from watching my mother and grandmother do bark paintings. Now I am passing it down to the next generations. My son Dwayne Parfitt and my grandchildren, Telarah, Sylvarnie (Barney) and Lionel.

Noongars, our knowledge is all around us in the bush, and our stories are passed down by our Elders around the campfire. That has always been our library. Have a look around the bush and see how much knowledge there is. The knowledge is all about connection to our land, rivers and our sea. I am an Elder now, and it is my turn to pass down the knowledge.



Landscape painting is my passion and I love painting the beautiful scenery and our native animals and plants of Whadjuk Nyoongar Country. It is truly beautiful, our Country, and we have to look after and care for it and keep that connection strong for the next generations.

My brother Brett was also a talented painter and our family totem is the long-neck turtle which we both painted a lot. I remember going hunting at Munday Swamp as kids back in the 1970s with my dad and my brothers, our aunties, uncles, cousins and other family members. We lived nearby at Cloverdale, and we were going down there since the Allawah Grove days in the 1960s.

A big mob of us kids with our Elders, we'd go walking down to Munday Swamp and we were djerpin. We used to look forward to it because it was our outing, we were connected to our land. We were walking in our ancestor's tracks. We lived in the suburbs, but when we went there, it was like we were home. We knew where everything was, where to go, and how to get our food, we'd get witchetty grubs and long-neck turtles, we'd make a little fire and cook it on the ashes. We wasn't frightened to eat it because Noongars lived off that forever, our bushtucker. We even took our flour and made little dampers, straight on the ashes.



Wintertime, Makuru and Djilba was the main seasons for our hunting and gathering because campfires is our connection to our stories. That's where we got taught, always around the campfire. The campfire has always been the connection to warmth, food and safety, family and stories.

I am visualising my upbringing, walking through the bush and it was pitch black. Us kids were scared but we'd be safe because we were sitting around the campfire with our parents. Our Elders, I don't know how they done it, walking through the bush in the dark, and they would sing out, coooooe, and we knew they were coming. Before you knew it, they were around the fire with us. They'd say put the billy on, and we knew what to do. It was the loose Bushells tea, and you'd chuck it in the billy. There was no electricity or gas, we had little kerosene lanterns but mostly our fire was our warmth and our light.

We'd go walking with our sticks, which was our hunting tool. We tapped the dry surface with our sticks until we'd hear it hit the turtle shell. We'd get enough food to feed the families and we'd go back and cook them around the fire and listen to the stories. We'd get a branch off the tree and sweep the ground and build up our campfire perfect. Everybody would be happy, sharing our bush food.

When we were out at Munday Swamp and we were hunting, my dad would also get the bark from the paperbark trees. I would sit with Mum and Nanna and they'd put the bark on the boards, then they would paint the landscape on the bark of my mum's Country, York. Then us kids would go and sell them to the neighbours in the surrounding area to make extra money for our households. I am still doing it today.

I am grateful that I listened to, and I learnt from my parents, grandparents and my Elders, all the knowledge and stories that I was told I am now passing down to the next generations.

I hope through this painting you will connect to the stories of our Country and learn to understand how we see it. There is a story to every part of our land.

I hope through this painting I have done all the Whadjuk Noongars who share this Country and story proud.

I also hope that other visitors to our Country, seeing this painting will feel welcome too, as we stand on this boodja together.



Auntie Joanne Parfitt
Artist

Statement from the CEO of Reconciliation Australia

Reconciliation Australia welcomes State Library of Western Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

State Library of Western Australia joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables State Library of Western Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations State Library of Western Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from the Chairman

I am proud to support the launch of the State Library of Western Australia's first Reflect Reconciliation Action Plan (RAP). This plan marks a significant step in our commitment to reconciliation and the celebration of Aboriginal and Torres Strait Islander cultures.

The Library Board of Western Australia is committed to supporting the implementation of this Reflect RAP. We are dedicated to ensuring our collections, services and programs are culturally safe, ensuring that Aboriginal and Torres Strait Islander communities feel valued, represented and respected.

I extend my thanks to all who contributed to the development of this Reflect RAP. Insights from the community and staff have been essential in creating a plan with a shared vision for reconciliation. Thank you for your time, support and assistance as we take this next step.



Hon. John Day
Chairman
Library Board of Western Australia

Message from the CEO and State Librarian

It is a privilege to present the State Library of Western Australia's first Reflect Reconciliation Action Plan (RAP). As an organisation, we make a strong contribution to the understanding of our State's shared history, supporting truth-telling and healing and celebrating Aboriginal and Torres Strait Islander cultures and knowledge.

Although this is the State Library's first Reflect RAP, we have had a longstanding commitment to reconciliation. We are proud of significant achievements such as the Storylines online archive that records and shares the memories and lived experiences of Aboriginal and Torres Strait Islander peoples from across the State. Recent research projects have enabled us to learn more about our collections and their significance, and we know that this work must continue every day for us to make a meaningful difference.

Our RAP will cross the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity and historical acceptance. This will require a key focus on building the cultural responsiveness of all staff and volunteers to ensure our services are culturally safe and highly valued by Aboriginal and Torres Strait Islander communities.

This Reflect RAP has been developed through engagement and consultation and I would like to acknowledge the commitment and enthusiasm of all those involved as we formally commence our RAP journey as an organisation.

In addition to the collections, services and programs that are offered through the State Library building in Boorloo / Perth, our strong online presence and network of over 230 public libraries across Western Australia puts us in a unique position to be able to learn and share across our vast State. We look forward to working in partnership to make a positive difference to the lives of Aboriginal and Torres Strait Islander peoples in Western Australia.



Catherine Clark
CEO and State Librarian
State Library of Western Australia

Becoming a Truth-Telling Organisation

Established in 1886 as a free public library open to everybody, the State Library of Western Australia is a valued cultural space recognised for the outstanding services it provides to the people of Western Australia.

Aboriginal and Torres Strait Islander engagement and truth-telling is at the heart of the stories from the past, the present and those yet to unfold. The State Library partners with Aboriginal and Torres Strait Islander peoples and communities to ensure their distinctive voices, knowledge and perspectives are respected and celebrated in the collections.

Our commitment to truth-telling and healing is a celebration of Aboriginal and Torres Strait Islander cultures and knowledge.

We acknowledge the colonial origins of our collections and work with Aboriginal and Torres Strait Islander peoples and communities to reverse and repair harm.

We identify and sustain cultural knowledge and preserve its integrity and value.

We aspire for our collections to represent the richness and diversity of the Western Australian community and to empower all Western Australians to understand our past, discover new ideas and shape the future.



Ngaluk Waangkiny Us Talking Listen Lounge presented in partnership with Community Arts Network (CAN), July 2022

Our Vision for Reconciliation



Our Vision for Reconciliation means recognising past wrongs, committing to opportunity for all and respecting Aboriginal and Torres Strait Islander peoples as the world's oldest continuing cultures.

A reconciled Australia promotes togetherness, cooperation and cross-cultural sharing. It embraces and celebrates Aboriginal and Torres Strait Islander peoples, their communities and their cultures

As part of our reconciliation journey, the State Library commits to engaging and partnering with Aboriginal and Torres Strait Islander peoples across Western Australia to collect, preserve and share their stories in the formats they wish to imagine, create and use.

The State Library also commits to providing a safe and welcoming space for Aboriginal and Torres Strait Islander peoples, both face to face and online, where their stories and collections can be cared for and respectfully shared.

Launch of Laurel Nannup: What Road Are You Going To Take?, July 2023

Photographer: Jessica Wyld

Alignment to Reconciliation

The State Library's Reflect RAP is informed by our connections, collections and relationships with Aboriginal and Torres Strait Islander peoples throughout Western Australia.

As we begin our RAP journey, the State Library will strengthen its commitment to reconciliation with Aboriginal and Torres Strait Islander peoples and communities across the State, transforming our good intentions into positive actions and outcomes.

By providing culturally safe, sensitive and welcoming physical and online spaces to share collections of immense significance, we play a vital role in reconnecting family and community and strengthening personal and cultural identity.

The State Library's Reflect RAP has been developed in consultation across our organisation to create a framework with a structured approach that supports the essence of reconciliation as we work toward a more just, equitable and ethical environment for Aboriginal and Torres Strait Islander peoples.

The State Library's services and partnerships play an essential role in truth-telling, reconciliation and healing the trauma that is a result of past government policies. The State Library is actively helping to build a greater level of trust, eliminate prejudice and increase pride.

Our Reconciliation Pathway means working in harmony to foster a sense of belonging, as one team, aligned to the core strategies and frameworks that outline the State Library's operating requirements and responding to the needs of the community.

Our staff speak in harmony during conversations and collaborations with Aboriginal and Torres Strait Islander peoples. We hear their lived experiences and break down the barriers to enhance our collective knowledge and promote reconciliation awareness.

Strategic Alignment

The State Library's Strategic Plan 2023-2027 outlines how our work will be guided based on four priority areas:

- 01 Reflect the rich diversity of our community
- 02 deliver services that are responsive to the needs of the community
- 03 champion the essential role of local public libraries in our communities and
- 04 realise our potential through fostering a dynamic staff culture and an efficient and sustainably operating environment.

The Collection Strategy outlines how the State Library engages with all Western Australians through our collections, to foster a sense of belonging, and to strengthen and sustain the relationship between the community and the State Library.

The Collection Interpretation Strategy and thematic framework for interpretation works in conjunction with the Collection Strategy to define how Aboriginal and Torres Strait Islander stories and voices will be amplified in exhibitions, events and public programs to ensure diverse experiences and perspectives are considered in all public program decisions and curation.

The Aboriginal Engagement Framework and Strategy that is currently in development will outline how we build Aboriginal and Torres Strait Islander views, priorities and aspirations into our services, collections, exhibitions and programs.

This will enable the State Library to support improved outcomes for Aboriginal and Torres Strait Islander peoples while strengthening our accountability in preserving our current and future collections.

Our Reconciliation Action Plan Working Group (RAPWG) members and RAP Champion David Craddock (Manager Heritage and Engagement), gather insights as we reflect at the start of our reconciliation journey. Members work to ensure the input and perspectives of teams within the different work areas of the State Library deliver a true representation of realistic and empowering actions that are underpinned by the significance of Aboriginal and Torres Strait Islander peoples' depth of knowledge and cultural connectedness.



The State Library of Western Australia's RAP Working Group 2023-2024. (L-R) Rosene Saks, Ray Stone, David Craddock (RAP Champion), Anita Freeman, Natasha Trenear, Karen Farmer, Andrew Black, Shahna Rind, Celine Har, Michelle Collier and Elizabeth Nemeth.

Aboriginal Collections and Connections

The State Library collections include archival documents, photographs, oral histories and many other materials that document the stories of Aboriginal communities throughout the State. Many of these collections record a traumatic past and serve as a powerful connection to previous generations. Mission histories, experiences of the Stolen Generations, life on Government reserves, forced labour within the pastoral industry and stories of Aboriginal activism and resistance are all held within the State Library collections. A selection of our current services, programs and collections are outlined below.



BA2520/12: Huts at Forrest River Mission ca. 1915-1957

Aboriginal Voices and Stories

Storylines is an online archive that records and shares the memories and lived experiences of Aboriginal peoples from across the State.

Since 2013, Storylines has helped to break down barriers of access and facilitate the digital return of collections to Aboriginal families. Many collections were donated to the State Library without the knowledge of Aboriginal peoples and communities.

Storylines provides a culturally safe way for Aboriginal peoples and communities to contribute their stories. Through naming unidentified people in photographs, sharing memories and redescribing photographs from their own perspectives, Storylines empowers communities and enriches the record of Aboriginal social history.

Storylines uses the Keeping Culture knowledge management software that allows digitised collections to be tagged with a variety of subjects including people, places, stories, plants, animals and technology. These subjects are searchable and assists with the discovery of a wealth of collections. Storylines can restrict access according to cultural protocols, sensitive and secret or sacred material.

All types of digitised collections can be accessed through Storylines including a growing number of movies and sounds, but the archive is especially rich in photographs. The archive now holds over 12,000 photographs and there are 6,500 people identified in these images, with more collections added regularly. Individuals and communities can view, comment on, and print photographs from Storylines.



BA2750/1145: Two boys riding a dirt bike, Western Australia, ca.2000

Aboriginal Family History Sessions

Aboriginal Family History Sessions and workshops around the State support and engage Aboriginal communities with accessing and using Storylines. The State Library also connects Aboriginal peoples with other organisations such as the State Records Office and Aboriginal History WA to aid discovery of family history and connection with a variety of archives about Aboriginal peoples.

Maawit Mart and Nyamangarru Jalygurr

Noongar and Yawuru versions of the State Library's Better Beginnings book, Baby Ways, are available to families. The dual language books embrace the importance of literacy in primary languages as well as English, supporting language development and preservation.

May O'Brien Collection

May O'Brien spent her childhood at Mt Margaret Mission and became a teacher. May was awarded the British Empire Medal in 1977 for services to education. May fought for Aboriginal rights and especially the campaign to provide birth certificates to Aboriginal peoples. Her collection includes family files, newspaper clippings and reports, letters, telegrams and a scrapbook that documents her life and activism. Her oral history provides an insight into her life and contributions to the State.

Sam Lovell Collection

The Sam Lovell Collection includes photographs and personal films dating from the 1950s through to the present day. The collection documents Sam's contributions to the Kimberley and experiences including his life on pastoral stations, working as a boundary rider and stockman, building roads and starting the Kimberley tourism industry in the 1980s. Sam was awarded a Member of the Order of Australia in 2003 for his services to the community and role in developing tourism in the Kimberley.

Polly Farmer Collection

Polly Farmer was an Australian Rules Football player and coach known for revolutionising ruckwork and handballing. Farmer believed that all Aboriginal children should be able to reach their potential and established the Graham 'Polly' Farmer Foundation to help young Aboriginal peoples follow their dreams. The collection includes archival materials, Sandover and British Empire Medals, photographs, scrapbooks and letters.

The Westralian Aborigine

As the first newspaper published by and for Indigenous West Australians and published from 1953 until 1957, Westralian Aborigine was an important milestone in the self-determination of Aboriginal West Australians as a means of allowing the State's Aboriginal communities to tell their own stories. The newspaper was published by the Coolbaroo League, a Perth based Aboriginal civil rights and social organisation.



009513PD: Aboriginal family in camp in the South West, ca.1905



BA2947/661: Sam and Rosita Lovell's Kimberley Safaris Tours group in front of their Land Cruiser, Western Australia, August 1983.



Partnerships and Current Activities

Our partnerships and current activities set the foundation for us to scope and develop relationships with Aboriginal and Torres Strait Islander businesses, organisations and community groups. Over the next 18 months, our intention is to continue to build trust and develop meaningful actions that deliver genuine outcomes for Aboriginal and Torres Strait Islander peoples in Western Australia.

The State Library has a responsibility and important role to play in helping to tell stories and build collections to share the history of our State in ways that may previously have been unclear or untold.

Our partnership with local governments for the provision of free public library services gives us unique reach across our vast State and we work with our partners to develop and deliver services that:

- are informed by community needs
- address the challenges of digital and social inclusion and demonstrate significant impact in local communities.

The State Library wholeheartedly supports truth-telling and healing, and we celebrate the culture and the knowledge of Aboriginal and Torres Strait Islander peoples. As we increase our truth-telling activities in partnership with Aboriginal and Torres Strait Islander peoples, our cultural responsiveness grows. The State Library is committed to achieving positive and culturally safe experiences and ensuring that diverse voices, knowledge and perspectives are respected and celebrated in our collections, services and projects.



Galup VR Experience at the State Library, May 2024





Visitors interact with the Helen Milroy Crow Baby exhibition, June 2024.
Photographer: Miles Noel

Recent Community Partnerships

Partnership	Purpose	Activity
Reconciliation Australia	To guide the State Library on our Reflect RAP Journey.	Reflect RAP drafted in 2023–2024 reflects the State Library’s intention to deliver meaningful action for Aboriginal and Torres Strait Islander peoples.
Better Beginnings Family Literacy Program	The State Library supports a love of reading and the development of literacy in all West Australian children from birth, providing them with greater potential to grow, learn, perform well at school and succeed in later life through its Better Beginnings Program.	Better Beginnings Little Fulla Yarns Aboriginal reading pack launched by the Minister for Culture and the Arts on Yawuru lands at Broome Public Library. Two versions of the Better Beginnings flagship Baby Ways book have been translated into Aboriginal languages and released: Maawit Mart Baby Ways was created for families living on Noongar lands and Nyamangarru Jalygurr Baby Ways created for families living on Yawuru lands. Employment of a Better Beginnings Project Officer based in the Kimberley Region to develop and coordinate community partnerships to support the delivery of Better Beginnings program in the region with particular focus on Aboriginal communities and culturally and linguistically diverse communities.
Premier’s Book Awards / Magabala Books	The State Library celebrates and supports Western Australian storytellers through the Premier’s Book Awards. Australia’s leading Indigenous publishing house administers and sponsors one of the award categories.	The State Library of Western Australia delivers the annual Premier’s Book Awards on behalf of the State Government to support, develop and recognise excellence in Western Australian writing. Magabala Books administers and sponsors the Daisy Utemorra Award for Unpublished Indigenous Junior and YA Fiction, which is open Australia-wide. This category is also supported by the Department of Local Government, Sport and Cultural Industries and the Copyright Agency.
National and State Library Australasia (NSLA)	Commitment from Australian and New Zealand national and state libraries to collaborate on the development of culturally appropriate and best practice activities through the NSLA network.	NSLA groups provide support, development and advice for staff and activities in the State Library, primarily through the NSLA Aboriginal Advisory Group, Blakforce (peer network exclusively for Aboriginal and Torres Strait Islander staff in NSLA libraries) and collaborative skills development programs such as the implementation of the AIATSIS Core cultural learning training. Recent First Nations Descriptions guidelines were developed as a collaborative program across the NSLA network and other library organisations.
Community Arts Network Western Australia (CANWA)	CANWA partnerships facilitate shared programming opportunities and acquisition of collections.	The State Library has partnered with CANWA to deliver exhibitions or community engagement activities which share arts-based Aboriginal and Torres Strait Islander storytelling with the broader community.
City of Melville	The Write Club program sees leading authors mentor children in compiling a book of their own stories and illustrations.	In 2023, the State Library partnered with the City of Melville to launch The Write Club. The schools who take part in this writing program often have a diverse student base including a large representation of Aboriginal children. This program sees leading authors mentor children in compiling a book of their own stories and illustrations.

Selected Current Activities and Initiatives

Partnership	Purpose	Activity
Welcome to Country for the State Library of Western Australia Board	Professional learning and development.	First Board meeting of the year to set good intentions. Welcome to Country and Smoking Ceremony to be performed.
Cultural Awareness for senior management	Professional learning and development.	First introduction to the relationship journey of the RAP by the Manager Aboriginal Engagement and to share cultural ways of working. Wanju Boorloo Cultural Walking Experience in the Perth CBD with Curtin University to gain an understanding of the history of the local area where the State Library is based.
Facebook stories	Sharing stories of Aboriginal and Torres Strait Islander peoples in Western Australia through oral histories and photographs.	Since early 2023, the State Library has added to our Facebook stories by publishing regular stories which feature the oral histories of Aboriginal and Torres Strait Islander peoples. These are accompanied by photographs and have reached a wide audience with the State Library's Facebook page having over 60,000 followers.
Helen Milroy Exhibition	To showcase a leading Aboriginal children's author and to lead collection-development opportunities through the purchase of new works.	In 2024, the State Library partnered with Dr Helen Milroy and Fremantle Press on an exhibition of illustrations from the newly published book <i>Crow Baby</i> . A descendant of the Palyku people of the Pilbara region of Western Australia, born and educated in Perth, Helen Milroy was Australia's first Aboriginal doctor and is a talented children's author and illustrator.
Sam Lovell Exhibition	To ensure that distinctive voices, knowledge and perspectives are respected and celebrated in our collections.	The State Library will hold a major exhibition in 2025 celebrating Kimberley legend Sam Lovell and his contribution towards on-country tourism, pastoralism, music and culture. The exhibition will be co-curated by Yawuru man Bart Pigram and Dr Sarah Yu. The exhibition will be centred around Lovell's donated private archives, a jewel of the Storylines archive which offers viewers a fascinating insight into Kimberley life.
Designing on Country	To showcase the Storylines archive and represent the unique skills and practices of Aboriginal architecture and design throughout history.	From April to October 2024, the State Library exhibited photographic works from Storylines to demystify pre-colonial ways of living by providing examples of Aboriginal architecture from the late 19th century to the present.
Galup VR Experience	To aid in truth-telling and to connect our audiences with innovative new storytelling techniques.	In May 2024, the State Library held free sessions of a Virtual Reality (VR) experience presented by Same Drum which seeks to redress narratives around Lake Monger (Galup) and tells the story of an Aboriginal massacre which occurred there after colonisation.
Western Australian Writers Hall of Fame	To honour Western Australian writers that have made a significant contribution to Western Australian literature.	An induction into the WA Writers Hall of Fame coincides with the Premier's Book Awards every second year. Three of the 20 members are celebrated Aboriginal writers: the late Jack Davies (1917-2000), Kim Scott and the late Doris Pilkington Garimara (1937-2014).

Selected Current Activities and Initiatives

Partnership	Purpose	Activity
Research Collaborations and the State Library's Collection Strategy	The State Library's Collection Strategy outlines the intentions, priorities and key principles guiding the development of the State Library's physical and digital collections and how we collect, preserve, and provide access to the rich and diverse stories of Western Australia – past, present and future – to engage, inspire and inform the community, and offer a collection of general reference material that is responsive to educational, vocational and recreational needs.	Nyingarn is a research partnership funded by the Australian Research Council led by the University of Melbourne, with partners across Australia including the State Library. Nyingarn is an online platform to make archival and manuscript sources of Australian Indigenous languages available as searchable and reusable text documents to support language revitalisation. The State Library's archival collections that contain significant Aboriginal language information are accessible through Nyingarn. Collecting the West: Reimagining Western Australia from its Collections is a research partnership funded by the Australian Research Council led by the University of Western Australia, with Deakin University, the State Library, the Art Gallery of Western Australia, the Western Australian Museum and the British Museum. The Collecting the West team researched and published a study into how the State Library has collected Aboriginal history since 1890. This report, 'Selecting Memories: Histories of the Aboriginal Collections at the State Library of Western Australia 1890-2000s' provides recommendations and key findings as well as collection case studies.
Collection Loans	Exhibition support through collection loans and digitisation services is provided to external organisations to facilitate expanded access to State Library collections and provide opportunities for research, engagement and collaboration.	The State Library responds to requests from a range of institutions for the temporary loan of collection items for the purpose of exhibition and display. Kalyagool Karni-Wangkiny [Telling Truth Always] A Decade of Carrolup, an anniversary exhibition held at John Curtin Gallery showcasing artworks created by Aboriginal child artists of Carrolup in the 1940s, including 29 works on loan from the State Library. In addition to the physical works, digitised correspondence from the Carrolup Settlement collection was provided for the purposes of research and study.



*Marly and Linda Wells, winners of the Daisy Utemorrah Award
for Unpublished Indigenous Junior and YA Fiction at the 2024
Western Australian Premier's Book Awards*



WESTERN AUSTRALIAN
PREMIER'S BOOK AWARDS

Action Plan Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Action: Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2024	Manager Aboriginal Engagement (Lead) Reconciliation Project Officer (Support)
	Action: Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2024	Manager Aboriginal Engagement (Lead) Storylines Coordinator (Support)
	Opportunity action: Commit to more community focused events to create links to existing collection items and provide opportunities for new stories to be added to our collections.	December 2024	Manager Heritage and Engagement (Lead) Manager Aboriginal Engagement (Support)
	Opportunity action: Develop Aboriginal Engagement Framework strategy and associated policies for establishing and maintaining relationships with Aboriginal and Torres Strait Islander peoples and organisations.	August 2024	Manager Aboriginal Engagement (Lead) Director Library Services (Support)
	Opportunity Action: Establish an Aboriginal Advisory Strategy (including any requirement for an Aboriginal Advisory Group) relating to the 2026 WA Albany Bicentennial and 2029 Danjoo Koorliny (Walking Together) anniversaries to ensure collections and public programming encompass the perspectives and needs of Aboriginal and Torres Strait Islander peoples and communities.	January 2025	Manager Aboriginal Engagement (Lead) Director Library Services (Support) Battye Historian (Support)
	Opportunity Action: Consult with remote Aboriginal communities in preparation for the Statewide roll-out of the Better Beginnings Little Fulla Yarns program.	November 2024	Manager Public Libraries and Literacy (Lead) Team Leader Better Beginnings (Support)
	Opportunity Action: Identify and work with one Western Australian Aboriginal community to determine the need and opportunity to develop a knowledge centre to collect and preserve local knowledge and language. Opportunities for complementary library services will also be explored.	November 2024	Manager Public Libraries and Literacy (Lead) Storylines Coordinator (Support)
	Opportunity Action: Commence dialogue with State Records Office (SRO) to improve joint process for retrieval and access to Aboriginal and Torres Strait Islander history records and identification of collections.	August 2024	Manager Aboriginal Engagement (Lead) Manager Collection Care (Support)

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Action: Circulate Reconciliation Australia's NRW resources and reconciliation materials to State Library staff.	May 2025	Manager Aboriginal Engagement
	Action: RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2025	Manager Aboriginal Engagement (Lead) RAPWG (Support)
	Action: Encourage and support staff and senior leaders to participate in at least one internal or external event to recognise and celebrate NRW.	27 May - 3 June 2025	CEO and Directors (Lead) Senior Management Team (Support)
3. Promote reconciliation through our sphere of influence.	Action: Communicate our commitment to reconciliation to all staff and volunteers.	August 2024	CEO (Lead) Manager Communications, Media and Marketing (Support)
	Opportunity Action: Ensure Aboriginal and Torres Strait Islander people are included in list(s) of potential Board Members for consideration by the Department of Local Government, Sport and Cultural Industries (who administer the Library Board of Western Australia Act 1951) and Minister for Culture and the Arts.	August 2024	CEO and State Librarian (Lead)
	Opportunity Action: Develop a webpage on the State Library's website to report and celebrate progress in delivering the Reflect RAP actions.	August 2024	Manager Communications, Media and Marketing (Lead)
	Opportunity Action: Contribute content via online channels (website, social media and e-newsletters) to highlight community stories and changing views to the broader Western Australian community.	August 2024 - December 2025	Manager Communications, Media, and Marketing (Lead) Manager Aboriginal Engagement (Support)
	Opportunity Action: Commence a review of the State Library's website to ensure the language and communication styles align with and reflect the RAP and delivery of the State Library's wider services to Aboriginal and Torres Strait Islander peoples.	August 2024	Manager Communications, Media, and Marketing (Lead) Manager Library Application Support Team (Support)
	Action: Identify external stakeholders and other like-minded organisations that we can engage with on our reconciliation journey.	September 2024	Manager Aboriginal Engagement (Lead) RAP Working Group (Support)
4. Promote positive race relations through anti-discrimination strategies.	Action: Conduct a review of SLWA HR policies and procedures to identify existing anti-discrimination provisions and future needs.	December 2024	Manager People and Culture (Lead) Manager Aboriginal Engagement (Support)
	Action: Research best practice and policies in areas of race relations and anti-discrimination.	December 2024	Manager People and Culture (Lead) Manager Aboriginal Engagement (Support)

Action Plan Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Action: Conduct a review of cultural learning needs within our organisation. Develop a business case to identify funding/other resources required to implement a staff program for increasing understanding, and recognition of Aboriginal and Torres Strait Islander employees to learn to from their feedback/experiences and their historical perceptions, and to break down barriers.	June 2025	Manager People and Culture (Lead) Manager Aboriginal Engagement (Support)
	Opportunity Action: Adopt First Nations Collection Description Guidelines and Access Protocols for original heritage materials (pictorial collections, archives, etc.).	December 2024	Manager Collection Services (Lead)
	Opportunity Action: Enhance the Aboriginal languages collection to include broader Indigenous publications and materials by Indigenous authors.	August 2024 – December 2025	Manager Collection Services (Lead)
	Opportunity Action: Identify a physical resource space for Aboriginal and Torres Strait Islander peoples to browse materials, collection content and books with Indigenous content.	July 2025	Manager Client Services (Lead)
	Opportunity Action: Explore the future opportunities for Storylines.	July 2025	Manager Heritage and Engagement (Lead)
	Opportunity Action: Review information provided by Aboriginal and non-Aboriginal people who are connecting with social media/media content to action changes and corrections to cataloguing information as well as widen grassroots social media/media channels that communicate histories and connect with a broader audience.	February 2025	Manager Aboriginal Engagement (Lead) Manager Communications, Media and Marketing (Support) Manager Collection Services (Support)
	Opportunity Action: Commit to State Library representation at least one external event organised by Reconciliation Australia or AIATSIS every year.	August 2024 onwards	CEO and State Librarian(Lead) Manager Aboriginal Engagement (Support)
	Opportunity Action: Investigate whether elements of the Aboriginal Journey Ways: How Ancient Trails Shaped Our Roads book could be incorporated into State Library education resources.	December 2024	Manager Heritage and Engagement (Lead) Manager Aboriginal Engagement (Support)
	Opportunity Action: Commence development of an interactive Aboriginal languages resource of Western Australia with an early literacy focus.	July 2025	Manager Public Libraries & Literacy (Lead) Project Coordinator Better Beginnings (Support)

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Action: Enhance organisation-wide understanding of Western Australia, where the State Library is based and maintain strong relationships with local Traditional Owners and Elders.	February 2025	CEO and State Librarian (Lead) Manager Aboriginal Engagement (Support) Team Leader LAD (support)
	Opportunity Action: Identify material using visual cues (i.e. Aboriginal flag spine label) to signify Indigenous publications and content within collections.		Manager Client Services (Support)
	Action: Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.		Manager Aboriginal Engagement (Lead) Manager Heritage and Engagement (Support)
	Opportunity Action: Investigate the purchase of Aboriginal flag pins and lanyards and laminated Acknowledgment of Country for staff.		Reconciliation Project Officer (Lead)
	Opportunity Action: Design and install an Acknowledgement of Country (in Noongar and English in main library foyer).		Manager Aboriginal Engagement (Lead) Manager Communications, Media and Marketing (Support)
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Action: Raise awareness and share information among staff about the meaning of NAIDOC Week.	June 2025	Manager Aboriginal Engagement (Lead)
	Opportunity Action: State Library website to outline scheduled NAIDOC events to be held at the State Library.	June 2025	Manager Library Application Support Team (Lead) Manager Communications, Media and Marketing (Support)
	Opportunity Action: Investigate the potential to partner with Yorgum Healing Services to showcase portraits of Stolen Generation Survivors.	August 2024 - December 2025	Manager Heritage and Engagement (Lead) Manager Collection Services (support)
	Opportunity Action: Public programs, exhibitions and events will strive represent Aboriginal and Torres Strait Islander perspectives.	August 2024 - December 2025	Manager Heritage and Engagement (Lead) Manager Communications, Media and Marketing (Support)
	Action: Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Manager Aboriginal Engagement (Lead)
	Action: RAP Working Group to participate in an external NAIDOC Week event	First week in July 2025	Manager Aboriginal Engagement (Lead) RAP Working Group (Support)

Action Plan Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Action: Identify opportunities for Aboriginal and Torres Strait Islander employment and volunteering within our organisation and implement when funding is available.	December 2024	Manager People and Culture (Lead) CEO & State Librarian (Support) Directors (Support)
	Action: Build understanding of current Indigenous staffing to inform future employment and professional development opportunities.	June 2025	Manager Aboriginal Engagement (Lead) Manager People and Culture (Support)
	Opportunity Action: Research appropriate Aboriginal and Torres Strait Islander employment networks to widen the advertising touchpoints to advertise roles to attract and retain Aboriginal and Torres Strait Islander peoples.	June 2025	Manager People and Culture (Lead)
	Opportunity Action: Employment of an ongoing Aboriginal Engagement Officer to support the delivery of early literacy and public library services across Western Australia.	September 2024	Manager Public Libraries and Literacy (Lead) Manager People and Culture (Support)
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Action: Continue to support procurement from Aboriginal and Torres Strait Islander owned businesses, including investigation of Supply Nation membership, in line with State Government policy.	August 2024 onwards	Chief Finance Officer (Lead)
	Opportunity Action: Explore additional Aboriginal Service contracts with Procurement Finance team.	October 2024	Chief Finance Officer (Lead) Senior Procurement Officer (Support)

Action Plan Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Action: Maintain a consistent RWG to govern RAP implementation.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead)
	Action: Maintain a Terms of Reference for the duration of the RWG.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead)
	Action: Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead)
11. Provide appropriate support for effective implementation of RAP commitments.	Action: Ensure adequate resources are available for RAP implementation.	August 2024 - December 2025	Senior Management Team (Lead)
	Action: Maintain engagement with senior leaders in the delivery of RAP commitments.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead) CEO & State Librarian (Liaison, Board members)
	Action: Maintain appointment of a senior leader to champion our RAP internally.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead) CEO & State Librarian (Support)
	Action: Maintain appropriate systems and capability to track, measure and report on RAP commitments.	Annually 2024/2025	Manager Aboriginal Engagement (Lead)
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Action: Maintain contact with Reconciliation Australia to ensure our primary and secondary contact details are kept up to date, and that we do not miss important RAP correspondence.	August 2024 - December 2025	Manager Aboriginal Engagement (Lead)
	Action: Maintain contact with Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2024 and 2025	Manager Aboriginal Engagement (Lead)
	Action: Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024 and 2025	Manager Aboriginal Engagement (Lead)
13. Continue our reconciliation journey by developing our next RAP.	Action: Register via Reconciliation Australia's website to begin developing our next RAP.	September 2025	Manager Aboriginal Engagement (Lead)

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