

Reconciliation Strategy

Enriching the lives
of Queenslanders



1. Introduction

As the primary custodian of Queensland's documentary heritage, a major reference and research library, and advocate and financial partner of a statewide public library network, the State Library of Queensland acknowledges the vital role it can play to further reconciliation.

The State Library acknowledges and supports the principles of the Queensland Government's Reconciliation *New Directions Statement* (1998); aligns to the Council of Australian Governments Reconciliation Framework endorsed in 2000; and, complements the four strategies incorporated within the *Roadmap for Reconciliation* (Council for Aboriginal Reconciliation 2000).

The State Library reinforces the National and State Libraries Australasia's *National Policy Framework for Indigenous Library Services and Collections*, including the acknowledgement of

"Aboriginal and Torres Strait Islander people as traditional owners and custodians of Australia and its Territories, and that dispossession from their lands, the dispersal and relocation of communities, the erosion of traditional customs and languages, and the removal of children from their families have resulted in the dislocation of generations of families from their traditional homelands."

Reconciliation is about building a new relationship between the wider community and Aboriginal people and Torres Strait Islanders; one that heals the pain of the past and ensures we all share fairly and equally in our national citizenship.

2. Guiding Principles

The guiding principles of this Strategy are:

- understanding and accepting the history of our shared experience between Aboriginal people and Torres Strait Islanders and the wider community;
- respecting Aboriginal and Torres Strait Islander cultures and identities; and
- recognising that past injustices continue to give rise to present injustices for Aboriginal people and Torres Strait Islanders.

3. Vision Statement

To enable the State Library to move forward in optimism for the future through acknowledgement, empathy and respect for the worth and dignity of all people.

4. Core Themes and Goals

Theme 1: Developing Leadership for Reconciliation

Goal: To build the capacity of State Library staff to develop and sustain reconciliation initiatives.

Objectives:

1. Incorporate reconciliation activities into State Library business, operational and strategic plans.
2. Ensure the vision, goals and objectives of the Reconciliation Strategy are incorporated in strategic partnerships, particularly with Education Queensland.
3. To establish a Reconciliation Working Group to guide, monitor and report on the implementation of the Reconciliation Strategy.
4. Develop a program of incentives and rewards to recognise the efforts of employees who have participated in or initiated reconciliation activities in the workplace.
5. Ensure that all staff are aware of the State Library's Reconciliation Strategy, Reconciliation Working Group and current reconciliation activities.

Theme 2: Service Delivery for Reconciliation

Goal: To facilitate reconciliation by connecting Queenslanders to information, knowledge and each other.

Objectives:

1. Ensure the vision, goals and objectives of the Reconciliation Strategy are incorporated in service delivery.
2. Incorporate reconciliation in public programs, exhibitions and events developed for the State Library and the Public Library Network.
3. Acknowledge and promote the achievements of public libraries and Indigenous Knowledge Centres in undertaking activities for reconciliation.

Theme 3: Reconciliation through Engagement

Goal: To engage with Aboriginal and Torres Strait Islander communities in the spirit of reconciliation.

Objectives:

1. Engage with Aboriginal and Torres Strait Islander communities through cultural activities and events including NAIDOC Week and Mabo Day.
2. Establish and maintain effective consultation and partnerships with Aboriginal and Torres Strait Islander communities and organisations to ensure the provision of responsive and inclusive library services.
3. Promote State Library initiatives, programs, services, and employment and training opportunities to Aboriginal people and Torres Strait Islanders.
4. Ensure effective and representative mechanisms for Aboriginal and Torres Strait Islander community representatives to advise on State Library services.

5. Implementation

A Reconciliation Working Group has been established to oversee the implementation of the Reconciliation Strategy, ensuring integration with other related activities (including the *Our Place is Your Place: Aboriginal and Torres Strait Islander Employment and Training Strategy 2007-10*, Equal Employment Opportunity Consultative Committee, and the *Multicultural Strategy*). The Reconciliation Working Group consists of staff from all program areas in the State Library and will develop and report on annual action plans with identified performance measures.

Inside and back cover artwork:

Detail from *Kurilpa Country* featured in Infozone, State Library of Queensland.

*'Beneath the Southern Cross,
and the canopy of the rainforest along
the river bank,
the Kurilpa, which still lives here,
dug out its nests, and left its tracks.*

*'They looked out over the river,
the ripples on its surface stirred
by the wind and tidal surge,
and the fish swimming in the water'.*

– by Lilla Watson, 2006

Background artwork:

Detail from carvings in the Talking Circle, kuril dhagun, by Laurie Nilsen and BOVACIA Aboriginal and Torres Strait Islander students, 2006.

Cover images top to bottom:

Elizabeth Fa'Aoso, Indigenous Resource Officer (Torres Strait), Heritage Collections, 2007.
Astrid Waugh with Natasha Fourmile and Allira Jackson for Taking IT On training in Yarrabah, 2007.
Willy Prince at the SLQ stall for Musgrave Park Family Fun Day, NAIDOC Week in Brisbane, 2006.
Karren Pickering with Daniel Nunn for Taking IT On training in Wujal Wujal, 2006.