



LIBRARY BOARD OF QUEENSLAND

# 2019 --- 2020

ANNUAL REPORT

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27 August 2020

The Honourable Leeanne Enoch MP  
Minister for Environment and the Great Barrier Reef,  
Minister for Science and Minister for the Arts  
GPO BOX 5078  
BRISBANE QLD 4001

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report 2019–20 and financial statements for the Library Board of Queensland.

I certify that this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* (Qld) and the *Financial and Performance Management Standard 2009* (Qld), and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements can be found at page 80 of this annual report.

Yours sincerely

**Professor Andrew Griffiths**  
Chairperson  
Library Board of Queensland

PART 1

2

# INTRODUCTION

# STATE LIBRARY OF QUEENSLAND

## ABOUT US

State Library of Queensland is the custodian of Queensland's cultural, intellectual and social achievements. Our historic and contemporary collections inform our programming, public engagement and partnerships. We are a place of experimentation, possibility and inclusion, where knowledge empowers and diversity is celebrated.

State Library is part of a vibrant network of more than 320 public libraries and Indigenous Knowledge Centres (IKCs) throughout Queensland.

### 2019–20 priorities:

- Strengthen the focus on digital content to meet legal deposit obligations.
- Implement digital preservation strategies and practice.
- Complement our contemporary focus by building our capability in collecting and interpreting rare printed and original materials.
- Celebrate the International Year of Indigenous Languages with a major program of activities.
- Activate our reach and engagement to provide new opportunities to experience our collections and services.
- Partner with local government to realise the potential of public libraries and IKCs.
- Review recruitment strategies to ensure we have the right people with the right skills.
- Deepen our commitment to reconciliation through the delivery of the Aboriginal and Torres Strait Islander cultural competency program.
- Achieve secure, reliable and flexible digital technology and services that meet our current and future business needs.
- Optimise commercial activities and revenue streams.

### State Library's services include:

- collecting and preserving a trusted record of Queensland
- encouraging research to deepen the knowledge of Queensland past and present
- interpreting Queensland stories through exhibitions, events, discussion and debate
- developing an inclusive library service, addressing diverse needs, strengthening opportunities for the expression of ideas and fostering the appreciation of difference
- providing access to collections and services in a range of formats and channels, so they are available to all, regardless of geographical location
- recognising the unique knowledge and culture of Aboriginal and Torres Strait Islander people, and working with communities to ensure their history and culture is preserved
- advocating for public libraries and partnering with local government to provide Queenslanders with the opportunities to participate fully in the economic, social, political and cultural dimensions of society.

## GOVERNMENT'S OBJECTIVES FOR THE COMMUNITY

The Library Board of Queensland contributes to the achievement of the Queensland Government's objectives for the community, including:

### Be a responsive government

Enabling future-focussed people and processes, State Library makes services easier to use by providing welcoming places for everyone, free access to a wide range of information and opportunities for the open exchange of ideas and exposure to different perspectives.

### Create jobs in a strong economy

Create jobs in a strong economy by providing all Queenslanders with access to free online learning programs so they can upskill and remain agile throughout their career. Skilling Queenslanders for work by supporting entrepreneurs to create new businesses and enabling current small businesses to transform into digital businesses.

### Give all our children a great start

Improving wellbeing prior to going to school through coordination of the First 5 Forever program, in partnership with public libraries, which gives families the skills and resources to develop strong educational foundations for children from zero to five years.

### Keep communities safe

Providing welcoming places for everyone, free access to a wide range of information and opportunities for the open exchange of ideas and exposure to different perspectives.

# CHAIRPERSON OF THE LIBRARY BOARD OF QUEENSLAND

*A strong sense of community sustains humanity in complex times. Queenslanders understand this, and State Library of Queensland's collections are full of stories of resilience, innovation and camaraderie during droughts, floods and wartime.*

In September, we launched the *Meet Me at the Paragon* exhibition that showcased the history of Greek cafes in Queensland. These cafes were open all day and traded in most towns across the state in the early part of last century. The Greek community has always understood adversity and the value of hard work, with cafes not only providing employment for migrants but also tasty, affordable food and delicious milkshakes to the state's growing townships and cities. Like many Queenslanders, I thoroughly enjoyed the onsite and online exhibition which was not only an engaging history lesson but a sensory treat. I particularly enjoyed the replica booth where visitors could browse menus containing images of cafes from yesteryear.

Another exhibition that captured the imagination of Queenslanders, *Home: a suburban obsession*, won two prestigious 2019 Queensland Heritage Awards this financial year. Launched in December 2018, the exhibition secured the Heritage Interpretation and Promotion Award (presented by the Minister for Environment and the Great Barrier Reef, Minister for Science and Minister for the Arts, the Honourable Leeanne Enoch MP) and the John Herbert Memorial Award (presented by his Excellency the Honourable Paul de Jersey AC, Governor of Queensland). The exhibition told the story of a married couple who cruised the streets in a Cadillac in the 1960s and 1970s taking hundreds of thousands of photos of Queensland homes, some of which can be found in State Library's impressive collections. One of the exhibition's main drawcards was the Corley Explorer, an interactive online tool that allowed Frank and Eunice Corley's photos to be easily explored.

Such accolades speak to the high standard of State Library's offer. While it is the state's leading reference and research library, it offers so much more than books. Its constantly evolving digital presence ensures resources, collections, programs and exhibitions can be accessed in the most geographically isolated towns in the state, providing all Queenslanders with access to its benefits and treasures. I have been immensely proud of the way State Library staff have quickly shifted focus during the COVID-19 crisis. Pivoting quickly to broaden our online offer has meant the people of Queensland have continued to benefit from the extraordinary, and largely free, resources and services of State Library. A sincere thank you to all staff who helped make this a reality.

I would like to extend my gratitude to our valued donors; your continued support is especially appreciated in these challenging times. I also acknowledge the expertise and enthusiasm of the Queensland Library Foundation President Helen Brodie and Foundation councillors.

Sincere thanks to Minister Enoch for her unwavering support of State Library and the significant benefits it provides the people of Queensland.

Thank you also to the Library Board, committee and advisory groups for their contribution and commitment over the past 12 months.

Finally, I want to thank State Library's leadership team and the diligence and commitment of State Librarian and CEO Vicki McDonald AM who was acknowledged for her significant service to librarianship in the 2020 Australia Day Honours list.

**Professor Andrew Griffiths**  
Chairperson  
Library Board of Queensland



## STATE LIBRARIAN AND CEO

*Creativity, a central pillar of State Library of Queensland's vision, took on new importance this year.*

*As the world responded to the COVID-19 pandemic, we moved quickly to boost State Library's already substantial online offer in new and creative ways. Award ceremonies, exhibitions and story time sessions all moved online to ensure our visitors could still celebrate Queensland achievements, access curated treasures and celebrate the joy of a beautifully written book.*

Membership increased, with visitors keen to take advantage of free ebooks, newspapers, journals, films and courses from home. Despite the impacts of COVID-19 on our service delivery (including the building closure on 23 March), we achieved our customer satisfaction, visitation and cost per visit targets. It was immensely satisfying to know that libraries continued to play a pivotal role in connecting people and communities to meaningful resources and services during times of crisis.

As a trusted public institution, we take our responsibility to document and preserve the state's contemporary history seriously, and have encouraged people throughout the state to donate ephemera, photos or unusual items that help provide a snapshot of this moment in history so they can be referenced and analysed by future generations. Next financial year we will accept a donation from ABC Brisbane that documents this important event in Queensland history. The Quarantine Quilt is a collection of handmade squares made by people throughout Queensland, depicting their time in quarantine. It was lovingly sewn together by the Queensland Spinners, Weavers and Fibre Artists — a magnificent expression of community resilience and creativity that will take pride of place in our collection.

In February, we hosted Minya Birran, a forum that explored ways to harness the goodwill and energy of the 2019 International Year of Indigenous Languages by posing the question 'what now?'. Creatives, educators, community workers and those who work in galleries, libraries, archives and museums (the GLAM sector) joined this important conversation about the future of Indigenous languages and their place as a human right. Participants gained valuable skills and tools to incorporate Indigenous languages into their working lives.

State Library's commitment to Aboriginal and Torres Strait Islander culture extends well beyond events, exhibitions and developing Indigenous collections. We are committed to ensuring libraries are a place where Aboriginal and Torres Strait Islander people feel respected and welcome. This year, together with National and State Libraries Australia (NSLA), we proudly developed the cultural competency program, Culturally Safe Libraries, and State Library staff commenced the online training modules.

And just before we moved to remote working, we hosted the Making Meaning: collections as data symposium where we gathered a diverse cross-section of delegates to talk about data and its infinite possibilities. It was a great day for digital innovators and featured influential and challenging speakers from the research, government, digital humanities and GLAM sectors. Coinciding with Open Data Day 2020, the symposium aimed to raise awareness of the potential of collections as data and build a community of practice in Australia — a subject of significant growing interest to all libraries around the globe.

I would like to thank Professor Andrew Griffiths for his leadership and critical support in these unprecedented times. I would also like to acknowledge the members of the Library Board and the Queensland Library Foundation Council — your counsel and support has been greatly appreciated.

Finally, I would also like to extend my gratitude to State Library staff for their resilience and positive attitude during these exceptional times. Your commitment and professionalism have allowed us to continue to deliver outstanding services to Queenslanders throughout the year.

**Vicki McDonald AM**  
State Librarian and CEO  
State Library of Queensland

PART 2

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# CORPORATE

# LIBRARY BOARD OF QUEENSLAND

The Library Board of Queensland (the Library Board), established in 1943, is the governing body of State Library of Queensland and draws its powers from the *Libraries Act 1988* (Qld) (*Libraries Act*). The object of the *Libraries Act* is to contribute to the cultural, social and intellectual development of all Queenslanders.

The legislated guiding principles for achieving this are:

- (a) leadership and excellence should be demonstrated in providing library and information services
- (b) there should be responsiveness to the needs of communities in regional and outer metropolitan areas
- (c) respect for Aboriginal and Torres Strait Islander cultures should be affirmed
- (d) children and young people should be supported in their understanding and use of library and information services
- (e) diverse audiences should be developed
- (f) capabilities for lifelong learning about library and information services should be developed
- (g) opportunities should be developed for international collaboration and for cultural exports, especially to the Asia Pacific region
- (h) content relevant to Queensland should be collected, preserved, promoted and made accessible.

The functions and powers of the Library Board are listed in Appendix A. Biographies of Library Board members are detailed in Appendix B.

In addition to regular meetings of the Library Board, members represented State Library at official functions throughout 2019–20.

One committee and two advisory groups advise and inform the Library Board on issues that arise within their brief. These bodies also act as important consultative mechanisms with the broader community. The members of the Library Board committee and advisory groups are listed in Appendix C.

The Library Board periodically travels outside Brisbane to stay informed about regional issues and to strengthen its relationship with local councils and the community.

Under section 7 of the *Libraries Act*, in appointing a Library Board member, regard must be given to the person's ability to contribute to the Library Board's performance and the implementation of its strategic and operational plans.

Under section 9 of the *Libraries Act*, a person is not eligible for appointment as a member if the person is not able to manage a corporation because of the *Corporations Act 2001* (Cth), Part 2D.6.

## Board members, attendance, remuneration and expenses

In 2019–20, there were six Library Board meetings. The table below outlines all board members, appointment terms, meeting attendance in 2019–20, remuneration and expenses.

All current Library Board members are appointed until 28 February 2023 except for Mrs Tamara O'Shea, who is appointed until 20 May 2021.

### Observers

The State Librarian and CEO attends all meetings of the Library Board as an observer unless excused or precluded by the Library Board as per section 15 of the *Libraries Act*.

- Ms Vicki McDonald AM, State Librarian and CEO, State Library of Queensland
- Ms Tania Hall, Executive Director, Policies and Programs, Arts Queensland, Department of Environment and Science

### Secretariat

Ms Jennifer Genrich, Manager, Office of the State Librarian, State Library of Queensland

	MEMBER FROM:	MEMBER TO:	MEETINGS 2019-20 ELIGIBLE:	MEETINGS 2019-20 ATTENDED:	APPROVED ANNUAL, SESSIONAL OR DAILY FEE	APPROVED SUB-COMMITTEE FEES, IF APPLICABLE	ACTUAL FEES RECEIVED
Professor Andrew Griffiths (Chairperson)	Mar 2014	Feb 2023	6	6	\$12,000 pa	N/A	\$12,000
Emeritus Professor Tom Cochrane AM (Deputy Chairperson)	Mar 2017	Feb 2023	6	6	\$4,000 pa	\$1,000 pa	\$5,000
Professor Anita Heiss	Mar 2017	Feb 2023	6	4	\$4,000 pa	N/A	\$4,000
Professor Marek Kowalkiewicz	Mar 2017	Feb 2023	6	6	\$4,000 pa	\$1,000 pa	\$5,000
Ms Julia Leu	Aug 2016	Feb 2023	6	5	\$4,000 pa	N/A	\$933
Mr Malcolm McMillan	Mar 2017	Feb 2020	4	4	\$4,000 pa	N/A	\$2,667
Mrs Tamara O'Shea	May 2018	May 2021	6	4	\$4,000 pa	N/A	\$833
Ms Nicola Padget	Mar 2020	Feb 2023	2	2	\$4,000 pa	\$1,000 pa	\$1,667
Associate Professor Sandra Phillips	Mar 2017	Feb 2023	6	4	\$4,000 pa	N/A	\$4,000 pa
Mr Bob Shead	Mar 2017	Feb 2023	6	6	\$4,000 pa	\$2,000 pa	\$6,000 pa
Dr Jodie Siganto	Mar 2020	Feb 2023	2	2	\$4,000 pa	N/A	\$1,333
<b>Total out of pocket expenses:</b>							\$4,181.00

- Notes:**
1. Ms Julia Leu became eligible to receive remuneration from 7 April 2020.
  2. Mrs Tamara O'Shea became eligible to receive remuneration from 20 April 2020.

# QUEENSLAND LIBRARY FOUNDATION

*The Queensland Library Foundation (the Foundation) works with donors, philanthropists and corporate entities to support State Library of Queensland's vision to inspire possibilities through knowledge, stories and creativity.*

This year, more than \$1.39 million was managed through the Foundation. We sincerely thank all donors and supporters for their contribution in advancing our vision.

Ensuring access to trusted content through the digitisation of State Library of Queensland's collections is an ongoing fundraising focus of the Foundation. Gifts enabled more than 150 films and tapes to be converted from physical to digital formats, making them discoverable via State Library platforms. Eight donors also collectively contributed \$117,000 for the digitisation of *The Catholic Advocate* newspaper (1911-38). This collection will be made available worldwide on Trove, an online portal established by the National Library of Australia.

Support for Australian writers and writing was provided through the Queensland Literary Awards and black&write! editing and writing program by the Queensland Government, sponsorship, grants and philanthropy. Regional and remote communities are better placed to develop digital literacy and use digital technologies thanks to sponsorship by Telstra for the Deadly Digital Communities program, and a philanthropic gift from professional tennis star Ashleigh Barty and the Barty family.

The Queensland Business Leaders Hall of Fame founded in 2009 by QUT Business School, State Library and the Foundation welcomed six new inductees and celebrated its tenth anniversary. This year's inductees were Philip Bacon AM, Sir George Fisher CMG (1903-2007), Birch Carroll & Coyle, Evans Deakin Industries Ltd, Springfield City Group: Maha Sinnathamby AM and Bob Sharpless, and Wallace Bishop.

The following projects were made possible thanks to the generosity of the following donors and sponsors:

- Queensland Memory Awards, collectively worth \$70,000
  - **John Oxley Library Fellowship**
  - **John Oxley Library Community History Award**
  - **Letty Katts Award** supported by **Dr Stanton Mellick OAM ED and Professor Jill Mellick**
  - **Mittelheuser Scholar in Residence** supported by **Dr Cathryn Mittelheuser AM**
  - **Monica Clare Research Fellowship.**
- **Crowd Giving** donations enabled the surface analysis of photographs taken by Richard Daintree in the 1870s, and the production of Queensland's first historic podcast series using State Library collections. Crowd Giving also funded travel and professional development bursaries for two Pacific Island library workers to attend an international library conference at State Library in 2021.
- **Yaba dhalgay** donors contributed to the Minya Birran Indigenous languages forum which discussed the revival and future of Aboriginal and Torres Strait Islander languages, and their place as a human right.
- Five new artist interviews were added to the **James C Sourris AM Collection**, supported by **James C Sourris AM and Marica Sourris.**
- **Siganto Digital Learning Workshops** enabled by the **Siganto Foundation** provided foundational digital literacy and ICT self-sufficiency to students from newly arrived communities.
- **The Bert and Vera Thiess legacy project**, supported by the **Bert and Vera Thiess Trust** to provide better understanding about the philanthropic leadership of Bert and Vera Thiess.
- **Making Meaning: collections as data symposium** — a State Library initiative which attracted 205 attendees from private and public sectors to hear a range of speakers showcase best practice examples of collections as data.

The Foundation provided donors with access and a deeper understanding of State Library collections and expertise through its series of **Heritage Talks** and **President's 100 Circle** presentations, and the end of year event attended by our Patron, His Excellency the Honourable Paul de Jersey AC, and Mrs Kaye de Jersey. Thank you to everyone who attended these events.

A full list of philanthropy and partnerships is listed on page 28.

## Council members, attendance, remuneration and expenses

In 2019–20 there were four Queensland Library Foundation Council meetings. The table below outlines all council members, appointment terms, meeting attendance in 2019–20, remuneration and expenses.

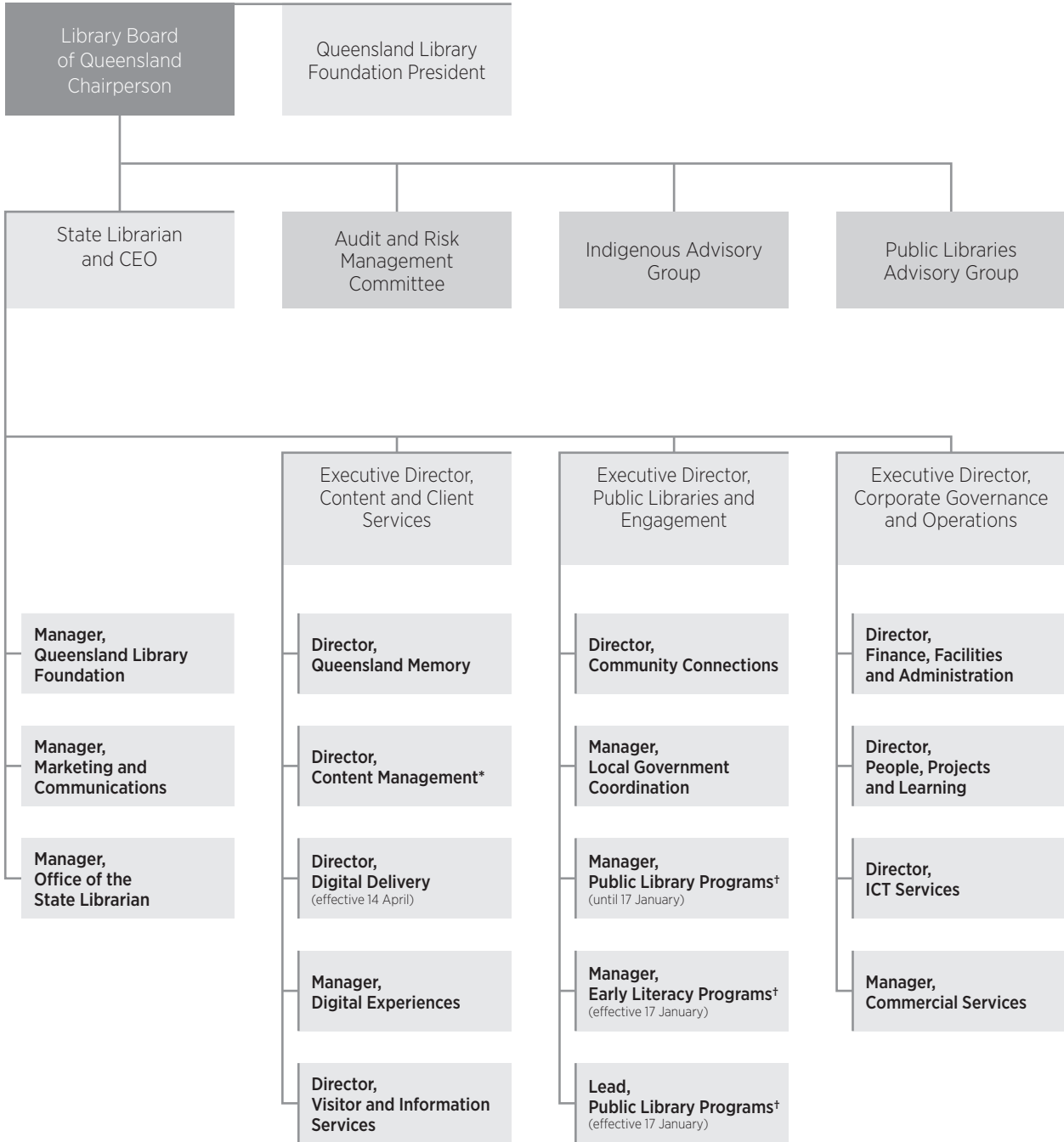
	MEMBER FROM:	MEMBER TO:	MEETINGS 2019–20 ELIGIBLE: ATTENDED:		APPROVED ANNUAL, SESSIONAL OR DAILY FEE	APPROVED SUB- COMMITTEE FEES, IF APPLICABLE	ACTUAL FEES RECEIVED
Ms Helen Brodie (President)	Mar 2017	May 2021	4	4	N/A	N/A	N/A
Ms Courtney Talbot (Vice-President)	Jul 2014	May 2021	4	4	N/A	N/A	N/A
Ms Helen Barnard	Oct 2019	Oct 2022	3	2	N/A	N/A	N/A
Ms Luvisa Grierson	Oct 2019	Oct 2022	3	3	N/A	N/A	N/A
Mr Michael Hawkins	Sep 2012	Sep 2021	4	4	N/A	N/A	N/A
Mr Tony Kinivan	Oct 2019	Oct 2022	3	3	N/A	N/A	N/A
Mr Ken MacDonald <small>AM</small>	Oct 2019	Oct 2022	3	3	N/A	N/A	N/A
Ms Julie Mannion	Jul 2012	Jul 2021	4	4	N/A	N/A	N/A
Mr Neil Summerson <small>AM</small>	Jul 2014	Jul 2020	4	4	N/A	N/A	N/A
Library Board of Queensland Chairperson (or Deputy Chairperson as proxy) (Professor Andrew Griffiths / Emeritus Professor Tom Cochrane <small>AM</small> )	N/A	N/A	4	4	N/A	N/A	N/A
State Librarian and CEO (Ms Vicki McDonald <small>AM</small> )	N/A	N/A	4	4	N/A	N/A	N/A
<b>Total out of pocket expenses:</b>							\$351.50

**Notes:** No catering was provided in 2019–20, and only four meetings were held (including one via Zoom).

The Foundation was established by the Library Board under the powers defined by the *Libraries Act 1988* (Qld). It is a not-for-profit company, Limited by Guarantee, registered under the *Corporations Act 2001* (Cth). Since 2002–03, the Foundation's financial statements have been consolidated into those of the parent entity, the Library Board, in accordance with Australian Accounting Standards.

# ORGANISATIONAL STRUCTURE

## AS AT 30 JUNE 2020



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**Explanatory notes:**

- \* Director, Content Management role has been vacant since 14 April 2020 when the officer was mobilised to a temporary new Director, Digital Delivery role as a result of COVID-19.
- \* From 14 April 2020, temporary reporting arrangements were in place: Lead, Access Services, Lead, Metadata Services and Lead, Preservation Services all reported to Executive Director, Content and Client Services.
- † The Manager, Public Library Programs role was split on 17 January 2020 to two new roles: Manager, Early Literacy Programs (filled by former Manager, Public Library Programs) and Lead, Public Library Programs (filled from 14 April 2020).