

# DEVELOPING A PERSONAL RECONCILIATION ACTION PLAN

**T***o make the most out of a professional development opportunity and better serve the local community NIKKI ANDERSEN put together a personal Reconciliation Action Plan.*

Recently, my workplace offered me the opportunity to complete an Aboriginal and Torres Strait Islander cultural competence course run by the Centre for Cultural Competence Australia. The course taught how to get to know my Aboriginal and Torres Strait Islander community; advocate and commit to cultural competence in the workplace; and build awareness and respectful relationships. As part of the course, I had to create an action plan which identified at least one action I would stop, one I would start, and one that I should continue doing to achieve personal change.

As part of this personal reconciliation action plan, I have made a commitment to stop making assumptions about Aboriginality based on misconceptions, stereotypes and my own colonised educational experiences. I've stopped using culturally insensitive language, for example, I've learned to use the term Aboriginal and Torres Strait Islander, rather than Indigenous, as the former term more accurately reflects cultural heritage. In addition, I've encouraged others to stop using acronyms such as ATSI to abbreviate Aboriginal and Torres Strait Islander, as it is offensive to reduce the diverse members of ancient cultures and lump them together under one cultural identity.

Moving forward, I will start advocating for a culture and environment that puts cultural sensitivity, safety and inclusion at the forefront and which understands, values and respects Aboriginal and Torres Strait Islander peoples and culture, both within my workplace and the library and information profession more broadly.

I will continue engaging with my local Aboriginal community – the Giabal and Jarowair people and learn about their culture, history and community initiatives and priorities. I will read more books and watch more films on and by Aboriginal and Torres Strait Islander peoples. I aim to play a more active role in Aboriginal and Torres Strait Islander events and initiatives within my region and will start

encouraging others in my workplace to develop their own cultural awareness and competence.

Everyone plays an important role in closing the knowledge gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Key to this is acknowledging, valuing and including Australia's First Nations peoples and taking pride in Aboriginal and Torres Strait Islander culture. 🌟

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