

# SMALL CHANGES CAN LEAD TO MEANINGFUL IMPACT

Queensland's Indigenous Strategy Reference Group (ISRG) is a Queensland University Libraries Office of Cooperation (QULOC) working group formed in 2017 to review and report on the progress of QULOC libraries' actions and activities in meeting the targets of the *Universities Australia Indigenous Strategy 2017–2020* report ([bit.ly/2FL7Vyn](http://bit.ly/2FL7Vyn)). After completing a literature review and report, the group developed a policy tool to facilitate an Indigenous Australian focus within library policies, standards and procedures. The policy is designed to be used with a maturity model, enabling and complementing existing reconciliation action plans and work already underway at member libraries. Beyond these initial actions, the group agreed it was essential to continue to meet to address entrenched inequalities and issues, and advocate for change. Members share information and resources to help improve library engagement with Aboriginal and Torres Strait Islander students, researchers and professional staff.

Every six weeks the group meets online to discuss member library activities, targets that have been implemented in day-to-day library work, and ideas for the future. We learn from each other, sharing insights into what has worked, and what hasn't. We acknowledge that our membership is predominantly white, reflecting the overarching demographic of library staff, and we consider it our responsibility to advocate for change, including on the issue of employment in the library sector of Aboriginal and Torres Strait Islander peoples.

Few Aboriginal and Torres Strait Islander staff are hired by QULOC libraries, with the lack of professional qualifications cited as the primary reason. James Cook University shared its experience of having two Aboriginal and Torres Strait Islander graduates succeed in the National Library Australia (NLA) graduate qualification program. They knew that many QULOC colleagues hold degrees from other disciplines, so they recruited by directly advising Aboriginal and Torres Strait Islander students about the employment opportunity. NLA profiles of other Aboriginal and Torres Strait Islander staff show that there seems to be an interested graduate group from history, sociology, archaeology and anthropology. Perhaps directly informing students and graduates from these discipline areas about

employment opportunities across QULOC libraries could see a greater uptake of library positions by Aboriginal and Torres Strait Islander graduates.

Change doesn't happen overnight, and each university library is at a different stage in the journey toward reconciliation. Each small step, however, is one step closer to our goals.

This year our group members would like our university libraries to: work towards normalising inclusion of Aboriginal and Torres Strait Islander people within library spaces; update strategic documentation with a view to reconciliation; and review their collections of Aboriginal and Torres Strait Islander materials. If you would like to find out about information and resources or have a topic you would like our group to add to our agenda, please feel free to contact us ([qulocisrg@googlegroups.com](mailto:qulocisrg@googlegroups.com)). 



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