Engaging Aboriginal and Torres Strait Islander Communities

A Caboolture District Library Service Project

funded by Library Strategic Development Grant from State Library of Queensland, 2007

Community Consultant: Gail Robinson
Engaging Aboriginal and Torres Strait Islander Communities:  
A Caboolture District Libraries Project  
Community Consultant: Gail Robinson 2007

Report compiled by  
Gail Robinson: Community Consultant  
gailrobinson@aapt.net.au

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Caboolture District Libraries

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1. EXECUTIVE SUMMARY

The “Engaging Indigenous Communities” project was designed to develop appropriate resources in consultation with local Aboriginal and Torres Strait Islander (A and TSI) people as well as raise the profile of the Caboolture District Libraries network and its services within A and TSI communities (traditionally non-library users). Caboolture Shire Council, part of the amalgamation of Moreton Bay Regional Council since March 2008, is currently referred to as Caboolture District and will be stated as such for the remainder of this report, excluding consultation notes compiled prior to March 2008. The key feature of the project was to develop a community engagement process, inclusive of local A and TSI communities, which would then be taken up by library staff to ensure sustainability of outcomes.

The project aligns with Queensland State library policies and strategic direction by enhancing local public library service delivery to all sectors, raising the profile of libraries within the communities, building regional and local capacity and developing partnerships between libraries, local businesses and community services.

Elders and respected community members have made important and valuable contributions to the consultation process. Life-long Learning Coordinator, Community Services Librarian and other relevant staff continue to consult with local A and TSI communities to build a calendar of A and TSI events for all libraries. Australian, Aboriginal and Torres Strait Islander flags are now flown in all branches. A local Murri Network newsletter is now distributed in all libraries as are A and TSI newspapers. The youth magazine, Deadly Vibes is also being reviewed for purchase.

The “Engaging A and TSI Communities” project has produced many outcomes in every branch library. These were arrived at after consultation with library staff, consultation with A and TSI communities, and consultation with allied agencies. Each library is very different, in both staffing and physicality. Each library serves very
different community profiles. An A and TSI engagement project is an on-going engagement. Staff have a good understanding of their libraries’ communities and there is a demonstrated need for on-going staff commitment to build A and TSI community relationships and trust. While this project has initiated A and TSI engagement, there remains a need for on-going conversations with A and TSI organizations to understand and deliver information services best suited to local A and TSI communities, families and individuals.

Libraries already employ a number of A and TSI staff and this project has presented ways to build and learn from Indigenous staff experiences. Creating A and TSI welcoming spaces with associated activities and promotion of A and TSI library resources and services has been pivotal to establish initial action. Recognition of the value and contribution of staff with high levels of expertise and relationships in A and TSI areas has been highlighted during the project. Partnership opportunities with local A and TSI organizations such as the A and TSI playgroup and A and TSI respite service are a vehicle for continued engagement.

Comparative analysis of library A and TSI resources was also essential. Anecdotal collection reports have been backed up by collection analysis and this has contributed to the renewed development of appropriate and relevant collections of A and TSI resources. Specialist services such as Life-long Learning, Youth Services and Community Services have all contributed towards raising awareness of library services currently and potentially available to A and TSI people within Caboolture District.

The suggestion to develop a unique set of guiding principles was shifted towards raising awareness of current Aboriginal and Torres Strait Islander Library and Information Resource Network (ATSILIRN) protocols. The Aboriginal and Torres Strait Islander protocols for libraries, archives and information services, known as the protocols, were published in 1995 by the Australian Library and Information Association (ALIA). Protocol awareness raising options include staff training visits, staff induction, staff newsletter and this project’s reporting processes.

This project has been a catalyst for closer working relationships between the Moreton Bay Regional Council – Caboolture District Library Service and Community Development Unit especially in relationship to A and TSI engagement in a public
sphere. The development of an action plan for 2008 allows continued A and TSI engagement practice and assists Caboolture District Libraries to engage in a meaningful way with local A and TSI communities. The library service has the means within this action plan to promote and provide both services that are targeted towards A and TSI clients and services that are targeted towards A and TSI community regardless of library usage. Caboolture Shire Council’s amalgamation into Moreton Bay Regional Council during this project presents opportunities to extend the learnings across the region. Library management and a strategic inclination towards A and TSI engagement remains a priority for continued successful outcomes.

2. OVERVIEW

Caboolture District is a vibrant collection of large and small townships and surrounding urban, suburban and rural areas. As noted on the Council website, Caboolture District Libraries provides a service to residents, those working in the Caboolture District or attending local educational institutions and to residents of neighbouring districts. Caboolture District has a population of approximately 130,000, and A and TSI people make up 2.3%. Via the website or in the six libraries, there is the capacity to search the library catalogue, renew or reserve books, access online learning and homework help and download digital media. Collections include fiction, non-fiction, large print, CD audio books and music, DVDs, magazines, newspapers, children's and young adults' collections, and local studies (including an historical photographs database as well as specialist staff).

As noted previously, the “Engaging A and TSI Communities” project was designed to develop appropriate resources in consultation with local A and TSI people as well as raise the profile of the Caboolture District Libraries network and its services within A and TSI communities (traditionally non-library users). A consultant with current A and
TSI working relationships in the region was engaged to develop a community engagement process, inclusive of local A and TSI communities which could then be taken up by library staff to ensure sustainability of outcomes. The purpose of this report is to document the project and these processes.

Council amalgamation during the project highlighted the importance for activities and consultation to be embedded within the organization. Project timeframes were adjusted within grant parameters and the consultancy occurred over a six-month period.

3. QUEENSLAND STATE LIBRARY POLICIES RE: LIBRARY STRATEGIC DEVELOPMENT GRANT

The aims of the Library Strategic Development Grant – Local programmes are to:

- Support the improvement and extension of library services through the funding of development projects designed to address local needs;
- Enhance local public library service delivery through supporting projects, which achieve goals over and above a library’s core services;
- Serve as a vehicle to foster strategic change in public library service provision in Queensland;
- Encourage networking and co-operation amongst Queensland public libraries to maximise service efficiencies.
- The intended outcomes of the grants programme are:
  - Enhancement of services provided by public libraries to all sectors of Queensland’s community;
  - Building of social cohesion by targeting services to people experiencing social, economic or geographic disadvantage;
  - Assisting in the development of “smart communities” throughout Queensland;
- Raising the profile of libraries within their communities;
- Building regional and local capacity through the enhancement of public library services;
- Assisting Queensland public libraries to engage with their communities increasing accessibility to appropriate information and resources through the most effective use of technologies;
- Development of partnerships between libraries of all types, local businesses and community services.

4. LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER DEMOGRAPHICS

Detailed Census Statistics can be found in the initial report (see Appendix 1). Important items to note in relation to the Caboolture District Libraries catchment areas include:

- Deception Bay and Caboolture Central areas have the highest numbers of A and TSI residents;
- A quick analysis reveals higher percentages of children, and many library staff commented on children being the easiest group to direct services and outreach too, and using this outreach as a way of reaching extended family;
- Census figures for A and TSI populations are often unreliable but they do provide base figures to explore our understandings of the client base;

A and TSI population – 3029, representing 2.3% population
Burpengary – 229 A and TSI residents 1.8%
Caboolture – 545 A and TSI residents 3.6%
Caboolture South – 186 A and TSI residents 4.4 %
Deception Bay – 602 A and TSI Residents 3.4%
Narangba – 165 A and TSI residents 1.3%
5. CURRENT LIBRARY SERVICES

The “Engaging A and TSI Communities” project has produced outcomes in every branch library in the Caboolture District. Outcomes were arrived at after consultation with library staff, consultation with A and TSI communities, and consultation with allied agencies.

**Caboolture Central Library:**
- Has explored creative ways to influence space with A and TSI artwork especially in the entrance precinct;
- Has constructed an A and TSI space with associated activities and promotion of A and TSI library resources and services.

**Deception Bay Library:**
- Has developed on-going relationship with Murriajabree ATSI Inc. including future planning for partnership projects;
- Has an A and TSI focus within the library and promotes A and TSI resources, services and activities;
- Has suggested Indigenous Biz Unit could be established to plan for District program delivery;
- Have staff with high levels of expertise and relationships in A and TSI areas.

**Burpengary Library:**
- Is exploring A and TSI art workshop and exhibition in the library based on an Artist in Residence project;
• Has created a welcoming space including display of flags and highlighting A and TSI resources;
• Is contributing to discussions on outreach services as part of community library service;
• Displays local A and TSI information and newspapers;
• Is exploring opportunities to expand and promote Sports Library collection.

**Narangba Library:**
• Is building on the value of the library as a safe and neutral environment, with a series of A and TSI awareness events and displays including high profile event with sports people aimed at men and boys and reading, and day-time events such as Bush Tucker or Traditional Healing;
• Is promoting A and TSI awareness and engagement through the promotion of the above activities;
• Is sharing learnings on these activities with other libraries to duplicate across branches.

**Bribie Island Library:**
• Is building on partnership opportunities with local A and TSI organizations such as the A and TSI playgroup and A and TSI respite service through current relationships and in partnership with Community Services Librarian;
• Has explored expansion of Internet services to A and TSI clients;
• Is exploring an Artist in Residence project;
• Is promoting library resources and services when Murri Network meeting held in library meeting room.

**Woodford Library:**
• Has opportunities to build and learn from Indigenous staff experience;
• Is exploring links with the Dreaming Festival;
• Has opportunity to explore A and TSI author presentations to book clubs;
• Is working towards a display A and TSI resources;
• Is promoting A and TSI books to book club;
• Has displayed flags to create welcoming space;
• Has suggested beginning discussions with Local History Officer and kuril dhagun to build a database of local A and TSI history-information and photos, local paper content – also applicable across the District.
Outreach Programmes offer opportunities to:

- Demonstrate the value of partnerships and the chance to build on successes;
- Demonstrate the importance of A and TSI relationships and trust as an ongoing component of A and TSI engagement;
- Demonstrate the need for on-going staff commitment to build A and TSI community relationships and trust;
- Raise the libraries’ profile and service potential to non-users;
- Offer experiential learning to library staff on the value of outreach partnerships as value-adding and collegial sharing to broaden expectations;
- Have on-going conversations with A and TSI organizations to understand and deliver information services best suited to A and TSI communities, families and individuals.

In addition to the detailed consultation found in the Appendixes, consultation with A and TSI school workers brought valuable insights to the school/community mix, pointing out there were 160 A and TSI students between Caboolture, Morayfield and Tullawong, and 130 A and TSI students across the three schools on Bribie Island. There are valuable opportunities to connect here.

An A and TSI school worker visited the Caboolture Central Library with a student and found staff and venue to be “fine”. Bribie Island Library in consultation with the A and TSI school worker has initiated a voucher system for free computer use, which can be used as a reward or as an adjunct for out-of-school assignments.

Consultation kindly made available through Murri Network meetings was also invaluable as were links to other local A and TSI organizations.

Much has been achieved by way of understanding and shared learnings, and while the time frame was limiting, the approach to embed the consultation within the service has proven its worth, with over a year’s worth of follow-up engagement in process.
6. METHODOLOGY

The Action Research Methodology as shown (http://www.web.net/~robrien/papers/arfinal.html#_Toc26184651) presents a platform to work both as a single consultancy agent and as part of an organization’s team framework. Each cycle has four steps: plan, act, observe, and reflect.

![Simple Action Research Model](from Maclsaac, 1995)

Using this process has allowed for flexibility with adjustments able to be made mid-project. Figure 1 is deceptively simple; in actual fact there are, at any moment, any number of cycling threads as A and TSI engagement becomes embedded as library practice and subsequent projects form. As this engagement project ends, the planning processes are already underway for the next phase of actions.
7. OBJECTIVES

PROJECT OBJECTIVE 1:
Develop an appropriate and relevant collection of resources that addresses the needs of local Aboriginal and Torres Strait Islander communities.

Response to Objective:
From consultation with library staff, it seemed widely thought that resources may exist but may not be recognized within larger collection. An audit based on titles and subject headings revealed less depth than initially indicated from consultation (see Appendix 6).

- Reference Librarian liaises with Murri Network – checking that resources continue to meet the needs of this group and suggest purchases;
- Increased purchasing of A and TSI resources;
- Reference Librarian notes gaps when customers are requesting help with A and TSI searches;
- Resources are already spine flagged. Library branches need to check this occurs due to outsourcing. Need to promote flagging and market collection and services;
- Youth Services and Community Services staff to pool collection of A and TSI picture books for core rotating display. Local libraries add to this. Resources to be purchased if gaps found.

PROJECT OBJECTIVE 2:
Raise awareness of library services currently available to Aboriginal and Torres Strait Islander people within Caboolture District.
From consultation:

Response to Objective:

The consultation process conducted by the consultant raised awareness of current Caboolture District Library services available to A and TSI community. The action plan then consolidated this objective. The Community Services Librarian continues to build relationships with the A and TSI communities.

- Elders and Caboolture Central Library staff created an A and TSI space within Caboolture Central Library with associated A and TSI resources displayed. Artwork created and the process of community and staff selection reviewed as a model to acquire further A and TSI community resources. Copyright to use the artwork for further A and TSI promotion has also been contracted;
- Other branches to develop the model used at Caboolture Central Library to develop A and TSI welcoming spaces;
- Promotion of A and TSI services and resources – using artwork acquired for this purpose, A and TSI design elements featured on brochures and web-site, as well as raising staff awareness through staff training and new staff induction;
- Consultation process and interest in the project was a vehicle to build awareness of library services. Library partnerships such as Harmony Day, Learning Circle, Let’s Read – Deception Bay, other public events such as NAIDOC Week, A and TSI display for Anzac Day, Youth Week, Murri Network meetings all offer opportunities to continue this. Professional library forums offer ways to learn how others do this;
- Community Services Librarian and other relevant staff to continue to consult with local A and TSI community to build a calendar of A and TSI events for all libraries;
- Branch libraries to create welcoming spaces as recommended in SLQ publication “Welcoming Places – Ideas for Public library services for Aboriginal people and Torres Strait Islanders’ 2007”;
- Australian, Aboriginal and Torres Strait Island Flags displayed publicly;
- kuril dhagun is an excellent source of professional advice. Community Services Librarian position has permanent interest in outreach to A and TSI organizations with associated opportunities to raise awareness of library services.
PROJECT OBJECTIVE 3:
Develop a set of guiding principles regarding how the library can better meet the needs of Aboriginal and Torres Strait Islander people within Caboolture District.

Response to Objective:
Protocols for A and TSI best practice in libraries already exist and were updated in 2005. The Aboriginal and Torres Strait Islander Protocols for Libraries, Archives and Information Services known as the protocols, were published in 1995 by ALIA. The protocols are endorsed by ATSILIRN. The online website provides not only recommendations about what to implement, but a place for sharing the “how to”.

Current guidelines also exist for all Queensland public libraries (see Appendix 3 for relevant excerpt). Availability of these links/resources needs to be promoted to library staff on a regular basis. Options include, through Staff Development Officer – staff training visits, staff induction, staff newsletter and this project’s reporting processes.

- Based on ALIA and ATSILIRN (2005).
- Guidelines and standards for Queensland public libraries.
  10.5 Library services for Aboriginal People & Torres Strait Islanders revised Jan 2008 (see Appendix 3);
- Flag Protocol (see Appendix 5)
- Protocols based on Protocol Queensland (current Queensland State Government best practice including “Welcome to Country”) (see Appendix 4).
  Source of Information: Narelle Boyd, A/Information Officer, Protocol Queensland, Ph: 07 3224 4778, Fax: 07 3224 6502
  Narelle.Boyd@premiers.qld.gov.au (see Appendix 4);
  Aboriginal and Torres Strait Islander Partnerships 2004
• Work with Moreton Bay Regional Council – Caboolture District Community Development Unit re: Indigenous Accord;
• Work with Staff Development Officer to develop ways to promote above references and protocols in an on-going way.

PROJECT OBJECTIVES 4:
Assist Caboolture District Libraries to engage in a meaningful way with local Aboriginal and Torres Strait Islander communities.

Response to Objective:
• Encourage staff to form relationships and practices that have long-term benefits;
• Explore having this as a performance indicator in staff appraisal;
• Developed an action plan for 2008 to continue A and TSI engagement practice;
• Continue to review activities through the Murri Network and Murri Learning Circles.

8. KEY FINDINGS BASED ON CONSULTATIONS

From the beginning of this consultation process, it was noted that A and TSI engagement has a number of components:
• Services that are targeted towards A and TSI clients;
• Services that are targeted towards A and TSI communities regardless of library usage;
• Services that are presented to A and TSI and non A and TSI clients;
• Services that are presented to A and TSI and non A and TSI clients regardless of library usage;
• A and TSI staffing;
• Library management and strategic inclination towards A and TSI engagement;
• Comparative analysis of library A and TSI resources;
• Building A and TSI community relationships through recognised community groups and relationships into these groups through personal introduction and sustained interaction.

Communication between consultant and library staff occurred formally, with the results of consultation submitted by report (see Appendixes 3 and 4 for first and interim reports). Communication and learning occurred by building staff relationships initially through the Life-long Learning Coordinator, with reference to Branch Operations Coordinator and Community Services Librarian. It was important for the consultant, to undertake community engagement alongside staff, in order for learnings to be embedded within the organization. Moreton Bay Regional Council – Caboolture District Libraries does have moderate staff turnover. Understanding and encouraging learnings to be transmitted is a constant challenge in many organizations. Consultancy findings were presented at a staff meeting of branch librarians and through distribution of the initial, interim and final reports. The action plan has developed into a useful working document with potential to evolve into an annual plan. Developing Caboolture Central Library A and TSI welcoming space has created a reason for continued meaningful exchange between library staff and A and TSI community members. The A and TSI respite service has expressed the desire to visit the space when established on a monthly basis and the local A and TSI playgroup is also looking at visiting on a six-weekly basis.

The Life-long Learning Coordinator was pivotal in the original conception of the project. He has strong links with the local A and TSI community and a clear understanding of his own aboriginality. His early work formed a strong platform to take to the local A and TSI community. As excerpted from the initial report, the Life-long Learning Coordinator noted:

• Elders’ corners in library venues should be established as a way of respecting A and TSI culture, expressing this to extended families and informing the wider community. The Learning Circle at Deception Bay could be seen as a successful model of this exchange;
• There is a need to prove value of outreach re justifying use of staff time;
Great benefits in collaboration and partnerships to add value to mainstream events, e.g. performances can be at Learning Expo, A and TSI displays on Anzac Day;

There is a need to explore a variety of documentation models to share learnings;

Staff need flexibility and ways to re-interpret roles and responsibilities according to opportunities;

Protocols need to be established – e.g. blue cards if working with children, as well as a reference source for A and TSI protocols;

Library service has many venues/spaces that can be promoted for other agencies to use.

Perusal of the interim report reveals the complexity and richness of the results of consultation with local A and TSI people. The results of the on-going consultation were also presented at three Murri Network meetings both formally and informally.

9. RECOMMENDATIONS

1. Welcoming spaces
   - Areas explored in all libraries focussing on the opportunities for continued community engagement as well as creating the space;
   - Caboolture Central Library’s process of acquiring artworks expanded as Artist in Residence projects for all branches;
   - Australian and A and TSI Flags displayed in all branches.

2. District-wide promotion of all aspects of A and TSI service delivery
   - Marketing, brochures, web-based, outreach to clients and non-clients, raising awareness of protocols;
   - A and TSI events to be represented in an events calendar;
• Children’s and young people’s services (book lists, core displays, links to other agencies for outreach, such as KYC and Indigenous Child Care Links).

3. Staffing
• Cultural awareness training for staff must be specific to A and TSI issues, not bundled into generic presentation;
• Induction for new staff should include A and TSI training;
• Consideration of Indigenous Biz Unit as a special interest service and staff focus group (similar to Kids Biz);
• Staff appraisal should include A and TSI cultural awareness and success building A and TSI relationships;
• A and TSI staff make important contributions to community engagement.

4. Management of A and TSI resources should include:
• Annual audit of collection with the aim to build holdings to 3% over next three years;
• Review allocation of A and TSI subject headings re: ability to collect accurate collection information;
• Review progress of collection building strategy, annually;
• Koori Mail and Murri Views newspapers available at all branches.

5. Relationship building
• Opportunities exist for specialist library staff to build relationships with A and TSI organizations;
• Opportunities exist to work closely with Moreton Bay Regional Council – Caboolture District’s Community Development Unit to deliver common goals in the public arena.

6. Raising awareness
• Explore ways to continue to raise A and TSI profile across library service inclusively using the 3% population base as a minimum benchmark, for example in Book Club selection, Local History, Children’s and Young People’s activities and Adult Learning opportunities;
• Establish A and TSI Library Reference Group to inform future library initiatives.
## 10. Action Plan

### Engaging Aboriginal and Torres Strait Islander Communities

**LIBRARY SUPPORT SERVICES (DISTRICT-WIDE)**

<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSONS RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create protocols – accessible language and practical</td>
<td>Encourage consistent quality service</td>
<td>Consultant Staff Development Officer</td>
<td>Community Development Unit (CDU)</td>
<td>Feb 2008</td>
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<tr>
<td>Additional Information: Protocols submitted in final report</td>
<td>Awareness raising to occur through staff newsletter, induction and staff in-service training</td>
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<td></td>
</tr>
<tr>
<td>Promote library resources and services to Aboriginal and Torres Strait Islander Communities</td>
<td>Promote awareness of available resources, services, projects and events</td>
<td>Community Services Librarian Branch Operations Coordinator Branch Librarians Life-long Learning Coordinator Consultant Multicultural Liaison Officer</td>
<td>CDU Aboriginal and Torres Strait Islander organisations</td>
<td>On-going</td>
</tr>
<tr>
<td></td>
<td>Encourage community engagement between Aboriginal and Torres Strait Islander Communities and library services</td>
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<tr>
<td>Additional Information: Promotion to occur in variety of formats- hard copy (booklists, brochures etc.), web – site, and personal contact</td>
<td>Aboriginal and Torres Strait Islander resource level in library collection to increase systematically to 3% of total collection as part of Library Collection Development Policy. Community Services Librarian to attend Murri Network meetings and talk about what it happening in the library – current events and resources</td>
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</tbody>
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| **Develop Murri Newsletter** | Provide information of District-Wide benefit | Life-long Learning Coordinator  
In association with Aboriginal and Torres Strait Islander organisations | CDU | On-going |
|----------------------------|---------------------------------------------|----------------------------------------------------------------------------|-----|--------|

Additional Information: Murri Network newsletter (E-bulletin) currently produced and promoted by CDU provides means of informing and connecting the local community.

<table>
<thead>
<tr>
<th><strong>Research funding/grant options</strong></th>
<th>Provide funding for future projects and events</th>
<th>Community Services Librarian</th>
<th>On-going</th>
</tr>
</thead>
</table>

| **Create core rotating display of Aboriginal and Torres Strait Islander resources** | Promote awareness of Aboriginal and Torres Strait Islander resources  
Increase visibility of Aboriginal and Torres Strait Islander resources  
Improve access to Aboriginal and Torres Strait Islander resources  
Collection development tool | Children's Services staff  
Community Services Librarian  
Branch Librarians | Library staff  
Multicultural Liaison Officer | July 2008 |
|-------------------------------|---------------------------------|-----------------------------|-------------|

Additional Information: Three branches coordinated to participate in 2008. The project will continue into 2009.

| **High profile Aboriginal and Torres Strait Islander storytellers and presenters for library events** | Build relationships between Aboriginal and Torres Strait Islander Arts Communities and library  
Build quality events calendar | Children's Services staff  
Community Services Librarian  
Branch Librarians | 2008 events organised  
Project is ongoing |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------|-----------------------------|

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### Additional Information:
Quality events calendar is a vehicle for continued Aboriginal and Torres Strait Islander engagement.
Touring exhibitions can be sourced from SLQ, Alison Wishart, Exhibition Curator, Public Programs, State Library of Queensland, alison.wishart@slq.qld.gov.au

<table>
<thead>
<tr>
<th>Create and distribute information request forms for use at Murri network and relevant meetings</th>
<th>Develop relationships between Aboriginal and Torres Strait Islander Communities and Library Information Services</th>
<th>Reference Services</th>
<th>CDU</th>
<th>March 2008</th>
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<tbody>
<tr>
<td></td>
<td>Improve access to information and encourage use of library facilities, services and resources</td>
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<tr>
<td></td>
<td>Collection development tool</td>
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Additional Information: Flyer/Information Request form created and distributed to Murri Network participants for review.

<table>
<thead>
<tr>
<th>Explore local history options – <strong>Oral History</strong></th>
<th>Preserve and provide access to Aboriginal and Torres Strait Islander history as told by local Aboriginal and Torres Strait Islander Communities</th>
<th>Local Studies</th>
<th>On-going Aboriginal and Torres Strait Islander community consultation</th>
<th>Project Based</th>
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<tbody>
<tr>
<td>TASK</td>
<td>PURPOSE</td>
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<tr>
<td>Create welcoming space for Aboriginal and Torres Strait Islander Communities</td>
<td>Provide comfortable space for Aboriginal and Torres Strait Islander Communities to meet</td>
<td>Branch Services Coordinator Central Branch Coordinator</td>
<td>Life-long Learning Coordinator</td>
<td>March 2008</td>
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<tr>
<td></td>
<td>Provide welcoming library environment</td>
<td></td>
<td>Community Services Librarian</td>
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<tr>
<td></td>
<td>Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
<td></td>
<td>On-going Aboriginal and Torres Strait Islander community consultation</td>
<td></td>
</tr>
<tr>
<td>Name Aboriginal and Torres Strait Islander community space</td>
<td>Create sense of ownership</td>
<td>Branch Services Coordinator Central Branch Coordinator</td>
<td>Aboriginal and Torres Strait Islander Communities</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Encourage community engagement</td>
<td></td>
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<tr>
<td>Additional Information: Currently being discussed by local community</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Create ritual object/or artwork for community space</td>
<td>Provide cultural focus</td>
<td>Branch Services Coordinator Central Branch Coordinator</td>
<td>Aboriginal and Torres Strait Islander Communities</td>
<td>March 2008</td>
</tr>
<tr>
<td>Additional Information: Local artwork was sourced through Expression of Interest process.</td>
<td></td>
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</tr>
<tr>
<td>Build relationships with Aboriginal and Torres Strait Islander child care groups</td>
<td>Continue relationships between Aboriginal and Torres Strait Islander Communities and Children’s Library Services</td>
<td>Children’s Services staff Community Services Librarian</td>
<td>Aboriginal and Torres Strait Islander child care groups</td>
<td>2008</td>
</tr>
</tbody>
</table>
| **Engaging Aboriginal and Torres Strait Islander Communities:**  
<table>
<thead>
<tr>
<th><strong>A Caboolture District Libraries Project</strong></th>
<th>Community Consultant: Gail Robinson 2007</th>
</tr>
</thead>
</table>
| **Encourage participation in library activities**  
  Provide opportunity for library membership |  |
| **Additional Information:** Sessions for Aboriginal and Torres Strait Islander Born2Read, general storytelling and NAIDOC storytelling organised for 2008. |  |
| **Separate Aboriginal and Torres Strait Islander resources from collections and display** | **Promote awareness of Aboriginal and Torres Strait Islander resources**  
  Increase visibility of Aboriginal and Torres Strait Islander resources  
  Improve access to Aboriginal and Torres Strait Islander resources  
  Collection Development tool | **Branch Services Coordinator**  
  **Central Branch Coordinator** | **Central Library staff** | **March 2008** |
| **Additional Information:** Permanent display areas organised in and around welcoming space in Caboolture Central Library. |  |
| **Purchase subscriptions to Indigenous newspapers like Koori Mail and Murri Views** | **Provide accessible, up-to-date information relevant to local community** | **Branch Services Coordinator** |  | **Annual subscriptions** |
| **Comments:** Subscriptions for all branches organized. *National Indigenous Times* being sourced for Caboolture Central and Bribie Island Libraries. |  |
| **Review current projects and services** | **Ensure relevant community engagement and quality service provision** | **Branch Services Coordinator** | **Caboolture District Library staff and specialist service providers** | **December 2008** |
## BRIBIE ISLAND LIBRARY

<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
</table>
| Build partnerships with local Aboriginal and Torres Strait Islander organisations – Aboriginal and Torres Strait Islander Playgroup, Respite Care | Create welcoming library environment  
Encourage community engagement with library | Branch Librarian            | Aboriginal and Torres Strait Islander Communities | Space provided for local playgroup |

Additional Information: Local Aboriginal and Torres Strait Islander Playgroup has currently ceased operation. Library staff continue to remain in touch with key personnel. Space is available when needed.

| Develop Artist-In-Residence concept | Encourage relationship with Aboriginal and Torres Strait Islander Arts Communities  
Display a quality artwork that represents local communities | Community Services Librarian  
Branch Librarian | Branch Services Coordinator  
Aboriginal and Torres Strait Islander Communities and local organisations | 2008 |

Additional Information: Funding is currently being sourced.

| Promote Aboriginal and Torres Strait Islander resources, library services and events | Provide a welcoming library environment | Branch Librarian          | Community Services Librarian  
Branch Services Coordinator | 2008 |
| Create displays of Aboriginal and Torres Strait Islander resources and artworks, provide information sharing opportunities, and promote library services – particularly when Murri Network meets | Promote respect and awareness of Aboriginal and Torres Strait Islander culture | Increase visibility of Aboriginal and Torres Strait Islander resources and improve access | Collection development tool |

Additional Information: Aboriginal and Torres Strait Islander art exhibitions planned to coincide with Murri Network meetings to add additional exposure for emerging artists. Displays organised to become a feature of all future Murri Network meetings allowing resources to be promoted to a wide range of community and service providers.
<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal and Torres Strait Islander Artists of the Month (Priority 1-staff)</td>
<td>Create welcoming library environment</td>
<td>Branch Librarian</td>
<td>Community Services Librarian</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Encourage community engagement with library</td>
<td>Life-long learning Coordinator</td>
<td>Aboriginal and Torres Strait Islander Communities and local organisations</td>
<td></td>
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<tr>
<td></td>
<td>Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
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<tr>
<td>Additional Information: Listing of local Aboriginal and Torres Strait Islander artists initiated.</td>
<td></td>
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</tr>
<tr>
<td>Aboriginal and Torres Strait Islander Artwork workshop (Priority 2-staff)</td>
<td>Encourage community engagement with library</td>
<td>Life-long Learning Coordinator</td>
<td>Community Services Librarian</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
<td></td>
<td>Aboriginal and Torres Strait Islander Communities and local organisations</td>
<td></td>
</tr>
<tr>
<td>Additional Information: Listing on interested presenter to be developed through community engagement process.</td>
<td></td>
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<tr>
<td>Purchase more Aboriginal and Torres Strait Islander Junior Easies about Dreamtime</td>
<td>Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
<td>Children’s Services staff</td>
<td>Community Services Librarian</td>
<td>2008</td>
</tr>
<tr>
<td>Engage Aboriginal and Torres Strait Islander storyteller and promote</td>
<td>Increase visibility of Aboriginal and Torres Strait Islander resources</td>
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<td></td>
<td>Improve access to Aboriginal and</td>
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<tr>
<td>Task</td>
<td>Responsibility</td>
<td>Due Date</td>
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<tr>
<td><strong>Aboriginal and Torres Strait Islander story time session in What's On and Council “Moreton Living” magazine (Priority 3-staff)</strong></td>
<td>Torres Strait Islander resources Collection development tool</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Additional Information: NAIDOC storytellers and Aboriginal and Torres Strait Islander resources currently being sourced.</td>
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</tr>
<tr>
<td><strong>Source and distribute to libraries an Aboriginal and Torres Strait Islander newspaper e.g. Koori Mail or Murri Views (Priority 4-staff)</strong></td>
<td>Promote respect and awareness of Aboriginal and Torres Strait Islander culture Increase visibility of Aboriginal and Torres Strait Islander resources Improve access to Aboriginal and Torres Strait Islander resources</td>
<td>Branch Services Coordinator March 2008</td>
<td></td>
<td></td>
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<tr>
<td>Additional Information: As per Caboolture Central Library task.</td>
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<tr>
<td><strong>Create an Aboriginal and Torres Strait Islander welcoming space to promote Aboriginal and Torres Strait Islander culture and encourage community awareness. Display Flags</strong></td>
<td>Create welcoming library environment Encourage community engagement with library Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
<td>Library management and Branch management Community Services Librarian Aboriginal and Torres Strait Islander Communities March 2008</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contribute to discussions on outreach services as part of Community Library Service</td>
<td>Share learning experiences RE: Encouraging community engagement with library Promoting respect and awareness of Aboriginal and Torres Strait Islander Culture</td>
<td>Biz Units Staff meetings</td>
<td>Library staff Aboriginal and Torres Strait Islander Communities</td>
<td>On-going</td>
</tr>
</tbody>
</table>

**Additional Information:** As per Encouraging Sustainability tasks.

| Research and promote Sports Library through Aboriginal and Torres Strait Islander contacts Promote equipment through primary school project | Provide resources which reflect the diverse nature of Caboolture District Promote awareness and encourage use of Sports Library | Branch Librarian | Branch Services Coordinator Life-long Learning Coordinator | 2008 |

**Additional Information:** Useful contacts -
- Sports and Recreation Indigenous Advisor – Frances Renouf Tel: 32474224.
- Primary After School Sport Program (PASS) – Bevan Canning or Deon Bird Tel: 38704355
- BlackBase - Gaaala Watson Tel: 3333 3331

<p>| Include 2 – 3 A and TSI titles in Book Club List | Expand range of titles available to book club members Raise awareness of Aboriginal and Torres Strait Islander authors and library resources Provide resources that reflect community diversity | Branch Librarian responsible for Book Clubs | Community Services Librarian |  |</p>
<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create welcoming space for Aboriginal and Torres Strait Islander Communities</td>
<td>As per Caboolture Central Library</td>
<td>Branch Librarian</td>
<td>Aboriginal and Torres Strait Islander Communities</td>
<td>2008</td>
</tr>
<tr>
<td>Follow-up opportunities with Murriajabree and Let’s Read for children’s activities</td>
<td>Linking into community funding and promoting library as community space</td>
<td>Let’s Read Team Branch Librarian</td>
<td>Aboriginal and Torres Strait Islander Communities</td>
<td>2008</td>
</tr>
</tbody>
</table>
### NARANGBA LIBRARY

<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
</table>
| **Provide series of high profile events utilizing Aboriginal and Torres Strait Islander speakers** | Create welcoming library environment  
Promote respect and awareness of Aboriginal and Torres Strait Islander culture  
PROMOTE INCLUSION IN LIBRARY PROJECTS  
Provide quality events for local community | Branch Librarian | Community Services Librarian  
Local Aboriginal and Torres Strait Islander Communities | 2008       |

Additional Information: Currently following up contacts for *Rugby Reads* and sourcing details from SLQ on 2008 touring exhibitions.

| DEVELOP/SOURCE DISPLAYS ON TOPICAL ISSUES | As above  
Provide up-to-date information on topics of interest to the local community | Branch Librarian | Community Services Librarian  
Local Aboriginal and Torres Strait Islander Communities | 2008       |
### WOODFORD LIBRARY

<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source Aboriginal and Torres Strait Islander Author presentations for book clubs</td>
<td>Provide quality presentations that reflect the diverse backgrounds of people in Caboolture District</td>
<td>Branch Librarian Branch Librarian responsible for Book Clubs Library Marketing Coordinator</td>
<td>Community Services Librarian Local Aboriginal and Torres Strait Islander Communities</td>
<td>2008</td>
</tr>
<tr>
<td>Create welcoming space with artworks for Aboriginal and Torres Strait Islander Communities</td>
<td>Create welcoming library environment Promote respect and awareness of Aboriginal and Torres Strait Islander culture</td>
<td>Branch Librarian</td>
<td>Community Services Librarian</td>
<td>2008</td>
</tr>
</tbody>
</table>

Additional Information: Listing of local Aboriginal and Torres Strait Islander artists initiated.

### Link with Woodford Correctional Centre staff re: culturally appropriate resources in bulk loan and interest in adult literacy resources

<table>
<thead>
<tr>
<th>PURPOSE</th>
<th>PERSON RESPONSIBLE</th>
<th>NETWORKING</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide resources which reflect the interests and needs of recipients</td>
<td>Community Services Librarian</td>
<td>Community Services Librarian Library staff responsible for Bulk Loans Branch Operations Coordinator Woodford Correction Centre staff</td>
<td>2008</td>
</tr>
</tbody>
</table>

Additional Information: Library staff responsible for bulk loans currently reviewing processes with Woodford Correctional Centre staff.
## ENCOURAGE SUSTAINABILITY

<table>
<thead>
<tr>
<th>TASK</th>
<th>PURPOSE</th>
<th>RESPONSIBLE PERSON</th>
<th>INTERNAL AND EXTERNAL NETWORKS</th>
<th>TIMEFRAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning circle review of project</td>
<td>Include Aboriginal and Torres Strait Islander communities in evaluation of project</td>
<td>Consultant</td>
<td>Aboriginal and Torres Strait Islander Communities and local organisations</td>
<td>May 2008</td>
</tr>
</tbody>
</table>

Additional Information: Staff survey to be collected as per grant.

| Continue to work with and build relationships with Aboriginal and Torres Strait Islander Communities | Understand and deliver information services best suited to Aboriginal and Torres Strait Islander individuals, families and communities | Community Services Librarian Branch Operations Coordinator Branch Librarians Life-long Learning Coordinator | CDU | Ongoing |
| Share learning experiences across library services | Grow and improve service | Branch Operations Coordinator | Branch Librarians Community Services Librarian Life-long Learning Coordinator Multicultural Liaison Officer | December 2008 |
11. ACKNOWLEDGEMENTS

Original artwork on cover and in strips has been digitally re-mastered from a painting by Gene Blow. This artwork features in Caboolture Central Library’s Welcoming Place. For the methodology for choosing the Caboolture Central Branch Library’s Welcoming Place artwork (see Appendix 9).

This project was originally called an Indigenous engagement project and in some Appendixes remains so-called. However as the consultation revealed preference for the term “Aboriginal and Torres Strait Islander” as opposed to “Indigenous” (Caboolture Aboriginal and Torres Strait Islander Accord, 2000), the title of the project has been amended.

Appendix 1: PROJECT TIME FRAMES

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment of Project Coordinator</td>
<td>June 2007</td>
</tr>
<tr>
<td>Commencement of Project Coordinator</td>
<td>July 2007</td>
</tr>
<tr>
<td>Consultation with Library Management</td>
<td>April-Dec 2007</td>
</tr>
<tr>
<td>Consultation with ATSI Library Staff</td>
<td>July-Nov 2007</td>
</tr>
<tr>
<td>Consultation with Branch staff and Management</td>
<td>July-December 2007</td>
</tr>
</tbody>
</table>
| Caboolture District Aboriginal and Torres Strait Islander Communities in Partnership Council Meeting | 31 July: Murri Network Meeting  
1 Aug: Murri Partnership Council Meeting |
| Involvement in NAIDOC celebrations                                   | July 2007           |
| Community consultation                                               | August-Nov 2007     |
| Final events / project launch                                        | Nov 2007            |
| Final Report                                                         | Dec-Jan 2008        |
Appendix 2: SUMMARY OF STATISTICS: CABOOLTURE DISTRICT

3029 Indigenous population – 2.3%

Deception Bay and Caboolture Central areas have the highest numbers of Indigenous residents. In Caboolture District there are 378 Indigenous children under 4, 841 Indigenous children between 5 and 14 years, 342 are between 15 and 19 years, 449 are between 20 and 29 years, 429 are between 30 and 39 years, 290 are between 40 and 49 years, 222 are between 50 and 64 years, while 79 Indigenous people are aged 65 years and older.

Census figures for Indigenous populations are often unreliable but they do give us a base figure to explore our understandings of client base.

A quick analysis reveals higher percentages of children, and many library staff have commented on children being the easiest group to direct services and outreach too, and using this outreach as a way of reaching extended family.

- Banksia Beach – 49 Indigenous residents 1%
- Bellara – 66 Indigenous residents 2%
- Bellmere – 38 Indigenous residents 1.6%
- Booroobin – 16 Indigenous residents 3.8%
- Burpengary – 229 Indigenous residents 1.8%
- Caboolture – 545 Indigenous residents 3.6%
- Caboolture South – 186 Indigenous residents 4.4%
- Deception Bay – 602 Indigenous residents 3.4%
- Delaney’s Creek – 15 Indigenous residents 3%
- Donnybrook – 11 Indigenous residents 2%
- Elimbah – 4 Indigenous residents 0.6%
- Godwin Beach – 11 Indigenous residents 3%
- Meldale – 3 Indigenous residents 1.2%
- Moorina – 10 Indigenous residents 2.6%
- Morayfield – 349 Indigenous residents 2%
- Mt Mee – 9 Indigenous residents 2.3%
- Narangba – 165 Indigenous residents 1.3%
- Neurum – 17 Indigenous residents 2.6%
- Ningi – 71 Indigenous residents 2.9%
- Rocksberg – 0 Indigenous residents
- Sandstone Point – 48 Indigenous residents 1.4%
- Stanmore – 6 Indigenous residents 2.7%
- Stony Creek – 4 Indigenous residents 1%
- Toorbul – 6 Indigenous residents 0.7%
- Upper Caboolture - 32 Indigenous residents 1.3%
- Wamuran – 33 Indigenous residents 1.6%
- Woodford – 193 Indigenous residents 7.2% (note Woodford Correction Centre influence)
- Woorim – 50 Indigenous residents 3.1%
The consultant and the Life-long Learning Coordinator visited all libraries during NAIDOC WEEK, July 2007. All had some displays, while Deception Bay and Caboolture Central also presented public forums, which is indicative of their larger Aboriginal client base. The displays varied in content and effectiveness, but all had some degree of public presence. Both public presentations were very well received. Deception Bay Library’s Learning Circle attracted over 70 participants, despite very cold and windy weather. It was organized by Murriajabree in partnership with the Caboolture Shire Libraries’ “Living in Harmony” project and supported by the Life-long Learning Coordinator. Food is always an important component of Murri get-togethers.

Caboolture Central Library’s presentation was by Alan Parsons, a local artist, whose artworks remained on display. Deception Bay also built on the Let’s Read project by presenting an Indigenous art workshop for children prior to NAIDOC Week.

It seems important from the beginning to note that A and TSI engagement has a number of components:

- Services that are targeted towards A and TSI clients;
- Services that are targeted towards A and TSI communities regardless of library usage;
- Services that are presented to A and TSI and non A and TSI clients;
Engaging Aboriginal and Torres Strait Islander Communities:
Caboolture District Libraries Project
Community Consultant: Gail Robinson 2007

- Services that are presented to A and TSI and non A and TSI clients regardless of library usage;
- A and TSI staffing;
- Library management and strategic inclination towards A and TSI engagement;
- Last but probably most important, A and TSI community relationships through recognised community groups and relationships into this community through personal interaction.

Caboolture Central Library consultation notes:
- Australian, Aboriginal and Torres Strait Island flags are on permanent display;
- Many creative ways to influence space, note graffiti artworks on window also reduces western sun impact;
- Library sits in middle of Town Square that feels like an expanse of concrete;
- Pods established but comments that mirrored glass entrance/workspace makes entrance feel uncomfortable;
- Life-long Learning Coordinator has important position as A and TSI networker within organization (he works from Library Support Services). However this is only a two-year project contract position.

Deception Bay Library consultation notes:
Deception Bay Library has some great A and TSI artworks on permanent display. Deception Bay Library has one Indigenous staff member with good relationships in local area.

Indigenous staff noted:
- It is good to link NAIDOC activities across the library service;
- It would be good to have an A and TSI focussed area within the library, open to all but stocked with A and TSI resources and inviting…looking good;
- There needs to be a budget and team devoted to the Indigenous Biz Unit;
- A and TSI activities need to be given strategic priorities as there are many demands on staff time;
- Murri newsletter links communities and libraries and is an information service but is difficult to maintain within current staffing;
- Job descriptions/appraisals need to take into account A and TSI experience as a specialty and build on the opportunities this knowledge offers;
- Indigenous staff have strengths that management can promote.

The Branch Librarian commented:
- Branch Librarian’s job description includes community engagement and outreach. Other staff job descriptions include supporting the Branch Librarian to achieve goals and outcomes of the library service and branch, including outreach,
- Let’s Read has offered engagement outreach to local A and TSI community.

Burpengary Library consultation notes:
Branch Librarian commented on the small number of A and TSI library users.
Noting:
- Burpengary Library is in the midst of change/renovations as pods replace main desk;
- There is a large outdoor area that could have A and TSI presence;
- Burpengary hosts the Sports Library, which could be expanded/promoted to include A and TSI materials;
- There is no Murri organization in Burpengary;
- Staff want to do outreach but questions how to balance this with other work demands.

**Woodford Library consultation notes:**
Woodford has an amenable inner space and two staff. First consultation process included Indigenous staff person who commented on being a Koori from NSW and not always feeling accepted by local Murri community, although she has held voluntary positions on local ATSI organization.

Woodford staff commented:
- Woodford is seen as a long way from Caboolture and lacks access to services;
- Not a lot of local A and TSI people come in but they have noticed Woodford Correction Centre inmate’s families who move to the area will come to see what is on offer;
- Consultant noted 97 A and TSI males and 0 females (20 to 29 years) on Census probably indicates male Correctional Centre population;
- Woodford Library hosts two Born to Read programs a year;
- Woodford Library holds regular story time for 0 to 3 years (children don’t know rhymes);
- There are two book-clubs – mostly women;
- It would be good to have A and TSI space and artworks;
- Identify two important local Indigenous families and it would be great to have an oral history program with them or an inter-generational one working with school children but building to make connections with extended families;
- Recent conference gave them plenty of ideas - need to build a data base of local A and TSI history - information and photos, local paper content;
- Woodford has a sense of isolation – ‘too far away’.

**Bribie Island Library consultation notes:**
Bribie Island library has a wonderful ambience. The meeting room is accessed through the library and is used for Murri Network meetings.

Staff noted:
- A and TSI clients use computers often for resumes etc., as well as books and DVD’s;
- NAIDOC Week activities included Aboriginal storyteller whom they found through a regular borrower;
- There are a number of large walls that would suit A and TSI artworks;
- Would like to paint handprints around children’s toy cupboard;
- Outdoor area is a good size but a bit plain, adjacent to children’s area;
- Regular “Artist of the Month” space;
- Simultaneous storytelling happens in September - could invite A and TSI playgroup;
- Staff are really interested in feedback and would like opportunity to interact with Murri Network;
- Inter-cultural workshop 24 July 10.00am -11.30am.
Engaging Aboriginal and Torres Strait Islander Communities: 
Caboolture District Libraries Project 
Community Consultant: Gail Robinson 2007

Narangba Library consultation notes:
Library is in shopping centre. Interesting interior, used to be hotel/bottle shop. Building has high ceilings so feels roomy but floor space is an issue.

Branch Librarian and senior library staff commented on:
- The importance of local relationships, for example Robert Stuurman;
- The value of the library as a safe and neutral environment;
- That A and TSI awareness raising had importance for the wider community;
- That proximity to schools/child care meant easy to work in with;
- Remembered previous Caboolture Central Library display on “Stolen Generation”;
- Thought high profile event with sports people (Gordon Tallis, Steve Renouf, Patrick Johnson) with Dad’s and Boy’s Reading focus would work and space could accommodate up to 100;
- Previous experience of these events;
- Explore language and place names- Narangba means small ridge;
- Bush Tucker Chef – Dale Chapman or Traditional Healing would be of interest.

Outreach Services:
Local history librarian noted:
- Local History unit has undertaken previous oral history projects and has established relationships with CSIT and QUT;
- Voice recorder available;
- Oral history workshops planned;
- Still shots linked with voice are more easily produced and accessed than DVD’s that require editing etc.

Outreach Youth Project to KYC:
- Project established through links between Craig and QUT-Creative Industries;
- Involves other Youth Service staff, who noted that he saw the value in it because the final performance, in library, would bring young A and TSI people who have done workshops in community space into the library;
- Project is based on multi-media jam and using young people as mentors;
- KYC has 170 young people and 40/50 regularly attend each day. Used as a venue for alternative education.

Life-long Learning Coordinator noted:
- He envisaged Elder’s corners in library venues as a way of respecting A and TSI culture, expressing this to extended families and informing the wider community. The Learning circle at Deception Bay could be seen as a successful model of this exchange;
- There is a need to prove value of outreach re: justifying use of staff time;
- Great benefits in collaboration and partnerships to value add to outreach parameters e.g. performances can be at Learning Expo;
- Need to explore a variety of documentation models to share learnings;
Staff need flexibility and ways to re-interpret roles and responsibilities according to opportunities;
Protocols need to be established - e.g. blue cards if working with children, as well as Indigenous protocols;
Library Service has many venues/spaces that can be promoted for other agencies to use.

Staff at KYC (a local Youth group with an A and TSI focus) commented,

- The A and TSI community has lots of volunteers and a long history locally. It’s been a bit of a hard slog but this youth work is really paying off now. One-on-one relationships really work with young people.

Current learnings derived from consultation

Generally:
- Each Library is very different, in both staffing and physicality;
- Each Library serves very different communities;
- An A and TSI engagement project is an on-going engagement. Promotion will be vital as will management policy on strategic direction;
- Staff have good understandings of their libraries’ communities;
- Staff have pre-conceived ideas of the strategic importance of A and TSI outreach and make professional judgements in terms of time allocated to tasks daily;
- Life-long Learning Coordinator is pivotal in whole of Shire A and TSI activities and this is not a permanent position.

Specifically:

Caboolture Central Library has opportunities to
- Explore creative ways to influence space with A and TSI artworks especially in the entrance precinct;
- Construct an Elder’s corner with associated activities and promote this program;
- Explore ways to deliver local history content through data-bank to other libraries such as Woodford.

Deception Bay Library has opportunities to
- Develop on-going relationship with Murriajabree including future planning for partnership projects;
- Develop an A and TSI specific area within the library and to promote A and TSI resources and services and activities;
- Indigenous Biz Unit could plan for Shire-wide program delivery;
- Budget allocation may enhance possibilities of attracting other partners such as Community Renewal;
- Staff have high levels of expertise and relationships in A and TSI areas;
- Murri newsletter, as a way of providing information has Shire-wide benefit.

Burpengary Library has opportunities to
- Expand the Sports Library to include A and TSI resources and then promote this through a primary school project;
• Create an A and TSI space to promote mainstream community awareness, including creating more intimate seating to promote shared conversations…currently eye contact is avoided in most areas;
• Contribute to discussions on outreach services as part of Community Library Service.

Narangba Library has opportunities to
• Build on the value of the library as a safe and neutral environment, with a series of A and TSI awareness events including high profile event with sports people aimed at men and boys and reading and day-time events such as Bush Tucker Chef – Dale Chapman or Traditional Healing;
• Display on “Stolen Generation” (Cory Walker put it together);
• Display linked to local history through place names and working with local people, such as Robert Stuurman;
• Promote A and TSI awareness and engagement through the promotion of the above activities;
• Share learnings on these activities with other libraries to duplicate across Shire at other times.

Bribie Island Library has opportunities to
• Build on partnership opportunities with local A and TSI organizations such as the A and TSI playgroup or A and TSI respite service through current relationships;
• Explore promotion of internet services to A and TSI clients;
• Explore an Artist in Residence project;
• Create Elders’ corner in association with Artist in Residence project;
• Create a program to include Elders currently meeting regularly at A and TSI respite service.

Woodford Library has opportunities to
• Build and learn from Indigenous staff experience;
• Explore an inter-generational A and TSI family history project;
• Deliver ways to link families with inmates in Woodford Correctional Centre, talking circles etc.;
• Explore A and TSI author presentations to book clubs. This might be applicable across the Shire;
• Create an A and TSI welcoming space with artworks;
• Begin discussions to build a data base of local A and TSI history - information and photos, local paper content - also applicable across the Shire.

Outreach Programs offer opportunities to
• Demonstrate the value of partnerships and the chance to build on success;
• Demonstrate the importance of A and TSI relationships and trust as an on-going component of A and TSI engagement;
• Demonstrate the need for on-going staff commitment to build A and TSI community relationships and trust;
• Raise the libraries’ profile and service potential to non-users;
• Offer experiential learning to library staff on the value of outreach partnerships as value-adding and collegial sharing to broaden expectations;
• Have on-going conversations with A and TSI organizations to understand and deliver information services best suited to A and TSI communities, families and individuals.
This report covers my initial consultation; the next phase incorporates talking with Indigenous library staff, A and TSI organizations, A and TSI families and individuals to assess their perspectives on engagement options.

After that, I expect to prioritize, in consultation with library management, and develop an action plan in order to conduct action research on the A and TSI engagement strategy.

Note:
Hard copy Census statistics for the local area were delivered with hard copy report.

Appendix 4: CONSULTATION NOTES USED AS BASIS FOR SEPTEMBER 2007 INTERIM REPORT

Consultation has now taken place between Library staff, A and TSI community representatives and individuals. The project has also been discussed at the Caboolture Murri Network meeting and the Branch Librarians’ meeting.

As noted previously

- Each Library is very different, in both staffing and physicality;
- Each Library serves very different communities;
- An A and TSI engagement project is an on-going engagement. Promotion will be vital as will management policy on strategic direction;
- Staff have a good understanding of their libraries’ communities;
- Staff have pre-conceived ideas of the strategic importance of A and TSI outreach and make professional judgements in terms of time allocated to tasks daily;
- Life-long Learning Coordinator is pivotal in whole of Shire A and TSI activities and the Life-long Learning Coordinator is not a permanent position. There are risks in relying too heavily on temporary staff.

Discussions indicate that “doing” is an important way to learn and already staff are actively seeking ways to contribute to A and TSI issues that are seen arising in the community library context. I will continue to play an active role to support the development of the following in order to engage staff with the learnings that these opportunities provide. However, where possible and practical I will encourage staff to be the leaders in these actions.

Interim recommendations:

- Each library with Caboolture District Library Service develops a welcoming space that is focussed on A and TSI resources. This space should be visible, culturally sensitive, promoting aspects of A and TSI culture. Libraries’ staff should work together to achieve this outcome in consultation with local A and TSI community where viable;
- Each library should have at least one specific project to act as a vehicle to explore ways to connect and serve local A and TSI community;
- Source and distribute to libraries an A and TSI newspaper like Koori Mail or Murri Views;
• Review ways in which some budgetary commitments can be allocated to the following projects;
• Work with Life-long Learning Coordinator to develop options for cultural awareness training for staff;

**Caboolture Central Library**
• Explore creative ways to transform space with A and TSI theme in the entrance precinct, including creating an “Elders’ corner” with associated activities and promote this program;
• Explore RADF as a way to create a ritual object as a focus for this area;
• Negotiate with other areas in Council to extend this space into outdoor public spaces;
• Explore ways specialist staff can contribute to project. Specifically Information Services Librarian working alongside Life-long Learning Coordinator and Murri Network to deliver a system for information exchange;
• Coordinate sharing of project learnings across the library network.

**Deception Bay Library**
• Develop on-going relationship with MurriaJabree including future planning for partnership projects including developing Murri newsletter, as a way of providing information with Shire-wide benefit. MurriaJabree has expressed an interest in coordinating this;
• Develop an A and TSI specific area within the library and promote A and TSI resources and services and activities;
• Staff have high levels of expertise and relationships in A and TSI areas, consolidate career path options.

**Burpengary Library**
• Expand the Sports Library to include A and TSI materials and then promote this through a primary school project. Discuss with Sports and Recreation Indigenous Advisor Frances Renouf;
• Contact Primary After School Sport Program (PASS) Bevan Canning or Deon Bird;
• Create an A and TSI welcoming space to promote mainstream community awareness, including A and TSI “Artist of the Month”. Look at current collection of A and TSI Junior Easies (in consultation with Children’s Services Librarian) and promote these if it is found that collection is sufficient, or purchase more if collection is not sufficient;
• Display local A and TSI information and newspapers;
• Contribute to discussions on outreach services as part of Community Library Service.

**Narangba Library**
• Build on the value of the library as a safe and neutral environment, with a series of A and TSI awareness events including high profile event with sports people aimed at men and boys (Rugby League Reads) and reading and day-time events such as Bush Tucker Chef – Dale Chapman or Traditional Healing;
• Develop/source displays on topical issues;
• Share learnings on these activities with other libraries across Shire.

**Bribie Island Library**

• Build on partnership opportunities with local A and TSI organizations such as the A and TSI playgroup or A and TSI respite service through current relationships;
• Create Elders’ corner in association with Artist in Residence project;
• Create a program to include Elders currently meeting regularly at A and TSI respite service;
• Look at ways to present library information to Murri Network when using library meeting room.

**Woodford Library**

• Explore A and TSI author presentations to book clubs. This might be applicable across the Shire;
• Create an A and TSI welcoming space with artworks.

**Consultation will continue with Library Support Services staff and Outreach Programs to:**

• Initiate discussions to explore local history options;
• Initiate discussions with Woodford Correctional Centre to better serve the needs of A and TSI inmates;
• Offer chances to reflect on current programs and their effectiveness for A and TSI community;
• Explore funding options for future projects;
• Continue on-going conversations with A and TSI organizations to understand and deliver information services best suited to A and TSI communities, families and individuals;
• Reflect outcomes from Queensland Aboriginal and Torres Strait Islander Library Services Resource Kit;

**Detailed results from current Aboriginal and Torres Strait Islander community consultation includes:**

**(Aunty Minnie Mace)**

• We need to sing-up the future of the project. BE POSITIVE and it will happen;
• It’s important for Aboriginal people to come together;
• We need to respect the Elders…collect their stories. Local History Librarian has a wealth of expertise…there’s Carmel and Tex Chapman and old Aunty Cynthia;
• We need to be careful not to wear people out;
• There could be opportunities to link with State Library of Queensland kuridhagun – Joanne Driessen might be able to do a photographic project;
• There’s important oral history such as Johnny Campbell, born in Woodford, bushranger for 11 years…adopted by Campbell’s the sawmill mob, even Eton educated…Carmel O’Brien was his mother;
• And the Mission mob- story of the walk to Cherbourg.
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(Alan Parsons)
- If we are to have the capacity to deliver bigger projects we need a core group of people with different skills;
- People become hesitant to commit from past experiences of over-commitment;
- You need to have support for participants;
- Name of things is important, e.g. Library or Resource Centre;
- Individuals have many different roles for example, I’m in Queensland Indigenous People with Disabilities Network and the Department Minister is looking at a new way of connecting to people in the community.

(Robert Stuurmann)
- Is a member of library service and uses the service irregularly/monthly;
- Robert works at the Oodgeroo Unit, QUT and commented that his clients are more academically inclined, whereas the library is more community focussed in its material;
- Robert often contributes artefacts or his paintings in traditional dot style for NAIDOC displays in the library;
- He suggests Elder programs where they come in for morning tea and talk to children as a useful outreach.

Aboriginal and Torres Strait Islander Respite Service (Waminda)
- Waminda is a HACC service for A and TSI clients. They have clients with a variety of literacy levels and they are not all elderly. Waminda has previously received withdrawn books from the library for their clients;
- They are interested in bulk loans especially sourcing A and TSI authors or A and TSI history;
- The HACC Coordinator doesn’t think her clients use the library and suggests they find it an intimidating space;
- Waminda is looking for ways to build partnerships and enhance communication;
- They are looking for computers and computer training for clients;
- They are always open to a “brilliant idea” like making their own books;
- They need plenty of time to organize their clients re: activities but would be interested in trips to Aboriginal Art Displays or State Library of Queensland kuril dhagan.

(Aunty Lesley Glover)
- Aunty Lesley is on the board of Murriajabree ATSI Assoc. Inc. She is a respected Elder, a grandmother and a regular library client. She noted there were some staff she preferred to deal with generally because of their demeanour, friendly face…she noted,"You just get favourites";
- Aunty Lesley commented that Murriajabree did have clients that would benefit from using a free information/recreational space such as a library offered, but she felt these people were not currently using the service.
She wasn’t sure what outreach services the library offered, but when Let’sRead was mentioned, agreed that they had been involved and were very happy with the outcomes;

To better improve services, Aunty Lesley suggested that the front person was very important and suggested cultural awareness training;

She thought a separate section for A and TSI material would be great as she often couldn’t find much...even though it is flagged;

She further commented that community needs to know what’s available.

Focus group meeting

A focus group meeting was attended by respected community members, A and TSI staff, library management and consultant Gail Robinson. Gail commented on current findings and noted that she needed to follow up on school links.

General Discussion occurred on the following:
The work Aunty Lynne was doing on social housing; the need to connect-up families; the need to keep families from trouble and thus reduce homelessness; the need to keep kids safe and the numbers of people needed to live in one house. Aunty Lynne is also the Indigenous representative on the Ministerial Community Forum.

General discussion continued on the Council of Elders and the differing roles of the library as a neutral, safe place and robust community discussions that reflected a healthy vibrant community. Aunty Lynne noted her desire and the need for a Medical Centre with allied health attached. It was agreed that there were around 3000 A and TSI people in the region and the new super-shire would serve over 5000, and there were virtually no health services with A and TSI focus.

There are a blending of issues that confront A and TSI people. There is a need for advocacy – how do you advance ideas.

It was noted that fragmentation and division exists from cultural dislocation without closure.

It was generally agreed that

- The library offered a neutral and safe place;
- The library could facilitate an Elders Corner where discussion could take place;
- That this space could be called PAMANYUNGAN (original name for Australia) Resource Centre;
- Resources currently interfiled and flagged could be promoted/housed adjacent to this area;
- This space could be found in all libraries but Caboolture Central Library should begin the process;
- That within this physical space, there could be spaces for sayings and quotes, A and TSI artwork and a ritual, symbolic object;
- There was the opportunity for the library to have discussions with relevant council departments and extend this space outside to public space areas;
- Participants should have travel funding/remuneration available as recognition of their commitment;
- The spaces should be ceremonially smoked and blessed;
Discussion on the ritual object focussed on Alan’s idea of a “sand-pit” where people brought earth/rocks from their traditional lands and blended it. This could be installed in Caboolture Central Library but a small portion could be installed in other spaces...encouraging people to feel they belong and creating a different concept of ownership and responsibility and respect;

There should be a monthly program of guest speakers on Aboriginal or Torres Strait Islander culture;

The library could investigate coordination/partnerships with Caboolture Shire Council’s Community Development Unit and Community Renewal;

The group identified Justice as an on-going discussion to begin the process;

The library was going to investigate RADF funding for the creation of a ritual artwork.

There were also comments regarding the importance of

- Song-lines;
- Two-way learnings;
- Oral history;
- Indigenous history of local area;
- Artwork opportunities such as Braille song-lines involving young people (KYC);
- If 3% of population is A and TSI then at least 3% of funding should be directed to these community issues /needs;
- Design process of ritual signifier being inclusive. “Sand pit” idea could be catalyst to promote connection to earth, culture and spirit;
- In past history, Bunya gatherings involved Tribal boundaries being transferred through ceremony and gathering;
- Some aspects regarding creation of A and TSI welcoming space being operational and processes needing to be achieved in consultation with A and TSI community.
The focus group also developed the following model:

**This model involves Local Government, State Government and Federal Government connections based on the ideal that the library is a safe and neutral space, freely available to all.**
Appendix 5: 10.5 LIBRARY SERVICES FOR ABORIGINAL PEOPLE & TORRES STRAIT ISLANDERS REVISED JAN 2008


10.5.1 OBJECTIVE
To actively consult and negotiate with Aboriginal people and Torres Strait Islanders to promote library and information literacy and to catalyse the development of public library services.

10.5.2 ISSUE STATEMENTS
10.5.2.1 Equity
It is the responsibility of government agencies and libraries to ensure that the resources and programs they design, develop and deliver assist in the prevention of marginalised sectors of the community due to inadequate distribution of information.

10.5.3 STANDARDS
10.5.3.1 Collection Development
Libraries hold a great deal of information about Aboriginal people and Torres Strait Islanders, histories, stories, genealogies, current issues such as land rights, native title, education, health and social issues (Aboriginal and Torres Strait Islander Recruitment and Career Development Strategy ALIA).

Preparation of collection development policies for the acquisition and management of these materials, which:

- ensure balanced collections by acquiring materials by, as well as that about, Aboriginal people and Torres Strait Islanders (Aboriginal and Torres Strait Islander Protocols, ALIA for ATSILIRN, 1994);
- facilitate appropriate access to libraries’ archives and information resources by Aboriginal people and Torres Strait Islanders;
- ensures appropriate content and perspectives in documentary materials, media and traditional cultural property;
- recognises the moral rights of Aboriginal people and Torres Strait Islanders as owners of their knowledge (Aboriginal and Torres Strait Islander Protocols, ALIA for ATSILIRN, 1994).

10.5.3.2 Outreach/Promotion
To ensure that people from Aboriginal and Torres Strait Islander backgrounds have access to library services, the library should:

- Conduct periodic need analysis surveys of user and non-user groups to assess the effectiveness and efficiency of the library in meeting the needs of Aboriginal people and Torres Strait Islanders;
- Consult and negotiate with local Aboriginal people and Torres Strait Islanders in regard to establishment and operation of library services for the community;
- Establish links with respected Aboriginal people and Torres Strait Islander members of the community in order to receive guidance and assistance in the consultation and negotiation process;
- Develop working relationships with government organisations and educational institutions concerned with the provision of services to Aboriginal people and Torres Strait Islanders e.g. ATSIP (Aboriginal and Torres Strait Islander Partnerships), ASSPA community groups, TAFE/secondary student groups;
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- Promote the availability of Aboriginal and Torres Strait Islander resources through community service announcements on radio, television, newspapers, brochures and library displays;
- Develop services which integrate the special cultural talents of Aboriginal people and Torres Strait Islanders, e.g. art displays, storytelling, dance performances;
- Facilitate the development of Aboriginal and Torres Strait Islander community keeping places (Aboriginal and Torres Strait Islander Protocols, ALIA for ATSILIRN, 1994).

10.5.3.3 Staffing
Libraries should seek to reflect the population distribution within the community they service by employing an appropriate ratio of Aboriginal and Torres Strait Islander staff (Aboriginal and Torres Strait Islander Recruitment and Career Development Strategy, ALIA).

Library staff should negotiate and consult with Aboriginal people and Torres Strait Islanders to implement cross-cultural awareness training strategies.

10.5.4 PERFORMANCE INDICATORS

(i) Consultation and negotiation with Aboriginal people and Torres Strait Islanders to ensure relevant collections and service provisions.
(ii) Ongoing staff cross-cultural awareness training.
SUBJECT: Aboriginal and Torres Strait Islander Protocol – Acknowledgement of Traditional Owners

1. Purpose

1.1 The purpose of this protocol is to acknowledge and demonstrate respect for Aboriginal and Torres Strait Islander people as the Indigenous peoples of Australia and recognise their ongoing ties with land and sea.

1.2 This policy outlines the guidelines established by the Queensland Government for all Queensland Government staff speaking at official Queensland Government business requiring acknowledgement of Aboriginal and Torres Strait Islander Traditional Owners.

2. Scope

2.1 This policy applies to all Queensland Government members and employees conducting Government business at events listed under clause 4.1.

3. Criteria

3.1 The wording to be used for acknowledgement of Aboriginal and Torres Strait Islander Traditional Owners is:

"I would like to respectfully acknowledge the Traditional Owners of the land (insert name of the Traditional Owner group if known and appropriate) on which this event is taking place."

A short pause should be taken after the acknowledgement as a sign of respect, before progressing with the remainder of the speech.

4. Operational Guidelines

4.1 This policy would apply to external public functions including:

4.1.1 Government organised, funded and co-funded functions
4.1.2 Queensland Government events and functions
4.1.3 Queensland Government sponsored conferences, seminars and workshops
4.1.4 Official launch ceremonies for Queensland Government policies, programs and services
4.1.5 Significant community engagement meetings, for example the Negotiation tables.

4.2 This will ensure appropriate acknowledgement of Aboriginal and Torres Strait Islander Traditional Owners at all relevant government-related events.
4.3 An internal business meeting would not require the acknowledgement of Aboriginal and Torres Strait Islander Traditional Owners.

4.4 The first speaker and all subsequent speakers, as appropriate, can also acknowledge the Aboriginal and Torres Strait Islander Traditional Owners.

4.5 Government members and employees are encouraged to research the identity of the Traditional Owners of the local area.

4.6 Should any Government employee be uncertain as to whether the Aboriginal and Torres Strait Islander Protocol applies to a specific function or event, advice should be sought from Protocol Queensland, Department of the Premier and Cabinet.

4.7 Organisers of Queensland Government hosted or funded events and functions should contact Corporate & Cultural Engagement Branch of the Office of the Aboriginal and Torres Strait Islander Partnerships, Department of the Communities to confirm the name, pronunciation and appropriateness to mention the name, of the relevant Aboriginal and Torres Strait Islander Traditional Owners of the land on which the event is taking place.

5. Other Relevant Information

5.1 A "Welcome to Country" is different to an acknowledgment of country in that it is a cultural practice performed by Aboriginal and Torres Strait Islander Elders or traditional owners and can be used to open significant events and formal functions. It is often used in tandem with the protocol of acknowledging traditional owners.

5.2 Some community-based meetings in the Torres Strait and in some mainland communities are opened with a prayer.

5.3 Government Officials responsible for organising an event and who require advice about the appropriateness of incorporating a "Welcome to Country" or a prayer at an event should refer to clause 6.1. These clauses identify appropriate contact officers for further advice.

6. Actions

6.1 Enquiries regarding this Aboriginal and Torres Strait Islander Protocol should be directed to:

The Director  
Protocol Queensland  
Department of the Premier and Cabinet  
Corporate & Cultural Engagement Branch  
Office of the Aboriginal and Torres Strait Islander Partnerships  
Department of Communities  
http://www.premiers.qld.gov.au/About_the_department/About_us/divsworkunits/governance/stateaffairs/Protocol_Queensland/
Appendix 7: FLAG PROTOCOL

  The Australian National Flag can be flown every day of the year.
  As the nation’s foremost symbol, the flag should be used with respect and dignity.
- More information on the Australian Aboriginal Flag and the Torres Strait Islander Flag can be found at http://www.itsanhonour.gov.au/symbols/otherflag.cfm

The **Australian Aboriginal flag** was first raised on 12 July 1971 at Victoria Square in Adelaide. It was also used at the Aboriginal Tent Embassy in Canberra in 1972.

The top half of the flag is black to symbolise Indigenous people. The red in the lower half stands for the earth and the colour of ochre, which has ceremonial significance. The circle of yellow in the centre of the flag represents the sun.

The Australian Aboriginal Flag is displayed at Aboriginal centres and is well recognised as the flag of Aboriginal peoples of Australia. It is flown during NAIDOC Week to celebrate and promote greater understanding of Indigenous peoples and culture and during National Reconciliation Week in recognition of 27 May as the anniversary of the 1967 Referendum which removed from the Constitution clauses that discriminated against indigenous Australians and 3 June as the anniversary of the High Court decision in the Eddie Mabo land rights case of 1992. Mr Harold Thomas from Northern Australia designed the flag. The Australian Aboriginal flag was proclaimed on 14 July 1995.

Permission is not required to fly the Australian Aboriginal flag.

**Torres Strait Islander Flag**

The **Torres Strait Islander flag** was adopted in May 1992 during the Torres Strait Islands Cultural Festival. The green panels at the top and bottom of the flag represent the land and the central blue panel represents the sea. The black lines dividing the panels represent the Torres Strait Islander people.

The centre of the flag shows a white *dhari* (dancer’s headdress) and is a symbol for all Torres Strait Islanders. Underneath the *dhari* is a white five-pointed star. The star is an important symbol for navigating the sea. The points of the star represent the island groups in the Torres Strait and white symbolises peace.

Permission is not required to fly the Torres Strait Islander flag.
Note: Display of A and TSI resources tends to indicate better borrowing (staff comments). Purchasing of junior fiction, junior easies, adult fiction and adult non-fiction especially written by A and TSI authors should be a priority as revealed by statistics below. I would recommend that the 3% population basis could be used as a minimum benchmark for collection development.

Using Keyword Search - Jan 2008
Keywords: Aboriginal, Aborigines, Indigenous
Total collection of titles Caboolture Shire Libraries: 137739
A and TSI titles generally: 1114 = 0.8%

With the following breakdown relating to age
1990-1999 – 407 items
2000-2007 – 346 items and
2003-2007 – 288 items

Central Library and Branch comparison
Caboolture Central: A and TSI titles – 571
can then be broken down to:

Adult fiction (AF) A and TSI titles = 17
= 0.15%
Adult non-fiction (ANF) A and TSI titles = 274 = 1.9%
Junior non-fiction (JNF) A and TSI titles = 96 = 2.45%
Junior easies (JE) A and TSI titles = 19 = 0.62%
Junior fiction (JF) A and TSI titles = 8 = 0.26%

A and TSI titles less than six years old- 170 (2003-2007)
which can then be broken down to:
AF – 8 = 0.16%
ANF – 68 = 1.74%
JNF – 39 = 3.74%
JE – 7 = 0.49%
JF – 5 = 0.40%

Note re all titles for Caboolture Central:
There are 4768 AF titles (total) less than 6 years old
There are 3916 ANF titles (total) less than 6 years old
There are 1042 JNF titles (total) less than 6 years old
There are 1428 JE titles (total) less than 6 years old
There are 1249 JF titles (total) less than 6 years old
Bribie Island Library: A and TSI titles- 120
which can then be broken down to:
11 AF = 0.14% 
115 ANF = 1.47% 
61 JNF = 3.3% 
19 JE = 1.18% 
4 JF = 0.23%
(not age limited):
7515 AF titles
7782 ANF titles
1839 JNF titles
1600 JE titles
Note RE: all titles for Bribie Island Library:
7515 AF titles
7782 ANF titles
1839 JNF titles
1600 JE titles
A and TSI titles less than six years old- 83 (2003-2007)
which can then be broken down to:
8 AF = 0.22%
26 ANF = 1.16%
10 JNF = 1.96%
3 JE = 0.39%
2 JF = 0.22%
Note re: all titles for Bribie Island Library:
There are 3597 AF titles (total) less than 6 years old
There are 2235 ANF titles (total) less than 6 years old
There are 509 JNF titles (total) less than 6 years old
There are 761 JE titles (total) less than 6 years old
There are 865 JF titles (total) less than 6 years old
Narangba: A and TSI titles- 123
less than five years old- 48
Burpengary: A and TSI titles- 103
less than five years old- 60
Deception Bay: A and TSI titles- 277
less than five years old- 95
Woodford: A and TSI titles- 126
less than five years old- 44
Basic Statistics:
Burpengary- 229 Indigenous residents 1.8%
Caboolture- 545 Indigenous residents 3.6%
Caboolture South- 186 Indigenous residents 4.4%
Deception Bay- 602 Indigenous residents 3.4%
Narangba- 165 Indigenous residents 1.3%
Ningi- 71 Indigenous residents 2.9%
Woodford- 193 Indigenous residents 7.2% (note Woodford Correctional Centre influence)
This is a simple breakdown according to title- not the number of copies held. This comparison reveals the depth of the collection. The consultant specifically compared titles without limiting to date and also more recent titles held that are 5 years or less old.
The consultant compared a branch library (Bribie Island) with Central to see if there were major differences. It may be a useful exercise for Branch Librarians to do similar breakdown of statistics for each branch.

It could be presumed that if A and TSI population is 3% then book selection should be similar. Analysis of these statistics reveals only JNF as coming close. A and TSI JE at Caboolture Central Library need increased selection and Let’s Read resources may give useful purchasing data.

Conversations with Youth Services suggest some books may be entered without appropriate subject headings, thus inaccurate statistics.

Increased purchasing of junior fiction, junior easies, adult fiction and adult non-fiction especially written by A and TSI authors should be a priority while maintaining JNF A and TSI collection.

Contacts include:

- **Book Reviews**
  
  http://www.abc.net.au/message/blackarts/review/bookreviews.htm

- **Publishers**
  
  - **Black Ink Press (mostly children's)**
    
  
  - **Magabala Books**
    
    http://www.magabala.com/
  
  Not just kids books – good selection of adult fiction and non-fiction

  - **Freemantle Press**- sending catalog.
    
    Web-site being updated expected completion March 2008
    

  - **IAD Press-National Indigenous Publishing**
    

  - **AIATSIS- Aboriginal Studies Press**
    

  - **UQP**
    

**BLACK AUSTRALIAN WRITING**

And also From UQP-Children’s catalog

  - **Black Words**: *Black Words* provides access to both general and specific information about Indigenous literary cultures and traditions, providing definitions and articulations of what Black writing and Indigenous literatures are. *Black Words* also contains records describing published and unpublished books, stories, plays, poems and criticism associated with eligible writers and storytellers and includes works in English and in Indigenous languages. It is a subscription service available from all State Library Services.
    
    http://www.austlit.edu.au/specialistDatasets/BlackWords
Appendix 9: METHODOLOGY FOR CHOOSING THE CABOOLTURE CENTRAL LIBRARY “WELCOMING PLACE” ARTWORK:

The acquisition of artwork was chosen by the consultant as an active learning exercise, involving community consultation, community engagement, staff consultation and staff engagement on a number of levels.

The Brief:
Caboolture District Libraries is creating a welcoming space, with an Aboriginal and Torres Strait Islander focus, in Caboolture Central Library. As part of this process, they wish to commission an artwork ($1500), which will be selected by consensus amongst A and TSI community, library staff and library management. The work will be displayed, initially in this space, on a board with black background mounted in the window space near the library entrance. Artists wishing to view the site should contact the library management to make arrangements. The work would probably be hung portrait style- due to the space and works on canvas in acrylic or oils are preferred. Concept artworks submitted must have a content and presentation style that is suitable for exhibition in a Local Government public space with high visibility by a diverse cross section of the community. A and TSI artists living locally are encouraged to apply.

The entire board size is 2.2M high x 1600 wide and the artwork size needs to sit within this space...but the size is up to the artist. The artwork or parts thereof, will also be used to create borders/banner style works for A and TSI promotion of library activities. The commission fee includes permission to reproduce parts of the artwork for this purpose. Sketches of proposed works or photos of existing works including size should be sent to ATTN: Life-long Learning Coordinator, Caboolture District Libraries, PO Box 159, Caboolture, QLD 4510. Selection will take place in the following week and all artists will be advised of the outcomes.

Please supply on separate attachment; Artist Name, address and brief CV as well as a brief outline of story behind the painting.

The Process:
Invitations were sent to all involved in the original focus discussions, with open invitations for others to participate. The five artworks were presented without artists’ names. Some artists presented sketches, some previous works and scenarios. Both library staff and community members shared morning tea with on-going concensus decision-making processes - lots of talk! Choosing was very difficult. The standard of art submitted was very high.

Criteria for Selection of Aboriginal and Torres Strait Islander Artwork

Panel Participants
Convenor and Facilitator
Lifelong Learning Coordinator & local Murri Community member
Representatives of local ATSI Community
included local A and TSI Leader, respected local A and TSI community member
and a family representative of a respected local A and TSI community member

Representatives of Library Service
Library Manager
A and TSI staff member

Panel members included Art expertise/qualifications
Respected local A and TSI community member – University Art qualifications
An Independent Art Assessor also reviewed the entries

Selection Criteria
1. Meet submission requirements and timeframes/deadlines
2. Concept – what is the key message/concept of the work
3. Quality of artwork
4. Strength of artwork
5. Craftsmanship – detail
6. Use of colour
7. Artist’s style

Everyone took the process very seriously and put a lot of thought into it. It took about
three hours to finally agree to ask one artist to submit further work and build on the
concept. The creation of the “Welcoming Place” is still on-going. The space and
commissioned artwork was launched by the Moreton Bay Regional Council Mayor
and Caboolture District Library Manager, with great community response, over 65
respected members of the A and TSI community in attendance. The creation of
welcoming spaces in all branches continues to present active A and TSI engagement
and opportunities to learn.