Jumbunna Institute for Indigenous
Education & Research

Libraries and their Intersection with Indigenous Knowledges

Insight report from the 15 October 2024 Dialogue Session.

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Table of Contents

Acknowledgement of Country....2
A note on terminology....2
Attributions....2
Suggested citation....2

EXECUTIVE SUMMARY....1

1. Background and methods....2

1.1 Purpose and context of the dialogue session....2

1.2 Dialogue Session Topics and Format....2
10 Topics for Current and Future Focus Indigenous Priority areas in libraries....3

1.3 Dialogue Session Analysis....3

2. Dialogue Session Priorities and Emerging Themes....4

2.1 Prioritising Topics for Action....4
Top Priorities....4
Medium to high priorities....4
Priorities that require significant work to identify a pathway for action....4

2.2 Summary of Insights from Breakout Room Discussions....5

4. Learnings and Recommendations....10

4.1 Learnings and Recommendations....10

7. Appendix – 10 Topics from Briefing Paper....11

Acknowledgement of Country

The authors of this report acknowledge the Gadigal people as Traditional Owners of the land where the University of Technology Sydney is based. We acknowledge and pay our respects to Elders, and leaders, past and present.

A note on terminology

The report uses the terms Aboriginal, Aboriginal and Torres Strait Islander and Indigenous people interchangeably recognising the diversity of communities and nations nationally.

Attributions

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EXECUTIVE SUMMARY

This report outlines the insights gathered from the *Dialogue Session: Libraries and their Intersection with Indigenous Knowledges* held on the 15 October 2024. The Indigenous Archives and Data Stewardship Hub at the Jumbunna Institute for Indigenous Education and Research, University of Technology Sydney, was engaged by the Australian Library and Information Association (ALIA), the Council of Australian University Librarians (CAUL) and National and State Libraries Australasia (NSLA) to undertake the dialogue session and synthesise the major themes generated from the discussions.

The work aimed to address the need that while our galleries, libraries, archives and museums (GLAM) sectors have made significant progress around protocols and priorities related to Indigenous knowledge, there remains important work to be done. The focused dialogue session provided a space for the sector to discuss what they believed were examples of progress, as well as gaps that needed to be addressed to increase respect for and centring of Indigenous knowledges in the Australian library sector.

This report provides a summary on the major themes identified from the dialogue sessions and the results of how session participants prioritised areas of action. Two clear priority areas emerged from the discussion:

1. Indigenous Librarianship and Leadership in libraries
2. Indigenous representation in library collections, systems and services

Following these, participants highlighted the importance of Indigenous protocols for libraries, archives and information services, along with Indigenous methodologies and worldviews in library and information education and research.

Learnings and recommendations from the session are to:

1. Develop a deeper understanding of Indigenous librarianship - from workplace roles and responsibilities to the research, education, and training needed to advance the field.

2. Create further sector wide professional development pathways that centre Indigenous priorities and knowledge systems.

3. Deepen the understanding of what duties and responsibilities are visible in Indigenous-identified library role descriptions through a sector wide review, and recommendations for common approaches to address colonial load, and to acknowledge invisible labour.

4. Develop strategies to address "colonial load" through better support structures, resourcing

5. Establish mechanisms to support Indigenous-led and Community-driven initiatives that move beyond institutional priorities.

6. Create pathways to continue to support the inclusion of Indigenous language materials and cultural revitalisation efforts in libraries in collaboration with communities.

7. Strengthen awareness and implementation of UNDRIP principles across the library sector.

8. Continue library investment to make library spaces more welcoming through physical and operational changes.

9. Continue national collaborative efforts to support guidance on implementation of Indigenous protocols for the care of collections.

10. Strengthen sector-wide support for implementing Indigenous Data Sovereignty and CARE Principles, with practical guidance for libraries on application.

1. Background and methods

1.1 Purpose and context of the dialogue session

In recent years, Australian galleries, libraries, archives and museums (GLAM) sectors have made significant progress around protocols and priorities related to Indigenous knowledges. Still, there is significantly more work to do.

On 15 October 2024, key industry bodies came together for a focused dialogue session to discuss ongoing progress, as well as how to increase support of respect for and centring of Indigenous knowledges in the Australian library sector. The session specifically aimed to explore and strengthen the integration of Indigenous knowledges within the GLAM sector. With the support of the Australian Library and Information Association (ALIA), the Council of Australian University Librarians (CAUL), and National and State Libraries Australasia (NSLA), and in collaboration with the Indigenous Archives and Data Stewardship Hub at the Jumbunna Institute for Indigenous Education and Research, the dialogue focused on two key areas:

1) Indigenous-led futures in libraries
2) Sector-wide library reforms and transformations to support Indigenous library priorities

Centring and foregrounding First Nations library voices

The *Dialogue Session: Libraries and Their Intersection with Indigenous Knowledges* aimed to create a safe and collegial space for meaningful dialogue about Indigenous priorities in the library sector. The session centered First Nations library leaders and scholars from Australia and Aotearoa, acknowledging and respecting the diversity of their experiences, cultures, and perspectives. Through facilitated discussions and reflective activities, participants explored current challenges and future opportunities for supporting Indigenous ways of knowing and being in libraries. This collaborative approach enabled deep engagement with Indigenous representation in libraries while fostering shared understanding of priorities across the sector.

1.2 Dialogue Session Topics and Format

The dialogue session opened with a panel of First Nations library leaders from Australia, including: Robyn Garcia, Raelee Lancaster and Ryan Stoker with the session chaired by Kirsten Thorpe and Lauren Booker representing Jumbunna Research.

The panel provided valuable insights into the advancement of Indigenous protocols and priorities within Australia's libraries and GLAM sector. Their discussion explored significant developments both locally and globally, including progress in implementing the ATSILIRN (Aboriginal and Torres Strait Islander Library, Information and Resource Network) *Protocols for Libraries, Archives and Information Services*, Indigenous Cultural and Intellectual Property (ICIP) principles, the need for Indigenous leadership and mentorship in libraries, and strengthening connections between libraries and First Nations communities. Through these reflections, participants gained a deeper understanding of both achievements and ongoing challenges in this critical area of work.

Following the panel discussion, participants broke into smaller groups for facilitated conversations. Each group, led by an appointed facilitator, engaged in semi-structured discussions that built upon the panel's insights. These focused conversations explored achievements in the sector, identified areas where progress had been challenging, and generated ideas for future priorities and directions. Through this collaborative dialogue, participants shared their experiences and perspectives on where collective efforts could be most effectively directed in the coming years. The participants in attendance made up 34 breakout rooms in total, including 30 general rooms and 4 dedicated First Nations rooms (one of which was reserved for panel speakers). While some participants departed the session immediately after the panel had concluded, the breakout discussions still generated valuable contributions from those who remained engaged.

10 Topics for Current and Future Focus Indigenous Priority areas in libraries

Ten topics were provided to participants prior to the dialogue session in the *Briefing Paper*, these topics were to guide discussion at the dialogue sessions on sector priorities.

1. Caring for Country and Protection of Indigenous knowledges and systems
2. Rights of Indigenous peoples aligned with the UN Declaration (UNDRIP)
3. Indigenous representation in library collections, systems and services
4. Indigenous protocols for libraries, archives and information services
5. Indigenous Cultural and Intellectual Property (ICIP) rights
6. Indigenous Librarianship and Leadership in libraries
7. Indigenous Data Sovereignty and Indigenous Data Governance
8. Support for Indigenous languages and cultural revitalisation
9. Information Literacy
10. Indigenous methodologies and worldviews in library and information education & research

Each breakout room had a facilitator and a scribe and were asked to identify and discuss the following priorities from the 10 Topics for Current and Future Focus Indigenous Priority areas in libraries: 1) Top priority 2) Medium to high priority 3) Priority that requires significant work to identify a pathway for action.

Facilitators of the breakout rooms guided dialogue about each priority chosen with the following prompt questions:

1. What has been achieved?
2. What hasn't gone so well?
3. Where should libraries focus their efforts in the coming years?
4. How do libraries support Indigenous-led efforts?
5. What kind of support do practitioners require to support Indigenous priorities in libraries?
6. What responsibilities do libraries hold in this area?

1.3 Dialogue Session Analysis

The Jumbunna Research team analysed the notes from the dialogue session breakout rooms to provide this summary of priorities and emerging themes.

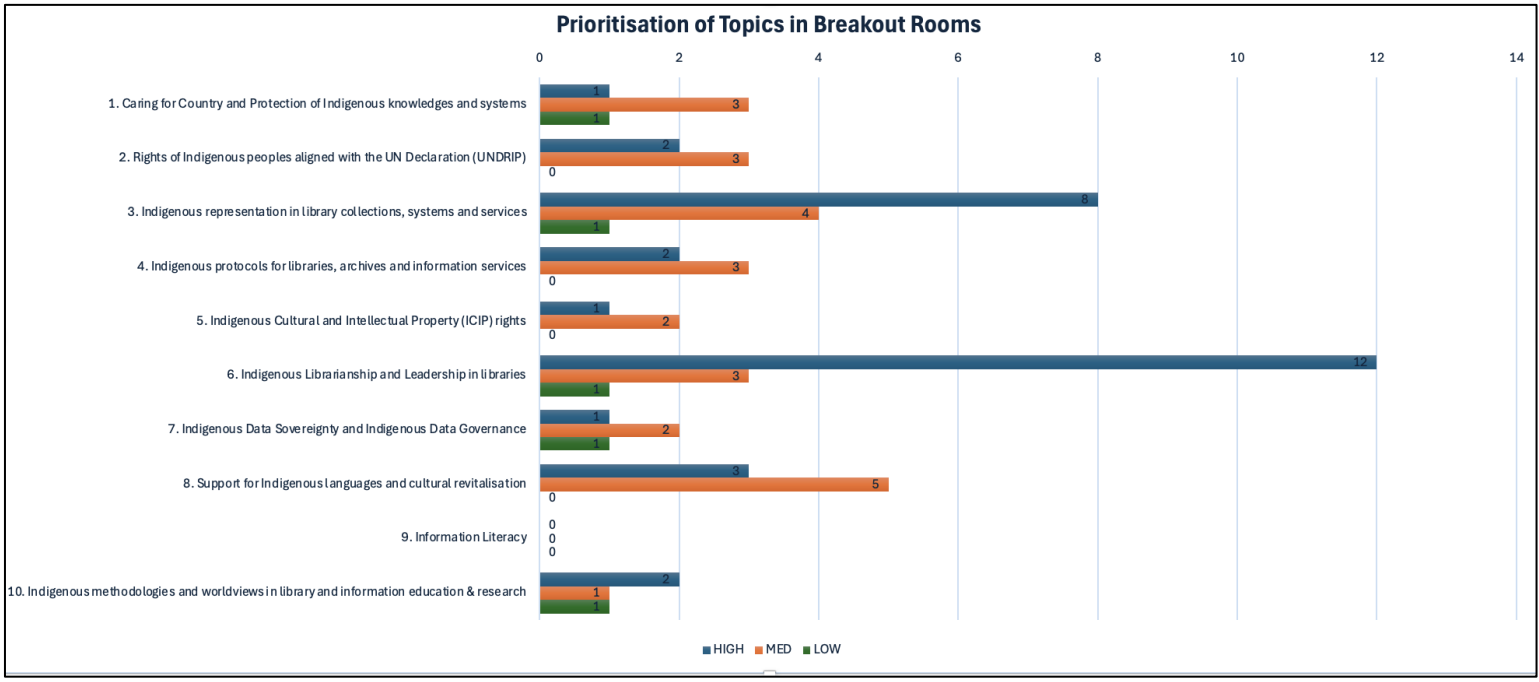
The dialogue session analysis process included:

- Identifying and ranking topics prioritised by participants
- Reviewing notes and summaries from all breakout groups

While the session generated valuable insights from attendees, we acknowledge some limitations in the data collection. The primary constraint was the brief timeframe, which limited people's ability to fully explore and document their discussions. Many groups were unable to complete their notes or comprehensively prioritise topics due to time limitations.

2. Dialogue Session Priorities and Emerging Themes

2.1 Prioritising Topics for Action



Note: This analysis reflects data only from groups that completed their topic prioritisation.

Top Priorities

Two clear priority areas emerged from the discussion:

1. Indigenous Librarianship and Leadership in libraries
2. Indigenous representation in library collections, systems and services

Medium to high priorities

Four topics were identified across the discussions as equal medium to high priorities:

1. Caring for Country and protection of Indigenous Knowledges and systems
2. Indigenous Protocols for libraries, archives and information services
3. Indigenous Librarianship and Leadership in libraries
4. Support for Indigenous languages and cultural revitalisation

Priorities that require significant work to identify a pathway for action

Two priorities emerged from the discussions as requiring significant work to address:

1. Support for Indigenous Languages and Cultural Revitalisation
2. Indigenous Cultural and Intellectual Property

2.2 Summary of Insights from Breakout Room Discussions

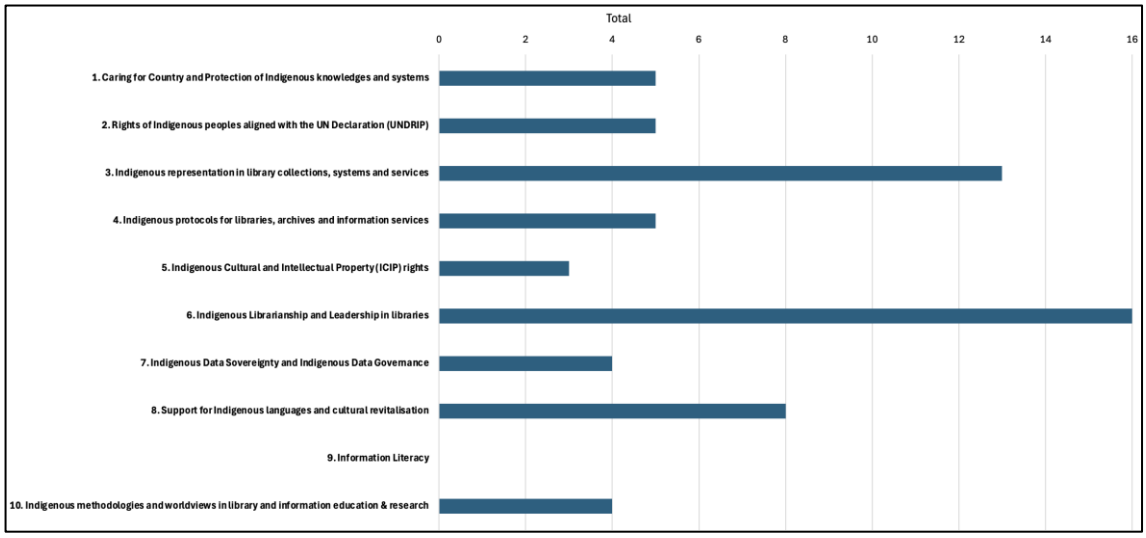
Participants consistently emphasised the interconnected nature of all ten topics, with many groups highlighting Indigenous community engagement as the fundamental requirement underlying all topic areas. Across all priority areas, the four most discussed topics were (in order):

1 – Indigenous Librarianship and Leadership in libraries

2 – Indigenous representation in library collections, systems and services

3 – Caring for Country and Protection of Indigenous knowledges and systems

4 – Indigenous protocols for libraries, archives and information services



Our summary below provides key insights from these discussions. The themes are presented in order of the four most discussed topics, with a synthesis of what was discussed in relation to: the recognition of the current work underway, key challenges and gaps, future priorities, and reflections on libraries' role in supporting these developments.

2.2.1 Recognition of the work underway in libraries supporting the intersection with Indigenous knowledges

Indigenous Librarianship and Leadership emerged as a key priority across multiple breakout sessions. Discussions focused not only on developing library roles and creating Indigenous-identified positions, but also on the systemic changes needed to effectively support Indigenous staff. Participants emphasised the importance of moving beyond individual positions to create culturally welcoming and supportive library frameworks. There was also recognition of successful initiatives, such as the development of Indigenous advisory committees in some libraries, and the importance of fostering spaces for two-way learning with Indigenous communities. Increased Indigenous participation in programming and new opportunities arising from the recent work of ALIA to develop the Library and Information Studies Framework were also highlighted. Additionally, it was acknowledged that Indigenous leadership in libraries is crucial for maintaining momentum, setting priorities, and advancing initiatives like the current sector focus on incorporating Indigenous perspectives into descriptive practices.

Participants highlighted several key areas of support for **Indigenous representation in library collections, systems, and services**. These areas included engagement, descriptive practices, and truth-telling. It was noted that critical librarianship is increasingly recognised as an essential aspect of the sector's work, with growing awareness of power dynamics and the need to challenge established practices. Some participants linked Indigenous representation to considerations of how libraries needed to increase communication, consultation and engagement with communities, recognising that library decision-making processes may

differ from those in Indigenous communities. Additionally, there was an understanding of the need to review existing collections to address issues in descriptive practices and enhance records, including acknowledging traditional knowledge and revising subject headings. Progress was also noted in prioritising Indigenous publishers across libraries and examining problematic collections, particularly in the context of truth-telling and acknowledging the history behind the content produced.

The topic of **Indigenous protocols for libraries, archives and information services** raised discussions about awareness that certain protocols helped support the library sector in progressing Indigenous priorities - citing specific examples from the ATSILIRN *Protocols for Libraries, Archives, and Information Services* to the recently launched *Guidelines for First Nations collection description*. While progress has been incremental, these frameworks have proven valuable in building awareness of the importance of Indigenous engagement practices across different library settings and contexts. One group described the "small-steps" that had been made.

The main conversations around **Caring for Country and Protection of Indigenous knowledges and systems** were in the form of recognising how important it was for libraries to recognise Indigenous Cultural and Intellectual Property (ICIP) rights. More broadly, discussions also reflected on current strengths of libraries being willing to share resources and contribute to discussions through communities of practice.

In summary, collection management emerged as an area of significant strength across the sector, demonstrated through comprehensive audits and updates to metadata and subject headings in library catalogues. Participants pointed to improvements through the development of Reconciliation Action Plans (RAPs) and implementation of AUSTLANG Language Codes. These developments were discussed alongside increases in the representation of Indigenous authors broadly across different library settings.

2.2.2 Identifying the challenges and the gaps

The discussions on **Indigenous Librarianship and Leadership** focussed primarily on employment challenges and the development of Indigenous roles within libraries. Critical issues emerged around inadequate resourcing and support for Indigenous library positions, including leadership roles. There was particular concern about the disparity between role descriptions and remuneration for the complex leadership and change work required. Participants highlighted persistent challenges in recruiting for targeted/identified positions as well as the retention of staff, and that these had been ongoing and systemic challenges. In the discussions, recruitment and retention challenges were often linked to colonial load, emphasising the need for more robust support structures for Indigenous staff. The small number of Aboriginal and Torres Strait Islander staff with library qualifications was identified as an ongoing structural challenge, and lack of roles specific for community liaison and engagement. There was also a question of whether current position descriptions were too narrowly defined, particularly in the context of being able to address issues of load. There were also challenges expressed which turned a focus on non-Indigenous capabilities, with one group noting that staff can feel anxious about working with Indigenous people for the first time.

A major challenge identified was the substantial burden of retrospective work needed to address inappropriate **Indigenous representation in library collections, systems and services**. Another challenge described was that libraries were imposing, and the workforce homogenous. There is a complex tier of work that needs to be done, and this has been implemented with different levels of organisational knowledge about protocols. Conversations about representation also linked back to First Nations employment in libraries, again, reiterating the gaps. Some participant groups shared their reflections on non-Indigenous library workers' capabilities to carry out work to support Indigenous representation, with some participants expressing that more training was needed, and others feeling that they "didn't want to get things wrong".

The discussion on **Indigenous protocols for libraries, archives and information services** raised concern about awareness and specificity of protocols, and quality of how they were implemented. One room commented "Protocols are dispersed in who is using them and how they are being used can also be taken out of context and is problematic." It was also noted that community consultation was important, but that often non-Indigenous people didn't feel confident about this work, particularly if there were no pathways to seek advice and input from First Nations staff on how to progress engagement.

There was some discussion on **Indigenous Data Sovereignty and Indigenous Data Governance** and the perception that there was not a lot of compliance in research institutions, and that the CARE Principles were a challenge to implement. Some of these issues were linked to vendor relationships, and how library systems

take a long-time to implement changes. Some participants reflected that it was already challenging to implement data management practices in research contexts, and the extra layer of Indigenous Data Sovereignty would make things even more difficult. Others suggested that it was a complex space, and the practical application of the principles requires community input, which is challenging, and concerns expressed that its implementation might become a “tick the box” process. The implementation of **Indigenous Cultural and Intellectual Property (ICIP) rights** was also discussed as a challenge, and that training was not continuous or ongoing, and that this led libraries to be risk adverse in their approaches.

More broadly, there were comments made by more than one group, that some of the activities currently being undertaken by libraries might be considered “low-hanging fruit”. There was also a feeling of people being overwhelmed by the work of implementing protocols, ICIP rights, and Indigenous Data Sovereignty in libraries, that there is a sense of people “feeling stuck” collectively about the work. This might also link back, it was suggested, to the gaps within education, in libraries and information services, and the absence of Indigenous curriculum content. It was felt that there was a gap in how people could educate themselves on these issues.

2.2.3 What the groups identified as the priority work ahead

There were general comments across the participants about a need for national collaboration and resource sharing across the sector to bring effective change. As well as a real commitment from libraries to build trust and connections with Indigenous peoples to support their care of Indigenous knowledges. This care must be Indigenous-led and community driven and informed by Indigenous ways of knowing, being and doing and healing from colonisation. Beyond the broad need for additional funding and resourcing the key areas identified were:

- Increase efforts to create more diverse First Nations roles in libraries, developing better support structures and opportunities for leadership to reduce colonial load and improve retention of staff
- Deepen community partnerships and strengthen local connections, aligned with much needed resources to build genuine two-way relationships
- Radically improving Library and Information Science courses and making them more relevant, accessible, and interesting for First Nations peoples
- Improvements to physical spaces in libraries to make them more welcoming to remove barriers for access
- Continued focus on collection management, and enacting protocols for their appropriate care, including enriching collections with Indigenous perspectives
- Expanding Indigenous language materials in collections, in collaboration with communities, to support language reclamation efforts, including use of AUSTLANG Codes in catalogues.
- Strengthen support and focus on the awareness and implementation of Indigenous Cultural and Intellectual Property and Indigenous Data Sovereignty principles across libraries.

2.2.4 Responsibilities of the library sector to support Indigenous priorities

Key areas of responsibility emerged around making libraries safe and welcoming spaces, showcasing Indigenous authorship, developing comprehensive training across the workforce, building collaborative skills while addressing risk-aversion, and facilitating partnerships that support Indigenous communities' data, collection and learning needs. Libraries can support other Indigenous-led efforts by building strategic priorities and initiatives across the breadth of their library services and collections to break down barriers and build deeper engagement with Indigenous peoples and communities.

Indigenous workforce development was a critical priority area. Libraries need to take responsibility for building support for strong Indigenous leadership and workforce strategies by creating safe work environments, addressing cultural load issues, and establishing properly resourced Indigenous positions at all levels.

The approach to the support for Indigenous Knowledges in libraries needs to move beyond the colonial concept of "protection," instead focusing on learning from and applying these knowledge systems that have existed for over 65,000 years. Success ultimately depends on meaningful cross-cultural collaboration,

including increased awareness, collaborative relationships with Community, trust building through engagement, and working together in knowledge application and sharing.

2.2.5 Summary of the First Nations Dialogue

We include in our synthesis a summary of the themes and topics discussed in the First Nations breakout rooms, to highlight that the spaces generated a range of different discussions that were not featured in the other breakout rooms. Some key points included:

- a critique of the word 'protection' in the briefing document, as an inappropriate word given the context of colonisation
- discussion on the challenges of being the only First Nations worker in a library
- the lack of recognition of community consultation and relationship building as an important part of library roles.

First Nations participants in the dialogue session wanted more opportunities to meet and share with other First Nations workers and thought that it was vital that the sector support community priorities, emphasising that this meant building trust and connections with communities. Like the sentiment of *nothing about us without us* there were assertions made about the importance of things not being *tick the box* efforts. Rather, there needed to be an increase in sustained community engagement across the library sector.

One of the groups prioritised the topic of **Indigenous methodologies and worldviews in library and information education & research**, asserting that the intersection of libraries and Indigenous knowledges could not be achieved without embedding Indigenous worldviews and perspectives in research, education and practice. On the topic of **Indigenous Librarianship and Leadership in libraries** comments were made about how the support of Indigenous Leadership is an important safety mechanism for First Nations library workers, as well as ensuring community priorities remain a focus of the library sector.

In terms of gaps and future work, structural issues need to be addressed through library strategy and by those with decision-making powers in organisations. The "colonial load" was highlighted as overwhelming for Indigenous staff and leadership. Participants noted that while institutions are beginning to create identified positions and First Nations advisory groups, significant challenges exist around the sustainability of these roles due to colonial load, recruitment difficulties, and perceptions of libraries as culturally unsafe spaces.

The topic of **Rights of Indigenous Peoples aligned with the UN Declaration (UNDRIP)** was discussed more prominently in one breakout room. The groups signalled the need for the sector to increase awareness of the Declaration and its relevance to libraries, acknowledging the lack of current legislation. UNDRIP was identified as a critical tool for implementing processes of care to support Indigenous Knowledge systems in libraries.

In summary, key focus areas related to the importance of libraries ensuring they work in partnership with Aboriginal people and communities, respond to the impacts of colonisation and care for Country, and support collections and data being held on Country.

2.2.6 The Jumbunna team's reflections on the dialogue

The dialogue session served as a significant gathering, bringing together professionals from across the library sector for a meaningful national discussion and collaboration. The panel grounded the conversation and created a space for the listening and sharing that followed in the breakout rooms. The rich contributions of the panel speakers, drawing from both professional expertise and personal experiences, provided valuable insights into the key topics raised for discussion.

The key insights which emerged from the discussion notes revealed thoughtful reflections on the topics and a generous openness toward changing practice in the library sector. There was clear recognition that the sector needs more opportunities for these collaborations and conversations. What we observed was a willingness to

embrace and support Indigenous Knowledges in their intersection with libraries, while acknowledging that many people and institutions are at the beginning of this journey.

Our analysis revealed a tendency among library workers to focus on institutional priorities. Through the description of strengths, gaps, and future work, the lens was turned back on the status quo and current structures. At times discussions lacked detailed on how libraries could support Indigenous and community-led initiatives in the sector. This may speak to a need for greater engagement and collaboration with community projects to define potential for partnership projects. We urge the sector to do more work to decentre institutions and achieve a better balance and consciously develop work that prioritises Indigenous-led practices. The consideration of libraries and their intersection with Indigenous Knowledges requires a paradigm shift to support Indigenous-led and Community-driven priorities. It also requires that libraries are open and transparent about the forms of engagement that are taking place with Indigenous people and communities, and the types of partnerships and governance structures that are in place.

Although the topic of Indigenous Librarianship and Leadership in libraries was prioritised, the large focus of the discussion centred on creating Indigenous identified roles in institutions and considering them being placed in current structures of library operations. Limited attention was given to *Indigenous Librarianship* as a unique field of work beyond considerations of role descriptions and remuneration – particularly in relation to the fundamental connections between Indigenous ways of knowing, being and doing in libraries. We look forward to contributing to future dialogue to lead the development of Indigenous Librarianship – across research, education and practice – as a priority for future work in the sector.

4. Learnings and Recommendations

4.1 Learnings and Recommendations

The dialogue session was an important event to bring participants from across the library sector together to discuss the intersection of Indigenous knowledges within libraries. It gave participants an opportunity to collectively reflect on the current state of support, the gaps that exist, and the opportunities ahead to enhance work across the library sector.

Learnings and recommendations from the session are to:

1. Develop a deeper understanding of Indigenous librarianship - from workplace roles and responsibilities to the research, education, and training needed to advance the field.

2. Create further sector wide professional development pathways that centre Indigenous priorities and knowledge systems.

3. Deepen the understanding of what duties and responsibilities are visible in Indigenous-identified library role descriptions through a sector wide review, and recommendations for common approaches to address colonial load, and to acknowledge invisible labour.

4. Develop strategies to address "colonial load" through better support structures and resourcing.

5. Establish mechanisms to support Indigenous-led and Community-driven initiatives that move beyond institutional priorities.

6. Create pathways to continue to support the inclusion of Indigenous language materials and cultural revitalisation efforts in libraries in collaboration with communities.

7. Strengthen awareness and implementation of UNDRIP principles across the library sector.

8. Continue library investment to make library spaces more welcoming through physical and operational changes.

9. Continue national collaborative efforts to support guidance on implementation of Indigenous protocols for the care of collections.

10. Strengthen sector-wide support for implementing Indigenous Data Sovereignty and CARE Principles, with practical guidance for libraries on application.

7. Appendix – 10 Topics from Briefing Paper

Topic	Prompts	Prompt Questions for Reflection	Pre-reading
#1 Caring for Country and Protection of Indigenous knowledges and systems	First Nations people have cared for Country for millennia. It is vital that libraries engage meaningfully with Indigenous people to build relationships and trust. Indigenous approaches and ways of knowing, being and doing are vital for the care and management of Indigenous knowledges and systems in libraries. In 2025, the Federal Government in Australia announced that the elevation of Aboriginal and Torres Strait Islander knowledge systems would be a focus of the Government's scientific priorities. The ATSILIRN Protocols brought significant awareness of the need to manage Indigenous knowledges respectfully. They were first published in 1995, and their 12 protocols remain relevant to the sector today.	How do we bring visibility to partnerships that are taking place between libraries and communities to care for Country and knowledge? Do libraries engage in processes of learning from Country?, and what role do libraries play in caring for Country? What opportunities exist for libraries to support the elevation of Aboriginal and Torres Strait Islander knowledge systems?	Australia State of the Environment Report. (2021) 'Caring for Country' https://soe.dcceew.gov.au/indigenous/management/caring-country Nakata, M., & Langton, M. (2005). *Australian Indigenous knowledge and libraries*). UTS ePRESS. pp. 3 – 6. Australian Government. Department of Industry, Science and Resources. (2024) 'Australia's National Science and Research Priorities'. https://www.industry.gov.au/publications/national-science-and-research-priorities-2024#:~:text=The%205%20national%20science%20and,a%20secure%20and%20resilient%20nation. ATSILIRN Protocols. (2012) https://atsilirn.aiatsis.gov.au/protocols.php Lilley, S. (2023). Indigenising Service standards: The role of tikanga & kaupapa Māori in the establishment of Indigenous service protocols. https://repository.ifla.org/server/api/core/bitstreams/ff3a66e0-9cec-4511-868a-e84e57eb69c6/content
#2 Rights of Indigenous peoples aligned with the UN Declaration (UNDRIP)	The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) provides a pathway to enact Indigenous rights to culture. The UNDRIP was adopted by the General Assembly on Thursday, 13 September 2007. The Declaration is the most comprehensive international instrument on the rights of Indigenous peoples. It establishes a universal framework of minimum standards for the survival, dignity and	How can libraries utilised UNDRIP as a pathway to developing relationships with Indigenous peoples? Do libraries support the implementation of UNDRIP in their work? If so, how? If not, what else can be done? Should the library sector be talking more about UNDRIP? If so, who with? and where?	UNDRIP https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf International Federation of Library Associations (IFLA). (2024) 'The Brisbane Declaration' International Federation of Library Associations (IFLA). (2024) 'The Brisbane Declaration' https://repository.ifla.org/items/577d33a6-470b-4e41-b192-13a909cf686c

	well-being of the Indigenous peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to Indigenous peoples.		
#3 Indigenous representation in library collections, systems and services	There is recognition that the representation of Indigenous peoples, languages and cultures in libraries makes them more welcoming. Libraries support life-long learning and can raise awareness of Indigenous languages and connection to Country Libraries can increase the representation and visibility of Indigenous authors. They can support the recognition of Indigenous knowledges and authorship, including referencing and descriptive practices Libraries can showcase Indigenous artists, authors and creatives practitioners, they also can build connections and partnerships with local community. Future use of technologies, including Artificial Intelligence needs to consider Indigenous protocols Libraries have a significant role to play in supporting information practices and access to collections for Treaty, Truth-Telling and Healing.	What ways can libraries increase the representation and visibility of Indigenous authors? How can libraries increase services and programming dedicated to local Aboriginal communities? What protocols should be enacted to support use of Indigenous data in new technologies, including AI?	Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) 'Welcome to Country'. https://aiatsis.gov.au/explore/welcome-country INFORMIT's 'Indigenous Scholars You Should Know' series: https://about.informit.org/indigenous-scholars/ Guidelines for First Nations Collections Description and https://catalogue.nla.gov.au/catalog/10010699 Reparative Description Community of Practice https://acord.alia.org.au/rdcop/ iREAL: Inclusive Requirements Elicitation for AI in Libraries to Support Respectful Management of Indigenous Knowledges https://www.kcl.ac.uk/research/ireal Protocols for using First Nations Cultural and Intellectual Property in the Arts. Australia Council for the Arts (2019) **https://creative.gov.au/investment-and-development/protocols-and-resources/protocols-for-using-first-nations-cultural-and-intellectual-property-in-the-arts/** The University of Queensland Press 'Top Picks: First Nations' https://www.uqp.com.au/books/~/list_indigenous-authors Government of South Australia. South Australia's First Nations Voice to Parliament. (2024) https://www.agd.sa.gov.au/aboriginal-affairs-and-reconciliation/first-nations-voice
#4 Indigenous Protocols for libraries, archives and information services	Indigenous protocols have helped guide and reform library practices to be more respectful of Indigenous ways of knowing, and to deal with the impacts of colonisation. Australia led the development of the ATSILIRN protocols. They will be 30 years old in 2025.	What are the gaps in protocols' implementation? What opportunities exist to further embed them in library practice? What is the intersection of local community protocols (informed by Indigenous	ATSILIRN (Aboriginal and Torres Strait Islander Library, Information and Resource Network) 'Aboriginal and Torres Strait Islander Protocols for Libraries, Archives an Information Services'. (2012) https://atsilirn.aiatsis.gov.au/protocols.php National and State Libraries of Australasia. 'Culturally Safe Libraries: Working with Indigenous Collections'. (n.d) https://www.nsla.org.au/resources/cslp-collections/

	Protocols provide a space for engagement and dialogue to address past practices that lacked Indigenous participation and decision-making. Support for Anti-racism principles and practices in libraries helps promote inclusivity where *all* members of local communities feel respected and welcomed. There are numerous examples of protocols being developed in libraries across Australia to guide the development appropriate Indigenous collections and services. It's critical that Indigenous people and communities help guide and activate these protocol documents.	communities) with Library protocols? Why are anti-racism principles important for libraries?	National Archives of Australia. (2021) 'Our Way: Aboriginal and Torres Strait Islander Protocols'. https://www.naa.gov.au/sites/default/files/2021-08/Our-Way-Aboriginal-and-Torres-Strait-Islander-Protocols-210606_0.pdf The University of Sydney Library & Sentence, Nathan. (2021) 'Aboriginal and Torres Strait Islander Cultural Protocols. Aboriginal and Torres Strait Islander Cultural Protocols. https://hdl.handle.net/2123/24602 Australian Human Rights Commission. 'Racism. It stops with me' https://itstopswithme.humanrights.gov.au/resourcehub The University of Waikato. 'Library plan supports Indigenising services.' https://www.waikato.ac.nz/int/news-events/news/library-plan-supports-indigenising-services/
#5 Indigenous Cultural and Intellectual Property rights	ICIP rights are increasingly being recognised across the Australian GLAM sector. Several Australian GLAM institutions have developed ICIP Protocols to guide the care and management of their collections. In Aotearoa, Māori IP or Mātauranga Māori, recognises the protection of the Māori knowledges including worldviews, creatives and cultural practices including te reo Māori. Recognition of the significance of ICIP rights has grown internationally across various fields and within the library and information sectors.	Why is it essential to recognise and incorporate ICIP rights into library practices connected to the UNDRIP framework for advancing Indigenous rights? What library functions need to incorporate ICIP rights? What further support is required for libraries to work in partnership with communities to effectively integrate ICIP rights into their collections and services?	Janke, Terri. (2021). *True tracks: respecting indigenous knowledge and culture / Terri Janke*. [Sydney, N.S.W.]: Sydney University Press Māori IP: IP Mātauranga Māori https://www.iponz.govt.nz/get-ip/maori-ip/ National Library of Australia. National Library of Australia's Australian Indigenous Cultural & Intellectual Property (ICIP) Protocol © National Library of Australia. (2021) https://www.nla.gov.au/sites/default/files/2023-09/nla-icip-protocol-2023.pdf Local Context project https://localcontexts.org/ World Intellectual Property Organization (WIPO) https://www.iwgia.org/en/world-intellectual-property-organization-wipo.html#:~:text=Indigenous%20Peoples%20have%20rights%20over,the%20Rights%20of%20Indigenous%20Peoples.
#6 Indigenous Librarianship and Leadership in libraries	Indigenous librarianship unites the discipline of librarianship with Indigenous approaches to knowledge, theory, and research methodology. It has a strong focus on the provision of culturally relevant library and information collections and services by, for and with Indigenous people.	Do current library role descriptions effectively represent the practice of Indigenous librarianship? What gaps exist with research, education and training and Indigenous librarianship?	Burns, Kathleen, Doyle, Ann, Joseph, Gene, & Krebs, Allison. (2009). Indigenous librarianship. M. J. Bates, & M.N. Maack (Eds.), Encyclopedia of library and information sciences (3rd ed.). Boca Raton, FL: Taylor & Francis. https://open.library.ubc.ca/soa/clRcle/collections/ubclibraryandarchives/494/items/1.0103205 ALIA's Aboriginal and Torres Strait Islander Expert Advisory Group (EAG) https://alia.org.au/Web/Web/Groups-and-Committees/Advisory-

	ATSILIRN was built as a network to connect and support First Nations workers, as well as to guide the development of protocols. ALIA have developed an Expert Advisory Group to help guide national Indigenous priorities in libraries. NSLA's First Nations staff network was created to offer peer support to First Nations staff in NSLA libraries and the NSLA First Nations Advisory Group (FNAG) provides leadership and guidance on matters within the NSLA program relating to First Nations visitors, staff, communities, and collections.	What are some examples of leadership programs that would be appropriate to support Indigenous library leaders in the sector?	Committees/ALIA_First_Nations_Advisory.aspx NSLA Blakforce (First Nations staff network) https://www.nsla.org.au/about-nsla/strategic-plan/ ATSILIRN https://atsilirn.aiatsis.gov.au/protocols.php International Federation of Library Associations and Institutions (IFLA) Indigenous Matters Section https://www.ifla.org/units/indigenous-matters/
#7 Indigenous Data Sovereignty and Indigenous Data Governance	The Global Indigenous Data Alliance (GIDA) created the CARE Principles in response to FAIR. The Indigenous Data Sovereignty movement is impacting how Indigenous Data is Governed across the data lifecycle. The Maiam nayri Wingara Indigenous Data Sovereignty collective lead the Australian agenda of IDS and IDG. The Te Mana Raraunga is the Māori Data Sovereignty Network leads the work to support Māori rights and interests in data. The Closing the Gap priority reform area four is focussed on information and data. Respecting data sovereignty principles is a top priority for Australia's first Truth-telling Commission, the Yoorrook Commission and other Government programs in this area.	How should libraries respect and integrate Indigenous data sovereignty and Indigenous data governance principles? How can libraries apply the CARE principles in their systems and frameworks? What are the gaps in understanding the application of Indigenous Data Sovereignty and Indigenous Data Governance in library contexts?	Global Indigenous Data Alliance. CARE Principles. https://www.gida-global.org/care Kukutai, T., & Taylor, J. (2016). *Indigenous data sovereignty: Toward an agenda*. ANU press. https://library.oapen.org/bitstream/handle/20.500.12657/31875/1/624262.pdf Commonwealth of Australia, Framework for Governance of Indigenous Data.(2024) https://www.niaa.gov.au/resource-centre/framework-governance-indigenous-data Maiam nayri Wingara. https://www.maiamnayriwingara.org/ Te Mana Raraunga is the Māori Data Sovereignty Network. https://www.temanararaunga.maori.nz/ Closing the Gap. Priority Reforms: https://www.closingthegap.gov.au/national-agreement/priority-reforms Yoorrook Justice Commission https://yoorrookjusticecommission.org.au/video/indigenous-data-sovereignty-and-yoorrook/
#8 Support for Indigenous languages and cultural revitalisation	Libraries have a key role to play to support First Nations communities in cultural and language revitalisation efforts.	How can libraries support community-led movements for language revitalisation?	NSLA Position Statement Position statement: Aboriginal and Torres Strait Islander collections and services in NSLA libraries

	Libraries throughout Australia support Aboriginal and Torres Strait Islander movements for language revival, by making available collections and resources. The Closing the Gap Reforms includes a pilot program which creates partnerships between Indigenous language centers and local service delivery partners. Indigenous languages have been recognised internationally as fundamental for world's cultural diversity In Aotearoa the Ngā Upoko Tukutuku: Māori Metadata Project has developed subject headings in te reo Māori.	What might Indigenous-led language programs in libraries look like? What library services and programs could Indigenous languages be more prominently featured?	https://www.nsla.org.au/resources/indigenous-collections-and-services/ First Nations language partnerships to Close the Gap https://www.arts.gov.au/news/first-nations-language-partnerships-close-gap Cutting Edge | Indigenous languages: Gateways to the world's cultural diversity https://www.unesco.org/en/articles/cutting-edge-indigenous-languages-gateways-worlds-cultural-diversity Indigenous Languages Decade (2022-2032) – UNESCO https://www.unesco.org/en/decades/indigenous-languages#:~:text=The%20United%20Nations%20General%20Assembly,stakeholders%20and%20resources%20for%20their Ngā Upoko Tukutuku: Māori Subject Headings https://natlib.govt.nz/librarians/nga-upoko-tukutuku
#9 Information literacy	Libraries have a significant role in supporting information literacy. Libraries can promote respect and recognition for multi-modal literacies Critical information literacy skills are vital to provide context on historical materials that contain racist and derogatory descriptions of Indigenous people. Indigenous Referencing Guidance for Indigenous Knowledges	What are examples of multi-modal literacies that libraries are equipped to support? How can libraries support *critical* information literacy?	AIATSIS Guide to evaluating and selecting education resources https://aiatsis.gov.au/education/guide-evaluating-and-selecting-education-resources Indigenous Archives Collective; Faulkhead, S; Thorpe, K; Sentance, N; Booker, L; & R Barrowcliffe. (2023) Indigenous Referencing Guidance for Indigenous Knowledges. Indigenous Archives Collective and the UTS Jumbunna Institute of Indigenous Education and Research. https://www.caval.edu.au/referencing-toolkit/
#10 Indigenous methodologies and worldviews in library and information education & research	There are currently significant gaps in library and information studies education and research and its intersection with Indigenous knowledge management. Universities Australia's Indigenous Strategy 2022-2025 provides context of a whole of University focus on advancing support for Indigenous peoples in Australia.	What are the current gaps in library and information studies education and research in relation to these areas? What work needs to take place to strengthen the development of curriculum that incorporates Indigenous ways of knowing, being and doing in libraries?	The Australian Universities Accord. (2024) 'Final Report': https://www.education.gov.au/australian-universities-accord/resources/final-report ALIA Framework underpinning curriculum https://www.alia.org.au/Web/Web/Careers/LIS-Framework-Pathways-Project/LIS-Workforce-Framework.aspx Universities Australia. Indigenous Strategy 2022 – 2025. https://universitiesaustralia.edu.au/policy-submissions/diversity-equity/universities-australias-indigenous-strategy-2022-2025/