

LIBRARY INDIGENOUS ACTION PLAN





Image (cover):

Frances Belle Parker
Wun.ngul Yayan Mudyala (Yesterday Today Tomorrow) 2022

Acrylic on canvas 102 x 152.2 cm
Image courtesy Frances Belle Parker -
University Art Collection

About the artwork:

This artwork was commissioned in 2022 by the University Library. The work has been created as a calming, respectful acknowledgement and homage to the traditional custodians of the country in which this campus stands – that of the Awabakal people. It acknowledges the wrongs of the past while also acknowledging the legacies of those who fought hard for all Aboriginal people. The past is represented through designs and markings that sit at the back of the work, shining through as a washed background, or painted over designs that become evident only on close inspection. The work also presents a positive and hopeful today, and an even stronger future through calming colours and symbols.

There are lots of different elements used throughout this work to tell a story that represents all people. The colours used have all been purposefully chosen for their calming, earthy qualities with no area dominating another. Across the artwork are clear vertical lines that serve to represent today's-built environment around Newcastle – the office and apartment blocks, houses, power lines, and the industrial areas - but they also merge into the natural landscape that lies beneath and around the city. This leads us to the tree on the far right of the work. This tree stands as a knowledge tree representing the University and the thirst for knowledge that all who attend seek to quench. Various dots run along the trunk and onto the branches representing the various pathways of students. The tree is mostly green to represent new life, fresh

beginnings, hope for the future and a clear environmental stance.

Dashes running in a circular pattern away from the tree and across the work represent all people from all walks of life coming together. While they share a similar path, each are on their own journey. There are a number of different symbols all through the work, from dashes to circles, straight lines and wavy lines. These symbols show the huge diversity across all campuses in wildlife and people.

On the far left of the work are some colourful rainbow lines clearly defined in oval capsules. These serve as an acknowledgement of the University Library, a pillar of the institution. Rainbow colours are used here to also to represent the rainbow stairs, a symbol of inclusion for all people.

Underneath the knowledge tree and running across the work is blue waterway, dashes representing movement and change. It also represents the waterways in and around this beautiful port city.

Down the bottom left are earthy, calming colours representing the earth, grounding the entire work. Markings run across this area to represent animals, humans, history, change, and movement. It also represents the wider community outside of the University who, ever present, are just as critical to its success.

About the artist

Frances Belle Parker is a proud Yaegl woman, mother and artist, from Maclean, New South Wales. She is deeply inspired by her Mother's land (Yaegl land) and the Island in the Clarence River that her Mother grew up on, Ulgundahi Island. Frances has been a practising artist for the last 22 years coming to prominence after winning the Blake Prize in 2000 making her the youngest ever winner and the first Indigenous recipient in the prize's history.

Since then, she has exhibited nationally and internationally, undertaken art residencies in China and Andorra and worked on several Public Art Projects, including the Northern Beaches Coastal Walk and the Pacific Highway Aboriginal Art Trail. Frances has completed a BFA through UNSW, and a BVA (Honours) and a Masters of Indigenous Studies (Wellbeing) both through Southern Cross University.

In 2021 Frances designed and screened her digital work 'Angwirri' on the sails of the Sydney Opera House on 26 January 2021.

'I am inspired by the Yaegl Landscape and those stories which were shared with me and passed down from our old people, it is my responsibility to document these stories and to map our landscape, in doing so I am making a valuable resource for my children and all of the younger Yaegl mob.'





ACKNOWLEDGEMENT OF COUNTRY

The University Library recognises and acknowledges the traditional lands and the people on which our sites are located including the Awabakal, Worimi, Darkinung, Birpai, Worimi, Wonnorua and Eora nations.

We pay respects to the wisdom of the Elders past, present and emerging. We recognise that First Nations sovereignty was never ceded, and that this always was and always will be Aboriginal Land.



PLAN OVERVIEW

The Library Indigenous Action Plan highlights the approach the service has committed to taking to ensure good cultural practice is applied in all parts of service delivery. Having clear accountabilities and actions, the Plan sets the foundations for a culturally responsive service that works in close partnership and collaboration with Indigenous stakeholders to ensure cultural capability across all elements of the service.

The Library Indigenous Action Plan aligns closely with other key University strategic documents including:

- **Looking Ahead Strategic Plan 2020-2025**
- **Your Future Library Strategic Plan 2020-2025**
- **Stretch Reconciliation Action Plan 2022-2025**
- **The Cultural Capability Framework**
- **Maligagu Aboriginal and Torres Strait Islander Employment Strategy and Action Plan 2020-2025**
- **Aboriginal and Torres Strait Islander Cultural and Intellectual Property Protocol 2023**

The University Library has key responsibilities and accountabilities across these strategic drivers, and this has been reflected in the Plan.

CONSULTATION AND ENGAGEMENT


A thorough consultation process was undertaken to develop the Plan. This process included hearing from Indigenous students, Indigenous University staff and Library Staff through participation in Yarning Circles and an online survey. Feedback was incorporated into the themes and actions contained in this Plan.

FOCUS AREAS

There are four key themes of the plan, which include:

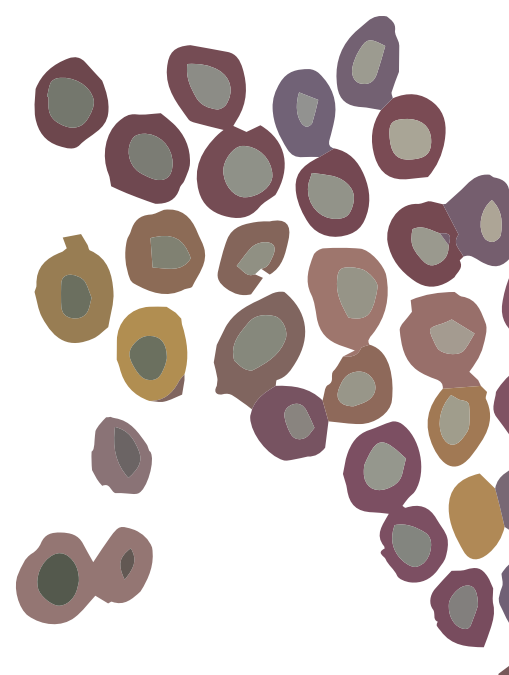
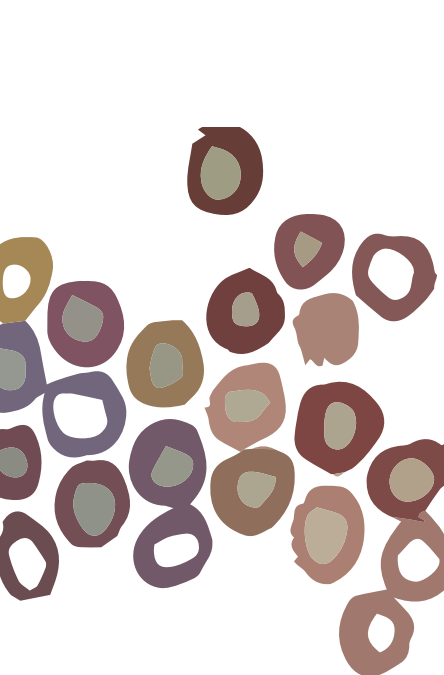
1. Building capability through employment and retention
2. Developing culturally appropriate collections, digital resources, and curriculum
3. Showing our commitment through engagement, collaboration, and promotion
4. Building culturally safe places and spaces

These four focus areas underpin the direction of the Library, and set a path for where we would like to be as a service on our cultural capability journey. It recognises clearly defined projects and goals in the form of actions, with clear responsibility allocation to keep our service accountable.



THEME:
**BUILDING CAPABILITY THROUGH
 EMPLOYMENT AND RETENTION**

Where do we want to be?	How will we do this?	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander library staff to at least 3.9%	Target or Identify suitable roles and opportunities for Aboriginal and Torres Strait Islander people as they become vacant.	All hiring managers
	Promote all library job vacancies through the Aboriginal and Torres Strait Islander employee network.	Library Business Services Manager
	Maintain a senior Indigenous position on the Library Leadership Group.	University Librarian
	Improve recruitment process by building cultural protocols to support Aboriginal and Torres Strait Islander applicants.	Library Business Services Manager (Partnering with HR)
	Provide opportunities annually for Indigenous Internships, Cadetships and/or School Based Traineeships.	University Librarian
	Promote the GLAM sector as a profession of choice for Aboriginal and Torres Strait Islander people.	Library Leadership Group
Retain, support and develop Aboriginal and Torres Strait Islander employees	Ensure onboarding process is culturally safe for Aboriginal and Torres Strait Islander staff.	All hiring managers
	Ensure that Aboriginal and Torres Strait Islander staff have access and time to engage with the University Indigenous Employment Network.	All managers
Build the cultural capability of library staff to ensure a culturally safe environment for Aboriginal and Torres Strait Islander people	Embed cultural expectations into all position descriptions as standard.	Library Business Services Manager (Partnering with HR)
	Ensure all new staff participate in Indigenous Engagement onboarding program and University Cultural Capability Program within the first 12 months.	All hiring managers
	Ensure all students in staff positions undertake Indigenous Engagement onboarding program and Module 1 of the Cultural Capability Program.	Manager Student Engagement and Partnerships
	Development of the Yarning Kits including the Cultural Guiding Principles document.	Lead, Indigenous Engagement



THEME:
DEVELOPING CULTURALLY APPROPRIATE COLLECTIONS, DIGITAL RESOURCES AND CURRICULUM

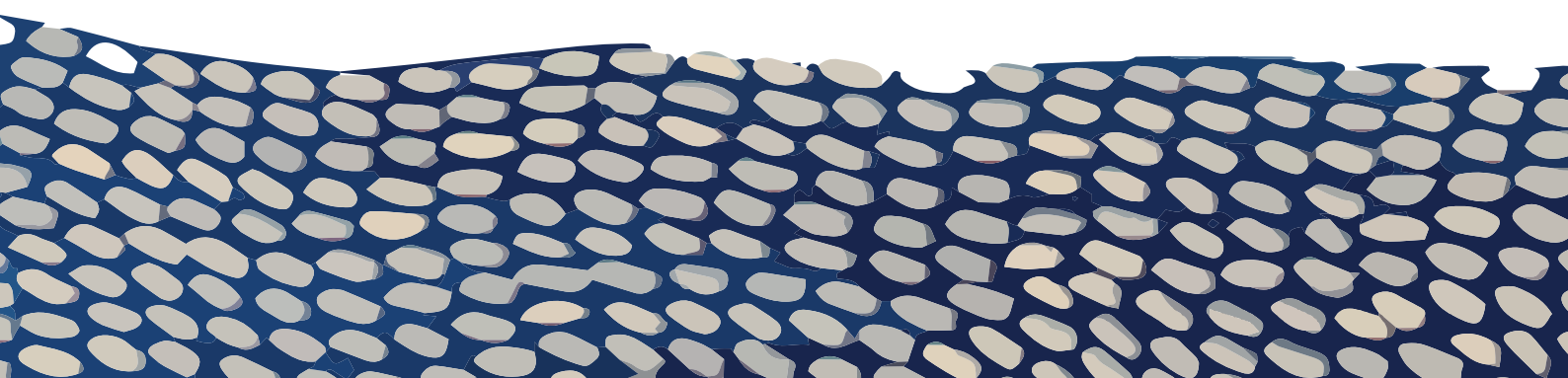
Where do we want to be?	How will we do this?	Responsibility
Collections support an Indigenised curriculum and reflect appropriate cultural protocols and descriptors	Establish protocols for access to cultural collections held by the Library and the Gallery (from RAP).	Associate Director Collections, Discovery and Digital Experience
	Digitise cultural artefacts and investigate and research possible repatriation to traditional owners where appropriate (from RAP).	Associate Director Collections, Discovery and Digital Experience
	Create and launch online library of Indigenous resources for use in Indigenisation of curriculum (from RAP).	Manager Academic Engagement
	Collaborate with academic staff to Indigenise course reading lists.	Manager Academic Engagement
	Development of the Practical Guide to Indigenisation of Curriculum Open Education Resource.	Manager Teaching and Research Support
	Ensure cultural sensitivity warnings are visible in the collection, catalogue and online resources.	Manager Content and Discovery
	Review of Indigenous collection to ensure material is classified appropriately (including Indigenous education readers).	Manager Teaching and Research Support
	Recognise Aboriginal and Torres Strait Islander authors in the catalogue.	Manager Content and Discovery
	Ensure ongoing development of our Indigenous collections.	Manager Teaching and Research Support
	Build and promote robust support services for Indigenous Cultural and Intellectual Property Protocol enquiries.	Copyright Advisor

THEME:
**SHOWING OUR COMMITMENT THROUGH ENGAGEMENT,
 COLLABORATION AND PROMOTION**

Where do we want to be?	How will we do this?	Responsibility
Build strong reciprocal relationships with Aboriginal and Torres Strait Islander people, sharing knowledge from our collections and playing an active part in the community.	Ensure Aboriginal and Torres Strait Islander student voices are reflected in the development and review of collections, services and resources.	Manager Student Engagement and Partnerships
	Develop a series of co-design/co-delivered student events working with the Wollotuka team e.g., Orientation.	Manager Student Engagement and Partnerships
	Promote Indigenous material held in our collections through exhibitions and events.	Manager Special Collections
	Strengthen our presence at key events and initiatives targeted to Aboriginal and Torres Strait Islander current and prospective students.	All staff
	Acknowledge and celebrate cultural days of significance in addition to Reconciliation and NAIDOC Week.	All staff
	Invite and welcome University Aboriginal and Torres Strait Islander staff into the library through tours, programs and events.	All staff

THEME:
BUILDING CULTURALLY SAFE PLACES AND SPACES

Where do we want to be?	How will we do this?	Responsibility
Increase number of Aboriginal and Torres Strait Islander people in our library spaces actively seeking support and help from the Library team	Maintain, promote and activate library spaces, including the Pirray Yayirri space to Aboriginal and Torres Islander students.	Manager, Client Services
	Ensure cultural considerations are taken into account when spaces are refurbished, including the embedding of cultural design principals.	University Librarian
	Enhance visibility of support for Aboriginal and Torres Strait Islander people by providing library staff with visible apparel.	Associate Director, Academic Engagement and Client Services
	Arrange for the provision of traditional language training to interested staff.	Lead, Indigenous Engagement
	Ensure Acknowledgement of Country is standard practice for all meetings and events and is visible across our physical and digital spaces.	All staff
	Ensure all Library staff have the Acknowledgement to Country included in their email signature.	All staff





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