



First Nations Strategy Action Plan

July – October 2025 Progress Report

Artwork by Cher'nee Sutton

Acknowledgement

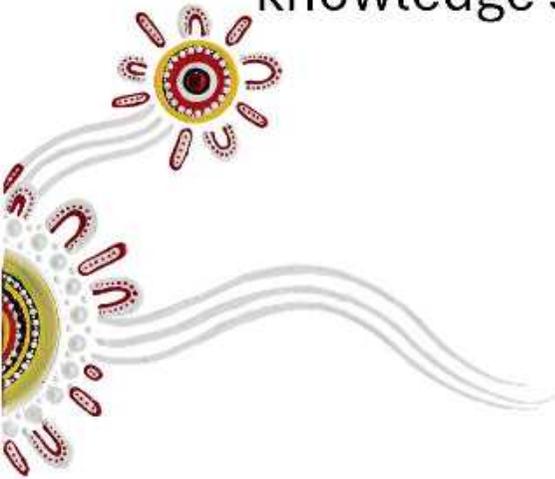


State Library of Queensland respectfully acknowledges the Traditional Custodians of this land. We extend our respect to Elders, past, present and emerging, and recognise Aboriginal and Torres Strait Islander as First Peoples of this Country.

We acknowledge the continuation of diverse cultural practices and knowledge systems of Aboriginal and Torres Strait Islander peoples.

Aboriginal and Torres Strait Islander people should be aware that this document contains images, voices or records of people who have passed away

Artwork by Cher'nee Sutton



First Nations Strategy Action Plan 2025-26

The First Nations Strategy builds on State Library's commitment to First Nations people and communities across Queensland and a genuine commitment to reframe relationships with First Nations. The strategy focuses on 8 strategic objectives:

1. Activate truth-telling
2. Indigenous Knowledge Centres
3. kuril dhagun
4. First Nations engagement
5. First Nations recruitment and retention
6. Collections and data sovereignty
7. Events, partnerships and public programming
8. Economic participation.

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Progress snapshot

Across the 8 strategic objectives there are 26 priorities and deliverables. 92% of these have been delivered or are on track (noting many of the deliverables are ongoing throughout the year):

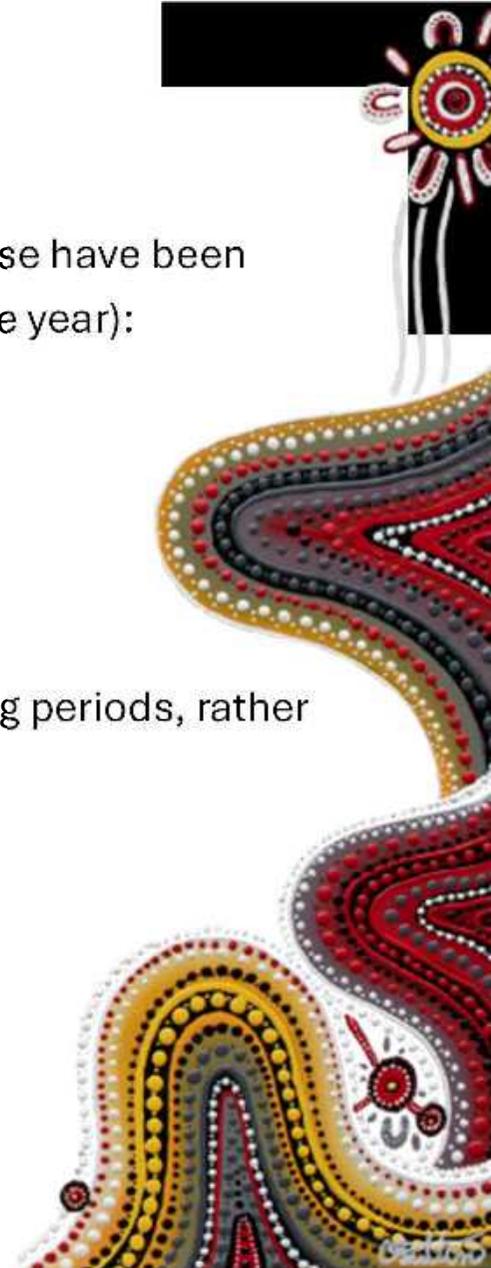
- 3 have been “completed” (11%)
- 21 are “in progress” and on track (81%)
- 1 is “behind” and experiencing minor issues (4%)
- 0 are “blocked” or experiencing significant issues (0%)
- 1 are “yet to start” (4%)

Due to a delay in updating the Action Plan for 2025–26 we will report on the following periods, rather than quarterly.

- 1 July – 31 October 2025
- 1 November 2025 – 28 February 2026
- 1 March 2026 – 30 June 2026



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Evaluation measures

Overarching evaluation measures have been identified that are mapped to the objectives and priorities.

Community Trust and Engagement	Visibility and Representation	Cultural Safety and Capability	Economic Participation	Knowledge and Language Revitalisation	Leadership, governance and strategic integration
1.4 Collecting First Nations truth-telling 1.5 Local truth-telling keeping places 2.1 Indigenous Knowledge Centres engagement plan strategy 2.2 Elevate Indigenous Knowledge Centres 4.1 First Nations engagement and partnerships 4.2 Partnering with local government for the inclusion of First Nations perspectives in public libraries 4.3 First Nations visitors' experience 4.4 Traditional Owners of Brisbane engagement 6.2 First Nations digital inclusion 7.3 First Nations engagement for children and families	1.3 Culturally transform collection practices 3.1 Re-activate kuril dhagun 6.3 Partnerships to build First Nations collection content 7.1 First Nations public programs 7.2 Elevate First Nations participation in awards and fellowships	5.1 Attract and retain First Nations staff 5.2 Build cultural capability 5.3 Leadership at all levels	8.1 First Nations supply chain 8.2 First Nations procurement	6.4 Aboriginal and Torres Strait Islander languages of Queensland 7.4 First Nations schools' engagement and partnerships	1.1 Activate truth-telling 1.2 Leading truth telling and healing 4.5 Enable the Indigenous Advisory Group 6.1 First Nations data

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Evaluation measure: Community trust and engagement

Extent and diversity of First Nations community participation and satisfaction across programs, partnerships, engagement and services.

- A total of 107 participants from eight communities – Kowanyama, Erub, Mabuiag, Mapoon, Palm Island, Woorabinda, Wujal Wujal, and Yarrabah – actively participated in 23 Growing IKCs digital workshops.
 - 100% of councils are satisfied with the program.
 - The Studio – Queensland’s first Digital Indigenous Knowledge Centre (IKC) opened at Kowanyama – empowering the community with digital tools, preserving cultural knowledge and opening doors to new opportunities (pictured top right).
- Mornington Island digital Indigenous Knowledge Centre (IKC) opened at Gununa
- All 16 First Nations Councils submitted signed Digital Ideas Catalogue Calculators, specifying their preferred digital programs for delivery in the 2025–26 period.
 - The Digital Ideas Catalogue is a co-designed tool that has empowered communities to select digital programs that are aligned with their needs.



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From delivering medicine and supporting emergency response to monitoring Country, drones have the potential to make a real difference in isolated regions.

Evaluation measure: Community trust and engagement

Extent and diversity of First Nations community participation and satisfaction across programs, partnerships, engagement and services.

- FY24–25 annual reporting coted for First Nations Councils Indigenous Knowledge Centre (IKC) partnerships and IKC Action Plans (12 of 13 councils responded):
 - 100% of respondents either Agree or Strongly Agree that the Action Plan process supports self-determined service delivery.
 - 100% of respondents indicate that the Action Plan process effectively meets the needs of their council.
 - Among councils with prior experience in annual reporting, councils agree that the 2024–25 reporting process has reduced the time required for completion, with 1 council remaining unsure
 - Action Plan progress in year 1 across 164 priorities
 - 49% delivered/complete
 - 51% in progress/ongoing.
- IKC funding underspends 1% in FY24–25 (from 5% in FY22–23)
- Support visits: 14 in-person visits to support 9 Councils/IKCs.

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The Studio is the first of 3 new digital IKCs being delivered through the Growing IKCs project, funded by the Department of Customer Services, Open Data and Small and Family Business in partnership with State Library.



Evaluation measure: Community trust and engagement

Extent and diversity of First Nations community participation and satisfaction across programs, partnerships, engagement and services.

- Ongoing improvements to collection records to include identifying First Nations' content or perspectives. More than 3000 additional titles with reparative activities.
- Community focused opening event for Billy Missi'n Wakain Thamai showcase well attended by community and family
- NAIDOC stalls in Brisbane and Cairns
- Who's Your Mob session to support First Nations people starting their Indigenous family history search
- 2 x Night by the Fire events
- Partnered with local government to deliver 6 programs with 218 participants with inclusion of First Nations perspectives in public libraries



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State Library stall at NAIDOC Week Musgrave Park Family Fun Day, July 2025, Photographer, Tania Schafer

Staff at Cairns NAIDOC Friday in the Park, July 2025, photography, Troy Agombar

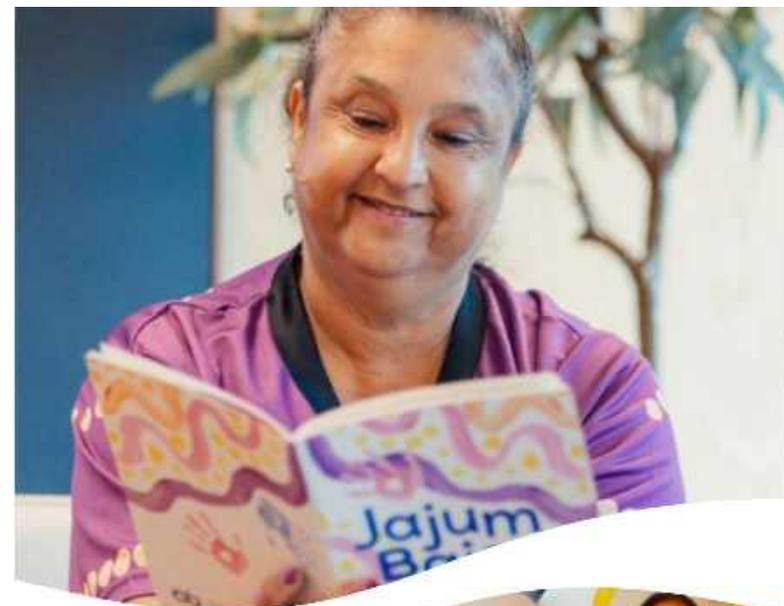
Evaluation measure: Community trust and engagement

Extent and diversity of First Nations community participation and satisfaction across programs, partnerships, engagement and services.

- NAIDOC Week takeover in the Corner 7-13 July delivering 7 sessions focused on an Aboriginal and/or Torres Strait Islander community with 1299 children and families engaged.
- Worked with artist Colleen Sam and exhibitions to deliver 3 days of workshops with 867 participants.
- Exhibition stall for First 5 Forever at SNAICC conference reaching 2100 people.
- Children's voices picture book project webinar launching an engagement framework for libraries and IKCs was delivered to the First 5 Forever participants.
- Celebrated National Aboriginal and Torres Strait Islander Children's Day with First Nations storyteller Jazleen Latrise with 159 children and families participating.
- Continued to build the First 5 Forever Community of Practice with IKC coordinators and staff through monthly online Yarn Ups.
- Engaged First Nations filming Wirrim for Yarrabah First 5 Forever day with footage used to demonstrate community First 5 Forever activities.



Artwork by Cher'nee Sutton



First 5 Forever Networking Group members learned about publishing their own community-led children's picture books. The framework is based on the *Jajum Bajara* picture book project, delivered in partnership with a local community health service and playgroup and made possible the Ash Barty Foundation.

Evaluation measure: Visibility and representation

Extent of First Nations-led content, exhibitions and authorship across accessible collections and public programming.

- Billy Missi'n Wakain Thamai showcase featured in kuril dhagun, including ongoing exhibition tours and online resources (120 attendees at opening event)
- kuril dhagun showcase attendance daily average participation:
 - Culture Love: 126 (a showcase celebrating the creativity and cultural pride of Aboriginal and Torres Strait Islander children and young people and their roles as cultural ambassadors.)
 - Billy Missi'n Wakain Thamai: 135
 - Night by the Fire with Colleen Sam: 32
 - Night by the Fire with Guyala Bayles 25
- Culture Love workshops attendance: 94
- Kalkadoon Tours attendance: 952 (July/August)
- Corner Holiday Program Winter: 1188
- NAIDOC film screening: 124
 - *Wash My Soul in the River's Flow* – screening of documentary celebrating the love, music and legacy of Archie Roach and Ruby Hunter.
- New Boy film screening: 86



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**Top: Archie Roach and Ruby Hunter by Sandy Scheltema
Bottom: Billi Missi'n Wakain Thamai opening.
Photo by Lewis James Bin Doraho, Lewis James Media.**

Billy Missi'n Wakain Thamai highlights



Photo: Lewis James Bin Doraho, Lewis James Media.

Evaluation measure: Visibility and Representation

Extent of First Nations-led content, exhibitions and authorship across accessible collections and public programming.

- New content has been identified and considered for the collections, this includes progression of significant oral histories and digital stories, and artworks affiliated with Faces of Forgotten Australians
- Successfully identified donor for Monica Clare Fellowship
- Strong engagement by First Nations peoples interested in Monica Clare Fellowship and other fellowships
- Engagement material for Dr Fiona Foley's black opium artwork underway
- Murri Christmas in production and open for bookings
- In discussions with artisan regarding profiling First Nations artists and makers as part of upcoming partnership



Children painting a banner during a Culture Love 2010 workshop, New Mapoon. 32873 Culture Love 2010. John Oxley Library, State Library of Queensland. Image number: 32873-0008-0023

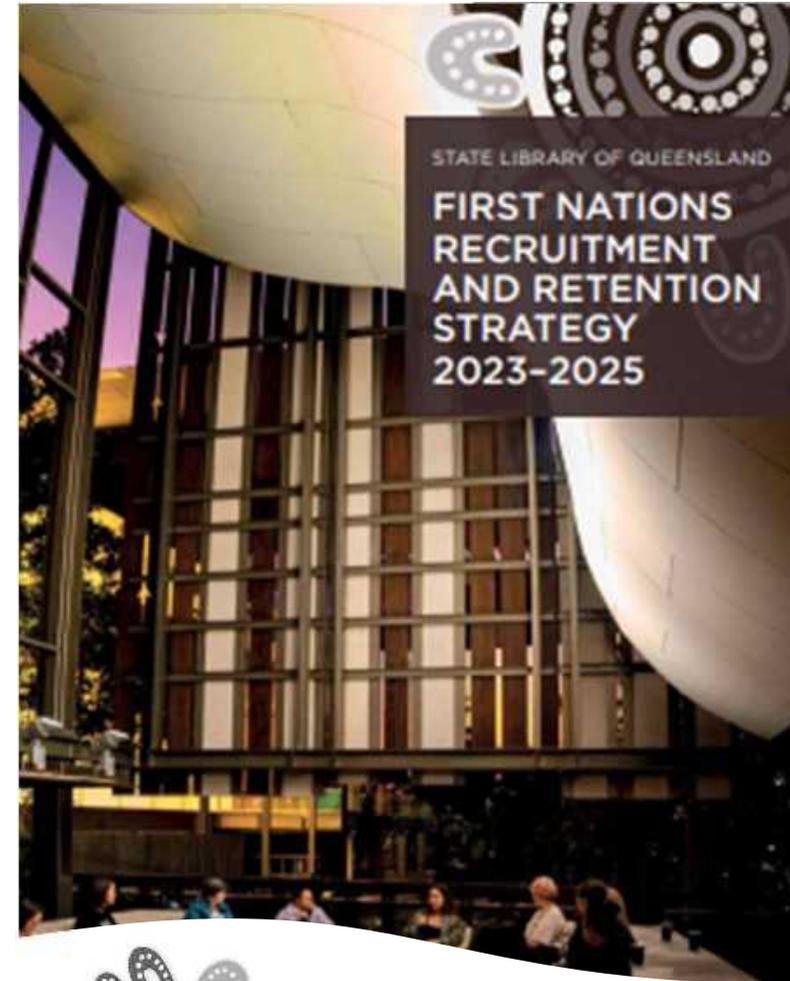


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Evaluation measure: Cultural safety and capability

Extent of Staff cultural capability, and First Nations staff representation and experience.

- Noted increase in First Nations workforce representation (4.76% to 5.5%)
- Participating in multiple Queensland Government career pathways programs and initiatives
- Inclusion recruitment training available to all staff
- An inclusive recruitment toolkit developed.
- Cultural Capability eLearning implemented and available to all staff
- Capability goals integrated into employee Personal Performance Plans.
- Positive feedback from relevant stakeholders on the Queensland Government career pathways program and initiatives as well as the inclusive recruitment training and the cultural capability eLearning program.



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Evaluation measure: Economic participation

Procurement spend with First Nations suppliers to meet or exceed Queensland Government targets (3% of procurement spend).

- Quarter ending 30 September 2025.
 - Total spend with First Nations Suppliers: 1.24%
 - Total % of current contracts with First Nations suppliers: 3.42%
 - Total number of contracts entered into with First Nations suppliers in Q1: 1



Kalkadoon artist Colleen Sam leading creative workshop during July school holidays.



Evaluation measure: Knowledge and language revitalisation

Number and diversity of First Nations languages represented and activated, and programming and schools engagement delivered.

- 7 Indigenous languages creative arts residents have completed induction and are working on language-based creative projects.
- Further scoping of editing of footage telling the story of return of ancestral remains of a Gimuy Yidinji man removed from Country in the 19th century – intent is to work with community to tell this story and reflect it in the upcoming Dearly Departed exhibition.
- Adding language codes to records to facilitate language revitalisation activities.



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Recipients of round 1 and 2 of the 2025 Indigenous languages creative arts residency.

Evaluation measure: Knowledge and language revitalisation

Number and diversity of First Nations languages represented and activated, and programming and schools engagement delivered.

- Online workshop for Years 6 to 10 with Colleen Sam – Kalkadunga artist and recipient of the 2025 Reconciliation Award for Education
- 555 Students attended 2 workshops for Kalkadoon Exhibition with 599 views of the resources
- 10 Live at the Library workshops held (4 identified schools).
- 3 information sessions for Community Counsellors from Sunshine Coast school cluster (30 staff from across 50 schools)
- 834 engagements across all workshops
- Attended Career Pathways 2025 launch event engaging with Public Sector Minister and Queensland Premier

Artwork by Joey Laifoo



Colleen shared traditional painting techniques and cultural stories, guiding students in hand painting Kalkadunga animal tracks, while sharing stories from her Country.

Colleen Sam in front of her artwork at The Unbroken Spirit of the Kalkadoons exhibition, State Library of Queensland. Photo by Joe Ruckli, 2025

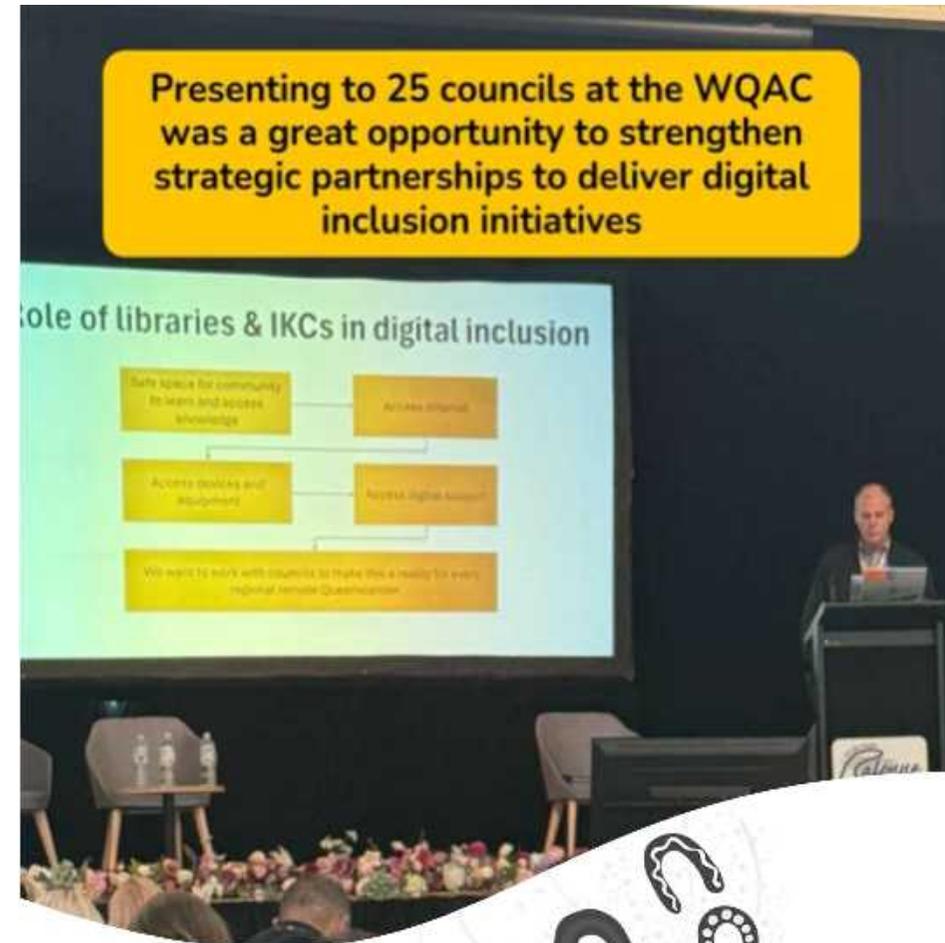


Evaluation measure: Leadership, governance and strategic integration

Strategy embedded across policies, planning, operations and reporting with Indigenous Advisory Group and stakeholder confidence in strategic direction

- First Nations Strategy action plan effectively reviewed and updated with higher level measures identified to better reflect width and breadth of impact
- First Nations Strategy Steering Group meetings held monthly to oversee First Nations Strategy and support implementation.
- Phase 1 delivery of the Indigenous Cultural and Intellectual Property (ICIP) project with draft ICIP Principles developed as well as a framework to ensure ICIP effectively implemented across State Library operations.
- Enable the regular meetings of the Indigenous Advisory Group as per the Terms of Reference

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Other highlights



Welcoming, flexible, and filled with potential—a look inside the new Mabuig IKC



Jeremy Good Eats setting up the new IKC, featuring art



Jeremy Good Eats setting up the new IKC, showing shelving



New cupboards for the local history collection



Reading table



Live Streaming workshop

Live streaming offers wide-reaching benefits, such as sharing culturally significant events like funerals with community members away from Country.

The Live Streaming workshop trained IKC staff to use their new streaming equipment to improve the delivery of these vital broadcasts

Focus areas for Nov 25 – Feb 26

- Consultation on ICIP Principles and drafting of ICIP Protocol
- Continued support of IKC action plan delivery, and methodology and partnership review consultations
- Continue delivering Growing IKCs Digital Inclusion Project and workshop program including eSports tournaments in 9 communities
- Procurement of digital equipment for IKCs
- Recruitment of 3 x kuril dhagun team members
- Development of overarching community engagement plan to build TO relationships and guide First Nations stakeholder engagement
- Enhance inclusive recruitment toolkit and cultural capability resources and communications
- Progress procurement of in-person cultural capability training for People Leaders
- Establish collateral for implementation of mentoring program for First Nations staff
- Continuing to embed First Nations perspectives into our capability programs with local government

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Focus areas for Nov 25 – Feb 26 contin.

- Confirmation of public event in 2026 profiling languages at State Library
- Complete languages map and go live on State Library website
- Promote opportunities to leverage outcomes of Creative Language Residences across other work units at State Library
- Monica Clare Fellowship 2026 winner announcement and continued support for 2025 recipient
- Preparation for the new The Corner to embed and align with the Child Safe Organisations Act 2024 through Child Safe Organisations standards and the universal principle of cultural safety
- Production and launch of Embedding First Nations perspectives First 5 Forever module
- Update First Nations Strategy webpage to include/link to First Nations progress updates
- Planning and development of the 2026 schools and creation of resources, modules and lesson plans for release throughout the year
- Progressing a technical solution to minimise the impact of harmful language used by creators in catalogue records.

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