



First Nations Strategy Action Plan

1 November 2025 – 28 February 2026
Progress Report

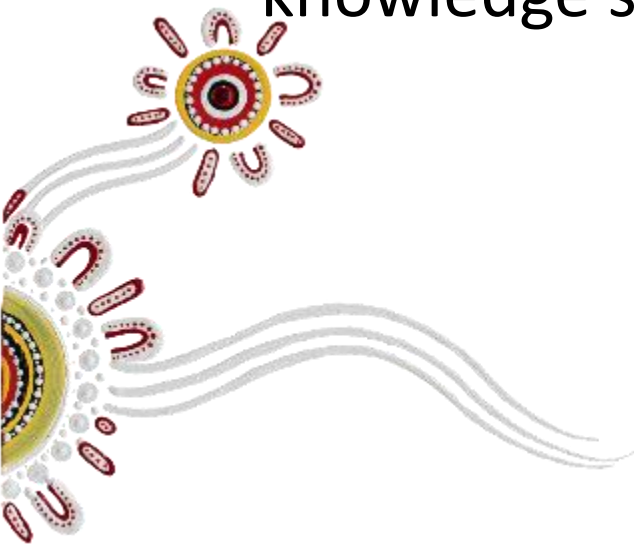
Acknowledgement



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



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.

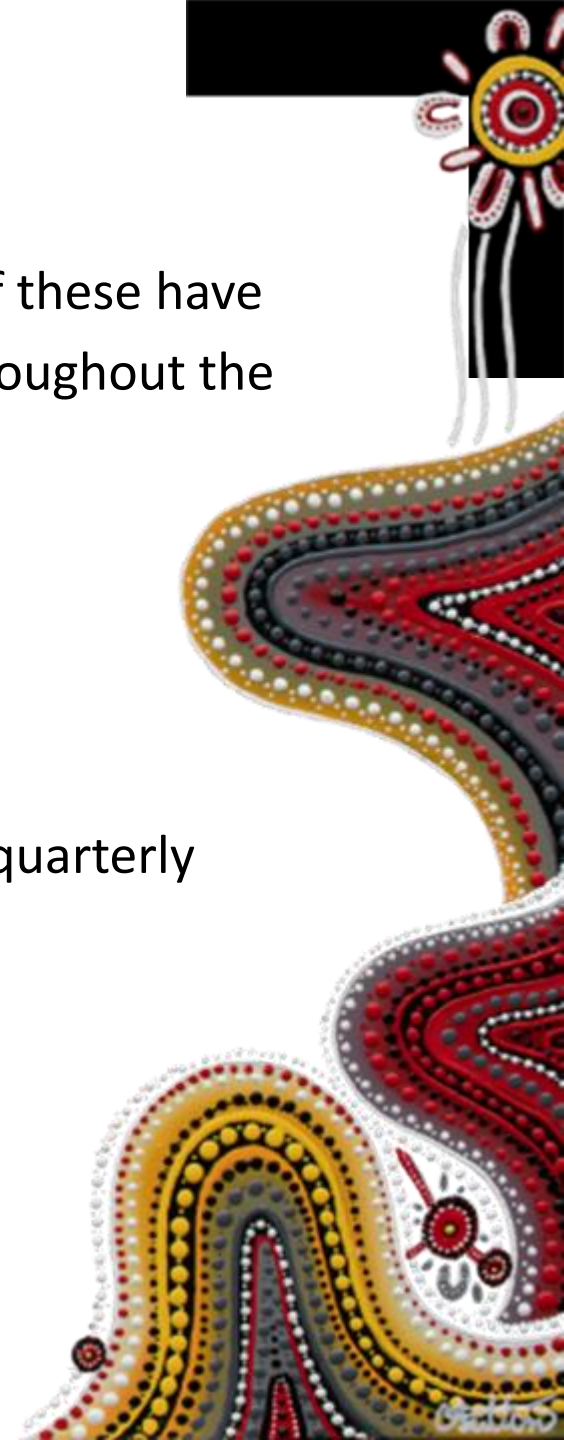


Progress snapshot

Across the 8 strategic objectives there are 26 priorities and deliverables. 85% of these have been delivered or are on track (noting many of the deliverables are ongoing throughout the year so not completed overall):

- 22 are “in progress” and on track (85%)
- 3 are behind” and experiencing minor issues (11.5%)
- 1 are “blocked” or experiencing significant issues (3.5%)
- 0 are “yet to start” (X%)

The next progress report will be for 1 March 2026 – 30 June 2026, reverting to quarterly reporting for FY2026 – 27



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



Evaluation measure: Community trust and engagement

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

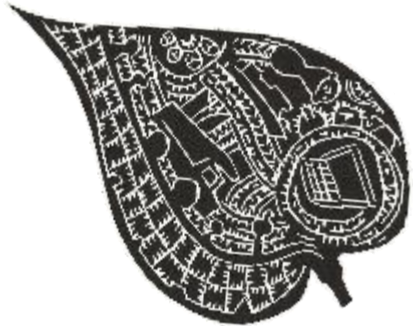
- Growing Indigenous Knowledge Centres (IKCs) and First Nations digital inclusion
 - A total of 260 participants across 46 workshops spanning digital arts, storytelling, podcasting, 360 degree filming, family history and more
 - eTournaments to promote teamwork, digital skills development and inclusive participation, particularly among younger community members
 - 30 participants across 6 teams as well as practice day at Mornington Island
 - 16 participants across 3 teams in Aurukun (including an all female team)
- Program delivery agreements in place with all 16 First Nations Councils
 - 86% of councils are satisfied with the Growing IKCs program
 - 96% of participants are satisfied with the program
 - 93% of participants believe their digital skills have improved as a result of the program



Evaluation measure: Community trust and engagement

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

- Indigenous Knowledge Centre (IKC) partnerships and IKC Action Plans:
 - IKC Action Plan progress in year 1 across 175 priorities
 - 35% delivered/complete
 - 65% in progress/ongoing.
- 100% engagement with all First Nations Councils each month
- Ash Barty visit to Winifred Fisher IKC at Cherbourg for First 5 Forever Program



“(State Library has) made my job easier by sending the right books – it really feels like a Christmas present for Hammond Island.” – IKC Coordinator

Artwork by Joey Laifoo



Evaluation measure: Community trust and engagement

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

- Developed Terms of Reference for First Nations Engagement Working Group to develop a whole-of-library First Nations Engagement Plan, bringing together First Nations staff as well as non-Indigenous staff involved in First Nations engagement
- Delivered cultural capability professional development training for public library and IKC staff (37 participants)
- Ongoing engagement with First Nations Elders and stakeholders to inform service delivery.
- Ongoing improvements to collection records to include identifying First Nations' content or perspectives.
- Around 15 First Nations artworks from the Torres Strait were recently catalogued.
- 2 notable works noted for their cultural significance and artistic quality (Booboo kutjarr by Heather Koowootha and Never throw stones at an emu by Roy Mclvor)
- Indexed records in the Police Gazette Index that reference First Nations people were identified and updated with appropriate cultural care statements.



Artwork by Cher'nee Sutton

Evaluation measure: Community trust and engagement

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

- Continued to build the First 5 Forever Community of Practice with IKC coordinators and First Nations staff through monthly online Yarn Ups
- Partnered with local government to deliver cultural capability programs with 100 participants from 25 councils
- 81% of respondents to the Local Government Satisfaction Survey 2025–26 were satisfied or very satisfied with State Library's support, advice, professional development and resourcing for First Nations communities (with 19% neutral)

"We play a game called Knowledge with the kids...they've become too good at it! The new dictionaries will help challenge them and support their learning." – IKC Coordinator, Hammond Island

"A special moment came when a child recognised his grandmother in a Torres Strait memoir on the IKC shelf. He said, 'Hey, that's my nanny!' He was happy he could walk in and see her story all the time."

Artwork by Cher'nee Sutton

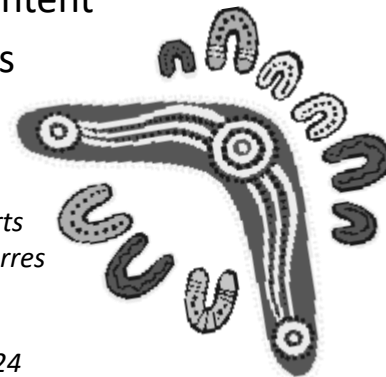


Evaluation measure: Visibility and representation

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

- kuril dhagun onsite visitation Nov 25 – Feb 26: 13,469
- Billy Missi'n Wakain Thamai showcase exhibition tours including cultural tours with Uncle Brian Whapp: 103 participants for Nov 25 – Feb 26
- Murri Christmas: 132 participants
- Regular and recurring playgroups and activities for First Nations in kuril dhagun
- Driven exhibition included First Nations stories and content
 - Screening of Bush Mechanics film: 189 attendees

Billy Missi'n Wakain Thamai is an exhibition developed by NorthSite Contemporary Arts (Gimuy/Cairns) and touring Australia in partnership with Gab Titui Cultural Centre/Torres Strait Regional Authority (Waiben/Thursday Island) and Museums & Galleries Queensland. This project has been assisted by the Australian Government's Visions of Australia Program. Artwork images are copyright © Billy Missi/Copyright Agency, 2024



Artwork by Cher'nee Sutton



Murri Christmas highlights



SSIE JINGLE BELLS

BELLS, JINGLE BELLS, JINGLE ALL THE WAY,
STRALIA ON A SCORCHING SUMMER'S DAY, OH,
NGLE BELLS, CHRISTMAS TIME IS BEAUT.
S TO RIDE IN A RUSTY HOLDEN UTE.

GH THE BUSH IN A RUSTY HOL
UST, ESKY IN THE BOOT.
E, SINGING CHRISTMAS SO
AND I AM IN MY SINGLET, S

S HOT, WE
ABOARD
HERE, S
THE AUS

NOON, GRANDPA HAS
CLE BRUCE ARE SWI
O GO, WE TAKE A FA
AR AND ALL SHOOT

HES.

A woman in a black shirt with a rainbow lanyard performing a dance or gesture.

Evaluation measure: Visibility and Representation

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

- New First Nations content has been identified and considered for the collections, this includes acquisitions of significant oral histories and artworks
 - Auntie Lavern Johnson-Gosling's artwork affiliated with Faces of Forgotten Australians, and an oral history interview as part of the First Nations Elders oral history series
 - First Nations artworks from Canopy Arts in Cairns, which depict legends and stories of the Torres Strait and tropical Far North. Artists include Daniel O'Shane, Robert 'Tommy' Pau, Glen Mackie (Kei Kalak) and Roy McIvor.
- 2026 Monica Clare Research Fellow and 2026 John Oxley Library Fellowship First Nations recipient announced.



Artwork by Joey Laifoo



2026 Monica Clare Research Fellow, Dr Rose Barrowcliffe (top) and 2026 John Oxley Library Fellowship recipient Lucy Deemal

Evaluation measure: Cultural safety and capability

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

- First Nations workforce representation is currently 5.15%, remaining above the Government's target of 4% and maintaining strong representation of identified roles relative to sector benchmarks.
- Delivered a suite of new cultural capability resources, including an eLearning module, development guide and a central SharePoint hub to support staff learning.
- Strengthened culturally capable recruitment and workforce practices through new toolkits, inclusive recruitment training and integration of cultural capability into Personal Performance Plans.
- Continued participation in key First Nations career pathway and graduate programs, supporting stronger representation and entry opportunities across the sector.
- Improved visibility of cultural capability and First Nations initiatives through regular whole-of-organisation communications and leadership reporting.
- Published the State Library First Nations Entry Pathways Plan 2026–2029 to guide longer-term capability and workforce development.



Evaluation measure: Economic participation

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

- Total spend with First Nations Suppliers: 2.5% for quarter ending 31 December 2025
- Total number of contracts (>\$10,000) entered into with First Nations suppliers from 1 Nov 25 – 28 Feb 26: 5
 - Total value \$90,654
- A review of the Procurement Policy is underway to align with the 2026 Queensland Procurement Policy, including the 3% First Nations target and broader engagement with other diverse suppliers.



Evaluation measure: Knowledge and language revitalisation

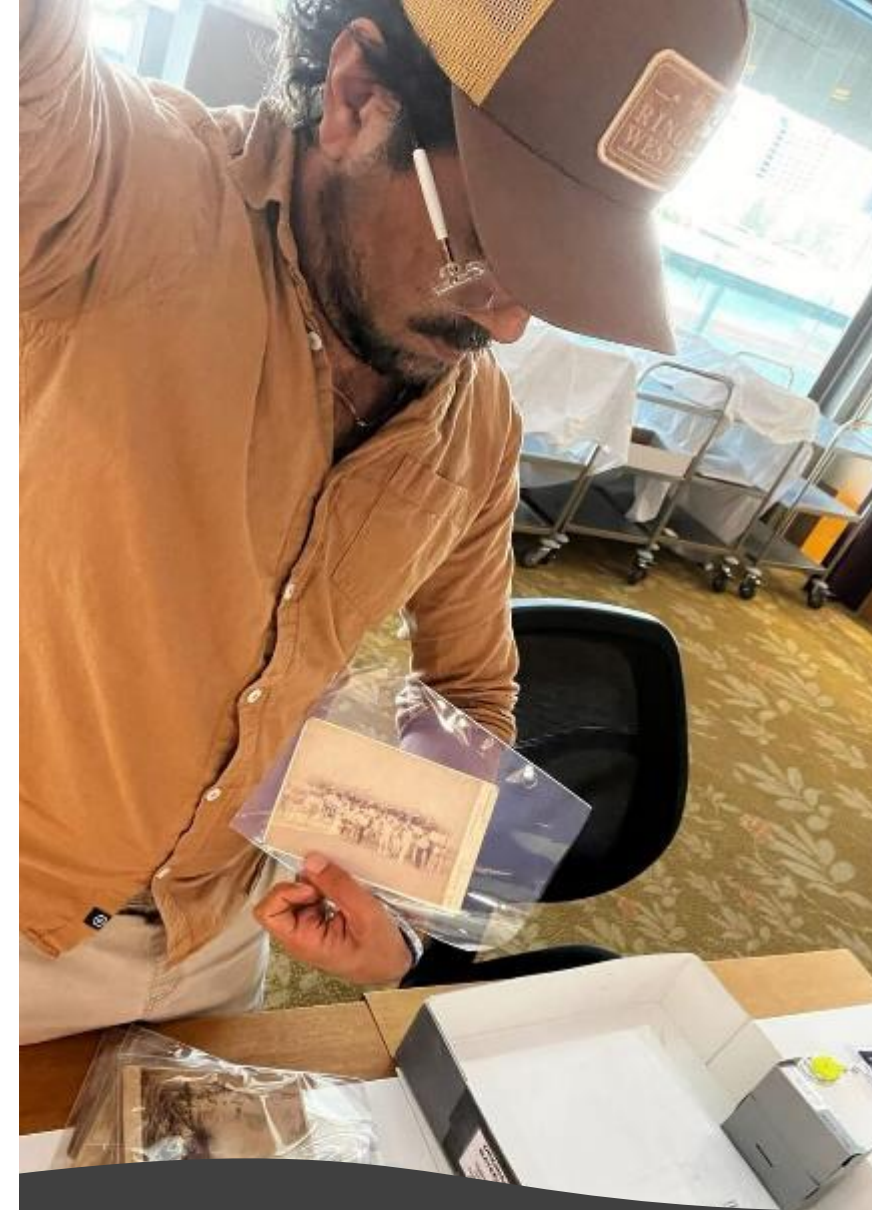
Number and diversity of First Nations languages represented and activated, and programming and schools engagement delivered.

- Indigenous languages creative arts residents' projects underway with blog articles published and public events being planned to profile their outcomes
- Planning underway for annual public languages event and delivery of online workshop
- Supported the delivery of the 2026 Premier's Anzac Prize Young Historian workshops in January (all participants from priority list)

"It was phenomenal everyone was ready to help and provided amazing input and I am so thankful."

"I do not believe that anything could have been improved and to do it differently would take away from the expertise of the staff."

"100/10! Incredible experience today. The (State Library) team are the greatest support have guided all of us to incredible places today." – Feedback from the 2026 Premier's Anzac Prize Young Historian workshop



Indigenous languages resident, Shaun Edwards, reviewing Station Collections, from Moor Moor, Delta Downs and the Moir Family photos, John Oxley Library

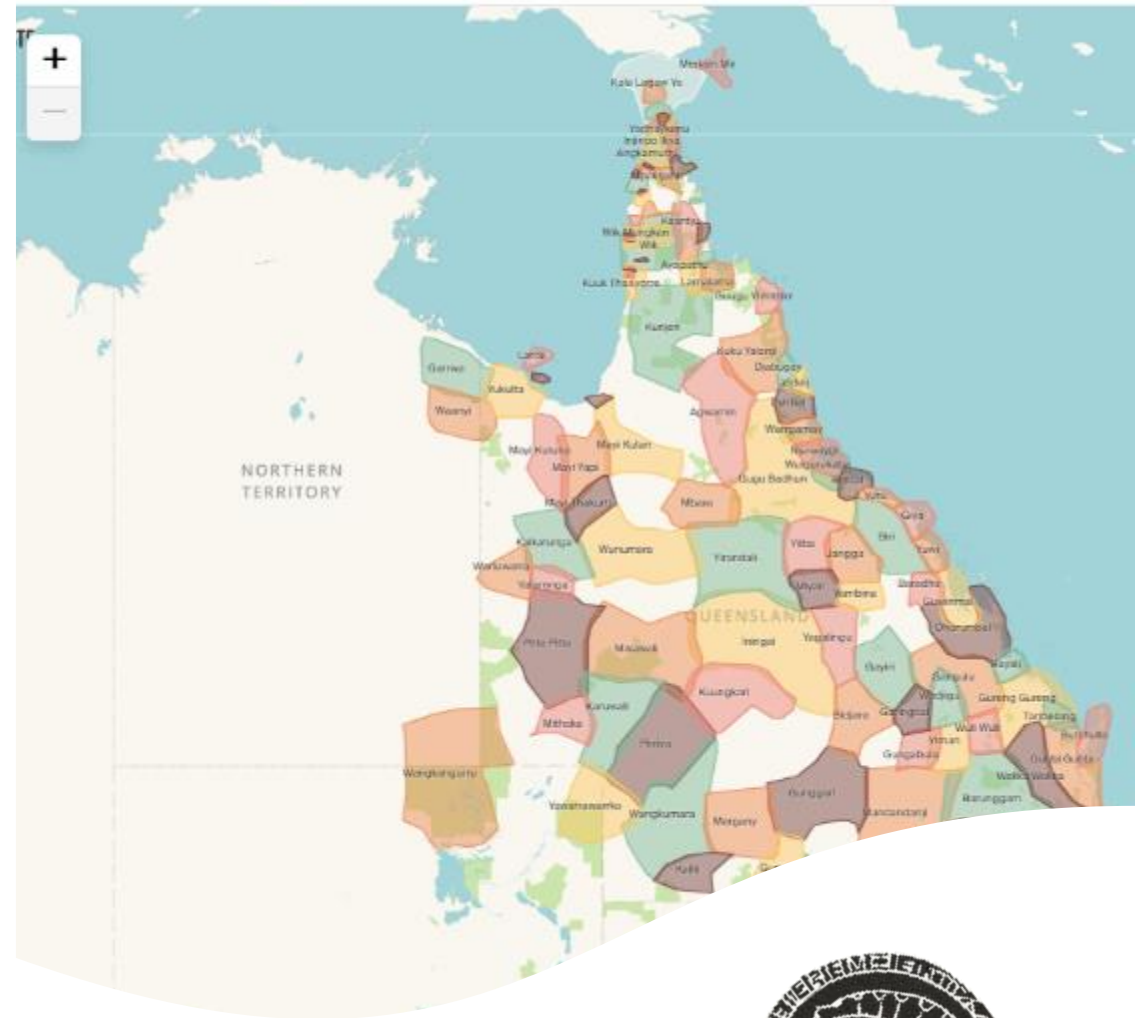
Evaluation measure: Knowledge and language revitalisation

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

- Revised Queensland First Languages Map made live with ongoing input from language groups
- 50 regional and remote schools from the First Nations Regional Schools Engagement (FNRSE) priority list have been invited to participate in the 2026 Young Researchers Experience
- Expressions of interest received from 9 schools in Ayr, Cairns, Chinchilla, Clifton, Cloncurry, Collinsville, Miles, Murgon and Urangan
- Applications are now open for students and teacher chaperones to attend the onsite experience
- 8 "Live at the Library" workshops delivered year to date (25% from the priority list)
- 6 First Nations identified schools booked for onsite visits for Term 1 and 2 of the school year

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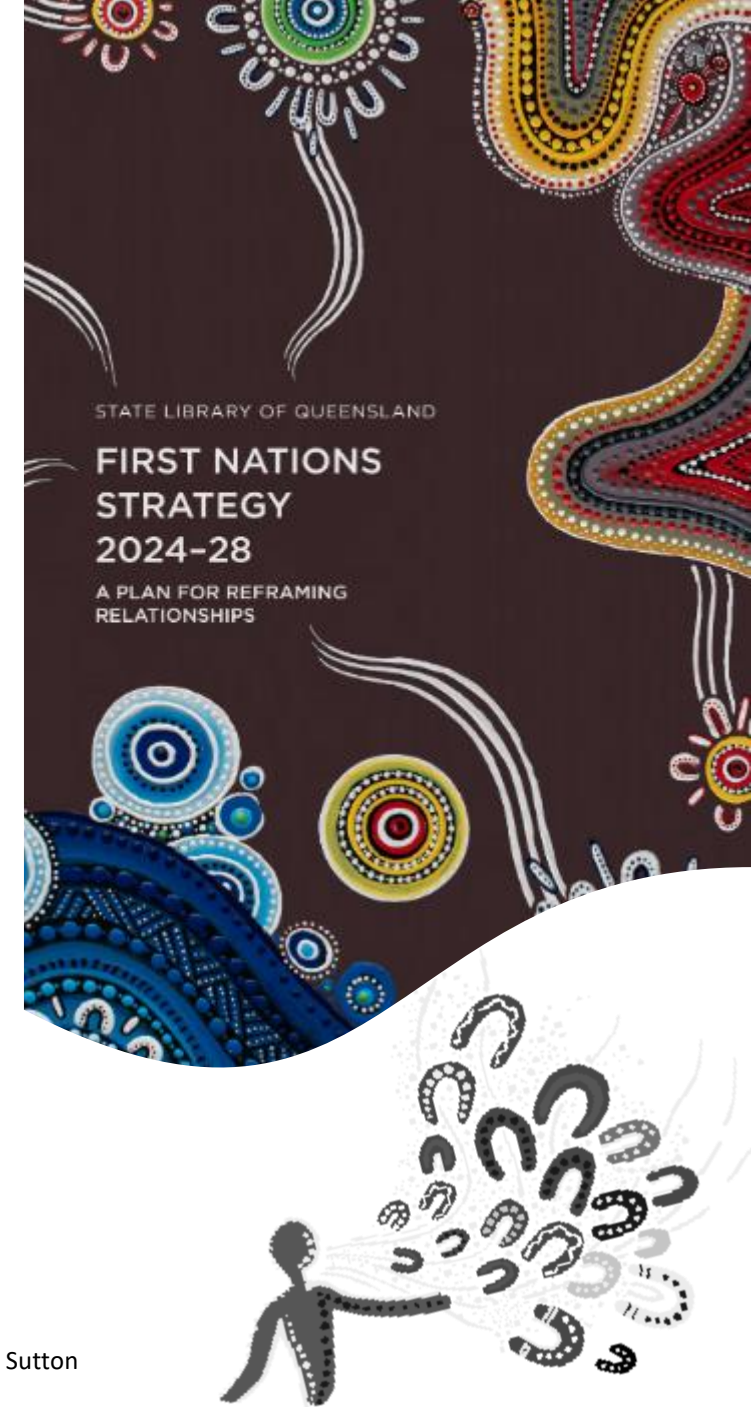
Queensland First
Languages Map



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 monitoring framework in place
- First Nations Strategy webpage updated to enhance transparency and accessibility
- First Nations Strategy Steering Group meetings held monthly to oversee First Nations Strategy and support implementation.
- Delivered 5 internal workshops as part of Phase 1 delivery of the Indigenous Cultural and Intellectual Property (ICIP) project.
- Engaged critical friends to review draft ICIP Principles and Guidelines
- Enabled the meetings of the Indigenous Advisory Group as per the Terms of Reference



Artwork by Cher'nee Sutton

Focus areas for Mar – June 26

- Completion and launch of the First Nations' soldiers portrait resource and other modules for teachers.
- First Nations Collection workshops delivered
- Progress 2026 Young Researchers Experience
- Schools Engagement IKC project delivered
- Doomadgee Digital IKC opening
- Support establishment of Digital Hubs with Torres Strait Island Regional Council (Masig, Sabai, Mer and St Paul)
- Complete review of Procurement Policy to align with 2026 Queensland Procurement Policy, including the 3% First Nations target and broader engagement with other diverse suppliers.
- Recruitment of kuril dhagun programming team
- Through Mununjali Eyes exhibition opened and tours
- Planning for NAIDOC Week and Night by the Fire events
- Activation of Megan Cope artwork in Dearly Departed exhibition
- Continue oral histories for the Elders project
- Progress discussions with Woorbinda IKC regarding local collections in anticipation of 100th anniversary in 2027
- Scoping a technical solution for mediating harmful language used by authors or creators in catalogue records.



Focus areas for Mar – June 26 contin.

- Deliver languages forum, online training workshop and submit 2026–29 languages project grant application (Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts).
- Further IKC community visits and consultation with councils.
- Review and updating reporting to better align with councils' priorities and reflect partnership.
- Procurement of cultural capability in-person training (component of broader diversity and inclusion training program)
- Develop mentoring program for staff (including First Nations staff)
- Identify ICIP implementation priorities and finalise ICIP Principles and Guidelines
- Build and release 2 online learning modules embedding First Nations perspectives in First 5 Forever
- First Nations activities in the Corner and holiday programs
- Completion of First Nations engagement plan
- Review Action Plan deliverables and evaluation measures in preparation for FY2026 – 27



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