

OUTCOMES

REPORT ON PERFORMANCE

	NOTE	2024-25 TARGET	2024-25 ACTUAL
Objective: Collecting memories			
Use of collections	1	15,000,000	13,644,958
Additions to Queensland Memory Collection	2	41,000	39,512
Objective: Enriching experiences			
Visits onsite and online (Service Delivery Statement service standard)	3	5,500,000	6,752,650
New members	4	40,000	46,033
Objective: People and communities			
Local government satisfaction with State Library service delivery	5	80%	97%
Increased online regional reach	6	20%	11%
Objective: Responsive innovation			
Overall visitor satisfaction with State Library services and programs (Service Delivery Statement service standard)	7	95%	96%
Average cost per visit (Service Delivery Statement service standard)	8	≤\$7.50	\$5.64

Notes

1. This measure reports on the use of physical, digital and eresources (licensed content). The result was 8.8% below target. Ongoing decreases in use of Queensland newspapers through Trove (national platform) is the major contributing factor to not meeting the target in 2024-25. This highly aggregated measure indicates ongoing strong use of born- and turned-digital collections and subscribed eresources. There was exceptional use of digitised film and video on social media platforms, with high levels of user engagement.
2. This measure reports on growth of content in the Queensland Memory Collection. The result was 3.6% below target due to the increasing complexity of digital collections and the staffing requirements for processing this content. A total of 75% of new content was in digital formats, an increase of 18% on 2023-24.
3. This measure includes visits onsite at South Bank and Anzac Square Memorial Galleries and visits to the State Library and Anzac Square Memorial Galleries websites. The target was exceeded due to growth in online visitation, driven by an increase in the volume and relevance of available content and improved accuracy of counting.
4. State Library membership enables access to licensed eresources and the ability to request items from storage, borrow collections and book spaces. This measure counts new members added in 2024-25 and excludes renewed memberships. This target was exceeded through ongoing promotion and a strong focus on schools engagement to introduce students and teachers to the benefits of State Library membership.
5. Local government satisfaction is measured annually through a survey of councils with Service Level Agreements with State Library. One response is accepted per council. This is the percentage of responses that expressed overall satisfaction with service delivery.
6. Online regional reach was a new measure in 2023-24. The percentage target and actual were calculated as an increase in the number of online sessions compared with 2022-23 actuals for State Library's websites and library catalogue from locations outside Brisbane, Ipswich and Logan.
7. Visitor satisfaction is the percentage of respondents to a year-long exit survey of onsite visitors who said they were 'satisfied' or 'very satisfied' when asked, 'How would you rate your overall satisfaction or dissatisfaction with today's visit?.'
8. Average staff cost per visit to State Library public sites and State Library-managed websites includes salaries and on-costs for employees, as well as casual staff expenses.

STRATEGIC OBJECTIVE 1

COLLECTING MEMORIES

SHARING KNOWLEDGE AND STORIES THROUGH OUR COLLECTIONS

State Library builds and preserves a documentary record of Queensland for future generations. A total of 39,512 items were added to the collections, which celebrate Queensland's unique cultures and identities. A strategic program of digitisation made collection items available to all Queenslanders online, supporting research, schools engagement initiatives and exhibition storytelling. Fellowships and residencies offered through the flagship Queensland Memory Awards added knowledge and perspectives through deep engagement with the collections. The commitments to elevate First Nations arts and enable respectful truth-telling practices were reflected in collecting activity, Traditional Language preservation and the award-winning exhibition *The unbroken spirit of the Kalkadoons*.

1. Intentionally collect and share a trusted record of Queensland

SIGNIFICANT ACQUISITIONS

The *Content Strategy* provides a decision-making framework for collections and outlines what and why State Library collects and how it ensures these decisions are consistent with its enduring values. State Library acquired several notable collections that mark the institution as a leader in sharing and retaining Queensland's story:

- *After the Flood IV*, a significant decolonial cartography work by Quandamooka artist Megan Cope
- a collection relating to Assistant-Surveyor of New South Wales Edmund Kennedy (1818–48), comprising a manuscript journal of the 1847 Barcoo expedition, sketches, correspondence and artefacts, including telescopes, a map and family items
- Rohingya United photographs, commissioned from Shehab Uddin to complement another acquisition, a digital story by journalism student Sameen Arshad about a football club made up of refugees from Myanmar
- photographer Cheri Desailly's collection of over 500 images documenting street art and murals across South East Queensland over the past decade
- the Home to Bilo! campaign collection, featuring objects related to the Biloela community's campaign to support the wishes of Sri Lankan Tamil refugee family Nades Murugappan, Priya Nadesalingam and daughters Kopika and Tharnicaa to continue to live in Biloela
- The Cameron McTavish map collection, a large collection of significant maps spanning the 16th to 20th centuries and including a focus on Far North Queensland
- *Voyage de decouvertes autour du monde et la recherche de La Perouse par M. J. Dumont D'Urville, capitaine de vaisseau, execute sous son commandement et par ordre du gouvernement, sur la corvette l'Astrolabe, pendant les annees 1826, 1827, 1828 et 1829: histoire du voyage*; this collection documents the important scientific voyage of the Astrolabe to the Pacific.

NATIONAL EDEPOSIT

Queensland publications are deposited to State Library under the legal deposit requirements of the *Libraries Act*. National edeposit (NED), a collaboration between national, state and territory libraries, provides a national solution to the legal deposit, management, storage, preservation, discovery and delivery of electronic publications. Over 2,700 Queensland publishers are active in NED, ensuring current Queensland publishing is well represented in the national collection. An average of 248 new titles from these publishers were added to NED each month in 2024–25. More than 39,000 NED titles are now available in State Library's catalogue, One Search. Staff have contributed to NED development projects for improving the service and to strategic planning to ensure NED continues to meet library, publisher and client needs.

QUEENSLAND BUSINESS LEADERS HALL OF FAME AND FELLOWSHIP

The Queensland Business Leaders Hall of Fame is a partnership with Queensland University of Technology (QUT) to celebrate, record and retell outstanding stories of Queensland's business leaders. Inductees into the 2024 Hall of Fame were presented with their awards at a gala dinner in July 2024, attended by the Honourable Grace Grace MP, then Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing. The 5 inductees recognised for their outstanding business leadership and contribution to Queensland were the Longhurst Family, Shelley Reys AO, Stefan Ackerie OAM, Data#3 Limited and Piñata Farms Pty Ltd. Digital stories and oral histories for each inductee have been added to the collection. The 2024 Queensland Business Leaders Hall of Fame Fellowship was awarded to Dr Joanne Dolley for her research project 'Businesswomen of Queensland: the histories and successes of Queensland businesswomen pre-1970'. Almost 100 business leaders and organisations have been inducted into the Hall of Fame since its inception in 2009. A repository of digital stories provides a permanent public record of inductees' contributions to Queensland's economic and social development.

2. Enable respectful truth-telling practices by all, centred on culturally safe co-design with First Nations peoples

FIRST NATIONS STRATEGY AND ACTION PLAN

The *First Nations Strategy 2024–28* continues to guide State Library's commitment to fostering genuine partnerships with Aboriginal and Torres Strait Islander peoples. Its 8 strategic objectives cover:

- truth-telling and healing
- Indigenous Knowledge Centres (IKCs)
- kuril dhagun, State Library's First Nations cultural space
- First Nations community engagement
- First Nations recruitment and retention
- collections (including data sovereignty)
- events, partnerships and public programming
- economic participation.

The *First Nations Strategy Action Plan* has 28 priorities and deliverables; 68% were delivered or on track in 2024–25. The First Nations Strategy Steering Group was established in 2024–25 to lead the implementation and integration of the strategy commitments across the organisation. The group provides strong, consistent governance across the lifecycle of the strategy. It monitors, mentors, challenges and supports staff on the strategy and action plan's progress. The work reflects the commitment to embedding First Nations perspectives across all operations, strengthening partnerships with First Nations communities, and supporting the aspirations of Aboriginal peoples and Torres Strait Islander peoples through inclusive and collaborative initiatives.

REPARATIVE AND INCLUSIVE COLLECTION DESCRIPTION

State Library's *Content Description Principles* are aligned to the National and State Libraries Australasia (NSLA) Guidelines for First Nations Collection Description, which support developing and implementing new cataloguing practices to facilitate a shift in First Nations collections description practices. Further progress was made in reparative and inclusive cataloguing through:

- auditing existing catalogue records and collection guides for Indigenous Cultural and Intellectual Property (ICIP) and for harmful language concerning First Nations peoples
- changing racial slurs, blood quantum references, outdated terms and incorrect capitalisation in over 1,080 legacy catalogue descriptions
- flagging for review over 2,170 descriptions with harmful language applied by creators (for example, appearing in a title or quoted caption)
- applying an ICIP acknowledgement on over 490 catalogue records for collections containing material culture, traditional dance and oral histories with First Nations Elders
- ongoing activities to support discovery and access, including using terms identified by First Nations peoples in catalogue records through Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) vocabularies for language, people, place and subject, and applying warnings to catalogue records identifying which materials in a collection are inappropriate, offensive or culturally sensitive.

ARCHIVING OF ITTB AND TRUTH-TELLING AND HEALING INQUIRY WEBSITES AND COLLECTIONS

Discussions with key staff from the First Nations Treaty Institute led to the deposit and archive of both the ITTB's website and records, and the Truth-telling and Healing Inquiry website and testimonial content. Both websites are now available on the national web archive, Pandora, for future generations. ITTB publications and promotional materials have been archived and are available via the State Library One Search catalogue. The testimonies, transcripts and other documents of the Truth-Telling and Healing Inquiry will also be archived and made available once access conditions are confirmed by community members.

COLLECTIONS, PROGRAMMING AND ENGAGEMENT

Aboriginal and Torres Strait Islander cultures, knowledge and stories are recognised in First Nations collections, programs, exhibitions and public spaces. Collection and exhibition curation takes a culturally informed approach that prioritises consultation, co-design and content created by First Nations peoples.

A number of new First Nations collections were commissioned and made accessible in 2024–25. These included *All Shades: First Nations Portraiture* by Kamilaroi documentary photographer Dean Saffron, exploring conceptions of Indigeneity and demonstrating the diversity of expressions of First Nations identity. He interviewed and photographed people from as far north as Mer (Murray Island) in the Torres Strait, west to Mount Isa and east to Bundaberg. Each participant chose the context in which they were documented, based on their individual experiences and identities. A selection of photographs from the collection was displayed at the Brisbane Convention and Exhibition Centre from May to July 2025.

In the 2025 truth-telling exhibition *The unbroken spirit of the Kalkadoons* visual artist Colleen Sam and her mother, Aunty Ena Sam, Kalkadon (Kalkadunga) knowledge holders, share the stories of their people's survival and the continuation of culture through 4 generations. Oral histories, artworks and archival materials from the collection told of the Sam family's resistance during the Frontier Wars of the late 1800s in North West Queensland.

The exhibition collaboration produced a 360-degree digital animation featuring a Sam family totem, the black cockatoo, on a cylindrical canvas suspended at the centre of the slq Gallery. Sam family oral histories, created for the exhibition, were added to the collection. The exhibition aims to give visitors a greater understanding of First Nations perspectives, and enable conversations on reconciliation and healing. This has been achieved through curator and artist tours, a virtual tour, a Curriculum Connect learning module, and events such as a live-streamed art and storytelling workshop for students, and a Holiday fun painting workshop for children. The exhibition features a dedicated learning and healing space, including a yarnning circle for community discussions, and family-friendly labels to support young people's exploration and learning. *The unbroken spirit of the Kalkadoons* won the 2025 Queensland Reconciliation Award for Education.

Deaf in dance: feeling the beat, a showcase displayed in kuril dhagun throughout 2024–25, shared the stories of First Nations Queenslanders with a disability who express themselves through Indigenous sign languages and traditional cultural dance practice. Created with a focus on accessible design, the showcase highlighted the history, accomplishments and impact of the Cairns-based Deaf Indigenous Dance Group (DIDG). Since forming in 1997, the group of Deaf and hard of hearing dancers from across Cape York Peninsula and the Torres Strait Islands has performed at cultural events around the nation. Dancers collaborated with Pacific Centre for Photographic Arts founders Sean Davey and Aishah Kenton in 2021 to create a series of narrative portrait artworks. These were acquired for the collection along with digital stories and photographs of the group rehearsing and performing in Cairns and at Laura Quinkan Dance Festival. *Deaf in dance* incorporated Auslan tours and video content, Braille elements, audio descriptions, and tactile artworks.

Members of the Queensland Police Service First Nations Division received a briefing on State Library's *First Nations Strategy* and accessing collections onsite and online in December. The purpose of the tour was to highlight State Library's collections and services with a view to continued engagement and stronger relationships.

3. Preserve the collection for future generations through the development of resilient and robust systems and plans

CONSERVATION

Conservation of significant physical collections remains a priority for preserving Queensland's documentary heritage. Conservation staff undertook 573 activities to prepare collections for exhibition display and repository storage, assess items for conservation requirements, and complete conservation treatments.

Two paintings from the collection underwent significant conservation treatment and are now accessible for research and exhibition. *The Railway Hotel Pimpama* returned to State Library after a long-term loan to the Grimwade Centre at the University of Melbourne for treatment and conservation. Specialist art conservators completed material analysis and a complex conservation treatment of the painting. This treatment would not have been possible without the generosity of the university faculty's staff and students. The painting has been digitised and made accessible online. A smaller but significant painting, *Portrait of a Horse* by Violet Johnson, underwent conservation treatment to stabilise water damage and flaking paint. The painting can now be safely stored and displayed without risk of further damage.

A review of collection disaster preparedness and planning was conducted before the significant weather events in South East Queensland over the 2024–25 summer. This ensured collections were safe and State Library was well prepared for Tropical Cyclone Alfred.

DIGITISATION

Digitisation of Queensland content was prioritised, ensuring greater access to unique and significant content. Digitisation also supported a range of engagement activities including exhibitions, events and student workshops. Content digitised included photographs, photograph albums, maps, original diaries, manuscripts and publications from key Queensland historical figures Robert Logan Jack and Alfred Meston. Acquisition of a new A1 overhead scanner enhanced in-house digitisation to enable greater access to content. A 3D scanner was used to create 32 scans of objects and artist books. Other titles digitised in the past year included:

- 1,406 pages of *Vigilance*, the official publication of the Queensland branch of the Returned Soldiers and Sailors Imperial League of Australia
- 15,512 pages (22 volumes) of *The Architectural & Building Journal of Queensland* 1922–44
- 3,181 pages of the *Yarrabah News*
- 2,926 pages of *Queensland RSL News* (1989–2012)
- 6,894 pages of the *Palm Island News*
- 668 pages from 6 bibles in First Nations languages.

Funding of \$3,000 from the Foundation for the Reel Rescue program supported digitisation of film, video and audio content on fragile or obsolete carriers, such as 16mm and 8mm film and magnetic tapes. This work is time sensitive and critical to preserve and ensure access to unique historical content captured on these at-risk formats. Approximately 150 items were made accessible in the library catalogue.

DIGITAL COLLECTION PRESERVATION

Maintaining the integrity and availability of the digital collection is a fundamental requirement of caring for the collection. Previous investment in the Storage Area Network (SAN) upgrade delivered primary and secondary repositories of the digital collection. An independent copy of the digital collection has been delivered and stored at the Cannon Hill facility. The digital collection is now in 3 geographic locations, each addressing a different disaster threat mitigation strategy. Implementation of the independent third copy allows State Library to attain the highest level of the National Digital Stewardship Alliance (NDSA) Levels of Digital Preservation in digital storage, and to ensure preservation of the digital collection for future generations. Digital collection management includes a regular schedule of file verification and validation checks that ensures the integrity of this repository for business continuity and disaster recovery.

4. Reflect and reveal shared histories and new narratives

QUEENSLAND MEMORY AWARDS

The annual Queensland Memory Awards (QMAs) recognise contributions to the documentation, preservation and celebration of Queensland's memory, past and present. The awards offered a total of \$145,000 in stipends and prize money across 9 fellowships and 2 award categories to support future research into diverse aspects of Queensland's history. Two new fellowships were offered for 2025: Queensland Heritage Register Fellowship and Royal Queensland Show (Ekka) Fellowship.

The awards ceremony featured the inaugural John Oxley Library Award alumni address from 2013 winner Matthew Condon OAM. It was attended by 220 people onsite and viewed live by 46 people online. The QMAs are made possible by the support of donors and the Foundation.

The 2025 QMAs winners were announced in November 2024.

John Oxley Library Fellowship

(\$25,000 supported by the Foundation's President's Circle patrons plus a 12-month residency)

Dr Zhila Gholami for 'Voices of diversity: collecting and preserving the refugee experience in Queensland'

John Oxley Library Honorary Fellowship

(12-month residency)

Dr Indigo Willing for her project 'Queensland skate of mind: subcultural game changers to Olympian "roll" models'

John Oxley Library Award

Marianne Taylor, The House Detective, for passionately researching and sharing the hidden histories of houses, and generously contributing to the Queensland heritage community through free talks, social media and volunteer work

John Oxley Library Community History Award

(\$5,000 supported by the Foundation)

Cairns and District Chinese Association Inc. Heritage Team for its work to make the Lit Sung Goong collection of religious artifacts accessible to the public in 2025, marking 23 years of dedicated conservation and cataloguing efforts led by Heritage Coordinator Mary Low and volunteer conservator Jacky Tam

Monica Clare Research Fellowship

(\$20,000 funded by The Siganto Foundation plus a 12-month residency)

Ms Nerelle Nicol for 'Lugger Bort', her social history research on the working lives of Aboriginal and Torres Strait Islanders in the pearling, beche-de-mer and trochus industries in northern Queensland

Queensland Business Leaders Hall of Fame Fellowship

(\$15,000 funded by the John Allpass Charitable Foundation plus a 12-month residency)

Dr Joanne Dolley for 'Businesswomen of Queensland: the histories and successes of Queensland businesswomen pre-1970'

Queensland Heritage Register Fellowship

(\$20,000 supported by the Heritage Branch, Department of Environment, Science and Innovation plus a 12-month residency)

Dr Kate Kirby for 'Patterns of Queensland's sport and recreation heritage: enhancing community access to sport history knowledge via the Queensland Heritage Register'

Rainbow Research Fellowship

(\$20,000 supported by the Foundation plus a 12-month residency)

Dr Marion Stell and Professor Celmara Pocock for 'Queering the lens: cross-dressing in family photograph albums'

Digital Collections Catalyst

(\$15,000 stipend plus a 12-month residency)

Anna Rowe for 'Wallflowers: reimagining historical interiors'

Royal Queensland Show (Ekka) Fellowship

(\$20,000 supported by the Royal National Agricultural and Industrial Association of Queensland plus a 12-month residency)

Bronwyn Bridgewater for 'Historic Ekka – the relationship between country, town and the travelling show community'

Letty Katts Fellowship

(\$5,000 stipend supported through the Foundation endowed fund established by the late Dr Stanton Mellick OAM ED and his daughter, the late Professor Jill Mellick, plus a 6-month residency)

Dr Carl Anacin for 'Migration, musical practices and belonging among Filipino migrants in Queensland: festivals, music industry participation and everyday lives'

FIRST NATIONS LANGUAGES REVITALISATION

Yuuingan Dhillia Yari, the Indigenous Languages Symposium, is a cornerstone initiative of the Indigenous Languages Project. The symposium profiles First Nations achievement in language-related endeavours and gives participants the opportunity to interact in workshops and panels to increase their capacity to help Queensland languages thrive.

The 2024 symposium, in August, focused on how revitalising Indigenous languages could enhance education and literacy in Queensland's Indigenous communities. Indigenous Literacy Foundation CEO Ben Bowen delivered the keynote address. The event attracted a crowd of 150.

The 2025 symposium, in April, focused on the revitalisation, transmission and contemporary adaptation of First Nations languages, exploring the intersection of language preservation and innovation in the digital age. It featured keynote presentations by Northern Cheyenne and Lakota AI ethicist Michael Running Wolf and Birri and Guugu Yimidhirr woman Tanya Denning-Orman, Director of Indigenous Content at SBS. The symposium attracted 225 participants.

The Indigenous languages creative arts residency program was launched at the 2025 Yuuingan Dhillia Yari symposium. The residencies offer time, space and resources to develop a project inspired by State Library's Indigenous language resources, while contributing to the revival and preservation of Queensland's First Nations languages. The program is funded through the Commonwealth Indigenous Languages and Arts program. The first 3 successful applicants were Boneta-Marie Mabo ('Weaving Language Back to Country'), Georgia Corowa ('Revitalising Iningai Language Through Song') and Dean Tyson ('Goori Signposts'). The outcomes will be shared in 2025–26.

Language and legacy: Mabo Day 2025 creative workshop in June used visual storytelling and language-based artmaking to support Aboriginal and Torres Strait Islander language revitalisation. Artist and activist Boneta-Marie Mabo, granddaughter of the late Eddie Koiki Mabo, facilitated the workshop. Participants used words, phrases and stories from their ancestral languages to create artworks and reflected on Eddie Koiki Mabo's legacy using his First Language, Meriam Mer, and archival images.

Words to Sing the World Alive: A Celebration of First Nations Languages, edited by Jasmin McGaughey and The Poet's Voice, and published by UQP, was launched at State Library in November. Contributing authors Anita Heiss, Cheryl Leavy and Yasmin Smith took part in a panel discussion about the book.

FIRST NATIONS ELDERS ORAL HISTORY PROJECT

Oral histories are one of the ways State Library is preserving Indigenous knowledge and engaging in truth-telling. The First Nations Elders oral history project records longform interviews with Elders in collaboration with First Nations staff, families and community representatives. The recordings are stored in the digital archive for long-term preservation. Elders from Eidsvold and Coen were interviewed for the series in 2024–25.

STRATEGIC OBJECTIVE 2

ENRICHING EXPERIENCES

EMPOWERING OUR AUDIENCES TO BE OPEN TO DISCOVERY, PARTICIPATION AND LEARNING

State Library provides safe, meaningful and memorable experiences through exhibitions, showcases and events, both onsite and online. Curated public programs and purposeful partnerships leverage collections, spaces and staff expertise to build and engage audiences across Queensland. Programming highlights included the record-breaking *Neon* exhibition and a new partnership with the Brisbane Portrait Prize. Live-streamed statewide workshops deepened engagement with regional primary and secondary school students, supporting lifelong learning and empowering them to navigate the AI age. Writing awards, internships and fellowships created career pathways and opportunities to nurture homegrown storytelling.

1. Grow literacy, storytelling and lifelong learning through physical and digital experiences that enable and inspire

QUEENSLAND LITERARY AWARDS

The Queensland Literary Awards (QLAs) showcase outstanding works by Australian authors, champion new writing and further the careers of Queensland writers. They are supported by the Queensland Government through Arts Queensland and State Library, and by sponsors, grants and philanthropic donations through the Foundation. The 2024 awards ceremony was held in September, with \$276,000 in prize money awarded in recognition of outstanding talent.

Queensland Premier's Award for a Work of State Significance
(\$30,000 supported by the Queensland Government through Arts Queensland):

Edenglassie by Melissa Lucashenko (UQP)

Queensland Writers Fellowships
(3 fellowships of \$20,000 each, plus professional development support to the value of \$4,500. Supported by the Queensland Government through Arts Queensland and State Library of Queensland):

Jarad Bruinstroop, 'For the Duration'

Sarah Kanake, 'Lazarus; Or, the Whale'

Cheryl Leavy, 'Mudhunda – Song Country'

Queensland Premier's Young Publishers and Writers Awards
(2 awards of \$12,000 each, plus career development support to the value of \$3,000. Supported by the Queensland Government through Arts Queensland):

Gavin Yuan Gao

Myles McGuire

The University of Queensland Fiction Book Award
(\$15,000 sponsored by UQ):

The Great Undoing by Sharlene Allsopp (Ultimo Press)

The University of Queensland Non-Fiction Book Award
(\$15,000 sponsored by UQ):

Bullet, Paper, Rock: A Memoir of Words and Wars by Abbas El-Zein (Upswell Publishing)

Children's Book Award

(\$15,000 supported by the Talbot Foundation):

Sunshine on Vinegar Street by Karen Comer (Allen & Unwin)

Young Adult Book Award

(\$15,000 supported by Susan Hocking and Ian Mackie, and their family):

The Spider and Her Demons by sydney khoo

(Penguin Random House Australia)

Steele Rudd Award for a Short Story Collection

(\$15,000 supported by the Foundation):

Firelight by John Morrissey (Text Publishing)

Judith Wright Calanthe Award for a Poetry Collection

(\$17,500 supported by the Copyright Agency's Cultural Fund):

Three Books by LK Holt (Vagabond Press)

David Unaipon Award for an Emerging Aboriginal and/or Torres Strait Islander Writer

(\$20,000, plus manuscript development and publication with UQP.

Award supported by the Copyright Agency's Cultural Fund):

'Native Rage' by Dominic Guerrera

Glendower Award for an Emerging Queensland Writer

(\$15,000, plus manuscript development and publication with UQP.

Award supported by Jenny Summerson through the Foundation):

'Life Drawing' by Emily Lighezzolo

The Courier-Mail People's Choice Queensland Book of the Year Award

(\$10,000 sponsored by The Courier-Mail):

Breath by Carly-Jay Metcalfe (UQP)

BLACK&WRITE! PROGRAM

black&write! is a nationally recognised writing and editing program that has strengthened First Nations participation in the literary and publishing sector in the 11 years since its inception. The program provides industry-leading pathways to publication for writers, with sustained investment through Creative Australia and the Copyright Agency's Cultural Fund. The black&write! Fellowships give 2 outstanding Aboriginal and/or Torres Strait Islander writers the opportunity to have an unpublished fiction or poetry manuscript edited and developed for publication. Winners receive \$15,000 prize money, editorial development with the black&write! team and a publication opportunity with UQP. Only one fellowship was awarded in 2025. (More detail on page 48.)

YOUNG WRITERS AWARD

The Young Writers Award is an annual competition for Queensland writers aged 18 to 25. The award invites entries of unpublished short stories up to 2,500 words. The 2024 winner was Ash Shirvington, who was awarded \$2,000 prize money and had his winning story, 'Birdbone', published by literary journal *Kill Your Darlings*. Three runners-up were each awarded \$500: Sara Allan Park, AJ Pope and Quinn Stennett. All 4 writers received membership with award partner Queensland Writers Centre (QWC).

QUEENSLAND WRITERS CENTRE PARTNERSHIP

Through workshops and regional programs, QWC connects with writers throughout Queensland from its home at State Library. QWC hosted over 240 genre authors at GenreCon: Alchemy, and delivered the QPoetry! festival and the Queensland Poetry Awards. Programs for young people include Youth Writing Saturday and the Brisbane Children's Writers Festival. QWC's Writing Friday program provides time, support and space to write in 40 locations across Queensland.

THE EDGE

State Library's open-access make and design hub, The Edge, assists Queensland creatives with the tools and knowledge to develop economic opportunities in the arts. Over the past 15 years, The Edge has evolved into a multi-functional cultural space that hosts innovative programming and digital access. Along with The Brink Café and Auditorium, The Edge offers a free and accessible space for creativity, ideas and experimentation. It hosts meetups, talks, community projects and collaborative projects. The Edge hosted 283 public programs, 55 inductions and 92,408 visitors in 2024–25. Programming focus is a mixture of equipment activation, contemporary technology and fabrication workshops, collaborative meetups, and innovative exhibitions and experiences. The Edge continues to adapt to the contemporary needs of the community, fostering a merging of technology, arts and learning.

The creative spaces at The Edge include a recording studio, digital media lab, innovation lab, and print and sew space. These spaces enable access to specialised computers and cameras, portable audio equipment, virtual reality headsets, recording studio, laser cutters, 3D printers, electronics equipment, and sewing and embroidery machines. The Digital Media Lab underwent a significant technology upgrade in September. A new suite of 11 Mac Studios, 2 new production PCs, 10 iPad Pros and 10 PC laptops replaced a set of 20 PCs. The technology mix will ensure programs and client access to technology remain leading-edge.

Creative workshops such as the Queensland architecture in miniature series draw on the collections as a source of inspiration. Recycled vinyl workshops showcase the commitment to sustainable practices of recycling and reuse, while activating the sewing and repair resources available at The Edge. Introductory sessions are offered on a range of creative apps and fabrication techniques, from Adobe Creative Cloud to the basics of electronics and 3D printing.

In early 2025, The Edge entered a creative space hire arrangement with Griffith Film School. This collaboration means students and educators can use The Edge's high-end equipment outside of public opening hours, providing more access to creative computing opportunities.

PORTRAIT OF AN ARTIST

Portrait of an artist is a free conversation series that enables deep connections with the stories of the artists featured in the James C Sourris AM Collection of Artist Interviews. This year, 2 artists spoke about their lives and work, at events that drew a total of 198 audience members:

- contemporary visual artist Judith Wright, in conversation with Angela Goddard, Director of Griffith University Art Museum, in July
- conceptual artist Peter Kennedy, in conversation with Dr Bob Lingard, Emeritus Professor at UQ, in September.

The James C Sourris AM Collection of Artist Interviews is generously supported by James C Sourris AM through the Foundation.

STUDENTS AND EDUCATORS

Reach in remote, rural and regional Queensland continues to grow with an expanded suite of free, live-streamed learning experiences and online resources for educators and students, along with professional development for educators.

Live at the Library's interactive, live-streamed workshops provide curriculum-aligned opportunities for students to engage with collections, online resources and experts. Multi-school workshops focus on the significance of events such as Anzac Day, Queensland Day and NAIDOC Week. The 129 workshops engaged with 5,785 students and 122 schools; 69% of the workshops were with regional schools. Live at the Library was developed with foundational support from Gina Fairfax ^{AC} and Tim Fairfax ^{AC} through the Foundation.

The **First Nations regional schools engagement project** enriches learning for students at rural and remote schools, particularly those with a high proportion of First Nations students. The project leverages the collections to deliver curriculum-aligned educational experiences and create new resources. These resources build student and educator skills, centre First Nations perspectives and help foster a lifelong love of learning. The project produced classroom resources, holding 30 workshops that engaged with 2,624 students and 84 schools as far north as Mossman and west to Mount Isa. The First Nations regional schools engagement project is supported by the Ash Barty Foundation through the Foundation.

Curriculum Connect Symposium gave educators insights to help students build critical-thinking skills in an age of misinformation and AI-generated content. Expert presenters offered strategies and tools to equip students to discern credible sources, question information, and navigate challenges such as misinformation, fake news, and the influence of AI. Keynote speakers were Dr Hassan Khosravi (Associate Professor in Data Science and Learning Analytics at UQ), Professor Deborah Brown (Professor of Philosophy and Director of the UQ Critical Thinking Project) and Kellie Britnell (Manager, Awareness and Capability, eSafety Commissioner). The June event drew 190 in-person and 108 online participants.

Curriculum Connect offers a wide-ranging collection of educational materials aligned with the Australian Curriculum (P–10) and the Queensland Curriculum and Assessment Authority (QCAA) senior syllabus, including classroom-ready units of work, lesson plans, activities and teacher professional development. There were 39,865 page views and 2,775 downloads across more than 150 available education resources. Three new interactive learning modules to support student research and engagement, and 4 professional development sessions with supporting materials were published. There were 18,215 views and 3,379 downloads of student study support resources from the Discover Teachers and Students webpages. Curriculum Connect was developed with foundational support from Gina Fairfax ^{AC} and Tim Fairfax ^{AC} through the Foundation.

The **Young researchers experience** brought 11 rural high school students and 2 teacher chaperones from Cairns School of Distance Education and Cloncurry State High School for a week-long research workshop and cultural experience in September. Students delved into the collections and resources to research their chosen topics. The group participated in cultural and educational experiences including visits to Queensland Museum, Anzac Square Memorial Galleries and Queensland University of Technology, as well as Brisbane Festival activities. The program is funded by Caroline and Keith Hamilton in memory of Mr Hamilton's mother, Gloria, through the Foundation.

The **Premier's Anzac Prize young historians workshop** in January helped the 8 prize recipients hone their research skills in preparation for a 2-week educational tour of Europe. The students researched Queenslanders from their community or family who were involved in World War I. The Premier's Anzac Prize is delivered by the Department of Education in partnership with Returned Services League Queensland and State Library.

Onsite activities, workshops and self-guided experiences help students engage with the collections. The onsite research strategies workshops, led by State Library staff, teach students how to effectively search for resources to complete their assessments. A total of 4,564 students from 125 schools visited to engage in onsite experiences.

2. Attract new audiences by celebrating and communicating compelling, innovative visitor experiences and programs

EXHIBITIONS AND SHOWCASES

A critically acclaimed and well-attended program of free exhibitions showcased Queensland stories and centred First Nations truth, stories and knowledge. The Talbot Family Treasures Wall, Philip Bacon Heritage Gallery and Australian Library of Art displays on level 4 made rare collection items accessible to the public.

The unbroken spirit of the Kalkadoons (22 March – 24 August 2025)
Kalkadon (Kalkadunga) woman and visual artist Colleen Sam, and her mother, Aunty Ena Sam, tell the story of the Kalkadon people of North West Queensland through artworks and digital stories. (More detail on page 19.)
There were 8,308 onsite and 39,866 online visits.

Neon (6 December 2024 – 9 February 2025)
The summer exhibition, *Neon*, achieved a record daily attendance of 407 visitors during its 9-week showing in slq Gallery. The exhibition explored neon's role as a pop culture phenomenon in Queensland, with 26 neon signs on loan from the collection of Neon Signs Australia director Michael Blazek. Photos, design sketches and correspondence from the Neon Signs Australia archive, acquired in 2024, featured in the exhibition, along with other historical collection footage and photographs. *Neon* drew 26,842 onsite and 35,212 online visits.

Brisbane Portrait Prize (3 August – 10 November 2024)
A 3-year partnership with the Brisbane Portrait Prize brought the finalists exhibition to State Library for the first time in 2024. The show of 80 works of contemporary portraiture drew exceptional attendance and engagement over the 3-month season. More than 20 associated events and public programs were held. Both the exhibition and programming attracted a large number of first-time State Library visitors, many of whom engaged with other services and offerings during their visit. There were 26,808 onsite and 30,970 online visits.

Deaf in dance: feeling the beat (25 May 2024 – 25 June 2025)
The kuril dhagun showcase shone a spotlight on the Deaf Indigenous Dance Group (DIDG) from Far North Queensland with artworks, performances, digital stories and portraits by award-winning photojournalist Sean Davey. (More detail on page 19.) There were 48,333 onsite and 17,498 online visits.

National Photographic Portrait Prize 2023 (11 May – 7 July 2024)
The touring exhibition of the 47 finalists' works celebrated the power of photographic portraiture. Online engagement with the exhibition was particularly strong, averaging 369 views per day. There were 8,625 onsite and 21,381 online visits.

Extraordinary stories (ongoing)
The Philip Bacon Heritage Gallery showcase highlights extraordinary stories drawn from the collections to reveal more about Queensland and the lives lived here. Among the stories featured in 2024–25 were those of artist Vida Lahey, actor Ray Barrett, the temperance movement in Queensland, jazz singer Wilma Reading, Torres Strait Islander Elder Uncle Bill Lowah and La Boite Theatre. There were 11,669 onsite and 1,416 online visits.

Nikon-Walkley Press Photography 2024 (15 May – 26 June 2025)
A digital display at The Edge showed the finalists' images from the 2024 Walkley Awards for Excellence in Photojournalism.

Intimate Organisms (April–May 2025)
The Edge hosted Bianca Tainsh's art-science installation exploring the biocommunication networks of fungal mycelium.

Touring exhibitions (November 2024 – January 2025)
The 2023 exhibition *Queensland to a T* continued to resonate with Queenslanders, showing at Gympie Regional Gallery from November 2024 to January 2025. A total of 1,485 people attended. *Queensland to a T* inspired a community exhibition at Gympie Regional Libraries.

TALKS AND CONVERSATIONS

Game Changers presents influential talks from Queensland business, social enterprise and creative industry leaders, as part of the Queensland Business Leaders Hall of Fame initiative. The 2024–25 Game Changers were:

- Jane Milburn OAM (Textile Beat) and Troy Casey (Maggie Goose) in conversation with QUT lecturer Melanie Finger on sustainability, ethics, culture and innovation in fashion
- Ashley Hasforth and Kody Cook (Gilmour Space Technologies) in conversation with ABC Radio presenter Kate O'Toole
- Ed Ross and Daniel Allen (TradeMutt) in conversation with Dr Ruth Knight from the Australian Centre for Philanthropy and Nonprofit Studies at QUT.

The 3 free events drew a total of 450 attendees and 108 live-stream and recording views.

The Australian Dream? used archival treasures from state libraries to tell the story of Australian homes. The 4 performances by Tim Ross across February, April and June drew a total audience of 1,096 people. The *Australian Dream?* was presented in partnership with Modernister Shows.

Streets of your town: mapping Brisbane's street press brought together key figures from Brisbane's independent media and music scene in February for a panel discussion. Joc Curran, Mundanara Bayles, James Lees, Kellie Lloyd and Sean Sennett explored how independent media such as *Time Off*, *Scene*, *Rave*, *B.U.M.S.*, *QNews*, *4ZZZ* and *Murri Country* shaped and enriched Brisbane culture. Sets from musician Ben Ely bookended the event, held in partnership with UQ and AustLit as part of its Australian Writing and Rock Music Database. An audience of 228 attended.

Storytelling by design: the power of art, fashion and creative identity was presented in partnership with Fashion Queensland in May. Queensland art and fashion stars Alison Kubler, Lydia Pearson and Joash Teo explored the craft of fashion, embedding storytelling and identity, and fashion's intersection with the arts sector and wider cultural landscape. An audience of 169 attended.

ANZAC SQUARE MEMORIAL GALLERIES

State Library continued to operate visitor services for Anzac Square Memorial Galleries on behalf of Queensland Veterans' Council (QVC) in collaboration with City Parklands Services. QVC is an independent statutory body tasked with advising the Queensland Government on veterans' matters, including the care and management of Anzac Square. Anzac Square Memorial Galleries honours the memory of those who served, through storytelling, guided tours, commemorative events, educational outreach, and public programming.

The galleries hosted the Anzac Commemoration School Service and guided tours on 23 April; the Centaur Memorial Fund for Nurses Candlelight Vigil and a public talk on 24 April; and the Anzac Day Dawn Service on 25 April, with the galleries open from 5:30 am. Additional activations included an April takeover of the Brisbane Visitor Information Centre on Queen Street Mall, a commemorative installation in the foyer at N°1 Anzac Square, and postcards and poppies for guests staying at Sofitel Brisbane Central, located opposite Anzac Square, on the eve of Anzac Day.

Onsite visitation for 2024–25 was 136,923 with April the busiest month and onsite visitors peaking on Anzac Day with 2,045 visitors. Anzac Square Memorial Galleries website visitation was 181,017, a 131% increase on the previous year. During the Remembrance Day and Anzac Day campaigns, 2,711 virtual poppies were placed (an increase of 38% on the previous year) and social media followers grew by 45%.

A 2-year tranche of work on plaque restoration was completed in 2025, safeguarding them for future generations and providing valuable research and reports to QVC alongside this body of work.

BRISBANE OPEN HOUSE

A total of 281 visitors joined free tours of State Library and Anzac Square Memorial Galleries during Brisbane Open House in July. Behind-the-scenes tours of the repository and conservation lab showed how collections are stored and cared for. Tours led by architect Lucas Leo highlighted key features of the 2006 Millennium Library Project. A treasure hunt and a painting workshop of miniature Queenslander-style homes engaged young visitors.

3. Build inclusive digital experiences that are secure, rich and intuitive

As a library that is digital by design, State Library continues to transform access to physical and digital collections. The Library Board-approved *Use of Generative AI Principles* provides a flexible framework to navigate considerations and AI integration.

Virtual Veterans, an AI-driven chatbot, was named Outstanding AI Collaboration or Partnership winner at the inaugural Queensland AI Awards in September. Virtual Veterans was created in collaboration with Queensland firm TalkVia AI to enhance the discoverability of trusted content related to World War I. In May, VALA recognised Virtual Veterans for outstanding and innovative use of ICT to improve services to customers. VALA, a not-for-profit organisation, supports the use and understanding of information technology in libraries and the GLAM (galleries, libraries, archives and museums) sector. The chatbot, which assumes the persona of a soldier named Charlie, was trained on letters and diaries from the collection, C. E. W. Bean's *Official History of Australia in the War of 1914–1918* from the Australian War Memorial and digitised Queensland newspapers (1914–18). It was accessed 5,303 times in 2024–25 via the Anzac Square Memorial Galleries website. Virtual Veterans is supported by Tim Fairfax AC and Gina Fairfax AC through the Foundation.

A draft interactive Indigenous languages map was developed in response to feedback from user experience testing conducted in the first half of 2024. The map uses language data coding and geospatial data from AIATSIS and First Languages Australia. Content and data are being reviewed with refreshed content and display going live in early 2025–26.

The State Library website was upgraded to include self-paced student learning modules and improve search filters to make it easier for teachers to find the free, classroom-ready resources they need. The Public Libraries Connect website, the go-to source of information for Queensland's network of public libraries and IKCs, was updated to improve functionality and usability.

The Queensland World War II Historic Places website was migrated to the Anzac Square Memorial Galleries website. The resource was developed by the Queensland Department of Public Works and maintained for a decade by the Department of Environment, Science and Innovation. The interactive digital platform integrates mapping technology, historical narratives, images and geographical data to provide a comprehensive view of each site.

State Library worked with data visualisation experts Small Multiples to visually represent data from the Colonial Secretary's Correspondence. *Letters received relating to Moreton Bay and Queensland, 1822–1860* is one of the most significant accounts of Queensland's colonial history, revealing invaluable insights through over 16,000 letters. The data visualisation follows the digitisation of the correspondence, automated transcription and subsequent transcription correction by online volunteers. The visualisation provides insights into the relationships between people, places, subjects and time periods across the collection. It will be made available online to the public in 2025–26.

4. Prioritise easy to find and use information however people access collections, services and programs

RESEARCH HELP

Ask a Librarian services connect people to expertise, content and resources. The service also equips library users with the skills to carry out independent research. The service is delivered through a variety of channels including the extended enquiry service, which is open to all Queensland residents and provides up to 6 enquiries for any individual in a single calendar year with up to one hour of research per enquiry. This year, research librarians responded to 3,245 enquiries on a broad range of topics, with family history and Queensland history being the top categories.

Library professionals deliver a range of webinars giving clients practical information on using State Library services and resources. The 30-minute sessions explore resources available, offer tips on how to access and navigate databases, and give participants the opportunity to ask questions. During National Family History Month in August, the team presented 6 sessions for a total of 251 participants on topics ranging from the Colonial Secretary's Correspondence resources, to how to research Italian family history.

INTERACTING WITH THE COLLECTIONS

Flickr Commons, YouTube and Vimeo provided opportunities to showcase collections, reach new audiences and enable community contributions. Over 2.8 million views of collections took place through external online platforms.

State Library's website provides access to digital collections, resources, databases, exhibitions, showcases, event information, and stories from collections, programs and research projects. Website sessions decreased by 14% to 5.09 million due to the exclusion of AI image harvesting. In 2023–24, the inclusion of AI image harvesting inflated the website sessions total by 190,000. If these sessions were excluded, the 2024–25 total was 2.35% higher.

A regional reach campaign was implemented using search engine optimisation (SEO) insights to connect regional Queensland audiences to engaging, collection-linked content and drive website traffic. With targeted social media promotion of the content in each region, the first phase of the campaign covered Birdsville, Bowen, Paronella Park, Nindigully Pub and The Big Pineapple on the Sunshine Coast. The successful campaign resulted in an 11% increase in web sessions in regional Queensland (176,550).

Year-round independent onsite and online audience research is commissioned to provide insights into product and service awareness, level of satisfaction, and visitor demographics. These insights are used to examine how audiences are attracted, converted and retained. The surveying methodology was refined in 2024–25 to better identify and understand audiences, allowing events, initiatives and programs to be more effectively targeted.

AUSTRALIAN CENTRE FOR THE MOVING IMAGE PARTNERSHIP

A partnership with the Australian Centre for the Moving Image (ACMI) explored using AI to tag and search content within video and film items in the collection. The project was funded through the 2023 Queensland Library Foundation Crowd Giving event. It was an opportunity to explore the capabilities of current AI tools in partnership with an organisation that has done significant work in this space. Five AI models were used to detect and caption imagery, actions, people, objects and sound across the frames of almost 500 digitised films. An internal staff website was created to allow discovery at the matching timestamp of a search term and provide a review of the AI-generated metadata for each file. Options to extend public access to the video search tool are being explored. Jeff Williams, Head of Technology at ACMI, visited in February to share knowledge with staff from across the Queensland Cultural Centre. He met with senior leadership to discuss the state of AI in the cultural sector, held a workshop with technical staff on the applications of the AI technologies used for the project, and gave staff and external stakeholders an overview of ACMI's use of AI technologies to increase discoverability and access to their film collections.

STRATEGIC OBJECTIVE 3

PEOPLE AND COMMUNITIES

BUILDING ENDURING, COLLABORATIVE ENGAGEMENTS AND PARTNERSHIPS

State Library works in partnership with local government and more than 325 public libraries and IKCs throughout Queensland. Progress was made towards reducing the digital gap experienced in rural and regional communities, boosting economic participation and social cohesion. Initiatives co-designed with Aboriginal and Torres Strait Island councils delivered digital programs based on local needs. New digital IKCs – community hubs that provide access to collections and content via digital devices – were developed. The *Digital and You* app was launched as an easy-to-use tool for self-paced online learning, and finding and booking free digital workshops delivered in participating public libraries and IKCs.

The *How do you library?* campaign throughout 2025 highlights the diverse role libraries play in connecting their communities. State Library led the conversation at the National Early Years Forum on how libraries and their partners can give all children the best start in life. Construction began on transforming The Corner, building momentum for the successful First 5 Forever play-based learning program to drive social change across Queensland and provide world-class experiences for families.

1. Advocate the value of libraries to achieve deeply local outcomes

STRENGTHENING DIGITAL CAPACITY AND CAPABILITY ACROSS QUEENSLAND

In partnership with local governments across Queensland, State Library continues to lead the delivery of digital capacity and capability uplift initiatives. Libraries have become vital digital support spaces, helping community members to access online services and participate in the digital economy.

Funding of \$5.080 million in 2024–25 from the Queensland Government's *Our Thriving Digital Future – Digital Economy Strategy and Action Plan 2023–2026* enabled State Library to expand its digital inclusion programs and pioneer innovative approaches to bridging the digital divide, particularly in remote and regional areas. Remote communities are benefiting socially and economically through places where they can access the internet, devices, digital mentor support and programs to improve digital skills.

State Library is delivering 3 major initiatives under the Close the Digital Divide priority.

1. Growing IKCs (\$2.783 million in 2024–25)
 - Establishment of new digital IKCs in remote and discrete communities
 - Enhancement of existing centres to improve access to IT equipment and place-based digital skills programs
 - Digital training for IKC staff to enable local delivery of digital skills training and initiatives
2. Regional Digital Development Officers (\$1.912 million in 2024–25)
 - Officers based in South West, Central West, North/North West and Far North Queensland
 - Support for councils in identifying and realising digital opportunities
 - Delivery of programs, digital economy mapping and business intelligence
3. Deadly Digital Communities (\$384,029 in 2024–25)
 - Co-designed digital programs with Elders and First Nations communities
 - Focus on place-based delivery and cultural relevance

The **Growing IKCs** project has focused on enhancing digital capacity and supporting community-led capability development. Extensive consultation led to the creation of the Digital Ideas Catalogue, featuring 13 place-based programs aligned with local history and culture. The catalogue outlines required equipment and expected skills outcomes. Financial agreements were formed with 15 Aboriginal and Torres Strait Island councils. The agreements include support for IT equipment acquisition, digital capability programs and training, as well as additional staff resourcing to support digital programs. The funding will allow 3 Aboriginal and Torres Strait Island councils to establish digital IKCs.

As part of the Growing IKCs project, First Nations communities now have access to:

- 27 digital interactive screens
- 118 laptops
- 130 tablets
- 260 multimedia devices.

Over 190 participants from First Nations communities developed their digital skills through 36 programs delivered as part of the Growing IKCs project in 2024–25.

Regional Digital Development Officers (RDDOs) collaborated with councils, libraries, universities and charities to deliver digital literacy and business programs and to support successful grant applications for regional digital initiatives. The 4 RDDOs are based in Barcaldine, Cairns, Mackay and Roma. They provide dedicated mapping and analysis of digital economy indicators, co-design solutions, deliver programs, and generate valuable business intelligence to support digital economy opportunities and advocacy. Over 620 participants from regional and remote areas engaged in digital capability programs delivered as part of the Regional Digital Development project. The programs have improved social connection, increasing participants' confidence to use digital creativity and technologies. Libraries in these regions benefited from digital program delivery and the improvement to digital capacity through equipment loans to support place-based delivery.

Co-designed **Deadly Digital Communities** programs that meet local First Nations community needs and interests are being delivered at Cairns, Mareeba and Townsville libraries. These include:

- Cairns – Deadly Digital: sharing yarns with big and little Mob (digital storytelling and art for families)
- Mareeba – Deadly Digital lives lived well (AI-powered self-expression for individuals in rehabilitation)
- Townsville – oral history and family heritage projects developed in collaboration with Traditional Owners and community groups.

A grassroots campaign, *Digital and You*, was launched in November to support localised activity and to motivate individuals on their digital journey. The accompanying *Digital and You* app supports program registration, provides behavioural prompts and enables self-paced learning. Over 290 Queenslanders registered in 2024–25, with more than 100 instances of self-paced learning recorded.

GROWING LOCAL LIBRARY SERVICES

State Library managed approximately \$32.3 million in public library and First 5 Forever funding on behalf of the Queensland Government in 2024–25.

A new 2-year public library funding methodology was introduced on 1 July 2024. A key focus was to strengthen library services in rural and remote areas through streamlining processes, promoting place-based approaches, and increasing direct funding and support to Rural Libraries Queensland (RLQ) services and IKCs. Co-designed 2-year plans enabled RLQ and IKC services to identify local priorities and place-based outcomes. Statewide services such as shared collections, resources, grants, professional development and projects remained funded under the new approach. Funding was provided to councils operating Independent Libraries (in communities larger than 15,000 people) to support quality collections within their services.

Annual reporting provided by councils for 2023–24* showed continued growth in library services and engagement, with positive trends across the state. The total number of program participants was 1.6 million, an increase of 17% from the previous year. Overall physical library visitation increased by 8% to 17 million visitors. One in 3 Queenslanders is a member of their public library. They borrowed more than 41 million collection items.*

Local government reported a 64% reduction in underspent annual funding in 2023–24. Across 75 participating councils, the total underspend decreased from \$153,210 to \$54,418*. Eight councils are managing these underspends through addendums to the Service Level Agreements and were due to expend these within the 2024–25 financial year.

An annual survey provides local government with an opportunity to report on their satisfaction with State Library service delivery and partnership management as per the obligations in the Service Level Agreement. This valuable feedback supports operational planning and informs priorities for continuous improvement. In 2024–25, the overall satisfaction score was 97%, a result that was consistent with the previous year. This score is valid as responses were received from 81% of participating councils (61 of 75). Responses were provided by 91% of Independent Libraries, 83% of RLQ services and 54% of IKCs.

First 5 Forever and Public Library Funding methodologies end on 30 June 2026. New methodologies will be implemented from 1 July 2026 following consultation with local governments and key stakeholders during 2024–25 and approval of the Minister.

(*Public libraries figures reported are for 2023–24, as 2024–25 data are not available until September 2025.)

ADVOCACY, IMPACT AND BUILDING CAPABILITY

The Public Libraries and IKCs Roadmap, developed in collaboration with local government, drives the local ambitions and collective impact of Queensland library services. The roadmap sets a series of shared strategies that contribute towards achieving a 10-year vision: 'Public libraries and IKCs are valued, thriving, place-based cultural and social hubs responsive to the changing needs of Queenslanders, providing access to lifelong learning and contributing to the liveability of local communities.'

A statewide campaign was launched in February to increase community engagement with and visitation to Queensland public libraries and IKCs. *How do you library?* celebrates the diversity of spaces, programs, services, collections and opportunities available through libraries across Queensland. More than 73,000 merchandise and print items were developed and distributed to councils, and microgrants were provided to support local government engagement. In the first 6 months of the campaign, 60% of the state's councils participated, hosting local promotions and events. *How do you library?* was advertised in key locations across the state via digital billboards, shopping centre signs, posters in trains and bus decals. Social media advertising through Meta platforms had a reach of 1.99 million. The campaign continues until November 2025.

The value and impact of library services was advocated through presentations to local government representatives and industry events including the Queensland Public Libraries Association (QPLA) conference in Townsville in March. The Local Government Association of Queensland (LGAQ) annual conference in Brisbane in October was an important opportunity to connect with newly elected local government representatives and discuss their library services. Senior local government staff and elected members are also kept informed about trending issues and best practice within library operations through quarterly advertising in LGAQ's *Council Leader* magazine.

Executives and Library Board members visited Redlands in August to meet council representatives and keep up to date with issues affecting library service delivery. They toured Capalaba Library and Cleveland Library, seeing the impact of Cleveland Library's makerspace and 24/7 lockers, which were funded through a Strategic Priorities Grant and as a Library Priority Project respectively.

Public library funding is invested in professional development initiatives that support the capability of local governments to deliver library and IKC services. Approximately 3,160 participants took part in a range of workshops, conferences, mentorships and online training modules in 2024–25. Regular visits provided tailored support and advice to councils operating RLQ services (communities of less than 15,000 people), including Boulia Shire, Burke Shire, Carpentaria Shire, Charters Towers Regional Council, Croydon Shire, Diamantina Shire, Etheridge Shire, Hinchinbrook Shire, North Burnett Regional Council and Richmond Shire.

Nationally and internationally, an increasing number of book challenges – attempts to restrict or remove titles from library collections – have threatened intellectual freedom in public libraries. Direct assistance was provided to local governments experiencing book challenges. State Library continues to work in collaboration with QPLA and ALIA to uphold intellectual freedom in libraries.

PARTNERSHIP WITH ABORIGINAL AND TORRES STRAIT ISLAND LOCAL GOVERNMENTS

IKCs serve as community hubs, promoting equitable access to resources, cultural sharing, and digital inclusion to bridge the digital divide in regional and remote areas. With Queensland Government investment, State Library partners with Aboriginal and Torres Strait Island local governments to support staffing, collections, programming and development for IKCs.

Two-year Service Level Agreements (SLAs) have been implemented, incorporating First 5 Forever and Public Library funding. The SLAs are guided by co-designed action plans, reflecting self-determined priorities identified by councils, delivered through IKC services. Priorities in the IKC network range across collections, culture, people, spaces, partnerships and delivery of the First 5 Forever program. Progress on action plans is reviewed throughout the life of the agreements.

Emerging themes of IKC action plans have included developing local collections tailored to community interests, enhancing local history content, fostering partnerships for community-led programs, increasing staff professional development, delivering cultural activities, and digitising and archiving historical materials. Mid-point progress reports show 35% of IKC priorities were completed and 65% were in progress during this reporting period.

Aligned with the Public Library Funding Methodology and action plan priorities, the biennial IKC coordinators workshop was held in Cairns and Yarrabah in November. The workshop, Empowering communities through digital connection, featured digital capability-building sessions. The workshop covered technology-driven programming and digital resources, online safety, peer-sharing initiatives and community initiatives, and concluded with a day of hands-on digital catalogue activities.

FIRST 5 FOREVER AND THE EARLY YEARS

State Library and the Queensland Brain Institute (QBI) at UQ hosted a national forum exploring the impact public libraries can have in supporting strong foundations for children in their early years. The May event, Now and for their futures: Libraries brain building in the early years, brought together public library leaders, practitioners, community sector organisation leaders, and academic and philanthropic representatives. The keynote speakers were Professor Karen Thorpe (QBI) on 'Practice meets science: the latest brain research' and State Librarian and CEO Vicki McDonald AM FALIA on 'Libraries as connectors'. An expert panel discussed why libraries matter in the early years. Participants built a shared vision for an alliance of libraries and their partners with a commitment to ensure every child in every community has access to everything they need to thrive. The forum outcomes were presented at the Early Years Policy Summit at the Out of the Box Festival in June. State Library hosted a booth to advocate for investment in libraries to strengthen the network of 1,700 public libraries nationwide and their partners working in proactive frontline service delivery for the early years.

In 2025, First 5 Forever celebrated 10 years of over 6 million engagements with Queensland children and families through public libraries and IKCs. First 5 Forever supports families to talk, read, sing and play with babies and young children to help build and protect the brains of the littlest Queenslanders. Annual reporting for 2023–24, provided by local government, demonstrates its place-based success, with councils delivering 31,187 First 5 Forever-supported programs. These programs resulted in 895,232 attendances, a 15% increase from 2022–23.

First 5 Forever is delivered in partnership with public libraries and IKCs. At its core is the belief that strong foundations in the early years are essential for lifelong learning and development of the skills children need to succeed in life. A campaign is highlighting the work of libraries and their staff across Queensland who have demonstrated innovation and passion in delivering First 5 Forever over the past decade. A fresh suite of First 5 Forever Ambassador assets featuring tennis champion Ashleigh Barty AO was provided in March to help local libraries to promote programs, events and announcements.

First 5 Forever professional development was provided via online learning modules, webinars, face-to-face delivery and communities of practice. Online learning module attendance continued to exceed annual targets with 1,398 participants and a satisfaction rate over 95%. Webinars featured guest presenters from Queensland Health, Centre for Children's Health and Wellbeing, and QBI.

Face-to-face training was delivered in Emerald, Port Douglas and Mount Isa to more than 220 participants from the local government areas of Northern Peninsula, Rockhampton, Mackay, Isaac region, Barcaldine, Goondiwindi, Burke, Flinders, Cloncurry, Diamantina, Burdekin, Townsville, Yarrabah, Fraser Coast, Mareeba, Cook, Douglas, Cassowary Coast and Torres Strait. Communities of practice continue with monthly Yarn Ups with IKC coordinators and the First 5 Forever Senior Program Officer (Identified).

First 5 Forever's collaboration with Thriving Queensland Kids Partnership (Australian Research Alliance for Children and Youth) has included being part of a Framing for Change community of practice, taking part in the enabling workforces and organisations project, and attending Framing for Change training with Frameworks Institute.

A knowledge transfer project with QBI will develop and deliver contextualised, evidence-based resources for Queensland public libraries and parents/carers. A 3-year partnership with the ARC Centre for Excellence for the Digital Child at QUT will deliver research-based resources to share with children and families through the public library network. An event will be held each year in the form of a public talk, a webinar with the libraries network, or a family digital play event.

CHILDREN'S PROGRAMMING ONSITE

The Corner welcomed 85,641 visitors, a 6% increase on the previous year and 92% of the total 93,149 visitors who joined onsite programs for children and families. The Corner reached new audiences through afternoon programs targeting 3- to 5-year-old children, and artist in residence programs celebrating diverse perspectives. The space was refreshed with colourful vinyl across windows and walls showcasing children's voices from the *Dr Barbara Piscitelli AM Children's Art Archive*, and artist-made ceiling decorations. The addition of an Acknowledgment of Country and AIATSIS map of Indigenous Australia to the space supports staff to embed Aboriginal and Torres Strait Islander perspectives in their daily programs.

Programming for families extended beyond The Corner, with weekly Rhyme Time in kuril dhagun, children's labels in *The unbroken spirit of the Kalkadoons* exhibition, Tree of Hope installation in The Parlour in collaboration with Queensland Performing Arts Centre's Out of the Box Festival, and 3 regular community language playgroups in collaboration with Play Matters Australia.

Programs targeting babies through to children aged 12 were offered every day of the school holidays, including through holiday activations in The Corner. Larger-scale programs were delivered in summer and winter with workshops and activities fostering self-expression, exploration and learning. Artist collaborations reflected Queensland's diverse communities, with highlights including a First Nations family fun day, disability-led painting workshops, an interactive installation dismantling e-waste, and creative workshops that celebrated Aboriginal and Torres Strait Islander peoples and cultures. Holiday fun programs connected audiences to exhibitions, with a key focus on the *Deaf in dance* showcase and *The unbroken spirit of the Kalkadoons* exhibition.

The Ash Barty Foundation Children's Voices *Jajum Bajara* picture book was launched in March at kuril dhagun. The project captured and elevated the voices of First Nations children and families through storytelling, cultural sharing and early learning with the Yulu-Burri-Ba, Jajum Bajara playgroup in Capalaba. At 3 storytelling workshops with First Nations-led creative studio Cause/Affect, children, their families and playgroup support workers engaged in meaningful interactions around books, the creative process, and the vital role of storytelling in language development and emotional expression. First 5 Forever concepts of talking, singing, reading and playing were emphasised and explored as essential foundations for nurturing children's cognitive, emotional and social development.

2. Embrace Brisbane 2032 by enhancing and accelerating services and programs

SPACE OPTIMISATION STRATEGY

Architects Donovan Hill Peddle Thorp designed the award-winning State Library building for the Millennium Library Project in 2006. In 2020, Partners Hill Architects developed a *Space Optimisation Strategy* to adapt existing spaces to meet the evolving needs of visitors. Relocation of The Corner to The Studio is a priority project under this strategy. In 2021, Partners Hill Architects contributed a visionary concept to reshape The Corner. Architectus, engaged through Arts Queensland (AQ), has led the design. Stage 1, the delivery of the parents' room, baby change facilities, staff utilities and accessible toilets, opened in June. The stage 2 internal works and stage 3 external works program started in June. The Corner will be a dedicated space for play, supporting children and family wellbeing. Accessible, inclusive, safe and adaptable, it will provide distinct zones, with connections to an enhanced outdoor courtyard and arrival area, and a central internal plaza with flexible seating. The purpose-built space will have a messy play and creating area, enabling diverse programming. The new space is expected to be open to the public in late 2025.

CELEBRATING QUEENSLAND CREATIVITY

The Library Shop received a makeover, transforming it into a modern, inviting retail space that reflects State Library's vision and enhances the visitor experience. The redesign focused on improving layout, lighting and signage to create a more accessible and engaging environment. A custom range, From Our Collection, was added along with a curated merchandise selection featuring local artisans' work and literary-themed gifts. A range of items was fabricated at The Edge to highlight the practical uses of equipment, such as the laser cutters, available to the public. The Library Shop revitalisation is designed to boost revenue in support of library programs, align with community interests and strengthen connections with visitors to Brisbane.

3. Initiate and collaborate on diverse and culturally informed research to deepen knowledge

DEEP AND DIVERSE RESEARCH INSIGHTS

Research and writing fellowships, residencies and partnerships highlight Queensland creativity and history. Queensland Memory Awards fellows explore the collections, uncovering untold stories and surprising insights that enrich the archive by filling gaps and contribute new content to create a more complete record of Queensland's history. The 2025 fellows' projects range from Dr Zhila Gholami's record of refugees' stories to Bronwyn Bridgewater's history of the Ekka, Dr Kate Kirby's investigation into regional sporting heritage and Nerelle Nicol's social history of Aboriginal and Torres Strait Islander workers in the pearling, beche-de-mer and trochus industries.

Research Reveals shares Queensland Memory Awards fellows' project outcomes with the community. Nine fellows recognised at the 2022 and 2024 awards presented their findings at Research Reveals in February: Dr John Willsteed (John Oxley Library Fellow, 'Dive for your memory – Queensland music stories'); Dr Heather Anderson (Rainbow Research Fellow, 'Radio rebels: highlighting the contributions of women, trans and non-binary people to the history of Queensland community radio'); Dr Robin Trotter (Queensland Business Leaders Hall of Fame Fellow, 'TC Dixon & Sons: makers of "shoes of distinction"'); Evelyn Saunders (Digital Collections Catalyst, 'Min(d)ing the dead'); Dr Aaron Teo and Dr Amy Eun-Ji Kim (John Oxley Library Honorary Fellows, 'Culinary crossroads: history of Asian-Australian eateries and migration policies in Queensland'); Dr Max Brierty (2022 Monica Clare Research Fellow, 'Mipa Mipumani: the colonisation of Kullilli Country in South West Queensland'); Sheridan Teitzel (2024 Monica Clare Research Fellow, 'Sacred plants and cultural frameworks: capturing First Nations value systems in western Cape York'); Dr Nicole Murphy (Christina Boughen OAM Fellow, 'Exploration, celebration and continuation: the legacy of Christina Boughen OAM'). Research Reveals, held over 2 days, drew a total of 280 attendees.

The Queensland Atlas of Religion website, the outcome of a joint ARC Linkage project with UQ, was launched in 2025. The atlas is a digital resource combining research from historians, scholars and communities to document faith traditions, Indigenous spiritualities and emerging religious movements. Through interactive maps, essays and multimedia content, the atlas highlights how religion has shaped Queensland's cultural and social history.

Heritage talks share expertise and perspectives on Queensland history and enable visitors to interact with the collections at white gloves experiences. The Floods of '74 talk in August featured presentations by Dr Margaret Cook and Dr James Davidson, drawing an audience of 213. The November talk, House and homes, explored Queensland's heritage homes, from the iconic Queenslander style to the workings of the Queensland Heritage Register. The speakers were The House Detective, Marianne Taylor, recipient of the 2025 John Oxley Library Award, and David Gole, Principal at Architectus Conrad Gargett. An audience of 200 attended. In June, Matthew Condon OAM and Hedley Thomas spoke about the role of investigative journalism in unearthing crime and corruption in Queensland. An audience of 217 attended. Recordings are accessible on the State Library website.

4. Attract partnerships and investment to enhance service to Queenslanders

PHILANTHROPY AND PARTNERSHIPS

Queensland Library Foundation is an entity of the Library Board of Queensland that exists to support the organisational goals and creative ambitions of State Library. The Philanthropy and Partnerships branch plays a vital role in securing philanthropic support and strategic partnerships, via the Foundation, to enhance programs and services. While philanthropy continues to be a cornerstone of support, enabling donors to make a lasting impact, the Foundation, through the Partnerships and Philanthropy branch, also actively cultivates and supports partnerships and sponsorships that extend the reach and impact of State Library's work.

In 2024–25, the Foundation secured support for a range of major initiatives, including the Queensland Literary Awards, and provided advice and support for over 30 partnerships and sponsorships across the organisation. These collaborations help to amplify capacity to deliver innovative programs, engage communities, and foster cultural and literary development across Queensland.

Transforming The Corner is a major fundraising initiative supporting redevelopment of The Corner. The Foundation, with the valued support of the Campaign Advisory Committee (Chair Courtney Talbot, Gina Fairfax AC, Rhonda White AO and Susan Hocking), secured over \$1 million in lead gifts from over 60 key donors and philanthropic foundations, including Ash Barty AO, the Crommelin Family Foundation, the Dowling Family Foundation, Gina Fairfax AC and Tim Fairfax AC, Tim Fairfax Family Foundation, Susan Hocking and Ian Mackie, Dr Cathryn Mittelheuser AM, the Morgans Foundation, The Hon. Justice John Logan RFD, John Puttick, Dr Maha Sinnathamby AM, David and Elizabeth Stanton, Courtney Talbot, the Talbot Foundation, Dr Terry White AO and Dr Rhonda White AO.

The public phase of the campaign was launched as part of The Corner Big Day Out in April. This free community event attracted close to 13,000 visitors – a record for daily visitation. The event highlighted the strong commitment to early childhood learning and engagement. Performances, workshops, activities and book readings celebrated the transformative impact of The Corner. The Foundation will continue to raise the remaining funds to reach the campaign goal of \$2.135 million, engaging individual donors, trusts and foundations, and corporate partners.

Programming partnerships in 2024–25 included the Brisbane Portrait Prize, Queensland Museum for World Science Festival Brisbane, QPAC's Out of the Box Festival, Modernister Shows for The Australian Dream? and Fashion Queensland for a Brisbane Fashion Month panel discussion. After a long and significant partnership with Hachette Australia, a new agreement was formed with University of Queensland Press (UQP) to publish black&write! titles from 2026.

STRATEGIC OBJECTIVE 4

RESPONSIVE INNOVATION

PURSUING INNOVATIVE, SUSTAINABLE AND CULTURALLY RESPONSIVE WAYS TO WORK

Efforts to foster a safe and inclusive workplace for visitors, staff, volunteers and contractors continued. A cultural capability uplift commenced, the recommendations of which are being implemented alongside the *First Nations Strategy 2024–28* and the *First Nations Recruitment and Retention Strategy 2023–25*. The *Digital Technology Strategy 2025–29* and the associated Digital Technology Roadmap were developed to guide informed investment decision-making to ensure technology is fit for purpose, safe, secure and resilient. The *Fiscal Overview and Financial Strategy 2025–29* was approved to support financial sustainability.

1. Champion an enriching workplace which is healthy, diverse and culturally responsive

WORKFORCE PROFILE

TOTAL STAFFING

Total full-time equivalent (FTE)	307.35
Total headcount	378
Separation rate	5.29%

OCCUPATION TYPE BY FTE	PERCENTAGE FTE
Frontline and frontline support positions	83.67%
Corporate positions	16.33%

APPOINTMENT TYPE BY FTE	PERCENTAGE OF FTE
Permanent	79.10%
Temporary	12.49%
Casual	6.78%
Contract	1.63%

EMPLOYMENT STATUS BY HEADCOUNT	PERCENTAGE OF HEADCOUNT
Permanent	68.04%
Temporary	10.27%
Casual	20.55%
Contract	1.14%

GENDER	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Woman	270	71.43%
Man	106	28.04%
Non-binary	2	0.53%

DIVERSITY TARGET GROUP DATA	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Women in leadership	12	75%
Aboriginal peoples and Torres Strait Islander peoples	18	4.76%
People with disability	16	4.23%
People with culturally and linguistically diverse backgrounds – speak a language at home other than English [^]	19	5.03%

TARGET GROUP DATA FOR WOMEN IN LEADERSHIP ROLES

GROUP	HEADCOUNT	PERCENTAGE OF TOTAL
Senior Officers (classified and s122 equivalent combined)	7	43.75%
Senior Executive Service and Chief Executives (classified and s122 equivalent combined)	5	31.25%

CULTURAL CAPABILITY

The Cultural capability uplift program was advanced as part of the commitment to fostering a culturally safe, inclusive and respectful workplace, particularly for Aboriginal and Torres Strait Islander staff. Key achievements included:

- launch of a First Nations cultural capability eLearning course for all staff
- establishment of a centralised SharePoint site to support visibility and accessibility of information on First Nations initiatives, resources and events
- promotion of culturally appropriate employee assistance program (EAP) services for First Nations staff, alongside additional information on support hotlines and providers
- implementation of learning and engagement initiatives such as the 20-Day Allyship Challenge and the Reading for Reconciliation Book Club, enhancing shared understanding and inclusive practices
- staff participation in National Reconciliation Week activities, including artist-led tours
- development of a SharePoint-based cultural capability toolkit, with internal and external resources to guide inclusive and respectful practice
- launch of a First Nations community engagement SharePoint page to support culturally responsive planning and programming.

These initiatives have strengthened cultural learning, shared leadership accountability and increased staff understanding of First Nations perspectives.

Progress on the *First Nations Recruitment and Retention Action Plan* focused on embedding culturally safe recruitment practices and enhancing career development pathways for Aboriginal and Torres Strait Islander employees. Achievements included:

- integration of inclusive recruitment tools and resources on SharePoint
- deployment of a First Nations eLearning module
- promotion of the Study and Research Assistance Scheme (SARAS) to support career development opportunities for First Nations staff
- establishment of networking and learning opportunities through the encouragement of participation in First Nations staff networks
- creation of a SharePoint-based recruitment and retention toolkit, offering guidelines, protocols, FAQs and access to learning materials
- continued development of First Nations employment pathways, including preparations for participation in Queensland Government graduate and digital careers programs.

These actions contributed to building a culturally responsive recruitment environment and improving support for the career development and wellbeing of First Nations staff.

DIVERSITY AND INCLUSION

Sector-wide diversity and inclusion targets were exceeded, achieving a majority of women in leadership roles and increasing the representation of Aboriginal and Torres Strait Islander employees. Work continues on improving representation of employees with disabilities and those from culturally and linguistically diverse backgrounds.

LEADERSHIP DEVELOPMENT

The People Matters leadership program continued, focusing on mentoring and cultivating emerging leaders; there were 30 participants. People leaders also participated in training on performance conversations, aligned with the Leadership competencies for Queensland. The Executive Leadership Team and Senior Leadership Team participated in a targeted leadership development program with a focus on strengthening team bonds and fostering high-performing, collegiate practices.

2. Invest in our people to embrace the opportunities and challenges in the digital age

KNOWLEDGE SHARING

Staff showcased activities and programs to the international community at the IFLA Information Futures Summit in Brisbane in September/October. The topics and presenters were:

- Who's your Mob? – **Anne Reddacliff**, Librarian, Information and Client Services
- Live at the Library – **Troy Bullock**, Program Officer, Schools Engagement
- Collections as data – **Margaret Warren**, Director, Content Management
- Virtual Veterans – **Anna Raunik**, Executive Director, Content.

Staff actively contributed to the QPLA conference in Townsville in March, developing the following conference activities and presentations:

- Regional Digital Development Officers Update – **Michelle Carter**, Director, Digital Inclusion
- Implementing the Public Libraries and IKCs Roadmap; State Library of Queensland Update – **Louise Denoon**, Executive Director, Community Partnerships
- QPLA/State Library Leaders Program Workshop and Tour, 2024 Library Leaders Wrap Up – **Kaley Schelks**, Coordinator, Building Capability, Public Libraries
- 'Artificial intelligence and public libraries: a journey into the rabbit hole' – **Margaret Warren**, Director, Content Management.

Other conference presentations by staff included:

Troy Bullock, Program Officer, Schools Engagement

'Live at the Library: a new model for offering virtual engagement with collections', Museum Next, online, May 2025

Catherine Cottle, Specialist Librarian, Collection Building and Interpretation

'Oral history in our national and state and territory libraries', Oral History Australia Biennial Conference, Melbourne, November 2024

Serene Fernando, Gamilaraay woman, First Nations Curator,

and **Sophie Chapman**, Exhibitions Producer

'First Nations representations of Meanjin and Maiwar', Representations of Meanjin and Moreton Bay 1824–2024: A Bicentennial Symposium, hosted by Griffith University and the Harry Gentle Resource Centre, Brisbane, September 2024

'Empowering inclusivity and accessibility: *Deaf in dance* showcase at State Library of Queensland', Belonging 2024 Conference, Museums & Galleries Queensland, Toowoomba, October 2024

Vicki McDonald AM FALIA, State Librarian and CEO

'IFLA trend report 2024', Public Libraries South Australia Conference, Adelaide, May 2025

'On your mark ... go!', Emerging Library Leaders' Summer School for Asia-Pacific, online, July 2024

Rachel Merrick, Lead, Metadata

'Reparative and inclusive description practices', ALIA Queensland Mini Conference, Brisbane, October 2024

Natasha Ratajczek, Coordinator, Schools Engagement

'Schools engagement: collaborating with the education sector', ALIA Queensland Mini Conference, Brisbane, October 2024

Anna Raunik, Executive Director, Content

Webinar on AI in libraries, IFLA Science and Technology Libraries Section, December 2024

Margaret Warren, Director, Content Management

'AI as a time machine: using AI to explore colonial Queensland through diverse viewpoints', ALIA Information Online, virtual, March 2025

'Collections as data: what's next?', VALA – Libraries, Technology and the Future conference, Melbourne, July 2024

Over 100 staff attended the ALIA Information Online national online library conference in March. The conference streams were Indigenous Knowledges, Greening GLAMR, and AI and the Future of Technology. The online delivery provided opportunities for staff to learn and share new developments in the library sector.

3. Pursue sustainable, resilient, and innovative environments and systems across all our work

INFORMATION AND CYBER SECURITY

Robust information and cyber security capabilities and system solutions continue to be delivered in line with the *Digital Technology Strategy 2025–29*, in response to the increasing risk of cyber attacks. Investment in information security management system (ISMS) improvement included an independent review of the cyber security framework and the Australian Signals Directorate's (ASD) Essential Eight (E8) compliance. This review also delivered a risk-based cyber security framework, enhanced incident response governance and processes, technology disaster recovery plans, and defined the organisation's cyber maturity, risk profile, and individual cyber and information security risks. Routine cyber and information vulnerability scanning is undertaken, along with staff cyber awareness programs and penetration testing against the organisation's digital technology infrastructure.

In close collaboration with the Queensland Government Cyber Security Unit (CSU), whole-of-government systems and service solutions have enhanced governance, identification, protection, detection, response and recovery capabilities. Collaboration with the Australian Cyber Security Centre (ACSC) continues as a subscriber within the Australian Signals Directorate's Cyber Hygiene Improvement Program, providing a quarterly report with additional intelligence on internet visible systems and services.

To enhance cyber and information security facilities and to cater for staff flexible working requirements, a secure, remote-access virtual private network (VPN) solution was implemented. It provides staff with an authenticated tunnel to access key back-of-house systems while working remotely. The VPN blocks remote access from international locations while having the flexibility to accommodate staff overseas travel requirements.

SUSTAINABILITY

Significant progress has been made in integrating environmental sustainability into day-to-day operations. State Library participates in the Queensland Cultural Centre (QCC) South Bank Sustainability Action Group, which operates with a shared vision and collective responsibility to create an environmentally sustainable destination. State Library increased the rate of waste diversion from landfill to 6% in 2024–25, while maintaining the recycling rate at 38% in 2024–25 (39% in 2023–24). It recycled 788 kilograms of e-waste and reduced carbon emissions from energy consumption by 1.7%.

State Library collaborates with Brisbane-based nonprofit cooperative Reverse Garbage to promote sustainability and recycling. Reverse Garbage collects around 1,000 litres of offcuts from laser materials and other craft items from activities at The Edge. It repurposes the salvaged items as art, craft and education supplies. Workshops, spaces and equipment at The Edge enable community members to recycle, reuse and repair items that would otherwise become landfill.

VENUE HIRE

In response to recommendations from the Venue Hire Business Process Review, several initiatives and projects were implemented to improve efficiencies, workflows, client communications and the conversion of enquiries to contracted venue hire agreements. These initiatives include the implementation of simplified event documentation and quotation software, and streamlined event delegation processes. A total of 292 external venue hire events were hosted in 2024–25, drawing 33,786 attendees and generating \$1.014 million in revenue.

TECHNOLOGY UPGRADES

Work began on consolidating multiple, segmented AV equipment groups into a unified AV network. The single network gives the technical team direct access to these devices from their workstations. Configuring, diagnosing issues and updating AV equipment will be more efficient. The project includes:

- improved AV network environments – implementing technical wi-fi network across the venue and consolidating existing AV networks
- new digital signage and cloud-based content management system to provide increased flexibility and simplicity for content management
- improved device monitoring and power management to reduce energy expenses, and extend the life of equipment and increase reliability
- live-streaming upgrades in slq Auditorium 1, slq Auditorium 2 and The Edge, and audio mixing console upgrades in slq Auditorium 1 and The Edge to replace aging electronic equipment.

Print, scan and copy facilities remain essential library services. It is important these services continue to reflect the contemporary needs and expectations of staff and the public. One notable trend is that the overall print output in the 2024–25 financial year remained at half of those levels recorded pre-pandemic. A new, secure, cloud-based print and imaging as a service (PlaaS) solution was implemented to replace the fleet of multi-function devices (MFDs) and print devices used by the public and staff.

FISCAL OVERVIEW AND FINANCIAL STRATEGY 2025–29

To safeguard ongoing financial sustainability while ensuring sufficient funding for key areas of focus that require investment, the *Fiscal Overview and Financial Strategy 2025–29* was developed and approved by the Library Board. This forward-looking strategy sets out actions to maintain and strategically enhance services in an environment of managing increasing cost pressures within a narrow revenue base with limited growth opportunities.

To operationalise the strategy, a prioritised action plan will identify high-impact initiatives and direct resources to the areas of greatest strategic value. Stakeholder consultation on this action plan is scheduled for early 2025–26.

4. Deepen our agility to ensure flexibility and responsiveness to our changing world

ARTIFICIAL INTELLIGENCE INNOVATION

The One Search AI Research Assistant, a generative AI-powered library discovery tool, was implemented in the catalogue in March. The AI Research Assistant combines large language model capabilities with an extensive database of scholarly journal articles, allowing users to pose research questions in natural language and receive summaries synthesised from the top 5 relevant sources to which State Library subscribes, complete with in-text citations. The One Search AI Research Assistant aligns with the *Use of Generative AI Principles*.

DIGITAL TECHNOLOGY STRATEGY AND ROADMAP

In response to the evolving technological and social changes through digital transformation, the *Digital Technology Strategy 2025–29* was developed. The strategy combines the previous digital strategy with other technology initiatives to deliver a whole-of-library approach to digital and technology transformation. It outlines 5 key priorities designed to increase access to collections, build inclusive experiences, build a workforce that acts digitally, deliver robust cyber and information security, and invest efficiently in resources for resilience, scalability and adaptability. A corresponding *Digital Technology Roadmap* was developed to plan and deliver on the prioritised activities. The roadmap is a working blueprint that will evolve as key initiatives are delivered and new opportunities are considered by the Technology Steering Group (TSG) and the Executive Leadership Team (ELT).

CORPORATE REBRAND

A new brand and visual identity suite was introduced in 2025 to support and enhance the vision to be a library of influence, inspiring and connecting people through knowledge, storytelling and creativity. The new brand creates a cohesive and contemporary visual identity that resonates with diverse audiences, enhances accessibility and reflects the organisation's core values. Audience testing and market research found the new chevron logo was considered dynamic, modern and bold, with youthful energy and strong visual impact. The new brand was implemented in 3 phases from 3 February. Priority 1 and 2 assets, including websites, social media profiles, corporate stationery, promotional materials and onsite signage, were completed. Remaining assets are on schedule to be completed by 29 August 2025.

CAIRNS OFFICE RELOCATION

The Cairns office relocated to new premises on Grafton Street in March to meet the evolving needs of regional teams. The new location fosters better collaboration by delivering hybrid meeting functionality and a more efficient work environment for the Cairns-based Community Partnerships portfolio teams. The upgraded space features modern facilities, including a refreshed open plan, storage space, 2 meeting rooms and a conference room.