

State Library of Queensland

DIVERSITY AND INCLUSION PLAN 2024-25

OUR VISION

A library of influence,
inspiring and connecting
people through
knowledge, storytelling
and creativity

OUR PURPOSE

State Library collects and preserves Queensland's cultural and documentary memory, providing free access to information, fostering knowledge and learning. We partner with local government to realise the potential of public libraries and Indigenous Knowledge Centres.

PRIORITY	ACTIONS	MEASURE
Establishing a representative staff Diversity and Inclusion Advisory Group	Develop framework and seek nominations from staff for the Advisory group	Advisory Group established and contributing to organisational decision making
Developing more inclusive attraction and retention practices	Continue implementation of the First Nations Recruitment and Retention Plan 2023-25 Review recruitment processes to remove inherent barriers and inhibitors that deter applicants	Increased representation in recruitment pools, and workforce Improved applicant and staff feedback Improved Working for Queensland survey results
Improve access to, and participation in diversity and inclusion learning and development opportunities	Increase organisational focus on cultural capability development Work with other agencies and providers to expand the range of learning and development opportunities available for staff	Strengthened individual and organisational capability Improved Working for Queensland survey results
Integrate diversity and inclusion as part of Strategic Workforce Planning processes	Include priority on diversity and inclusion strategies during review of the Strategic Workforce plan to be undertaken in 24/25	Diversity and Inclusion strategies reflected in future workforce planning

WORKFORCE DIVERSITY TARGETS AND PERFORMANCE

Women in Leadership

Target	50%
SES	100%
SO	56%

Aboriginal People and Torres Strait Islander people

Target	4%
Actual	9% *

People with a disability

Target	12%
Actual	19% *

People who are culturally and linguistically diverse

Target	12%
Actual	12% *

* As reported in the 2023 working for Queensland Survey results

ALIGNMENT TO OTHER PLANS AND STRATEGIES

The priorities within this plan align with the following related strategies and plans

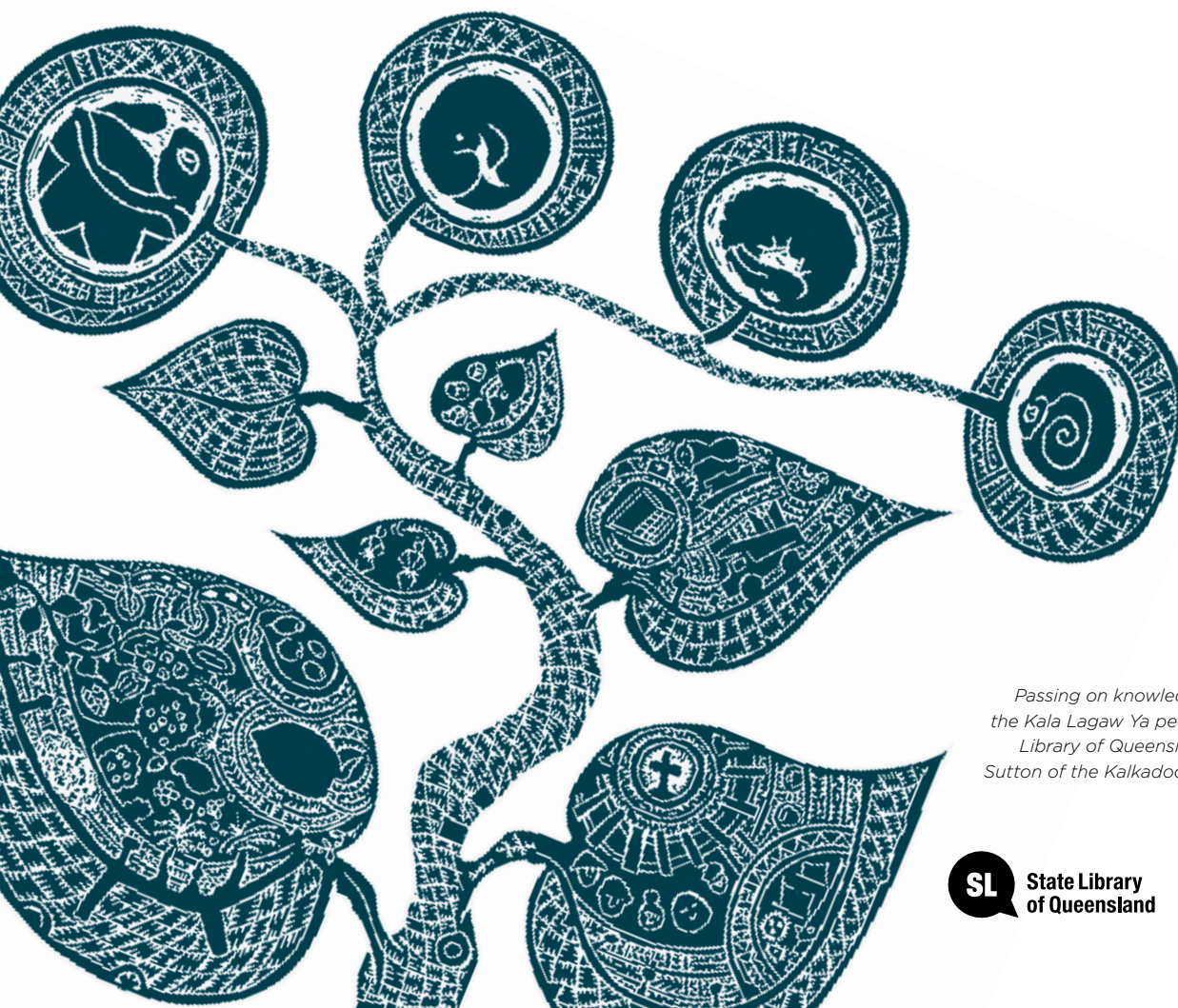
- *State Library Strategic Plan 2024-28*
- *State Library Operational Plan 2024-25*
- *First Nations Strategy 2024-28*
- *First Nations Strategy 2024-28 Action Plan*
- *First Nations Recruitment and Retention Plan 2023-25*
- *Strategic Workforce Plan 2021-25*
- *Health and Wellbeing Strategy 2022-26*

ACKNOWLEDGMENT

State Library of Queensland acknowledges the traditional Aboriginal and Torres Strait Islander owners of Country throughout Queensland, their ongoing connection to this land and water, and pay our respects to their cultures and their Elders past, present and future. We acknowledge that Aboriginal and Torres Strait Islander self-determination is a human right enshrined in the *United Nations Declaration on the Rights of Indigenous Peoples* and in the *Queensland Human Rights Act 2019*. We are committed to strengthening and sustaining partnerships with Aboriginal and Torres Strait Islander peoples and communities that will contribute to growing a strong Aboriginal and Torres Strait Islander workforce and delivering quality services.

OUR HUMAN RIGHTS COMMITMENT

Our decision-making and actions will respect, protect and promote human rights as a cornerstone of a fair, just and inclusive society.



Artwork elements from:
Passing on knowledge tree by Joey Laifoo of the Kala Lagaw Ya people (this page) and State Library of Queensland's journey by Chern'ee Sutton of the Kalkadoon people (previous page)