

OUTCOMES

REPORT ON PERFORMANCE

	NOTE	2025 –26 TARGET	2025 –26 ACTUAL
Objective: Collecting memories			
Additions to Queensland Memory collections	1	41,000	36,929
Use of collections	2	15,000,000	15,700,361
Objective: Enriching experiences			
Visits onsite and online (Service Delivery Statement service standard)	3	5,500,000	7,409,400
Overall visitor satisfaction with services and programs (Service Delivery Statement service standard)	4	95%	97.75%
Objective: People and communities			
Local government satisfaction with State Library service delivery	5	90%	98%
New members	6	42,000	60,733
Objective: Responsive innovation			
Average cost per visit (Service Delivery Statement service standard)	7	≤\$7.50	\$5.20
Recycling rate	8	55%	35%

Notes

1. Additions to Queensland Memory collections reports the increase in the number of publicly accessible items in the John Oxley Library and Extraordinary Collections. This target was not met in 2025–26 due to lower than expected numbers of physical published items being received.
2. Use of collections reports on the use of physical, digital and eresources (licensed content) collections. The result was above target due to increased use of eresources and digital collections.
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. Online visits were higher than anticipated due to the growth in use of online collection material and resources. Onsite visits were higher than anticipated and the opening of The Corner in its new location contributed to growth in onsite visits.
4. Visitor satisfaction is the percentage of respondents to a year-long exit survey of onsite State Library visitors who said they were 'satisfied' or 'very satisfied' when asked, 'How would you rate your overall satisfaction or dissatisfaction with today's visit?'. This result was higher than the target set, indicating State Library is providing responsive and relevant services, spaces and programs.
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 State Library's service delivery. This result was higher than the target set, indicating councils are satisfied with State Library's service delivery.
6. Membership of State Library enables access to licensed eresources and the ability to request items from storage, borrow collections and book spaces. This measure counted new members added in 2025–26 and excluded renewed memberships. This target was exceeded following a successful campaign to promote membership benefits, in particular, access to free online resources.
7. 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. The actual result was within the target due to high numbers of visitors, partially offset by increased staff costs.
8. Recycling rate is the proportion of State Library's waste that is recovered and diverted from landfill. The target reflects the Queensland Government's *Waste Management and Resource Recovery Strategy* and Arts Queensland's *Arts Property Portfolio – Waste Reduction and Recycling Plan 2021–24*. The target was not met despite efforts to avoid and reduce waste and maximise recycling.

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 36,929 items were added to the collections, 56% of which was born-digital content. A strategic program of digitisation made collection items available to all Queenslanders online, supporting lifelong learning and storytelling. Recipients of State Library Fellowships and Medals contributed knowledge and perspectives through deep engagement with the collections.

1 Intentionally collect and share a trusted record of Queensland**SIGNIFICANT ACQUISITIONS**

As a leading collector of Queensland's documentary heritage, State Library aims to provide a trusted and comprehensive record of history that reflects the events, people, places and ideas that shape Queensland. The following are among the notable collections acquired in 2025–26:

- The extensive archive of RSL Queensland. Spanning 1919–2022, the minutes, photographs, scrapbooks, correspondence and memorabilia of closed sub-branches encompass RSL activities and services for over 100 years including the Girl in a Million fundraiser (1959–2009).
- An interview was filmed with Venice Biennale Award winner Archie Moore on Lamb Island. Captured as part of the James C. Sourris AM Collection of Artist Interviews, it records the Kamilaroi/Bigambul artist's early life and how he has infused an understanding of his own culture in his work.
- *Mappemonde Coloniale*, 1897 – a French colonial world map produced as a supplement to the highly regarded *Didot-Bottin Commercial Almanac* showing the colonial territories of European countries across the world, as well as railway lines, telegraph cables and the shipping routes of specific nations.
- The archive of landscape architect Lawrence Smith. Smith's major projects included World Expo '88 and Roma Street Parklands. He designed regional botanic gardens in Gladstone, Bundaberg, Mount Isa and other places across Queensland.
- Brisbane Pride presented State Library with the Queensland Police Service Apology and Statement of Regret to LGBTIQ+ Communities for Historical Mistreatment. This significant document, on behalf of the Police Commissioner at the time, represents a pivotal moment in the history of relations between the Queensland Police Service and Queensland's LGBTIQ+ communities.
- A personal collection reflecting Joan Sheldon's time in office as the first female leader of a political party in Queensland.
- Sean Davey photographs of Papua New Guinea Anniversary of Independence celebrations in Port Moresby, 2025.
- Material related to the public life of Bernard King, celebrity chef, stage actor and television personality.

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. More than 39,000 NED titles are available in State Library's catalogue, One Search. Staff have contributed to NED development projects for improving the service and developing a new strategic plan 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 2025 Hall of Fame were presented with their awards at a gala dinner celebrating the milestone 100th inductee cohort. The 6 inductees recognised were Keri Craig-Lee OAM, the late Betty Byrne Henderson AM, Harvey Lister AM, Euan Murdoch, Buderim Ginger and Sunny Queen Pty Ltd. A repository of digital stories provides a permanent public record of inductees' contributions to Queensland's economic and social development. The 2026 Queensland Business Leaders Hall of Fame Fellowship was awarded to Robert Allen for the project 'T.C. Beirne and the house of the people: exploring the many lives of businessman, philanthropist and politician Thomas Charles Beirne'. Dr Joanne Dolley, the 2025 Fellow, presented her research on Queensland businesswomen pre-1970 at the Research Reveals event in March.

2 Reflect diverse historical and contemporary narratives by centring culturally safe co-design with Aboriginal and Torres Strait Islander peoples

FIRST NATIONS STRATEGY AND ACTION PLAN

The *First Nations Strategy 2024–28* is enhancing access to Aboriginal and Torres Strait Islander knowledge, stories and cultural experiences for all Queenslanders, while strengthening partnerships with Aboriginal and Torres Strait Islander communities and supporting self-determined outcomes. The objectives span programming, collections, engagement, recruitment and retention, and economic participation. A total of 85% of the *First Nations Strategy Action Plan's* 26 priorities and deliverables were delivered or on track, supported by structured monitoring and reporting.

Key achievements include:

- strengthened delivery of Indigenous Knowledge Centres as place-based, community-led services supporting digital inclusion, culture and language
- high levels of public engagement with Aboriginal and Torres Strait Islander exhibitions, programs and events, particularly through kuril dhagun
- continued improvement in cultural capability and workforce practices
- ongoing alignment of procurement and partnerships with Aboriginal and Torres Strait Islander economic participation targets
- development of Indigenous Cultural and Intellectual Property (ICIP) Principles and Guidelines, establishing a culturally safe and consistent approach to managing Aboriginal and Torres Strait Islander materials and enabling appropriate access to collections for communities and broader audiences.

CULTURAL CONNECT

A web-based archive system is being implemented to offer a centralised point for Queensland communities to access a selection of State Library's Aboriginal and Torres Strait Islander photographic collections in culturally respectful ways. Funded by Gina Fairfax AC and Tim Fairfax AC, the platform will host State Library's Aboriginal and Torres Strait Islander digital image collections. The archive uses Keeping Culture, a purpose-built knowledge management system. The project began in November 2025 with a focus on establishing a platform to support digital repatriation of collection materials and associated cultural knowledge, and to provide a culturally considered access point for Aboriginal and/or Torres Strait Islander peoples to engage with and contribute knowledge and stories to the digital heritage collection. This work supports collaborative engagement by respecting Indigenous Cultural and Intellectual Property (ICIP), culturally appropriate access requirements and data sovereignty. Implementation of the online system, Cultural Connect, is scheduled for 2026–27.

COLLECTIONS, PROGRAMMING AND ENGAGEMENT

State Library's *Content Description Principles* are aligned to the National and State Libraries Australasia (NSLA) Guidelines for *First Nations Collection Description*. Further progress was made in reparative and inclusive cataloguing through:

- an audit of catalogue records and collection guides for Indigenous Cultural and Intellectual Property (ICIP) and harmful language concerning Aboriginal and Torres Strait Islander peoples
- editing catalogue records to modify offensive language including racial slurs, blood quantum references and outdated terms
- applying an ICIP acknowledgement for collections containing material culture, traditional dance and oral histories recorded with Aboriginal and Torres Strait Islander Elders

- ongoing activities to support discovery and access, including using terms identified by Aboriginal and Torres Strait Islander 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 material that is inappropriate, offensive or culturally sensitive.

Aboriginal and Torres Strait Islander collections and programming prioritise co-design, cultural safety, cultural protocols and community agency. Among the collections commissioned and made available in 2025–26 was the continuing series of Elders oral history interviews. A digital story, documentary and interviews were recorded with Auntie Henrietta Marie and Traditional Owners in Cairns for Mayarr Njalan, a project recording the Yidinji people's efforts to return their ancestor's remains from Germany. A collection of lantern slides, glass slides and prints, journals, artefacts and notes of The Reverend John J.E. Done, an Anglican missionary in the Torres Strait and Cape York Peninsula in the 1920s, was acquired.

Exhibitions and events celebrated Aboriginal and Torres Strait Islander cultures, knowledge and stories. Aboriginal and Torres Strait Islander cultural community space kuril dhagun hosted 3 showcases:

- *Culture Love* featured artworks from a school holiday program delivered through Indigenous Knowledge Centres in remote Queensland communities from 2009 to 2013. The showcase highlighted the significance of young people as cultural leaders and knowledge-holders.
- *Billy Missi'n Wakain Thamai* honoured Torres Strait Islander artist Billy Missi (1970–2012), who was born on Mabuiag Island and was deeply influenced by the storytelling, song and dance traditions of his Wagadagam people. Members of the Missi family and Torres Strait Islander community gathered to welcome the exhibition to Brisbane.
- *Through Mununjali eyes* originated as a partnership with pioneering photojournalist Wayne Coolwell, whose leadership, insight and cultural authority shaped its development. After his passing in May 2025, the project was realised in close consultation with Jo-Anne Driessens and the Coolwell family.

A previous kuril dhagun showcase, *Deaf in dance: feeling the beat*, won a 2025 Gallery and Museum Achievement Award in the First Nations (Open) category and was shortlisted for the inaugural Creative Brisbane Awards 2026 for Best Industry Collaboration with People with Disability or Who are d/Deaf. This 2024–25 showcase marked 30 years of the Deaf Indigenous Dance Group (DIDG) from Far North Queensland. Developed through co-design with DIDG and photographers Sean Davey and Aishah Kenton, the exhibition highlighted their stories, while expanding State Library's capacity in accessibility and inclusive practice.

The films *New Boy*, *Wash My Soul in the River's Flow* and the docudrama *Bush Mechanics* featured in State Library's film program. Night by the Fire events in the Talking Circle marked the 2025 NAIDOC theme, The Next Generation: Strength, Vision and Legacy, with guest speakers Colleen Sam (Kalkadunga knowledge holder and visual artist) and Guyala Bayles (Birri Gubba and Wonnaru model, actress, poet and artist). Murri Christmas, an annual family event, drew more than 130 community members for songs, craft activities and morning tea with Murri Claus and Mrs Claus at kuril dhagun.

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

CONSERVATION AND DIGITISATION

Conserving physical collections is essential to the preservation of Queensland's documentary heritage. A major focus was supporting exhibitions, ensuring original collection material was preserved and protected for display. Staff completed over 600 activities to prepare collections for exhibition or storage. Significant conservation treatments included:

- meticulously repairing a fragile map from the Edmund Besley Court Kennedy and Alfred Allatson Turner Collection (1845–48) for possible digitisation; the fragmented paper map had been folded on a linen backing
- sorting and stabilising a collection of wallpaper samples from the professional and business archive of Allom Lovell Architects (1978–2011); 32 samples that had shattered into small pieces due to age and deterioration were pieced back together and relined so they could be accessed for research
- creating specialist housing and packaging for the Elements Dhoeris series (2025) of 7 delicate ceremonial headdresses (dhoeris) crafted by Torres Strait Islander artist George Nona from natural fibres, feathers, shells and bone.

DIGITAL PRESERVATION MATURITY PLAN

State Library has made a significant long-term investment in digitising analogue collections to increase discoverability and access, and in more recent years in collecting born-digital content. The value of these collections is at least \$20 million, noting that digital collections have been valued only since 2013–14. Digital preservation is the process of ensuring the long-term viability and integrity of digital information. The *Digital Preservation Maturity Plan 2025–28* was developed in response to the *Digital Technology Strategy 2025–29*. It includes technological, administrative, compliance and assurance elements to achieve the required digital preservation maturity levels. The plan uses the framework of the National Digital Stewardship Alliance (NDSA) digital preservation maturity model. Progress has been made on achieving the objectives of the strategy, including documentation and procedures to provide assurance that State Library has met targets in functional areas.

BORN-DIGITAL COLLECTIONS

Over 70 born-digital projects were completed, adding 2,126 new images and 337 audio visual items to the collection. Notable collections included 429 images from the Blake Patrick photographic collection, 340 images from Department of Transport and Main Roads annual reports and 380 digital files of the Lady Norman Wing, Herston Heritage Quarter archival recording.

AUDIO VISUAL COLLECTIONS

A safety assessment of cold-storage facilities for vulnerable motion picture films and still negative collections was undertaken. The level 5 repository and level 0 cold-store vaults were reconfigured to maximise cold-storage capacity and accommodate future growth. Queensland Library Foundation continues to support the Reel Rescue program with funding to support digitisation of at-risk film, video and audio content on fragile or obsolete carriers, such as 8mm and 16mm film and magnetic tapes. This work is time sensitive and critical to preserve and ensure access to unique historical content. A bequest from the Carides family facilitated the digitisation of priority motion picture film. Lesley Bryant funded digitisation of the Dorothy Jones oral history collection. State Library contributed funds to facilitate digitisation of the Margaret Lawrie audio recordings, a valuable research collection related to the culture, language and life of Torres Strait Islanders in the 1960s and 70s. A total of 78 motion picture films and 124 audio tapes were digitised and 68 items processed and made accessible in the library catalogue.

PUBLICATIONS AND MANUSCRIPTS

A total of 8,780 pages of significant publications and written documents were digitised, including:

- 102 pages from the Brisbane Hebrew Congregation Building Committee correspondence letter book and Brisbane New Synagogue Building Fund ledger
- 1,110 pages (5 volumes) of the *Ipswich Punch* (1866–1971)
- 321 scans from 1970s magazine *Radio Times*
- 900 pages from rare book *Opera Ambrosii Parei Regis Primarii et Parisiensis Chirurgi: A Docto Viro Plerisque Locis Recognita*, a significant medical work by the French surgeon Ambroise Paré, published in 1582
- 697 pages of *The Year Book of the Congregational Church*, Wharf Street, Brisbane (1883–1905)
- approximately 3,000 pages, including fold-out maps, from Queensland Geological Survey publications (circa 1903)
- approximately 550 scans from the Edmund Besley Court Kennedy and Alfred Allatson Turner Collection, including diaries and original objects for 3D scanning.

IMAGES, MAPS, PLANS AND 3D SCANNING

A total of 1,974 new photographic images and 114 large-format originals (posters and maps) were digitised and 6 objects were scanned in 3D. These included 317 wet collodion negatives from the William Boag collection (1871–73), 263 glass plate and acetate negatives from the Haig collection (1880–1950) and 548 photographs and negatives from the Ian Poole archive (1960–2000).

4 Reflect and reveal shared histories and new narratives through our collections and practices

ABORIGINAL AND TORRES STRAIT ISLANDER LANGUAGE REVITALISATION

The Indigenous Languages Project works with Queensland communities to revive, document and preserve traditional languages. It acknowledges language heritage and knowledge remains with Traditional Owners. A key initiative, Yuuingan Dhilli Yari: Indigenous Languages Forum, brought together language practitioners, creatives, educators, researchers, organisations and community members in June. The theme, Create to connect: First languages in action, highlighted the ways Aboriginal and Torres Strait Islander languages are being strengthened through community initiatives, education, digital storytelling, contemporary media and cultural practice. The forum was attended by 166 people in person and 162 on live stream.

Indigenous languages creative arts residencies offered an \$8,000 stipend and the space and resources to develop a project inspired by State Library's Indigenous language resources, contributing to the revival and preservation of Aboriginal and Torres Strait Islander languages. Two of the 2025 residents, Noonuccal and African American writer and performer Sachém Parkin-Owens and South Sea Islander and Bundjalung singer-songwriter Georgia Corowa, shared the outcomes of their projects at the forum: a soundscape and an original musical composition respectively. Another 2025 resident, Kooma and Nguri writer Cheryl Leavy, held a children's language activity, Waalu Dharri – Words Alive, at The Corner in June. Kokoberrin artist Shaun Edwards spoke about the outcome of his language revitalisation project, Pa la Nganduw Kedew – I Am Dingo Clan, at a Talking Circle event in June with Sonya Takau, Jirrbal rainforest Aboriginal woman and founder of Dingo Culture.

The Indigenous Languages Project received \$250,000 funding in 2025–26 from the Indigenous Languages and Arts (ILA) program through the Australian Government Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts.

STORIES OF DIVERSE COMMUNITIES

State Library's collection-building strategy reflects the diverse stories and perspectives of Queenslanders, past and present. Exhibitions, showcases and displays help tell the story of Queensland, increasing access to collections.

A selection of collection materials celebrating 50 years of Paniyiri Greek Festival was featured in *Extraordinary Stories* in the Philip Bacon Heritage Gallery. The items included historic photographs, festival posters and ephemera.

For the *Dearly Departed: death in life* exhibition, digital stories were commissioned on Professor Liz Reymond (palliative care and voluntary assisted dying in Queensland), Simmonds family stonemasons (history of memorial stonemasons operating in South-East Queensland) and the funerary practices and mourning rituals of 4 diverse Queensland communities (Muslim, Irish, Papua New Guinean and Torres Strait Islander). An original minute book donated by the Brisbane Hebrew Congregation was displayed in the exhibition.

John Oxley Library Fellow Dr Zhila Gholami documented the experiences and contributions of refugees living in Queensland through oral histories, interviews, photographs and archival materials. Dr Gholami conducted 12 oral histories with refugees living in Queensland, focusing on their contributions to the social, cultural and civic life of the state. The collected materials will be preserved at State Library for researchers and community engagement.

A series of 34 digital photographs captured at the opening of the first Hindu temple on the Sunshine Coast were collected. The images of the opening of BAPS Shri Swaminarayan Mandir at Glenview in February 2025 show a Nagar Yatra (community procession) in Caloundra, communal feast, and unveiling and consecration ceremonies.

In September, items from the Home to Bilo Campaign Collection were displayed for a visit by representatives of the Biloela community, campaign members and the Nadesalingam family: Nades Murugappan, Priya Nadesalingam and daughters Kopika and Tharnicaa. The event, scheduled prior to the Queensland Theatre Company performance of *Back to Bilo*, provided an opportunity for the family to view the material documenting their early experiences in Australia and the campaign to keep them in the Biloela community.

Strategic objective 2: ENRICHING EXPERIENCES

ENGAGING OUR AUDIENCES THROUGH DISCOVERY, PARTICIPATION AND LEARNING

State Library recorded 1.8 million visits onsite and 5.6 million online in 2025–26, offering free access to information, knowledge and learning to Queenslanders no matter where they live. A curated public program of cultural experiences celebrated Queensland's unique cultures and identities. A new space for children and families expanded the play-based experiences on offer. A new monthly program The Explainer Series enabled conversations on topical issues. The Fact or Fiction? online learning platform was launched to help students build essential critical thinking and media literacy skills.

1 Create safe, meaningful and memorable experiences that enable and inspire onsite, online and across Queensland

PLAYFUL SPACES AND PROGRAMS FOR YOUNG QUEENSLANDERS

The Corner has been a national leader in play-based learning since 2006, welcoming more than 80,000 visitors each year and shaping early childhood experiences for families across Queensland. The Corner's transformation in 2026 as a purpose-built, architecturally designed space enabled a significant expansion of creative programs and experiences that help children develop the skills needed for lifelong learning. The new facility provides a central hub for the statewide First 5 Forever play-based learning program. Bespoke spaces to gather and connect include an art studio, soft exploratory baby space, imaginative play area with large building blocks, a story time and performance zone, nooks for reading and activity, a garden courtyard, parents room, and accessible amenities. The new functionality allows an increase in sensory and nature play experiences. Opening hours were expanded to 9:30 am – 4 pm to align with other spaces for families across the Queensland Cultural Centre. The Corner has had 49,355 visitors since opening on 1 April, 2.5 times the previous weekly attendance due to the new and improved facilities and longer opening hours. The Corner welcomed a total of 107,005 visitors across 2025–26, a 24% increase on the previous year and 97% of the total 110,185 visitors who joined onsite programs for children and families.

Through a key partnership with Play Matters Australia, 6 community language playgroups are now regularly hosted at The Corner: Chinese Mandarin, German, Indonesian, Portuguese, Spanish and Vietnamese. The playgroups bring multilingual families together to celebrate language and culture and connect with their communities. The partnership has also enabled engaging programs that invite the public to celebrate special cultural events, such as Lunar New Year, through playful song, dance and art making. Other key programs include Pasifika music with Tui and Friends, daily holiday programs connected to exhibitions including Brisbane Portrait Prize and *Driven: every car has a story*, a Children's Week celebration of *The Big Book of Rights*, and woodworking workshops.

AUDIO TOURS

Self-guided online audio tours were created to bring the stories behind State Library's architecture, artworks and history to life. Tours exploring key architectural features of State Library's South Bank buildings and artworks can be accessed from anywhere in the world alongside transcripts, images and collection links.

THE EDGE MAKE AND DESIGN HUB

The Edge is State Library's open-access community space for creativity, ideas and experimentation. The Edge hosted 403 activities with 62,465 visitors in 2025–26. Programming focuses on equipment activation, contemporary technology and fabrication workshops, collaborative meetups, and innovative exhibitions and experiences. The creative spaces at The Edge include a recording studio, digital media lab, innovation lab, and print and sew space. They provide access to specialised computers, cameras, portable audio equipment, virtual reality headsets, a recording studio, laser cutters, 3D printers, electronics equipment, and sewing and embroidery machines. The Edge digital displays showcased the winning projects of the 2025 Queensland Architecture Awards, the *Nikon-Walkley 2025 Press Photography Exhibition*, the Ian Poole Photographic Archive, and the work of local artists and library fellows.

YOUNG WRITERS AWARD

Sam Quynh Huynh won the 2025 State Library of Queensland Young Writers Award for their short story 'Offerings'. They received \$2,000, membership with Queensland Writers Centre (QWC) and publication in *WQ Magazine*. Three runners-up were each awarded \$500 and a QWC membership: Tali Lum Wan ('Lamb'), Hasara Ekanayake ('Fair and Lovely') and Iris Monod ('Cleaning Up, Dragging Under'). Five entries were highly commended: Eve Tramacchi O'Keeffe ('How the Light Sits'), Sana J Shah ('Roses'), Becca Wang ('A Story of Two People'), Lillian White ('Swallowing Stolen Time') and Luke Gavin ('Orange Folders').

QUEENSLAND WRITERS CENTRE

QWC represents the state of writing from its home in State Library. Through workshops and regional programs, QWC connects with writers throughout Queensland. During 2025–26, QWC delivered the Arts Queensland Poetry Awards and the Oodgeroo Noonuccal Prize for Indigenous Poetry with the support of Arts Queensland. Programs for young people included Youth Writing Saturday and the Brisbane Children's Writers Festival, which engaged 100 young people in writing, illustrating and interactive storytelling. QWC's Writing Friday program provides time, support and space to write in over 40 locations across Queensland, including onsite at State Library.

QUEENSLAND LITERARY AWARDS

The Queensland Literary Awards (QLAs) showcase outstanding works by Australian authors, champion new writing and further the careers of Queensland writers. The 2025 awards were supported by the Queensland Government through Arts Queensland and State Library, and by sponsors, grants and philanthropic donations through Queensland Library Foundation. A total of \$261,000 in prize money was awarded across 11 categories at the awards ceremony in September.

Queensland Premier's Award for a Work of State Significance

(\$30,000 supported by the Queensland Government through Arts Queensland)

Black Witness by Amy McQuire (University of Queensland Press)

Queensland Premier's Young Publishers and Writers Awards

(2 awards of \$12,000 plus career development support to the value of \$3,000 each; supported by the Queensland Government through Arts Queensland)

Alex Philp

Sean West

The University of Queensland Fiction Book Award

(\$15,000 sponsored by The University of Queensland)

Rapture by Emily Maguire (Allen & Unwin)

The University of Queensland Non-Fiction Book Award

(\$15,000 sponsored by The University of Queensland)

Nāku Dhāruk The Bark Petitions: How the People of Yirrkala Changed the Course of Australian Democracy by Clare Wright (Text Publishing)

Children's Book Award

(\$15,000 supported by Queensland Library Foundation)

Little Bones by Sandy Bigna (University of Queensland Press)

Young Adult Book Award

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

Don't Let the Forest In by CG Drews (Hachette Australia)

Judith Wright Calanthe Award for a Poetry Collection

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

The Oblong Plot by Chris Andrews (Puncher & Wattmann)

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

(\$20,000, plus publication with University of Queensland Press; supported by the Copyright Agency's Cultural Fund)

'Finding Billy Brown' by E.M. Crismani

Glendower Award for an Emerging Queensland Writer

(\$15,000, plus publication with University of Queensland Press; supported by Jenny Summerson through Queensland Library Foundation)

'Commonplaces' by Gillian Hagenus

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

(\$15,000 sponsored by The Courier-Mail)

Nightingale by Laura Elvery (University of Queensland Press)

Queensland Writers Fellowships

(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)

Vuong Pham for 'Reborn'

Mykaela Saunders for 'Dear Uncle'

State Library ceased management of the QLAs on behalf of the Queensland Government in 2026.

STUDENTS AND EDUCATORS

Curriculum Connect is a collection of curriculum-aligned teaching resources, mapped to key learning areas in the Australian Curriculum and the Queensland Senior Syllabus, and enriched by content from State Library's collections. It includes more than 150 education resources and over 250 student study support resources. In 2025–26, Curriculum Connect resources drew 23,574 page views and 1,823 downloads, reaching an estimated 27,345 students. A total of 3,679 students and teachers joined onsite learning experiences, including librarian-facilitated research workshops, Aboriginal and Torres Strait Islander artworks tours and special exhibition tours.

Live at the Library brings dynamic learning experiences directly to regional and remote communities across Queensland, providing opportunities for students and educators no matter where they are. Live at the Library workshops were streamed to 8,456 students from 180 schools across Queensland and 4 interstate schools. More than half (62%) were delivered to regional and remote schools. The program engaged a broad age range: 58% primary school students, 23% junior secondary and 19% senior secondary. With initial funding support from Gina Fairfax AC and Tim Fairfax AC through Queensland Library Foundation, Curriculum Connect has been offered since July 2021 and Live at the Library since October 2022.

The **First Nations regional schools engagement project**, supported by the Ash Barty Foundation, connects rural and remote schools, particularly those with a high proportion of Aboriginal and Torres Strait Islander students, with curriculum-aligned educational experiences and resources. The project engaged with 1,982 students from targeted school communities and linked with a broader network of 32 unique schools across Queensland through 68 workshops. Key achievements include the publication of the Finding Our Anzacs online learning modules, which support students to research and identify Queensland Aboriginal and Torres Strait Islander soldiers who served in World War I. The project also delivered new First Nations-focused Live at the Library learning experiences for schools, including sessions for Sorry Day and Mabo Day, and workshops centred on Aboriginal and Torres Strait Islander collections.

The **Young researchers program** provided regional schools with opportunities to strengthen students' research and information literacy skills through Live at the Library sessions. Participating schools were invited to apply for a week-long intensive experience at State Library. Students from Proserpine State High, Murgon State High, Urangan State High and Cairns School of Distance Education immersed themselves in State Library collections to investigate their research topics. They also had opportunities to take part in cultural experiences and visit university campuses. The Young researchers program is delivered in memory of Gloria Hamilton through the generosity of Caroline and Keith Hamilton.

The **Young historians workshop and white gloves experience** was held in January for the 8 recipients of the 2026 Premier's Anzac Prize. Over 3 days, librarians guided students through rare collections, personal letters, photographs and diaries, helping them uncover the stories of Queenslanders who served in World War I. Students developed research skills and historical understanding to craft the commemorative eulogies they delivered at war memorials in Europe during their April study tour. The Premier's Anzac Prize is delivered by the Department of Education in partnership with RSL Queensland and State Library.

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

CONVERSATIONS AND EVENTS

Bespoke talks and conversation series bring together communities of interest, encourage active citizenry and explore collection themes. Multiple events were live-streamed and/or recorded and shared via the website to expand audience reach and engagement.

The Explainer Series is a new talks program, generously supported by Gina Fairfax AC and Tim Fairfax AC through Queensland Library Foundation, creating a space for conversations with experts on the big and small questions in people's lives. The series started in November 2025 and continues with monthly conversations throughout 2026. The Explainer Series format translates complex contemporary issues into accessible and engaging public conversations. Topics have included Crocodiles, International Law, Attention Span, the World Cup, Oil and First Nations Astronomy.

Heritage talks are collection-based events designed to deepen public discourse on Queensland's history and collective memory. They included a presentation marking the 50th anniversary of Papua New Guinea independence (September); Queensland tastes, profiling Queensland's diverse food cultures (October); and Queensland cemeteries (April). A total of 276 people attended.

Portrait of an artist is a free conversation series that enables deep connections with the stories of the distinguished artists featured in the James C. Sourris AM Collection of Artist Interviews. The series featured:

- Megan Cope in conversation with artist Pat Hoffie in October
- Rosslynd Piggott in conversation with Jane Devery, senior curator at the Museum of Contemporary Art, Australia, in November
- a William Robinson AO (1936–2025) retrospective with curator Vanessa van Ooyen, gallerist Philip Bacon AO and writer Nick Earls in May
- Lindy Lee AO in conversation with Sally Brand, curatorial manager of Australian art at Queensland Art Gallery and Gallery of Modern Art (QAGOMA), in June.

A total of 564 people attended the 4 events.

James Sourris AM and Marica Sourris also generously fund the ongoing creation of Australian artists' digital stories and oral histories and the Portrait of an artist event series.

Game Changers presents talks from influential Queensland business, social enterprise and creative industry leaders as part of the Queensland Business Leaders Hall of Fame initiative. The 3 events drew a total of 449 attendees and 300 views of the event recordings. The 2025–26 Game Changers were:

- architects Ingrid Richards and Adrian Spence in conversation with QUT lecturer Dr Kirsty Volz in October
- LYRO Robotics' Dr Nicole Robinson and Professor Peter Corke in conversation with QUT Professor Michael Milford in March
- ARROWES founder Lea Ea in conversation with ABC presenter Kat Feeney in June.

Stranded: celebrating 50 years of 4ZZZ in December highlighted Queensland's first FM radio station and its influence on music, arts, fashion and design culture in Brisbane. A curated selection of 4ZZZ items from State Library's collection was included in *Extraordinary stories* in the Philip Bacon Heritage Gallery and the Stranded program featured a series of talks, drop-in creative activities and digital exhibitions at The Edge.

Under Eights Week in May was marked with a day of family activities in The Corner, kuril dhagun and throughout level 1. Families attended circus workshops with Circa, made music with The Buttery Music School and participated in multicultural activities with the Play Matters Chinese, Indonesian and Spanish playgroups. A total of 3,387 people attended the Under Eights Week celebration.

Brisbane Open House in July drew a total of 204 visitors to free tours of State Library and Anzac Square Memorial Galleries. 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.

EXHIBITIONS AND SHOWCASES

Nikon-Walkley 2025 Press Photography Exhibition (1–30 Apr 2026)

Displaying the works of finalists across the 2025 Walkley Awards photographic categories on the screens at The Edge, the exhibition recognised the work of photographers across a range of genres, from news and sport to portraiture and photographic essays. Total onsite visitation: 3,959.

Through Mununjali eyes: photojournalist Wayne Coolwell

(28 Mar – 18 Oct 2026)

Wayne Coolwell, a trailblazer and powerful voice for his people, captured moments that bridged cultures and inspired connection. A selection of 5 decades of Wayne's photographs honours his legacy. Total onsite visitation: 13,129.

Dearly Departed: death in life (14 Mar – 23 Aug 2026)

Drawing on State Library's collections of objects and stories, *Dearly Departed* explores how social, cultural, spiritual, historical and political forces have shaped Queenslanders' attitudes to death and dying. Total onsite visitation: 16,289.

Driven: every car has a story (6 Dec 2025 – 8 Feb 2026)

Tapping into Queenslanders' nostalgia for their cars, the summer exhibition featured collection material dating from the early 1900s, rare home movies and motoring memorabilia. Total onsite visitation: 20,812.

Billy Missi'n Wakain Thamai (25 Oct 2025 – 22 Feb 2026)

A showcase featuring 25 of the late artist Billy Missi's most significant artworks, including rare monoprints, etchings and linoprints from Djumbunji Fine Art Press and private collections. The showcase was developed by NorthSite Contemporary Arts (Gimuy/Cairns) and toured Australia in partnership with Gab Titui Cultural Centre/Torres Strait Regional Authority (Waiben/Thursday Island) and Museums & Galleries Queensland. Total onsite visitation: 14,669.

Brisbane Portrait Prize 2025 finalists exhibition (20 Sep – 9 Nov 2025)

The second finalists exhibition held in partnership with the Brisbane Portrait Prize showcased the creativity of artists and photographers in telling the stories and lives of the people of Meanjin/Brisbane. Total onsite visitation: 19,468.

Culture Love (5 Jul – 12 Oct 2025)

This showcase celebrated the creativity and cultural pride of Aboriginal and Torres Strait Islander children. It began as a school holiday program engaging youth, Elders, artists and musicians at Indigenous Knowledge Centres. Total onsite visitation: 12,628.

The unbroken spirit of the Kalkadoons (21 Mar – 24 Aug 2025)

Colleen Sam, Kalkadoon (Kalkadunga) woman and visual artist, and her mother, the late Moodinyi Sam, shared their powerful story of the Kalkadoon people's survival and strength. Artworks, animations, archival photographs and a series of digital stories recounted the family's resistance during one of the darkest periods in Queensland's colonial past. Total onsite visitation: 13,374.

Extraordinary stories (ongoing)

This changing display of collection items shares stories of everyday Queenslanders such as Wilhelmina Rawson, Australia's first published female cookbook author, and milestones such as 150 years of The Ekka and 50 years of the Paniyiri festival. Total onsite visitation: 62,048.

Touring exhibition: Queensland to a T

A regional touring version of the 2023 exhibition presented snapshots of history through a collection of souvenir tea towels compiled by the late Glenn R. Cooke and donated to State Library. The exhibition was on display at the Cairns Art Gallery from 13 December 2025 to 8 March 2026. Total exhibition visitation: 30,561.

ANZAC SQUARE MEMORIAL GALLERIES

State Library continued to deliver visitor services for Anzac Square Memorial Galleries on behalf of the Queensland Veterans' Council (QVC) in partnership with City Parklands Services. The galleries honour Australians who have served in conflict and peacekeeping operations since the 1899 Boer War. They provide opportunities for reflection, learning and connection through storytelling, tours, commemorative events and educational programming.

Key events included the Anzac Commemoration School Service and guided tours (23 April), the Centaur Memorial Fund for Nurses Candlelight Vigil (24 April) and the Anzac Day Dawn Service (25 April). Onsite visitation for 2025–26 was 65,714, including 2,602 visitors on Anzac Day. Website visitation reached 209,736 sessions, a 15% increase on the previous year, and social media following increased by 12%. A new operating agreement with QVC will apply from 1 July 2026 to 31 December 2030.

PINK CHAIRS BY CJ HENDRY

Contemporary artist Cj Hendry's *Pink Chairs* public artwork, donated to State Library in 2025, was unveiled in September. The permanent artwork was installed on the raised lawn outside the Library Café. *Pink Chairs* has appeared as a temporary art installation in New York and Venice. State Library is the only place to have them as a permanent installation. *Pink Chairs* is part of Hendry's reimagination of utilitarian seating in public spaces, experimenting in weight and size by changing the idea of a light and temporary chair. Part of the contemporary artist's Inflatable series, the brass chairs each weigh 130 kilograms and are designed to spark discovery, curiosity and conversation. Hendry, who lives in New York and grew up in Brisbane, has a hyper-realistic approach to art, transforming everyday items and high-end products into sought-after works of art. Hendry-designed *Pink Chairs* merchandise was added to the Library Shop range.

REACHING NEW AUDIENCES

Digital and physical platforms, partnerships and trusted voices supported engagement with new audiences. An advertising campaign promoting the benefits of State Library membership resulted in significant growth in new members. A total of 16,315 people joined during the 2-month campaign and around half were from outside the Brisbane Local Government Area. The campaign highlighted the breadth of State Library's free services, underscoring the vital role of libraries in supporting communities navigating financial challenges and the rising cost of living. Through a partnership with Queensland Rail, campaign messages featured on posters and digital signs on trains and rail platforms across the state.

A short-form video series drawing on the expertise of specialist librarians Joan Bruce ('Joan of Archives') and India Dixon exposed the collection to younger audiences on Instagram and TikTok, drawing over 1 million views between them. Notable Queenslanders joined the Hot Book Summer campaign to promote reading over the 2025–26 holiday period. Among those who lent their voices to the campaign were Trent Dalton, Anita Heiss, Tim Ross, Rachel Burke, Morris Gleitzman, Mirandi Riwoe, Megan Cope, Peter Greste and Matthew Condon. The State Library billboard, an architectural element of the building, was updated in December to showcase works from the Artists' Books Collection. The 43-metre-long billboard incorporates a QR code allowing audiences to dig deeper into digital resources, including 3D scans created to enhance engagement with this collection, which forms part of the Australian Library of Art.

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

PLATFORMS FOR SKILL-BUILDING AND INFORMATION SYNTHESIS

Fact or Fiction? is an interactive online learning platform developed to build media literacy skills in students in Years 4–7. Through engaging, self-directed challenges, the program supports learners to critically assess the accuracy, reliability and intent of media, strengthening their confidence as informed and responsible media users. Aligned with the Australian Curriculum v9.0 in English and Media Arts, the program enables students to analyse and evaluate a wide range of texts and images. Learners explore how media messages are constructed, identify misleading or unreliable information, and develop the skills to question, interpret and respond to media in thoughtful and informed ways. Fact or Fiction? reinforces the role of libraries as trusted sources of information. It addresses a growing need for accessible, curriculum-aligned resources that support young people to navigate an increasingly complex media landscape and respond to the challenges of misinformation and disinformation. Fact or Fiction? was made possible by donations from the Queensland Library Foundation 2025 Crowd Giving event.

The Queensland First Languages Map was revised with updated data. Further discussions are being held with AIATSIS regarding presentation of languages and State Library collections using AIATSIS AustLang codes.

The project to make the Colonial Secretary's Correspondence collection (1823–60) of more than 16,000 letters accessible online has progressed. More than 300 volunteers have contributed hundreds of hours to improving the accuracy and usability of the Colonial Secretary's Correspondence. Their work has been crucial in enhancing the content's accessibility and facilitating its discovery. Over the past year, more than 200 volunteers have collectively dedicated 7,534 hours to the project. They have reviewed 15,340 pages, made 73,138 handwriting text recognition corrections and added 4,386 notes to enhance the archival material. The creation of a data visualisation of themes, people, places and dates across the collection has guided the proof-of-concept work to create an online presence for the collection. Development of the platform to search and explore the correspondence has started.

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

RESEARCH HELP AND COLLECTION ACCESS

The Ask a Librarian service provides expert research assistance and equips people to carry out independent research. Librarians responded to 8,976 enquiries via online forms, telephone and chat. Through the enquiry form, clients can access 6 research enquiries in a calendar year with up to one hour of research per enquiry. Key enquiry topics were Queensland newspapers, family history and Queensland history. During National Family History Month, librarians presented 6 webinars to a total of 220 participants on topics including death records, Queensland's working heritage and railway connections in family history. Who's your Mob? workshops supported people researching their Indigenous family history. Participants built research skills while exploring their family histories in a welcoming, culturally supportive environment. The workshops also provided the opportunity to connect directly with State Library research librarians and access the resources and collections available for Aboriginal and Torres Strait Islander family history research.

Flickr Commons, YouTube and Vimeo provided opportunities to highlight collections, reach new audiences and enable community contributions. Over 3.5 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 increased by 9.8% to 5.59 million.

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 Indigenous Knowledge Centres throughout Queensland to deliver library services and the First 5 Forever play-based learning program. Digital inclusion initiatives co-designed with regional councils and Aboriginal and Torres Strait Islander communities delivered social and economic impact. Queensland's first digital Indigenous Knowledge Centres – community hubs that provide access to collections and content via digital devices – opened in 3 Gulf of Carpentaria communities. The *How do you library?* campaign increased awareness of the breadth of library programs statewide. Philanthropy and key partnerships helped transform The Corner into a world-class space for families and drive innovation in early childhood development. A new partnership with craft and design organisation artisan was part of efforts to position Queensland creatives to take advantage of Brisbane 2032 Olympic and Paralympic Games opportunities.

1 Drive the collective impact of libraries and Indigenous Knowledge Centres as place-based cultural and social hubs

CLOSING THE DIGITAL DIVIDE IN QUEENSLAND

State Library's Digital Inclusion Program, supported by a \$9 million Queensland Government investment (2023–26) strengthened digital access and capability in regional and remote Queensland. The program was delivered through 3 key initiatives: Growing Indigenous Knowledge Centres (IKCs), Regional Digital Development and Deadly Digital Communities. Addressing barriers to digital access and literacy, the program has created opportunities for Queenslanders to thrive in the digital age, regardless of location, socio-economic status or cultural background. An independent evaluation by QUT found the program delivered a \$36 million social return on investment (\$4 for every \$1 invested). Launched in November 2024, the program delivered 664 workshops across 49 regional, remote and Aboriginal and Torres Strait Islander council areas, engaging with more than 4,547 participants.

Workshops delivered as part of Growing IKCs led to the creation of the Indigenous Knowledge Centres eSports Rocket League Tournament. Delivered in partnership with Veteran Gaming Australia (VGA) and 8 Aboriginal and Torres Strait Islander councils, the tournament was the first of its kind in Queensland. Research highlights gaming's ability to break down social barriers, build real-world career skills and foster connections – benefits that are particularly impactful in remote communities.

Through the Growing IKCs initiative, new digital IKCs were established in Doomadgee, in Kowanyama and on Mornington Island in spaces shaped by community priorities. Aboriginal and Torres Strait Islander peoples in Australia experience digital exclusion at twice the rate of other Australians, with nearly a quarter considered highly excluded. Remote communities face significant challenges, including unreliable access to devices, high costs, limited digital skills and inadequate support. The new digital IKCs are a critical step in addressing these barriers, providing communities with tools, skills and resources. Kowanyama's digital IKC was officially opened on 17 July 2025 by the Honourable Steven Minnikin, Minister for Customer Services and Open Data and Minister for Small and Family Business. Mornington Island's and Doomadgee's centres followed on 23 September 2025 and 17 March 2026, respectively, opened by the Honourable Fiona Simpson, Minister for Women and Women's Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism. The Growing IKCs in Queensland project was recognised as a finalist in the Education category of the 2026 Queensland Reconciliation Awards.

The Digital Starter Grant Program, part of the Regional Digital Development initiative, was established to address digital inclusion gaps in regional and remote communities. Councils, libraries and communities identified key barriers, including limited connectivity and access to technology. The program provided funding for eligible councils to install low earth orbit satellite services and purchase digital devices to deliver access, training and programs in remote areas. The program received 19 applications from 15 councils, all of which were successful. The program delivered strong outcomes across Queensland. In Richmond, Starlink connectivity and new devices ensured the library remained operational during the December 2025–March 2026 floods, serving as a critical digital hub. At Julatten in Mareeba Shire, a new digital hub supported small businesses, skills development and social connection. Upgraded computers and new iPads at Julia Creek Library in McKinlay Shire improved digital access for residents and visitors.

GROWING LOCAL LIBRARY SERVICES

State Library managed approximately \$32.7 million in public library and First 5 Forever funding in 2025–26. The second year of the 3-year Public Library Funding methodology continued its focus on strengthening rural and remote services, alongside the push to increase visitation and engagement through the places and spaces funding and the *How do you library?* campaign. Funding supported statewide services such as shared collections, eresources, grants and professional development, as well as collection funding for independent libraries.

Support for rural libraries and IKCs through the coordinated delivery of physical and digital collections by State Library continues to provide relevant, contemporary and cost-effective collections for recreational reading, information literacy and digital inclusion outcomes. In 2025–26, 119,758 items were delivered to 86 libraries and Indigenous Knowledge Centres and 100,932 ebooks and eaudio books were accessed.

Annual reporting for 2024–25* highlights both challenges and strong community value. Collection use increased despite smaller physical collections, driven by a 5% rise in digital usage. Membership remained at 31% of Queenslanders and new memberships reached their highest level in over a decade.

Rising operating costs continued to affect service delivery through reductions in collection expenditure, staffing and programs. This contributed to slight declines in physical visits and program attendance. Despite these pressures, libraries continue to deliver strong community outcomes through partnerships, engagement and free access to services. Across 75 councils, 31 reported underspends totalling \$442,353. This amount is mostly attributable to councils' incorporation of new wage subsidies in rural and remote areas. All councils had plans in place to spend these funds by 30 June 2026. Local government satisfaction remained high at 98%, with responses from 81% of participating councils. A new 3-year First 5 Forever agreement and a one-year extension of the Public Library Funding methodology start on 1 July 2026.

The RLQ (Rural Libraries Queensland) Places and Spaces Grant Program was established in response to the challenges small regional and remote libraries face in improving furnishings, computers and outreach vehicles within council funding limits. Through this new grant, 9 local governments were allocated funds totalling \$320,834 to deliver projects between 1 July 2026 and 30 June 2027 that will refresh, enliven and activate their public library places and spaces. This program provides material support for the delivery of the Public Libraries and Indigenous Knowledge Centres Roadmap objective Libraries across Queensland are thriving, creative, relevant and inclusive spaces, and are embraced as local cultural and community hubs.

*2025–26 data will be available after 30 September 2026.

HOW DO YOU LIBRARY?

The *How do you library?* campaign, from February to November 2025, was designed to increase community engagement with local libraries. It was a response to research showing strong awareness (91%) but lower visitation (40%) and outdated assumptions of what libraries have to offer. The statewide campaign included a launch, news and social media advertising, outdoor advertising, 21 matched funding microgrants, and a suite of merchandise and digital assets for councils. A total of 87,000 items, including tote bags, badges, stickers, bookmarks and posters, were distributed to 209 library branches to support local activation. Three-quarters of Queensland councils participated. Campaign advertising reached 3.3 million social media accounts and resulted in an estimated 4.6 million views of billboards and other out-of-home platforms. Participating councils reported increases of up to 6% in library visits and up to 50% growth in new memberships. Councils adapted campaign materials to suit local needs, delivering a range of community events and programs across the state. The campaign was a finalist for the 2026 IFLA PressReader International Marketing Award.

ADVOCACY AND BUILDING CAPABILITY IN LIBRARIES AND INDIGENOUS KNOWLEDGE CENTRES

Professional development opportunities for Queensland public library and IKC staff are offered through self-paced modules, recorded webinars and online and in-person sessions. Online sessions range from cultural capability training to managing homelessness workshops and network meetings. In-person sessions included the Library Leaders program, Queensland Public Library Association (QPLA) LEaD professional development event, RLQ and Small Independent Libraries workshops, and the Amplify: Young Voices in Libraries 2-day youth engagement forum. RLQ and Small Independent Libraries workshops were held in March in Longreach and Townsville, attended by 26 staff from 14 councils.

Through the Library Leaders program, public library staff were mentored over 8 months to develop their leadership skills, build professional networks and deliver projects that improved local library services. Delivered in partnership with QPLA, the program strengthens capability across the sector by supporting participants to share project outcomes, resources and learnings across the public library network. This year's cohort shared their projects and insights at the ALIA National 2026 conference in Sydney.

Regional service development visits created valuable opportunities to collaborate with RLQ services and provide tailored planning, collection and programming advice for rural council library staff. Staff travelled as far as the tip of the Cape York Peninsula and the western corners of the state to visit 32 libraries in 17 local government areas.

State Library advocates for the value of public libraries and Indigenous Knowledge Centres through engagement with key stakeholders and decision-makers in local government, peak bodies and community partners. The Local Government Association of Queensland (LGAQ) was consulted on the First 5 Forever and the Public Library Funding methodology and during development of the *How do you library?* campaign.

INDIGENOUS KNOWLEDGE CENTRE PARTNERSHIPS

Continuing its strong partnership with Aboriginal and Torres Strait Islander councils who manage IKCs, State Library provided \$661,864 in public libraries funding and First 5 Forever subsidies to councils to support equitable access to services, information and resources in Aboriginal and Torres Strait Islander communities. Indigenous Knowledge Centres remain vital, place-based hubs of community activity, delivering locally relevant collections, programs and services that reflect self-determined community priorities.

State Library and Aboriginal and Torres Strait Islander councils work collaboratively through co-designed, multi-year action plans that identify community-specific priorities to enable delivery, achieve outcomes and deliver meaningful benefits. The second year of the multi-year action plan implementation demonstrated the value of this flexible, self-determined model, with 69% of priorities completed in 2025–26 and 31% in progress. As action plan delivery has progressed, opportunities for improvement within the partnership have been identified, highlighting the importance of maintaining a responsive and flexible approach to evolving community needs and local contexts. While the combined Service Level Agreements and action plans have reduced administrative burdens and acknowledged the unique priorities of each council, ongoing challenges include accountability, timeliness of reporting, increased support requirements and maintaining service continuity during staff turnover.

State Library recognises continuous 2-way learning and communication are vital to a strong partnership and actively seeks formal and informal feedback from councils. Formal reporting indicates all Aboriginal and Torres Strait Islander councils with agreements agree or strongly agree that IKC action plans support self-determined service delivery and meet council needs. Additionally, 46% of councils reported that updated reporting processes reduce time and administrative burden. Over half of respondents (54%) rated the application process as easy or very easy, with the remaining responses neutral.

FIRST 5 FOREVER AND LEADERSHIP IN THE EARLY YEARS

In 2025, First 5 Forever marked its 10th year supporting children under 5 through talking, singing, reading and playing. Over 30,000 programs were delivered in libraries and IKCs across Queensland in 2024–25*, with participation exceeding 870,000. First 5 Forever recorded growth across State Library digital platforms in 2025–26. Targeted engagement, including ambassador assets featuring First 5 Forever Ambassador Ashleigh Barty AO, increased reach. Barty participated in events at Ipswich Children's Library, Winnifred Fisher Knowledge Centre in Cherbourg, Helensvale Library and Frew Park at Milton. State Library delivered professional development, including a fifth online module, Embedding First Nations Culture, as well as the Growing Rural and Regional Connections for Brain Building Program with Moreton Bay, Somerset and Maranoa councils.

State Library hosted the Libraries and Early Years Alliance online forum in November to advance libraries' role in early childhood development. Among the 106 participants were representatives from Thriving Queensland Kids Partnership, Raising Children Network, The Smith Family, and library representatives from Queensland, New South Wales, Victoria, Tasmania, South Australia and Western Australia. Three library-led multi-agency working groups were formed to develop action plans that enable knowledge and resource sharing across the alliance.

A workshop for First 5 Forever practitioners and library and Indigenous Knowledge Centre staff explored early years brain development and evidence-informed brain-building strategies for First 5 Forever programs. The 2-day event in November featured presentations from the Queensland Brain Institute and Yiliyapinya, and a tour of the Ipswich Children's Library to observe best-practice programming through a curated play session with First 5 Forever Ambassador Ashleigh Barty AO.

*2025–26 data will be available after 30 September 2026.

2 Embrace Brisbane 2032 by enhancing and accelerating services and programs

THE CORNER

The \$3.6 million transformation of The Corner, completed in April, was funded with \$2.4 million from philanthropic gifts through Queensland Library Foundation and \$1.2 million from the Queensland Government. The Corner transformation was the priority project identified in the *Space Optimisation Strategy*. The purpose-built facility for children aged 0–8 and their families is the largest capital works project since State Library was expanded to its current design in 2006. Architectus Conrad Gargett designed an inclusive environment supporting creativity, play and connection. The free spaces and programming are grounded in the latest thinking on children's neurological development. The Corner highlights the important role libraries can play in supporting communities, particularly where access to resources may be limited. This investment enhances visitor experience and delivers on strategies towards Brisbane 2032 which profile the Queensland Cultural Centre as a world-class cultural destination.

ARTISAN CRAFT AND DESIGN

State Library entered a 5-year partnership agreement with artisan, a cultural social enterprise that champions Queensland craft and design talent. Artisan is headquartered at State Library, collaborating across Queensland to support emerging, developing and established talent via exhibitions, residencies, markets and pop-ups, alongside professional development initiatives and career opportunities. The partnership unlocks opportunities for collaboration, social learning and sector-wide impact, elevating the profile of Queensland makers and designers in the lead-up to Brisbane 2032 and beyond. Artisan will deliver seminars, masterclasses, talks, workshops and symposia at State Library and build connections with partners in the public library network. Artisan has established a curated retail presence in the Library Shop, showcasing Queensland contemporary craft and design.

RETAIL CHAMPIONING QUEENSLAND CREATIVITY

The Library Shop strengthened its position as a distinctive cultural retail destination through new partnerships, expanded product development and strategic operational reform. Through the partnership with artisan, a curated range of products by Queensland makers and designers was added to the Library Shop merchandise, complementing the support for local storytelling through culture and design. The shop also expanded its From Our Collection range, developing new merchandise inspired by collection items and Queensland stories to connect visitors with State Library's heritage collections through contemporary retail experiences. Workplace and operational changes were implemented to streamline structures, improve efficiency and strengthen long-term commercial sustainability and profitability. The changes support a refreshed and sustainable retail model that celebrates creativity, craftsmanship and Queensland identity while enhancing visitor experience.

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

STATE LIBRARY FELLOWSHIPS AND MEDALS

State Library of Queensland Fellowships and Medals recognise the documentation, preservation and celebration of Queensland's memory, past and present. The recipients of 6 fellowships totalling \$105,000 and 2 John Oxley Library Medals were celebrated in November. Fellows spend their 12-month residencies engaging with the collections and generating new insights into Queensland's history. The fellowships and medals are made possible by the support of donors through Queensland Library Foundation.

2026 State Library of Queensland Fellowships and Medals recipients

John Oxley Library Fellowship

(\$25,000 supported by the Queensland Library Foundation President's Circle patrons)

Lucy Deemal for 'Two stories, one place: Aboriginal and settler memory in North Queensland'

John Oxley Library Honorary Fellowship

(12-month residency)

Rachel Gallagher for 'Mapping displacement: freeways, protest, and the remaking of Brisbane'

John Oxley Library Medal

Janeth Deen OAM for her important lifetime contribution to Queensland history by documenting and preserving the stories of Muslim communities in Brisbane and beyond

John Oxley Library Community History Medal

(\$5,000 supported by Queensland Library Foundation)

Pine Islet Lighthouse Preservation Society for their success in preserving the Pine Islet Lighthouse and its social history as a unique Queensland maritime landmark and the only functioning kerosene-powered lighthouse in Australia

Monica Clare Research Fellowship

(\$20,000 funded by The Siganto Foundation)

Dr Rose Barrowcliffe for 'The protectors', which will uncover Aboriginal placenames hidden in 1920s Queensland Protectorate records, challenging historical inaccuracies through archival research and descendant interviews

Queensland Business Leaders Hall of Fame Fellowship

(\$15,000 funded by the John Allpass Charitable Foundation)

Robert Allen for 'T.C. Beirne and the house of the people: exploring the many lives of businessman, philanthropist and politician Thomas Charles Beirne'

Rainbow Research Fellowship

(\$20,000 funded by Lynette Valentine)

Monika O'Hanlon for 'Out of the archives', a mixed-media documentary podcast series that brings Queensland's queer history to life, one archive item at a time

Royal Queensland Show (Ekka) Fellowship

(\$20,000 supported by the Royal National Agricultural and Industrial Association of Queensland)

Dr Kaya Barry and Emily House for 'From the regions to the city: stories of sending produce and people to the Ekka'

RESEARCH REVEALS

The State Library fellows for 2025 presented their research outcomes at Research Reveals in March. Attended by 139 people, the 2-day event included a white gloves experience based on the projects of each fellow. The fellows who presented their findings were: Dr Marion Stell and Professor Celmara Pocock, Rainbow Research Fellows ('Queering the lens: cross-dressing in family photograph albums'); Dr Carl Anacin, Letty Katts Fellow ('Migration, musical practices and belonging among Filipino migrants in Queensland: festivals, music industry participation and everyday lives'); Bronwyn Bridgewater, Royal Queensland Show (Ekka) Fellow ('Historic Ekka symbiotic relationship between country, town and travelling show community'); Dr Joanne Dolley, Queensland Business Leaders Hall of Fame Fellow ('Businesswomen of Queensland: the histories and successes of Queensland businesswomen pre-1970'); Dr Kate Kirby, Queensland Heritage Register Fellow ('Patterns of Queensland's sport and recreation heritage: enhancing community access to sport history knowledge via the Queensland Heritage Register'); Dr Zhila Gholami, John Oxley Library Fellow ('Voices of diversity: collecting and preserving the refugee experience in Queensland'); and Anna Rowe, Digital Collections Catalyst ('Wallflowers: reimagining historical interiors'). Recordings of each presentation are available online.

Dr Indigo Willing, Honorary John Oxley Library Fellow ('Queensland skate or mind: subcultural game changers to Olympian "roll" models'), presented her research in June as part of a State of Sk8 conversation with Skate Australia CEO Alex Anasson, WeSkate Queensland's Miljana Miljevic and Australian skateboarder Aimee Massie. The talk was part of a State of Sk8 program that included a digital exhibition of Dr Willing's work and a miniature skate park and 3D printing workshop series celebrating Queensland's skate culture.

EKKA/ABC PARTNERSHIP

In preparation for the Ekka's 150th anniversary in 2026, State Library and ABC Brisbane collaborated on an activation for each day of the 2025 show. The display, featuring digitised Ekka motion picture footage and items from the RNA collection, was designed to encourage members of the public to share their Ekka memories. Over 100 people contributed their stories, either in person with staff or online.

4 Attract partnerships and investment to enhance service to Queenslanders

PHILANTHROPY AND PARTNERSHIPS

Queensland Library Foundation supports the strategic goals and creative ambitions of State Library. The Philanthropy and Partnerships branch secures philanthropic support and fosters strategic collaborations to enhance programs, collections and services. While philanthropy remains fundamental, enabling donors to make meaningful and lasting contributions, the Foundation also actively develops and manages corporate partnerships and sponsorships. These activities broaden the reach, strengthen the impact and support the long-term sustainability of State Library's work for communities across Queensland.

In 2025–26, the Foundation attracted significant philanthropic and corporate investment to support key priorities, including ongoing investment in the State Library Fellowships and Medals, schools engagement programs, and preservation and digitisation initiatives. The Foundation raised two-thirds of the total funding required for completion of the Transforming The Corner project, with the leadership of the Campaign Advisory Committee of Courtney Talbot, Gina Fairfax ^{AC}, Dr Rhonda White ^{AO} and Susan Hocking. The Foundation secured philanthropic funding to strengthen regional and rural connections for early years development and established a corporate partnership with Personalised Plates Queensland (PPQ) as a major sponsor of State Library's summer exhibition, *Driven: every car has a story*. The PPQ partnership included a significant showcase of historic numberplates in the exhibition, a competition to win a personalised plate and expanded reach for the exhibition through the PPQ network.

A \$2 million philanthropic investment from The Ian Potter Foundation was secured to support Together We Grow, a 5-year large-scale childhood development initiative. State Library is leading delivery of this project in partnership with Queensland Brain Institute, Queensland Kids Partnership and local councils, building on the Queensland Government's ongoing investment in First 5 Forever.

The Grandmothers Giving Circle was launched in May to bring together a dedicated community of women united by a commitment to supporting children in their earliest years. The Grandmothers Giving Circle champions early childhood learning through investment in The Corner, which delivers enriching experiences based on the First 5 Forever 'Talk, Read, Sing and Play' framework. Through collective giving, it aims to build a connected donor community, expand access in particular for children and families facing barriers, strengthen programs, and extend The Corner's impact across Queensland.

The Brisbane Portrait Prize finalists exhibition was presented as part of the second year of a 3-year partnership. The 7-week exhibition included a gala opening event and winners announcement attended by 378 people, and the inaugural Portraits After Dark in which 272 visitors explored the exhibition and library after hours at an event with music and live drawing. State Library again partnered with Queensland Museum to support the delivery of World Science Festival Brisbane (WSF). WSF delivered schools programs at State Library and included the Game Changers LYRO Robotics conversation in its program, extending audience reach.

A Justice of the Peace in the Community service was added in June. Delivered on level 1 through the Department of Justice's Community Grants and Outreach Services, the program provides onsite volunteer JP witnessing services from 9 am to 4 pm, Monday to Friday.

Strategic objective 4: RESPONSIVE INNOVATION

PURSuing INNOVATIVE, SUSTAINABLE AND CULTURALLY RESPONSIVE WAYS TO DELIVER OUR SERVICES

Strategic workforce initiatives focused on diversity and inclusion, Aboriginal and Torres Strait Islander recruitment and retention, cultural capability and leadership development. The *Digital Technology Strategy 2025–29* and the associated roadmap guided efforts to ensure technology is fit for purpose, safe, secure and resilient. Crisis management procedures were tested and State Library worked with Queensland Cultural Centre partners to advance environmental sustainability measures. The *Fiscal Overview and Financial Strategy 2025–29* was implemented to support financial sustainability.

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

AN INCLUSIVE WORKPLACE

The *Diversity and Inclusion Action Plan 2025–26* is aligned with the *Public Sector Act 2022*, Queensland Government inclusion priorities and State Library's Strategic Plan 2025–29. It establishes a framework to strengthen equity, diversity, inclusion and cultural capability through 8 priority areas:

- governance and leadership
- expanding equity and diversity awareness
- Aboriginal and Torres Strait Islander recruitment and retention
- cultural capability uplift
- supporting employees with disability
- supporting culturally and linguistically diverse employees
- supporting LGBTIQ+ employees
- monitoring and reporting.

Initiatives progressed included developing an equity and diversity calendar, promoting diversity and inclusion learning modules, implementing inclusive recruitment initiatives, participating in Queensland Government Aboriginal and Torres Strait Islander employment programs and reviewing workplace accessibility. The action plan outlined inclusive leadership development, cultural capability and awareness initiatives designed to foster a safe, respectful and culturally responsive workplace.

The Diversity and Inclusion Working Group was established in July to support implementation of the action plan. The Working Group comprises employee representatives from across the organisation and provides a forum for consultation, collaboration and continuous improvement. It coordinated awareness activities including promotion of Pride Month, Multicultural Queensland Month, Mental Health Month, gender equity initiatives, inclusive recruitment, generational diversity, neurodiversity, disability inclusion and culturally responsive workplace practices. The group promoted State Library's diversity and inclusion learning resources and capability initiatives, including SBS inclusion e-learning modules and inclusive recruitment training for people leaders.

WORKFORCE PROFILE

TOTAL STAFFING

Total full-time equivalent (FTE)	291.76
Total headcount	343
Separation rate	11.9%

OCCUPATION TYPE BY FTE

	PERCENTAGE FTE
Frontline and frontline support positions	83%
Corporate positions	17%

APPOINTMENT TYPE BY FTE

	PERCENTAGE OF FTE
Permanent	80%
Temporary	12%
Casual	6%
Contract	2%

EMPLOYMENT STATUS BY HEADCOUNT

	PERCENTAGE OF HEADCOUNT
Permanent	75%
Temporary	11%
Casual	12%
Contract	2%

GENDER	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Woman	234	68%
Man	104	30%
Non-binary	5	2%

DIVERSITY TARGET GROUP DATA	HEADCOUNT	PERCENTAGE OF TOTAL WORKFORCE
Women in leadership	12	75%
Aboriginal peoples and Torres Strait Islander peoples	15	4%
People with disability	24	7%
People with culturally and linguistically diverse backgrounds – speak a language at home other than English [^]	27	8%

TARGET GROUP DATA FOR WOMEN IN LEADERSHIP ROLES

GROUP	HEADCOUNT	PERCENTAGE OF TOTAL
Senior Officers (classified and s122 equivalent combined)	6	60%
Senior Executive Service and Chief Executives (classified and s122 equivalent combined)	6	100%

Headcount data is from the Public Sector Commission minimum obligatory human resource information (MOHRI) benchmark dashboard for State Library, June 2026.

[^] Includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home.

ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYEE RECRUITMENT AND RETENTION

Implementation progressed on the *First Nations Recruitment and Retention Strategy 2023–25* and associated action plan designed to strengthen cultural capability, improve attraction and recruitment outcomes, support workforce retention, and foster culturally safe leadership practices. Actions identified in the strategy and action plan and substantially completed included:

- establishment of a Cultural Capability SharePoint hub and supporting resources
- implementation of cultural capability e-learning modules for employees
- development of culturally informed recruitment and management resources
- participation in Queensland Government Aboriginal and Torres Strait Islander employment and career pathway programs
- integration of workforce diversity reporting into organisational governance processes
- embedding cultural capability development into Personal Performance Planning processes.

Culturally inclusive recruitment and workforce development practices were strengthened through participation in the Corporate Administration Agency First Nations Graduate Program, the Queensland Government First Nations Digital Careers Program, and the Public Sector Commission Aboriginal and Torres Strait Islander Career Pathways Program. The strategy also supported continued growth in workforce representation and awareness.

CULTURAL CAPABILITY

A cultural capability uplift initiative was implemented to embed inclusive and culturally safe practices, supporting delivery of the *Diversity and Inclusion Action Plan* and *First Nations Strategy*. The key activities identified in the *Cultural Capability Uplift Action Plan* were substantially completed, including:

- implementation of cultural capability e-learning modules
- establishment of a dedicated intranet site and Cultural Capability Development Guide
- development and publication of culturally informed recruitment and management resources
- integration of cultural capability content into the corporate induction framework
- delivery and promotion of inclusive recruitment training and cultural learning initiatives.

Delivery of learning and cultural engagement activities and staff tours associated with culturally significant exhibitions continued. The remaining initiatives under the action plan – implementation of the mentoring program and delivery of in-person cultural capability training for the executive and senior leadership teams – were deferred to 2026–27 due to dependency factors. These initiatives will progress in the new financial year as part of implementation of the *First Nations Strategy* and reflect the commitment to strengthening cultural capability, culturally safe leadership practices and inclusive workforce development.

SAFETY

Deloitte completed a Managing Client Behaviour and Risk Audit to assess State Library's process for monitoring and mitigating risks associated with client behaviour. Two medium-risk and 2 low-risk findings highlighted opportunities to strengthen incident management processes. An action plan was implemented to improve processes for information capture, communication and review to provide greater transparency and oversight of outcomes. In response to the recommendation that a security presence be established at Anzac Square Memorial Galleries, State Library engaged with QVC to ensure security requirements were incorporated into the operating agreement from 2026–27 onwards. The low-risk findings related to staff training and client behaviour. Enhancements implemented include improved reporting, attendance record management and feedback mechanisms. Client behaviour continues to be managed as an ongoing risk through oversight by the Audit and Risk Management Committee, including regular review of the risk statement.

Organisations that engage in child-related work, provide services specifically for children or operate facilities for children's use are required to comply with the *Child Safe Organisation Act 2024* (Qld). State Library's self-assessment identified that the key legislative requirements were largely met. An action plan is being implemented to embed the legislative requirements.

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

LEADERSHIP DEVELOPMENT

All members of State Library's Senior Leadership Team completed the Queensland Government People Matters leadership program. The program supports development of contemporary public sector leadership capability and focuses on strengthening people management, communication, performance leadership, recruitment and selection capability, and culturally responsive leadership practices. Participation in the program supported the commitment to strengthening leadership capability, improving people management practices, and fostering a positive, inclusive and high-performing workplace culture aligned with strategic priorities and the *Public Sector Act 2022*.

State Library also completed delivery of the TMS Leadership Development Program. Delivered over 14 months, it focused on strengthening leadership effectiveness, collaboration, accountability, and organisational alignment across the executive and senior leadership teams. The program supported development of a more connected and cohesive leadership culture through leadership workshops and coaching circles.

THOUGHT LEADERSHIP AND KNOWLEDGE SHARING

State Library hosted the Australian Institute for Conservation of Cultural Material (AICCM) biennial conference in November with 205 participants in person and 119 online. The conference drew conservators and cultural collection leaders from across Australia and internationally to participate in a program focused on caring for collections through Aboriginal and Torres Strait Islander community-led approaches that addressed truth-telling, cultural authority, care and integrity. The conference was strongly supported by Australian Museums and Galleries Association (AMaGA), Queensland Art Gallery and Gallery of Modern Art (QAGOMA) and State Library.

State Library staff shared expertise with the galleries, libraries, archives and museums (GLAM) sector and beyond, presenting at local, interstate and national conferences.

Louise Denoon, Executive Director, Community Partnerships

'Now and for their futures: libraries brain building in the early years', SWITCH NSW Public Libraries Conference, Sydney, November 2025
Panellist, 'Now and for their futures: outcomes from a national alliance for libraries and the early years', ALIA National Conference, Sydney, May 2026
'Building brains and bodies', Early Years Conference, Cairns, May 2026

Vicki McDonald, State Librarian and CEO

'IFLA trend report', Forum on Future of World Academic Libraries, China (online in Australia), July 2025
'Encouraging deeper engagement and learning for our youngest citizens', UP Librarians Conference, The Philippines (online in Australia), July 2025
'Libraries of influence: innovation, inclusion and impact – the case of State Library of Queensland', Taiwan Central Library Conference, Taiwan (online in Australia) 28 October 2025
'It starts with us: how librarians and families build the foundations of lifelong reading', Asia-Pacific Public Library Forum, Taiwan, May 2026

Jack Millar, Program Officer, Schools Engagement

'Unwinding the archive: truth-telling through colonial collections', AIATSIS Summit, Gold Coast, June 2026

Natasha Ratajczek, Coordinator, Schools Engagement

2026 Schools Program Launch, Queensland School Libraries Association Conference, Brisbane, October 2025

Stella Read, Manager, Children and Families

Panellist, 'Now and for their futures: outcomes from a national alliance for libraries and the early years', ALIA National Conference, Sydney, May 2026

Margaret Warren, Director, Content Management

Panellist, Australian Society of Archivists Conference, Sydney, November 2025

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

INFORMATION AND CYBER SECURITY

Continuous improvement of a robust cyber and information security environment is a key priority outlined in the *Digital Technology Strategy 2025–29*. Strategy, policy and procedure reviews in 2024–25 have enabled State Library to achieve the majority of agreed cyber security framework and standards maturity in 2025–26. An enhanced cyber and information security risk management framework was implemented along with Security Information and Event Management (SIEM) and External Attack Surface Management (EASM) systems. A permanent full-time information security lead officer was employed, and collaboration with the Queensland Government Cyber Security Unit (CSU) was expanded. CSU guidance and assistance have been essential in coordinating the response to cyber and information security incidents and the development of the *Information Security Incident Response Plan* and associated incident response playbooks. State Library actively participates in Queensland Government Enterprise Architecture (QGEA) and Australian Government threat intelligence, standards and initiatives, including continued compliance with the Australian Signals Directorate (ASD) Essential Eight strategies and membership of the Australian Cyber Security Centre (ACSC) Cyber Hygiene Improvement Program.

FISCAL OVERVIEW AND FINANCIAL STRATEGY

Implementation of the *Fiscal Overview and Financial Strategy 2025–29* delivered strong first-year progress, establishing a solid foundation for long-term financial sustainability. Through disciplined financial management and reprioritisation, State Library strengthened its operating position in 2025–26, enabling targeted investment in priority areas while reducing reliance on cash reserves and maintaining capacity to respond to emerging financial pressures in 2026–27. Key initiatives to diversify revenue, strengthen pricing and funding approaches, and improve workforce and cost management are well under way. Financial capability and governance continue to be strengthened, building on established foundations to support consistently informed and effective decision-making. Early results demonstrate improved financial discipline and positioning the organisation to respond to future challenges.

VENUE HIRE

Several procurement and business improvement projects were progressed to enhance the venue hire experience and create more efficiencies in workflows and client communications. The audio system in Auditorium 2 and critical components of the audio system in Auditorium 1 were replaced. The integrated Crestron audio visual systems in all venue hire spaces were upgraded to a QSys control system to improve technical capability and responsiveness. A catering review was initiated to refresh the market engagement of a panel of preferred catering vendors including at least one Aboriginal or Torres Strait Islander supplier. The Momentum uplift project is supporting the broader roll-out of venue and event resource management software to create a single source for venue hire and onsite activations. A total of 211 external venue hire events were hosted in 2025–26, generating approximately \$1 million in gross revenue.

Consistent 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 7%, while delivering a recycling rate of 35%. It recycled 460 kilograms of e-waste and reduced carbon emissions from energy consumption by 22.8%, driven by a reduction in energy consumption measures and an increase in renewable energy sources used.

In line with the planned move towards renewable energy sources, State Library and QCC stakeholders have taken steps to reduce energy consumption and power wastage. Key QCC initiatives include an energy efficient LED lighting replacement program and a major upgrade of the Central Energy Plant to increase capacity and efficiency.

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.

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

BUSINESS CONTINUITY AND EMERGENCY MANAGEMENT

State Library maintains a current and tested approach to crisis management to ensure a swift and effective response to natural disasters and other significant disruptions. A crisis management desktop exercise in October focused on an emergency flooding scenario. The Crisis Management team worked through response protocols, tested decision-making processes and identified opportunities to strengthen coordination across business continuity processes. The scenario-based format helped the team validate plans, communication and escalation pathways in conditions specific to South-East Queensland's flood risk profile. The desktop exercise built on operational experience gained during the weather events of 2024–25, including Tropical Cyclone Alfred. Business continuity and emergency management frameworks are aligned with Queensland Government requirements, ensuring staff are prepared to protect collections, support visitors, and maintain critical services during weather events and other crises.

DIGITAL TECHNOLOGY STRATEGY AND ROADMAP

The *Digital Technology Strategy 2025–29* and *Digital Technology Roadmap 2025–29* guides digital and technology transformation. A tight fiscal environment has necessitated a disciplined and proactive approach to digital transformation initiatives. Momentum in delivery of the roadmap was sustained by reallocating or leveraging existing recurrent funding where possible. The roadmap's governance and oversight committee, the Digital Technology Steering Group (DTSG), has implemented the following project initiatives:

- a market scan and contract to supply a Library Management System (LMS) to be used by public libraries
- storage expansion of the Digital Collection Storage Area Network (SAN)
- Windows 11 rollout across public access computers and staff workstations
- upgraded and new licensing arrangements for the venue management system
- upgrade/migration of the donor management systems to cloud Software as a Service (SaaS)
- pre-project activity to develop requirements and a business case for investment in a whole-of-organisation Customer Relationship Management (CRM) Transformation project
- trial and pilot deployments of Artificial Intelligence (AI) assistive technology for back-of-house teams.