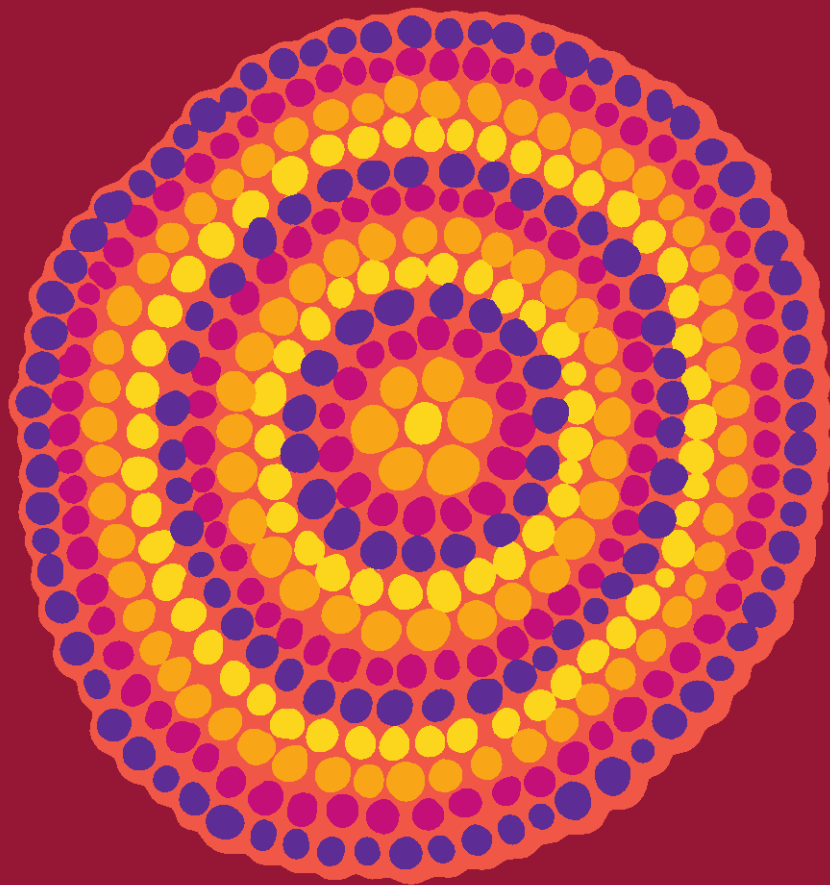


WESTERN SYDNEY
UNIVERSITY



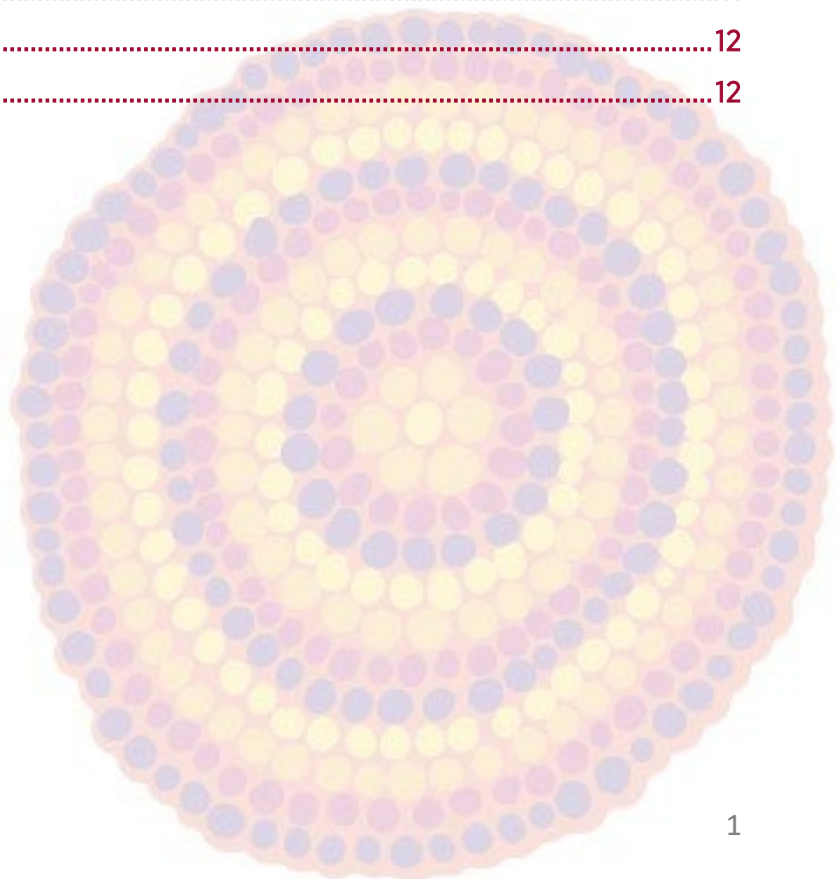
WSU Library Indigenous Strategy



Annual Report 2024

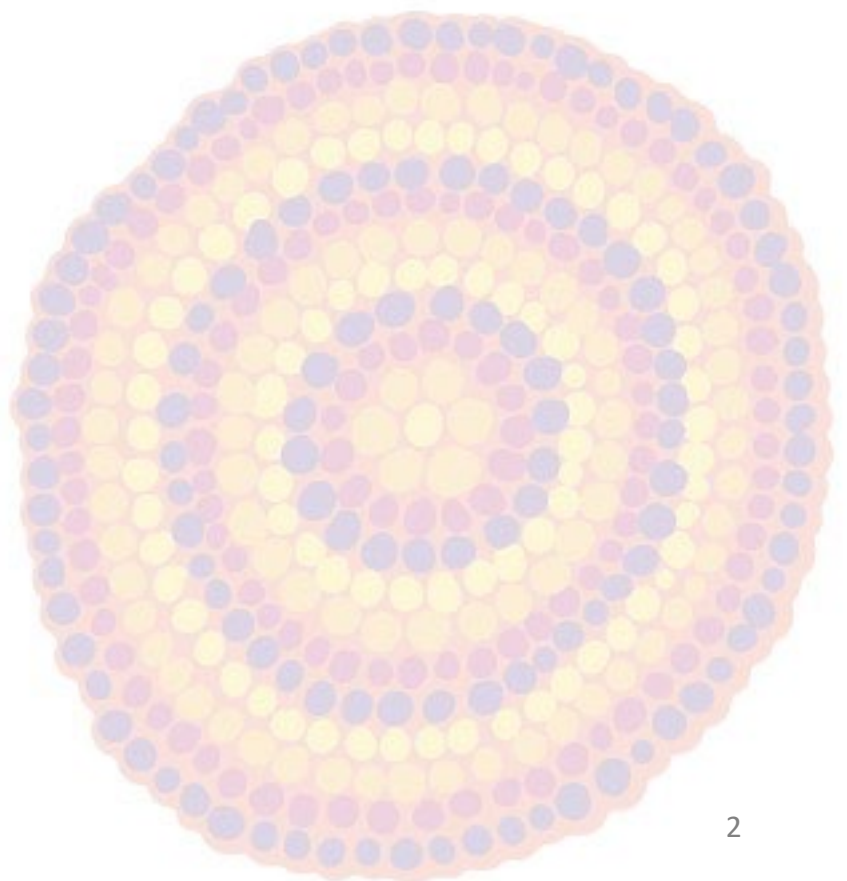
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ACKNOWLEDGEMENT OF COUNTRY

With respect for Aboriginal cultural protocol and out of recognition that its campuses occupy their traditional lands, Western Sydney University acknowledges the Darug, Eora, Dharawal (also referred to as Tharawal) and Wiradjuri peoples and thanks them for their support of its work in their lands (Greater Western Sydney and beyond).

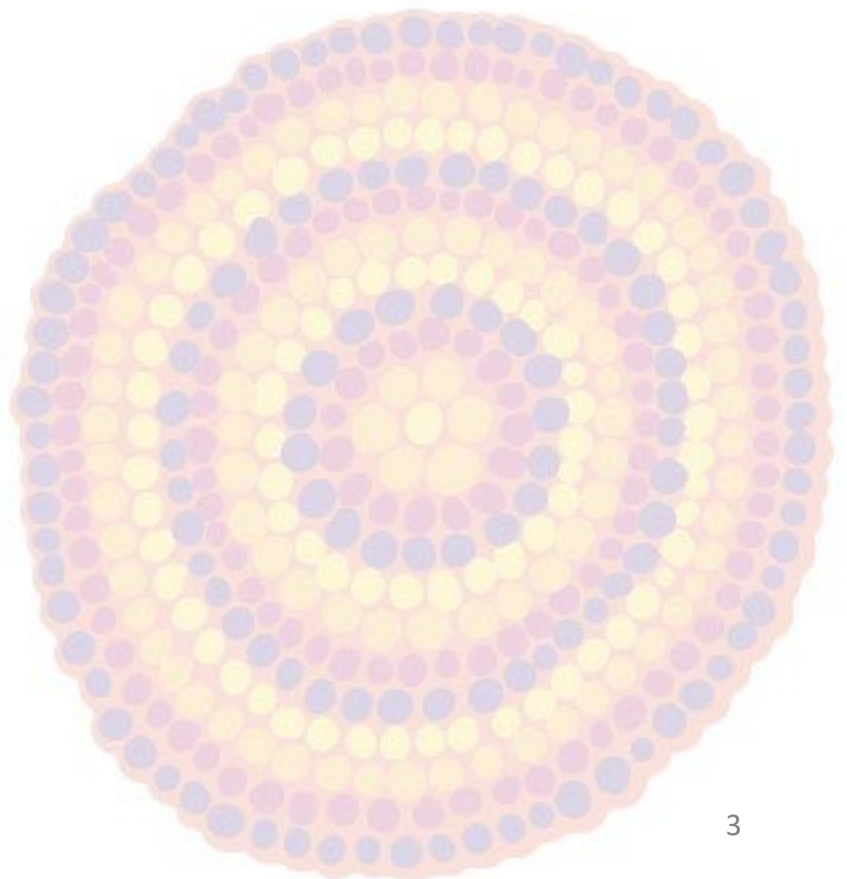


INTRODUCTION

The Library introduced its Indigenous Strategy in 2024, structured around the seven strategic priorities as articulated in the University Indigenous Strategy. The objectives and measures spoke to the Library role in embracing, promoting and engaging with Indigenous knowledges and ways of knowing.

To ensure our Strategy is a living document and more than words on paper, continual focused work and reporting on progress against our targets in each of these areas is essential.

We are thus pleased, and excited, to provide this report on the 2024 progress towards achieving each objective.



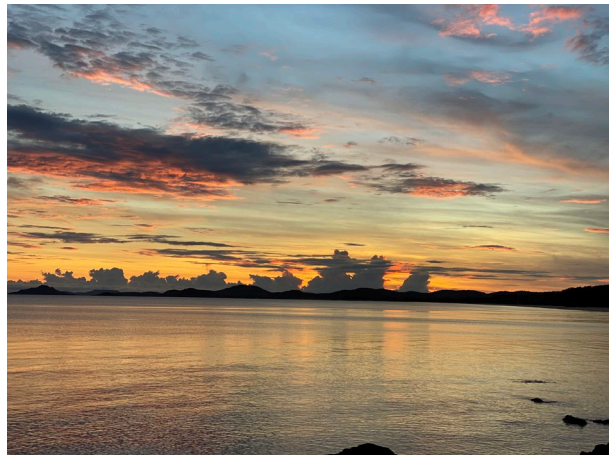
STAFF PROFILES

May Mulholland

Senior Library Technician (Indigenous Metadata)

May Mulholland commenced with the Library as the Senior Library Technician (Indigenous Metadata) in October 2024.

May grew up in the Cape York Peninsula. Her grandmother is a Torres Strait Islander, and her grandfather is a traditional owner from Cape York.



Punsand Bay, Cape York Peninsula

May's role has a specific focus on ensuring the Library collections contain culturally appropriate metadata including subject heading, language and warnings on sensitive materials, and assisting in embedding culturally appropriate principles and knowledge within the team.

May's experience with Indigenous materials dates back over more than 20 years. She has worked for the former federal government's Aboriginal and Torres Strait Island Commission (ATSIC), which held various Aboriginal materials including health and housing reports from remote and urban areas. When ATSIC was dismantled in 2004 she moved to the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), the new department which took the ATSIC library collection.

May has also worked for the State Library of Western Australia, Battye Library of Western Australian History, where she was the Indigenous Subject Specialist Librarian. In this role she assisted in the management of sensitive materials and identified ones that needed warning labels.

While the Western Sydney University Library team had commenced work on Indigenous metadata, subject headings, and warnings on sensitive materials, we are excited to have May on board. Her expertise will be invaluable in advancing the Library Indigenous Strategy in 2025, as we also begin the work to apply the new Indigenous Cultural Intellectual Property protocols.

Lauren Castino

Outreach and Indigenous Engagement Librarian

Yaama (hello) everyone. I'm Lauren Castino and I'm a Gamilaraay/Wiradjuri woman who has always lived and worked on Darug and Dharawal country.

I've been working at Western Sydney University Library as an Outreach and Indigenous Engagement Librarian since July 2024, and have been warmly welcomed to the Western Library community.

I hadn't imagined myself working in an Academic Library before seeing this particular job advertised, especially since I'd worked as an English teacher in NSW low socio-economic public high schools for the past 12 years and am re-training to become a Teacher Librarian. The main reason I decided to re-train is because I see so much potential in libraries as engaging spaces that can support students' learning needs and overall wellbeing.



My expertise is in academic literacy and student support. Being on the Outreach team has extended my skills and I am learning so much from my colleagues about community engagement within an academic library environment.

During Spring session in 2024 I piloted drop-in Study Smart sessions at select Badanami Centres, which were well received by students and Indigenous staff, leading to the planned continuation of the program in 2025.

Crucial to the success of this program, which aims to promote library services and provide academic literacy support to Indigenous students, is the consistency of the service and developing a genuine rapport with Indigenous students and support staff. Relationship building is at the core of creating deeper engagement between the Library and Western's Indigenous learning community.

STRATEGIC OBJECTIVE ONE

Indigenous Students:

Provide opportunities for Indigenous Australian students to learn and succeed in an environment that promotes Indigenous excellence.

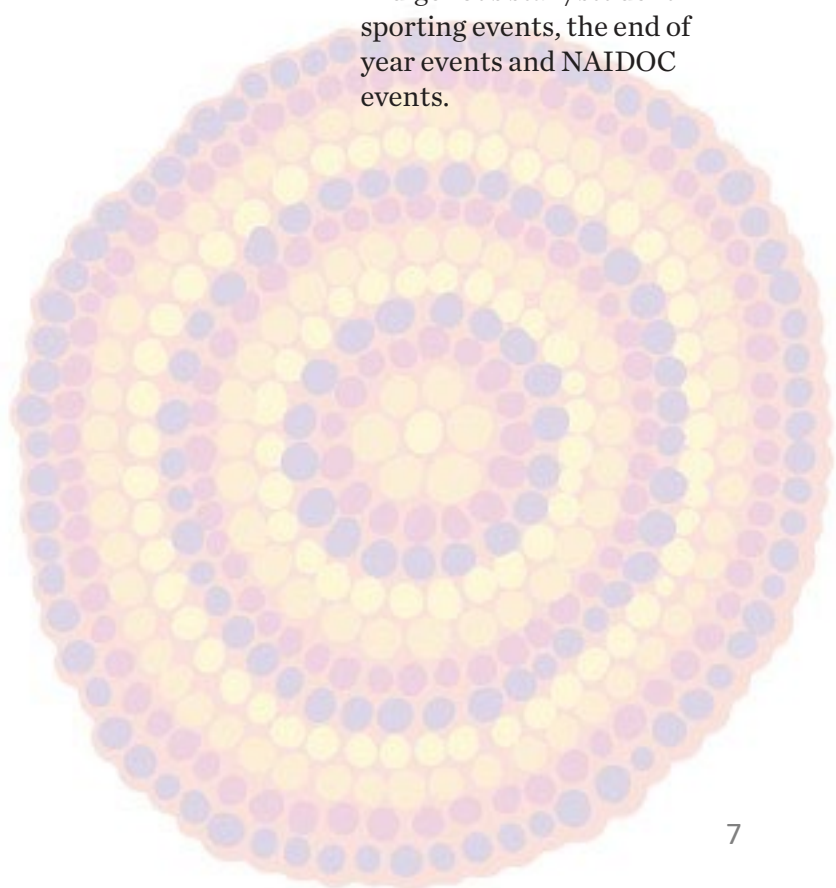
Library Strategies	Measures of Success	2024 Achievements
1. Create welcoming and trusted spaces in consultation with Indigenous students, ensuring the Library supports their needs for study and research.	Library spaces progressively incorporate Indigenous signage, artwork and learning, commencing with the Whitlam Library in 2025.	Initial steps to make the libraries more welcoming commenced with the installation of flag sets at each campus library service point.
2. Build, in partnership with our Indigenous students and academic colleagues, culturally appropriate collections shaped by their knowledge and aspirations	Our collections contain 90% or more of all works produced by Western Sydney University Indigenous academics and researchers.	Indigenous researcher outputs are included in the new Research Profiles and Repository, and more discoverable.
3. Apply Indigenous Cultural Intellectual Property and other relevant protocols to our collection to create culturally sensitive collections.	Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions from 2024.	AIATSIS AustLang headings have been integrated into how resources are catalogued.
4. Actively showcase Indigenous stories and successes within the Library context.	The Academic Literacies program includes at least two events developed with Badanami each academic session from mid-2024	The Indigenous Cultural Intellectual Property protocols have been finalised and will launch in 2025.
5. Partner with Badamani to develop and deliver academic literacy and learning events specifically for Indigenous Australian students.	The Outreach program includes at least one Indigenous knowledge event each year commencing in 2024.	Synonyms for Indigenous languages and locations for the APAC region are live in our discovery layer.
		The 2024-appointed Outreach and Indigenous Engagement Librarian commenced providing study smart appointments within Badanami on a regular basis in October 2024.
		Planning is underway with two Indigenous researchers to hold events showcasing their research in 2025

STRATEGIC OBJECTIVE TWO

Indigenous Employment

Position Western Sydney University as a place of choice for Indigenous Australians to work in an environment that supports and nurtures their careers.

Library Strategies	Measures of Success	2024 Achievements
1. Build the proportion of Indigenous staff within the Library.	Indigenous staff have access and time to engage with the University Indigenous programs and events.	Two Indigenous identified positions, Outreach and Indigenous Engagement Librarian, and Senior Library Technician, Indigenous Metadata were established and filled in 2024.
2. Develop strategies to welcome, recruit, and retain Indigenous staff and build cultural safety in the Library as workplace.	One leadership staff position and at least one other position is occupied by Indigenous staff by 2025.	On appointment, Indigenous staff are introduced to each other, the local Badanami centre team and members of the DVC Indigenous portfolio
3. Create and facilitate greater opportunities for professional development, mentorship, and support for Indigenous staff members.		Our new Indigenous staff have been encouraged to attend events including the Indigenous staff/student sporting events, the end of year events and NAIDOC events.
4. Creation of at least two identified Indigenous library positions		

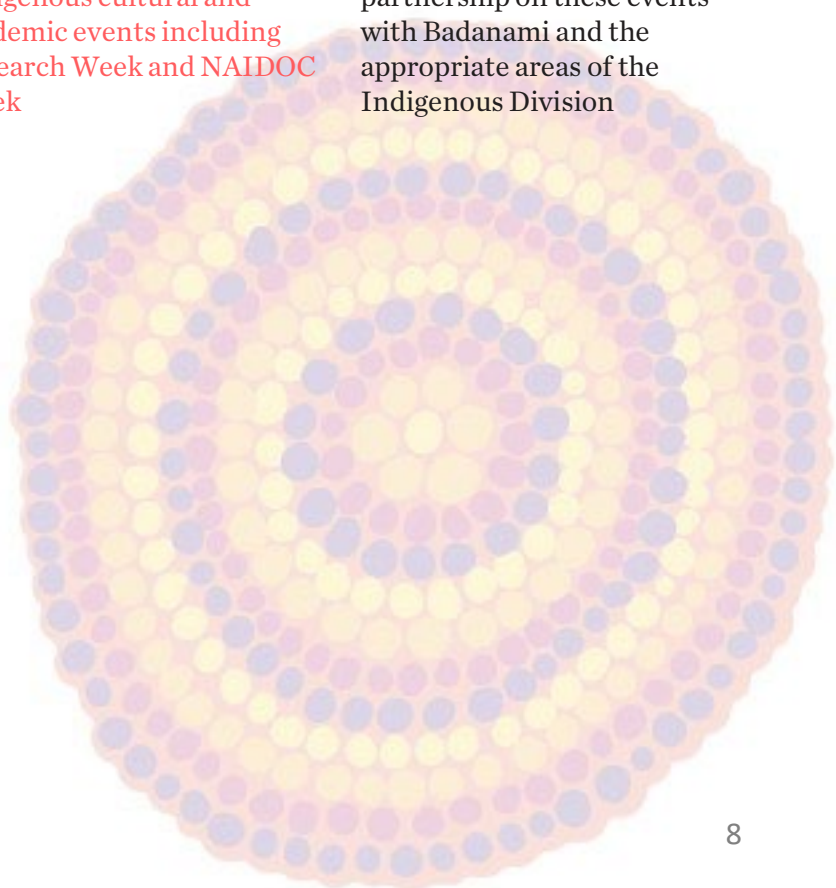


STRATEGIC OBJECTIVE THREE

Indigenous Research

Develop the breadth and depth of Indigenous Research with a vision to promote research that empowers Indigenous Australians.

Library Strategies	Measures of Success	2024 Achievements
1. Actively seek to showcase Indigenous stories and successes within the Library context in consultation with the Director of Indigenous research.	<p>The Outreach program includes at least one Indigenous research event each session from mid 2024.</p> <p>All Indigenous Researchers and HDR candidates are contacted individually by Library staff at least annually.</p>	<p>Planning is underway with Prof. Bodkin-Andrews for two Indigenous researchers to hold events showcasing their research in 2025.</p> <p>In June, School Librarians commenced meeting individually with HDR students who identify as Indigenous.</p>
2. Proactive, systematic contact with all Indigenous Researchers and HDR candidates through School Librarians and the Research Support teams to enable research success and promulgation of outputs.	<p>The Research Literacy events program includes at least one event promoting indigenous ways of knowing and research.</p> <p>The Library has a calendar of events for significant Indigenous cultural and academic events including Research Week and NAIDOC Week</p>	<p>Significant Indigenous cultural and academic events are included in the Library events schedule. Further work on working in partnership on these events with Badanami and the appropriate areas of the Indigenous Division</p>

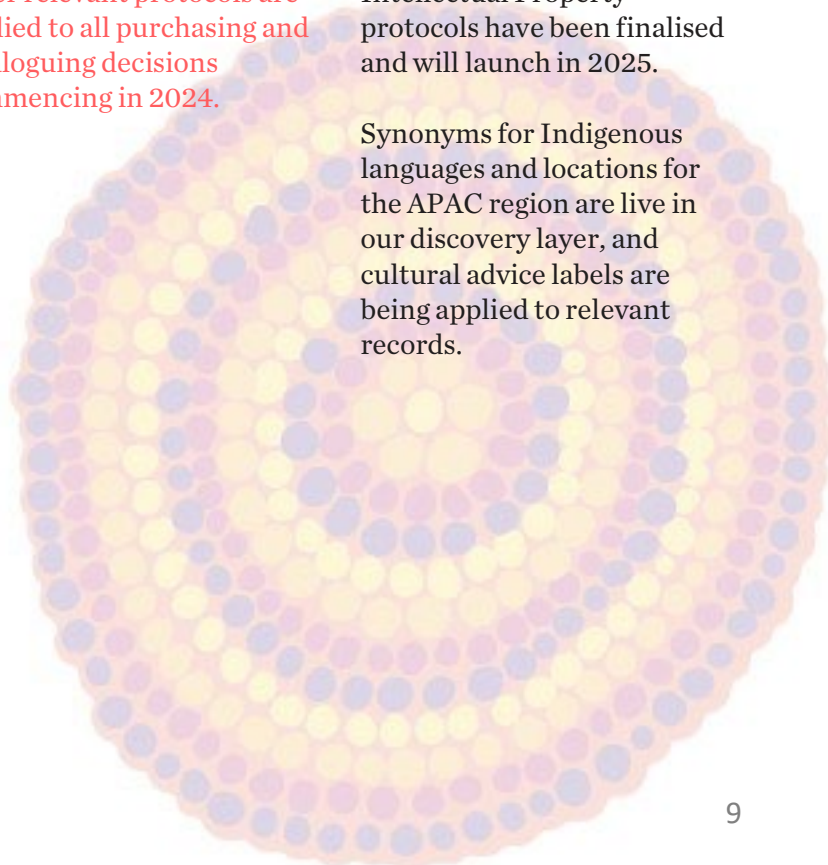


STRATEGIC OBJECTIVE FOUR

Learning and Teaching

Ensure all students develop understanding and knowledge about Indigenous Australians through the Graduate Attribute.

Library Strategies	Measures of Success	2024 Achievements
1. Library support of the Graduate Attribute in classroom contexts embeds knowledge and understanding of Indigenous Australians.	Actively seek to showcase Indigenous stories and knowledges within the Library context including development of a library guide by the end of 2024.	An Indigenous Studies guides was completed in consultation with the PVC Indigenous Education and is actively promoted to Schools for inclusion in teaching.
2. Ensure ongoing development of our Indigenous collections, including recognition of Indigenous authors in our catalogue and cultural sensitivity notifications at point of need online and in physical collections	Embed and promote a curated online collection of our resources by Indigenous authors, Indigenous Researchers and HDR candidates as part of Indigenisation of the curriculum.	A number of curated Indigenous collections are available via the Library website and catalogue. AIATSIS and AustLang headings have been integrated into how resources are catalogued.
3. Collections in the Library are culturally safe, appropriate and support the aims of the Graduate Attribute.	Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions commencing in 2024.	The Indigenous Cultural Intellectual Property protocols have been finalised and will launch in 2025. Synonyms for Indigenous languages and locations for the APAC region are live in our discovery layer, and cultural advice labels are being applied to relevant records.



STRATEGIC OBJECTIVE FIVE

Engagement and Partnerships

Promote Western Sydney University as a place that works with and for the Indigenous Australian community

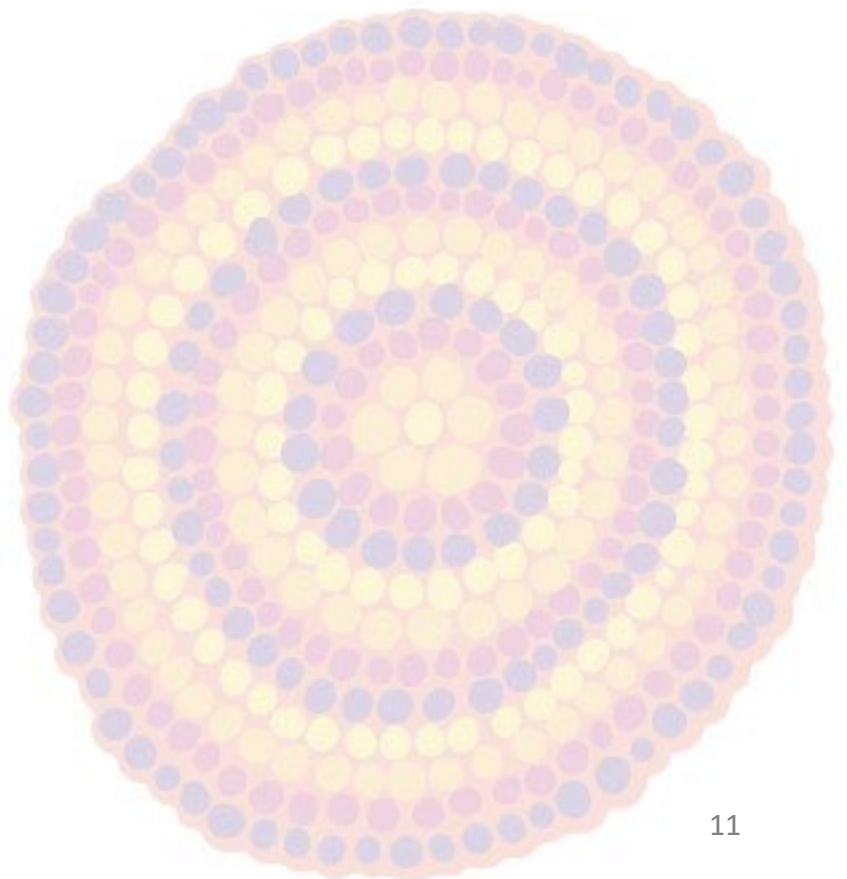
Library Strategies	Measures of Success	2024 Achievements
1. Actively seek to engage Indigenous students and staff in the development of Library spaces, services and tailored resources.	Library spaces and services are reflective of our Indigenous community, commencing with the Whitlam Library, including using bi-lingual signage.	Initial steps to make the libraries more welcoming commenced with the installation of flag sets at each campus library service point.
2. Scope opportunities for engagement with local Indigenous organisations and identify any points of intersection and assistance.	Indigenous informational guides are promoted via the Library website and other library channels in consultation with the Pro Vice Chancellor Indigenous Education each year.	An Indigenous Studies guides was completed in consultation with the PVC Indigenous Education and is actively promoted to Schools for inclusion in teaching.
3. Via Future Student Engagement identify opportunities for engagement with Indigenous students in local schools.	Acknowledgment of Country is a standard practice and is visible across our physical and online library spaces. Cultural considerations are incorporated in the design for new library spaces through engagement with appropriate Indigenous consultants. The broader Indigenous community engages with us through tours, programs and events co-designed with Indigenous community, students and/or staff members.	Acknowledgement of Country will be implemented on the Library website as a pop-up, in addition to the footer statement, in December 2024, and is conducted at all staff meetings and student sessions. Indigenous consultants were part of the planning and conducted workshops for the 2024 scope for Library of the Future at Parramatta South. The new Outreach and Indigenous Engagement Librarian collaborated with Future Student Engagement in Pathways to Dreaming and First Foot Forward schools engagement at Campbelltown campus. Scoping of broader engagement activities is underway for 2025.

STRATEGIC OBJECTIVE SIX

Indigenous Leadership

Provide leadership opportunities for Indigenous Australians across staff, students and community throughout Western Sydney University

Library Strategies	Measures of Success	2024 Achievements
1. Provide opportunities for Indigenous Library staff to develop leadership capacity.	<p>Indigenous library staff attend leadership development courses as a result of active promotion of development opportunities.</p> <p>Indigenous library staff at all levels take an active role in projects as part of developing leadership skills.</p>	The new Outreach and Indigenous Engagement Librarian, in collaboration with the respective Precinct Librarian, has been leading projects and pilots related to literacies and engagement.



STRATEGIC OBJECTIVE SEVEN

Cultural Viability and Knowledge.

Build Indigenous cultural viability and knowledge across Western Sydney University.

Library Strategies	Measures of Success	2024 Achievements
1. In consultation with the DVC Indigenous Leadership, scope the work needed to assist in Indigenising the curriculum, such as subject guides, curated collections and resource advice to academics.	Pilot developed for at least one School for Indigenising the curriculum by the end of 2024 as the result of the scoping exercise.	A First Nations Knowledge resource pack is being developed in conjunction with the School of Business for embedding into curriculum. Additionally, Indigenous Teaching and Learning resources are being built into the next phase of the Academic Literacy Strategy implementation.
2. Curated Library collections elevate visibility of Indigenous knowledge, culture and stories within Western Sydney University	Indigenous Cultural Intellectual Property and other relevant protocols are applied to all purchasing and cataloguing decisions commencing 2024.	The Indigenous Cultural Intellectual Property protocols have been finalised and will launch in 2025.
3. School Librarians actively promote to their academics the Indigenous knowledge resources, and Indigenous authors relevant to the Indigenising the curriculum process.	At least one new or updated Indigenous curated collection is promoted annually.	Creation of an Indigenous Languages Curated collection is underway for 2025 promotion. In 2024, the Aboriginal and Torres Strait Islander Voices collection was promoted as part of NAIDOC week.
4. Library staff complete and apply Indigenous Cultural Knowledge training	All Library staff complete relevant Indigenous Knowledge training within their first 12 months of commencement.	We have appointed an Indigenous Metadata Senior Library Technician as one of our identified positions. They will be leading the development of Indigenous Resources curated collections in 2025.

Key staff attended training on designing educational materials for students, with a focus on Indigenous Students.