

# THE WAY FORWARD: IMPLEMENTING THE NATIONAL POLICY FRAMEWORK FOR ABORIGINAL AND TORRES STRAIT ISLANDER LIBRARY SERVICES AND COLLECTIONS

Author(s)<sup>1</sup>

**Robert D. Barty**

Executive Manager

Indigenous Library Services, State Library of Queensland.

**Sarah Moyle**

Policy and Projects Officer

Indigenous Library Services, State Library of Queensland.

Cultural Centre, Stanley Place,  
South Bank

Email address: [robert.barty@slq.qld.gov.au](mailto:robert.barty@slq.qld.gov.au)  
[sarah.moyle@slq.qld.gov.au](mailto:sarah.moyle@slq.qld.gov.au)

## ABSTRACT

### THE WAY FORWARD: IMPLEMENTING THE NATIONAL POLICY FRAMEWORK FOR ABORIGINAL AND TORRES STRAIT ISLANDER LIBRARY SERVICES AND COLLECTIONS

National and State Libraries Australasia adopted the *National Policy Framework for Aboriginal and Torres Strait Islander Library Services and Collections* to coordinate action in seven key areas. Practical examples from across Australia illustrate the diversity of initiatives related to Aboriginal and Torres Strait Islander library services and collections. These include:

- Services and collections in Northern Territory public libraries, including local *Our Story* databases which enable communities to access, store and make accessible digitised material related to their cultural heritage through their local library.
- Processes to ensure the proper treatment of Aboriginal records within collections, including the State Library of South Australia's Aboriginal Records Project to bring in specialist knowledge from the Pitjantjatjara Council's Ara Irititja Electronic Archive Project to assess ethnographic collections and:

- Identify and separate restricted and open material;
  - Facilitate digitisation of selected material to assist repatriation to communities;
  - Provide in-house training to staff
- Innovation through the involvement of Aboriginal people and Torres Strait Islanders in decision making processes, as with the establishment of the kuril dhagun Indigenous Knowledge Centre within the State Library of Queensland. kuril dhagun explores different ways of understanding, creating, collecting and storing knowledge by and for Aboriginal people and Torres Strait Islanders of Queensland.

The prospects and challenges in the implementation of the National Policy Framework are examined, highlighting a way forward through a cooperative, shared and co-ordinated approach in the development of Aboriginal and Torres Strait Islander library services and collections across the nation.

## **BODY OF PAPER**

National and State Libraries Australasia (NSLA) is the peak body representing State and Territory libraries throughout Australia, the National Library of Australia and the National Library of New Zealand, and is in a unique position to lead a coordinated and shared approach to develop common plans, policies, and programs, and to encourage cooperative work in the state and public library networks.

NSLA members are responsible for developing library services and collections for Aboriginal people and Torres Strait Islanders, which reflect, support, and nurture the cultures, histories, and experiences of Aboriginal people and Torres Strait Islanders of Australia. The development of these library services and collections pose challenges and provide opportunity.

Aboriginal and Torres Strait Islander heritage is a fundamental part of Australia's heritage. Because of this importance, in 2005 NSLA developed a '*National Policy Framework for Aboriginal and Torres Strait Islander Library Services and Collections*' (hereafter National Policy Framework) to guide progressive action across National, State and Territory Library institutions in their plans and approaches to Aboriginal and Torres Strait Islander Library Services and Collections.

The National Policy Framework, based on three core principles, has allowed and encouraged State, Territory, and public libraries throughout Australia to achieve consistency in policy and program development. These core principles provide a foundation for libraries across Australasia to deliver services and programs which demonstrate:

1. **Relevance;** to ensure policies and programs are relevant to the needs and interests of Aboriginal people and Torres Strait Islanders,
2. **Legitimacy;** to ensure policies and programs are legitimate with Aboriginal people and Torres Strait Islanders and respectful to their cultures and histories, and

3. **Currency;** to maintain policies and programs to be current to the information needs of Aboriginal people and Torres Strait Islanders.

Most importantly, these principles hold Aboriginal people and Torres Strait Islanders, their interests, needs and perspectives central to any development of policy or practice.

To guide the implementation of the National Policy Framework in a coordinated and shared approach, NSLA established an '*Indigenous Library Services and Collections Working Group*', comprising senior representatives from each NSLA member libraries, including the National Library of Australia and the National Library of New Zealand. This committee is responsible for guiding the implementation of the National Policy Framework by sharing information and exemplifying good practices in Indigenous library services, and identifying opportunities for collaboration.

This paper will examine the challenges and prospects that State, Territory and public libraries have faced when implementing the National Policy Framework, and with the support of case studies from NSLA members, it will demonstrate how State, Territory and public libraries are developing policies, projects and programs to support the seven key areas of the National Policy Framework. This discussion, and exploration of challenges and prospects, will highlight a way forward through a cooperative, shared and co-ordinated approach in the development of Aboriginal and Torres Strait Islander library services and collections across the nation.

Each of the seven key areas of the '*National Policy Framework for Aboriginal and Torres Strait Islander Library Services and Collections*' is outlined below, and is supported with case studies to demonstrate how the State and National libraries are delivering programs and projects in each area.

#### **1. Aboriginal people and Torres Strait Islanders are the first people and Traditional Owners of Australia.**

- Local and Traditional owners are acknowledged in library buildings, at entrances and at key events and functions, or have special spaces for, and about, Aboriginal people and Torres Strait Islanders.
- The '*Indigenous Languages Project*' is being undertaken by the State Library of Queensland to address the critical state of Queensland's Indigenous languages, the cornerstone of Indigenous cultural heritage.<sup>1</sup> See Department of Environment, Water, Heritage and the Arts (2005). With less than 145 languages still spoken in Australia from originally 500 known languages and dialects, the State Library with funding from the Australian Government initiated this project to support language revival and reclamation. Incorporating extensive consultation with language workers across Queensland, the project includes conducting training workshops on recording and digital preservation with an emphasis on the use of the State Library as a safe repository for language recordings and materials. It has resulted in an '*Indigenous Languages Strategy*,' and a

comprehensive website.<sup>2</sup> See State Library of Queensland (2008). The project will continue with additional funding from the Department of Environment, Water, Heritage and the Arts in 2008/9.

- An exhibition at the State Library of New South Wales called '*Eora: Mapping Aboriginal Sydney, 1770-1850*' displayed the chronicles of Aboriginal clans and families of early Sydney and its surrounds, through a variety of rare maps, artworks, manuscripts and relics, from a number of collections in Australia and overseas. These materials depicted connection to land, to each other and to English colonists.<sup>3</sup> See State Library of New South Wales (2008).
- The State Library of Queensland involved local Aboriginal people and Torres Strait Islanders in the 2006 '*Listen Here!*' project in which the State Library funded five public libraries to undertake projects to encourage Aboriginal people and Torres Strait Islanders to visit libraries, become members, and participate in programs. This project inspired '*Welcoming Places*'; a publication containing documented successful ideas for improving library services to Aboriginal people and Torres Strait Islanders.
- The National Library of Australia has created '*Mura Gadi*', <http://www.nla.gov.au/muragadi>, an online guide to its rich holdings of significant material relating to Indigenous peoples in the pictures, manuscripts and oral history collections. '*Mura Gadi*' provides extensive descriptive records about more than 100 manuscript collections, 1000 pictures and 300 oral history recordings. The entries provide a greater level of information about the collections than traditional catalogue records, and many more index terms, as well as biographical information and assessments of historical significance. The name '*Mura Gadi*' means *pathways for learning* in the language of the Ngunnawal people whose country includes the area occupied by present day Canberra.

## **2. Aboriginal and Torres Strait Islander library services and collections are a fundamental part of core business.**

- The Northern Territory Library, the State Library of Western Australia, and the State Library of Queensland are forging ahead to ensure Aboriginal people and Torres Strait Islanders in remote areas have access to library resources and services. Fourteen Library and Knowledge Centres are now operating in the Northern Territory; seventeen Indigenous Knowledge Centres are operational in Queensland, and at least three libraries are operational in providing specialised services in remote communities in Western Australia.
- In 2006, the '*kuril dhagun*' Indigenous Knowledge Centre, at the State Library of Queensland became the first of its kind in a state library in Australia. Since that time, *kuril dhagun* has proven to be a valuable space to learn, create, and share Indigenous knowledge through exhibitions, performances, workshops, community events and talks. *kuril dhagun* is a vibrant and dynamic space used by Indigenous and non-Indigenous Queenslanders.
- '*Footprints before Me*' is a collaborative project between the State Library of Queensland and the Department of Communities, to create a comprehensive Aboriginal and Torres Strait Islander family history website with information about all possible sources of information.

- *'Keeping Culture Strong'* by the State Library of Queensland involves the development of an Indigenous cultural heritage project which is part of *'Queensland Memory'*. Its purpose is to support digital collection and preservation of tangible and intangible, or living heritage of Aboriginal people and Torres Strait Islanders.
- Collections from NSLA Libraries have been nominated and added to the *'UNESCO Australian Memory of the World'* register. These collections include the *'Mabo Case Manuscripts'* from the National Library of Australia, the *'Mountford-Sheard Collection'* of the State Library of South Australia, and the *'Margaret Lawrie Collection of Torres Strait Island Material'* of the State Library of Queensland.
- Among recent acquisitions by the National Library of Australia is a collection of photographs taken by students of the Ernabella Anangu School. This collection includes pictures of families, community events, sport and social activities, and the personal papers of Professor Larissa Behrendt. The National Library has an active program to record oral history interviews with Indigenous Australians and recent acquisitions include interviews with footballer Joe Mawunhdjil Garawirrtja, psychologist Carmen Cubillo, lawyer Wayne Connop and historian Dr Jackie Huggins. Other NSLA libraries are actively collecting similar material.
- A particular focus for all NSLA libraries has been to acquire materials documenting the National Apology to the Stolen Generations on 13<sup>th</sup> February. This includes gathering photographs, websites, ephemera and oral history interviews recording responses to the National Apology.

**3. Aboriginal people and Torres Strait Islanders need to be involved in the decision-making processes, at all levels, to achieve informed and appropriate directions and agendas across the library and information sector.**

- The State Library of Queensland has an Indigenous Advisory Group (IAG) which advises the Library Board of Queensland. The IAG provides independent advice to the Board on the development of library services for Aboriginal people and Torres Strait Islanders, including the ongoing collection of material and information, and ensures that access to this material is undertaken in a culturally sensitive, inclusive and appropriate manner.
- The National Library of Australia was involved in a positive and productive consultation process, initiated in response to a complaint made about digitised nineteenth century photographs of Larrakia people. Consultation between National Library staff and Larrakia representatives was undertaken, facilitated by the Northern Territory Library. A special seminar was then convened for library staff, presented by Indigenous researchers, who explored the issues associated with the digitisation of historic images of Indigenous people. This was a positive learning experience providing a better understanding of library processes by Indigenous researchers, and an ongoing relationship with Larrakia representatives.
- The *'2005-2006 Aboriginal Records'* project enabled the State Library of South Australia to obtain specialist knowledge to ensure the proper treatment of Aboriginal records within collections. Specialist advice was sought from the Pitjantjatjara Council's *'Ara Irititja Electronic Archive Project'* to assess ethnographic collections

and identify and separate restricted and open material, facilitate digitisation of selected material to assist repatriation to communities and provide in-house training.

- The State Library of South Australia's 'Uluru' project commenced in 2006 and was a joint project between the Uluru Kata Tjuta National Park Natural and Cultural Resources Section, the State Library and *Ara Irititja*. This project was initiated following a visit to the Library by a group of traditional owners and Park staff, and resulted in the digitization of approximately 1350 negatives and slides from the Mountford-Sheard Collection, which relate to Uluru. Copies of these images were made available to all three groups. The information was used by the Uluru group to assist in the management of rock art sites around Uluru.

#### **4. Aboriginal and Torres Strait Islander employment and training across the library and information sector are vital elements to achieve services of relevance to Aboriginal people and Torres Strait Islanders.**

- The *Annual Community Library Officers' Forum* hosted by the Northern Territory Library, offers four days of training and development activities for library officers who manage remote libraries. The State Library of Queensland holds a similar conference each year for Indigenous Knowledge Centre Administrators.
- The State Library of Queensland has developed the '*Our Place is Your Place: Aboriginal and Torres Strait Islander Employment and Training Strategy 2006-2010*' that builds on annual training provided to staff in Indigenous Knowledge Centres in a library-wide approach.
- The '*Queensland Memory -Indigenous Digital Workshops*' provides Aboriginal people and Torres Strait Islanders and organisations with skills in digitising their own collections, conducting digital story telling and collection management in order to preserve and make accessible their cultural heritage collections.
- The State Library of South Australia provides pictorial content for community databases being developed under guidance from the Northern Territory Library. The '*Our Story*' databases, using '*Ara Irititja*' software, has enabled communities to digitally record, store and access historical information relevant to their community. With input from the Northern Territory Library's 'Southern Region Coordinator', a small but significant sample of photographs were added to the Anmatyerr community's '*Our story*' database – some of which inspired a host of memories when viewed by local residents. It is hoped that in due course, further digitisation of images in the Mountford-Sheard collection could contribute to providing additional content for Knowledge Centres in the top end of Australia.
- After successful participation in an Australian Public Service graduate recruitment scheme, the National Library of Australia has established a working group to review its recruitment activities to develop better strategies to encourage broader Indigenous employment throughout the Library.

#### **5. Education and ongoing professional development in Aboriginal and Torres Strait Islander information issues are important development areas for the library profession generally and new scholarship on libraries and Indigenous knowledge particularly.**

- The State Library of Victoria's '*Creative Fellowships*' is a continuing program which promotes the creative and scholarly use of the State Library's collections. A total of 37 fellowships have been awarded over three years; five of which have had an Indigenous focus, with two being awarded to Aboriginal Victorians. The '*Creative Fellowships*' project demonstrates how the State Library is committed to original scholarship, writing and creative endeavour.<sup>4</sup> See State Library of Victoria (2008).
- 6. Australian Indigenous knowledge, intellectual and cultural property rights, and protocols are components fundamental to developing collections and services that are respectful of the public and private dimensions of Aboriginal and Torres Strait Islander materials.**
- The Northern Territory Library has installed the '*Our Story*' database in fourteen community libraries. Each local database enables communities to organise, store, and make accessible digitised material relating to cultural heritage. In recognition of their efforts, the Northern Territory Library was the recipient of the '*2007 Access to Learning Award*' bestowed by the Bill and Melinda Gates Foundation. This Award was in recognition of the innovative ways in which Northern Territory libraries have worked to provide free computer and Internet access, and training to Indigenous communities.
  - The Protocols endorsed by the Aboriginal and Torres Strait Islander Library Information and Resource Network (ATSILIRN), are a guide which assist libraries and other collection institutions to become better informed of cultural protocols.
  - The State Library of Queensland developed the *Protocols for Aboriginal and Torres Strait Islander Collections* to ensure the ongoing collection, and provision of access to material and information, including through the medium of digitisation, is undertaken in a culturally- sensitive, inclusive and appropriate manner. The Protocols provide a cultural framework for the development of contemporary collections in the form of community related content.
  - The National Library has hosted a series of visits from Indigenous elders to view material held in the Library's collections about their history, people and lands. In 2007, nine senior men from the Pitjantjatjara Council visited to view pictures in collections which they had previously identified from catalogues and other information sources. The collections included some material which could only be viewed by men; therefore Library staff participated in a workshop prior to the visit to understand the obligations to this material. The Elders sorted the photographs, identified restricted images and selected over 400 images for copying for the Pitjantjatjara Council's '*Ara Irititja*' database. In addition, the Pitjantjatjara Council provided advice on how the restricted materials should be stored and displayed within the Library, and intend to provide additional detailed caption information for the photographs. The National Library has begun the process of digitising the selected images for '*Ara Irititja*' and has hosted similar visits recently by a group of Martu Elders and other groups from Arnhem Land.
- 7. Monitoring, reporting and sharing progress against policy objectives are essential if progressive measures are to be achieved across the library and information sector.**

- Forums such as the 2008 ATILIRN Conference, and ALIA's Click 06 and Dreaming08 Conferences provide opportunities to share progress in policy initiatives.
- To guide the implementation of the National Policy Framework in a coordinated and shared approach, NSLA established the *Indigenous Library Services and Collections Working Group*, comprising senior representatives from each NSLA member.

It is without doubt that the *National Policy Framework for Aboriginal and Torres Strait Islander Library Services and Collections* challenges State, Territory, National and public libraries throughout Australia. While there are many opportunities for a cooperative, shared and co-ordinated approach in the development of the National Policy Framework, there are also obstacles to be addressed before these library services and collections can be delivered to all Indigenous peoples in Australasia.

The case studies outlined in this paper demonstrate there are many common issues and challenges in the implementation of the National Policy Framework. In no particular order, the main challenges from these case study examples range from working across great geographical distances to sourcing funding opportunities; from establishing relationships, partnerships and connections with community, to understanding cultural protocols; from lack of, or, differences in availability of resources, to cultural differences.

There are a range of social issues which impact on the progress of Indigenous people and their interaction with the wider community. As such, it is a challenge to deliver library services to a group who suffer from widespread low English literacy skills, who are repeatedly marginalised, and who may live in very remote and regional areas throughout our nation, where library services are unavailable or very limited. It is a challenge for public libraries to make Aboriginal and Torres Strait Islander library services and collections easily accessible for all.

### **The Way Forward**

Firstly, the importance of establishing partnerships with local schools and community groups has been repeatedly identified as a valuable tool in encouraging engagement with Aboriginal and Torres Strait Islander people. One such strategy is to establish new relationships in which the potential of library services can be highlighted as a way of promoting culture in an alternative space. Building one such relationship will create an avenue for informing community groups, and people, of services provided by libraries, as well as highlighting awareness of services available to, and within community. This in turn, will encourage community to express ideas as to what should be held in their own community library.

Communities require ongoing encouragement to utilise libraries to display, and preserve, Indigenous artefacts and memorabilia, to hold workshops with community groups, conduct story telling, and utilise resources for family history research. If library collections are continually developed to meet the needs indicated by community, solid

foundations will be established to encourage further collaborative work and meaningful projects. Examples may include:

- Welcoming people to use the library and using it as a place of trust
- Developing holiday activities for children and young people
- Encouraging youth to connect to the place in which they live and to the people with whom they share that space.
- The passing on of knowledge to future generations

As a result of this, trust, communication, mutual respect, consent, respect for protocols, ownership and responsibilities could be established.

Furthermore, establishing connections to local Indigenous communities will raise awareness for non-Indigenous people, and Indigenous people external to particular communities, of the importance in adhering to local protocols when establishing working groups and working with community and local bodies. The State Library of South Australia has demonstrated the importance and value of this through its work with '*Ara Irititja*'.

A second challenge is how State, Territory, and National libraries can effectively work with Aboriginal people and Torres Strait Islanders to assist them in recording, preserving, and nurturing their intangible heritage. Cultural institutions around the world, including libraries, have an obligation to not only collect and preserve the documentary heritage but also the living heritage of Indigenous people. This is imperative for the very fact that Indigenous people rarely used writing to express and transfer knowledge but oral histories, ceremonies, and cultural knowledge passed down to generations in shared experiences and practices. Libraries as collecting institutions have an obligation to ensure their collections are authentic – relevant, legitimate, and current to the needs and interests of Aboriginal people and Torres Strait Islanders, their histories and cultures.

Many of the initiatives outlined in these case studies engage with community and involve local people in their programs. Community connection confirms the commitment to establishing and maintaining positive relationships with local communities, and community bodies, and instils trust in the library as a custodian of Indigenous knowledge. Furthermore, such initiatives attract community representatives who have the necessary skills, particularly in community engagement, and who are able to encourage community members to visit and make use of the library. In most circumstances this role would most likely be undertaken by an Elder from the community.

The availability of funding determines the standard of most community resources. This may impact on computer access and employment opportunities, or opportunities for conducting projects for personal development i.e. literacy and numeracy training projects. Programs run collaboratively, and in partnership with other organisations may increase options in this area. Funding is imperative in supporting commitments and

initiatives, as well as investments in program and project delivery, to make a difference on the ground and in Aboriginal and Torres Strait Islander communities. Much of the funding is project-based and short term, making it difficult to offer ongoing employment, and attract suitable staff. Communities often witness projects coming and going, providing no real long-term employment opportunities.

Libraries are in a unique position to lead and facilitate sustainable employment, training and career development pathways and partnerships for Aboriginal people and Torres Strait Islanders in State Library and associated networks. For NSLA, the challenge of increasing employment opportunities for Aboriginal and Torres Strait Islander people in libraries is a national priority. An understanding and increase of knowledge in this area will raise awareness of Aboriginal and Torres Strait Islander cultures and experiences amongst library workers, and will increase the skills of existing library employees. Education and ongoing professional development in Aboriginal and Torres Strait Islander information issues are important development areas for the library profession generally, and new scholarships on libraries and Indigenous knowledge particularly. This will ensure an improvement in service delivery to Aboriginal and Torres Strait Islanders through public libraries across Australia, and is particularly important as the library and information sector is vital to Aboriginal and Torres Strait Islanders, as well as non-Indigenous Australians, to have access to the past and future. State, Territory and public libraries should be encouraged to continue promoting further development of knowledge of Aboriginal and Torres Strait Islander cultures in State and public libraries, with the objective of improving access to library and information services to Aboriginal and Torres Strait Islanders.

The case studies used to examine the implementation of the National Policy Framework have highlighted a number of prospects to encourage progressive action across National, State and Territory libraries. Therefore, to ensure the National Policy Framework is implemented across Australia, all libraries need to take up the challenge to implement the policy in their respective libraries. As a sector, this can be achieved by developing partnerships and collaborative projects, both nationally and internationally with colleagues in the Pacific region, and also with the private sector. The NSLA *Indigenous Library Services and Collections Group* envisages a future where ALIA, NSLA and all libraries, play a strategic and ongoing role in this process.

With a common goal, the momentum to achieve a coordinated approach to implementation and promotion across Australia will be continued. This common goal is supported with consistent dialogue with colleagues in other nations, which will be maintained in order to share information and ideas.

By implementing the National Policy Framework, the diverse needs and interests of Aboriginal people and Torres Strait Islanders in urban, regional and remote communities across Australia will be addressed, and as a result of this, library services and collections serving Aboriginal and the Torres Strait Islander communities will become a priority for all libraries. The National Policy Framework must not stand alone.

A significant investment to program and project delivery is required to make a difference on the ground, and in the communities.

## REFERENCES

- <sup>1</sup> Department of Environment, Water, Heritage and the Arts (2005). *The National Indigenous Languages Survey Report (NILS) 2005*. Retrieved June 07, 2008 from the Department of Environment, Water, Heritage and the Arts Website: [http://www.arts.gov.au/\\_\\_data/assets/pdf\\_file/35637/NILS\\_Repport\\_2005.pdf](http://www.arts.gov.au/__data/assets/pdf_file/35637/NILS_Repport_2005.pdf)
- <sup>2</sup> State Library of Queensland. (2007) *State Library of Queensland Indigenous Languages Strategy*. Retrieved June 07, 2008 from the State Library of Queensland Website:[http://www.slq.qld.gov.au/\\_data/assets/pdf\\_file/0010/74728/SLQ\\_Indigenous\\_languages\\_strategy\\_2007-11.pdf](http://www.slq.qld.gov.au/_data/assets/pdf_file/0010/74728/SLQ_Indigenous_languages_strategy_2007-11.pdf)
- <sup>3</sup> State Library of Queensland. (2008) *Indigenous Languages*. Retrieved June 07, 2008 from State Library of Queensland Website: <http://www.slq.qld.gov.au/info/ind/languages>
- <sup>4</sup> State Library of New South Wales. (2006) *Eora: Mapping Aboriginal Sydney 1770-1850*. Retrieved June 07, 2008 from State Library of New South Wales Website: [http://www.sl.nsw.gov.au/events/past\\_exhibitions/2006.html](http://www.sl.nsw.gov.au/events/past_exhibitions/2006.html)
- <sup>5</sup> State Library of Victoria. (2008) *Creative Fellowships, State Library of Victoria*. Retrieved June 07, 2008 from State Library of Victoria Website: <http://www.slv.vic.gov.au/programs/research/fellowships/>

## BIOGRAPHY OF PRESENTER

Robert Barty is Executive Manager of Indigenous Library Services at the State Library of Queensland. Robert has extensive experience working with Aboriginal and Torres Strait Islander communities on a variety of social and economic issues. Robert has been involved with the establishment and delivery of numerous Queensland Government programs designed to assist Indigenous people in Queensland particularly in the areas of economic development, capacity building and social well-being.

---

Sarah Moyle is a Goori woman from the Goenpul and Nughi clans of Minjerribah-otherwise known as North Stradbroke Island. Sarah is a Project and Program Officer of Indigenous Library Services at the State Library of Queensland, where she works on a variety of projects to better engage Indigenous people with the services of their local library. Sarah has experience working with Aboriginal and Torres Strait Islander people

---

in the education and employment areas of the Queensland Government and hopes her work will contribute to reinforcing the value of Australia's Indigenous cultures, and the potential they have to continue doing great things.