



ALIA CPD

Continuing Professional Development Scheme Indigenous Engagement Specialisation Skills Audit

Welcome to the ALIA PD Scheme Indigenous Engagement Specialisation Skills Audit. The skills audit will help you identify gaps in your knowledge and provide guidance for choosing your most appropriate continuing professional development activities.

The audit supports the key competencies for the Indigenous Engagement Specialisation. Each competency has associated guiding skills listed.

When marking the tables, consider how well you think you can apply the skill:

- **Really well** - means that you are very proficient, and have an advanced level of knowledge or skills
- **Well** - means that you are more than just proficient, but you could still learn more about the skill
- **I can do this** - means you are proficient and have a basic level of knowledge or skills
- **More practice** - means that you are not quite proficient, and need to learn more about this skill or knowledge
- **Learn this** - means that you need to learn this skill or knowledge
- **No interest** - means that this skill or knowledge has no interest to you or the career path you are pursuing. It could also be something you may wish to learn later in your career.



1. Know and understand the diversity of Aboriginal and Torres Strait Islander peoples and cultures. Promote and support Indigenous ways of knowing, maintaining and transmitting culture.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|-------------|------|---------------|---------------|------------|-------------|
| (a) I know my local Aboriginal or Torres Strait Islander community(ies) and language group(s) profiles. | | | | | | |
| (b) I know about the diversity of histories and experiences. | | | | | | |
| (c) I know about community self-determination and priorities. | | | | | | |
| (d) I know about Indigenous Intellectual and Cultural Property (ICIP). | | | | | | |
| (e) I have an awareness of cultural protocols. | | | | | | |
| (f) I stay up to date by reading relevant publications such as Reconciliation News, Koori Mail and websites such as https://nit.com.au/ and https://aiatsis.gov.au/ | | | | | | |
| (g) I have an awareness of Indigenous knowledge management principles, including rights and responsibilities for care of culture through information sources. | | | | | | |



2. Understand the library and information sector and the policies, issues and trends that impact on Aboriginal and Torres Strait Islander peoples.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|--|-------------|------|---------------|---------------|------------|-------------|
| (a) I know about local demographic profiles. | | | | | | |
| (b) I know about historic and social impacts on Aboriginal and Torres Strait Islander peoples have read key reports such as " Bringing the home: the 'stolen children' report 1997 " | | | | | | |
| (c) I know about community self-determined priorities. | | | | | | |
| (d) I am aware of current and historical government policy that impact on Aboriginal and Torres Strait Islander peoples. | | | | | | |
| (e) I know about ethical and cultural considerations. | | | | | | |
| (f) I am aware of cultural protocols as related to information and knowledge management. | | | | | | |
| (g) I am aware of the ATSILIRN Protocols for Libraries, Archives and Information Services , and resources such as NSLA " Working with Indigenous Collections " | | | | | | |
| (h) I am aware of language and cultural revitalisation priorities. | | | | | | |



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| (i) I have read and keep up to date with key information such as the " <u>Uluru Statement: a quick guide</u> " | | | | | | |
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3. Understand the principles and practices related to providing information services to meet Aboriginal and Torres Strait Islander peoples' needs.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|-------------|------|---------------|---------------|------------|-------------|
| (a) I understand the importance of community partnerships and consultation regarding development of services. Sources: APLA-ALIA Standards and Guidelines for Australian Public Libraries 2021 | | | | | | |
| (b) I am aware of the need for development of relationships with communities around information needs. | | | | | | |
| (c) I understand the importance of the provision of Indigenous created and bilingual resources. | | | | | | |
| (d) I know about reference services and information access. I know about resources such as the State Library of NSW, Indigenous Spaces in Library Places – toolkit and strategy. | | | | | | |
| (e) I know about document delivery, appropriate content and perspectives. | | | | | | |
| (f) I know it is important to establish mechanisms to allow participation of Aboriginal and Torres Strait Islander community representation in the library's programs. | | | | | | |



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| (g) I know how to promote cultural awareness and cultural competency for staff. | | | | | | |
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4. Know and understand Indigenous literacy needs, as identified in partnership with Aboriginal and Torres Strait Islander peoples and communities. Promote and support the development of literacy programs, including digital literacy.

| METHODS | Really well | Well | I can do this | More practice | Learn this | No interest |
|--|-------------|------|---------------|---------------|------------|-------------|
| (a) I understand the need to participate in networks providing services for local communities. | | | | | | |
| (b) I am actively engaged with Aboriginal and/or Torres Strait Islander community representatives. | | | | | | |
| (c) I understand the importance of engagement with other organisations and Aboriginal and/or Torres Strait Islander representatives. | | | | | | |
| (d) I can identify resources in relevant languages or to suit a particular need based on published standards and guidelines. | | | | | | |
| (e) I know the technological profile of the local community and its implications. | | | | | | |
| (f) I know of the importance of programs such as cyber safety, introductory computing and the lending of devices. | | | | | | |
| (g) I know of and promote the importance of intergenerational digital storytelling programs. | | | | | | |
| (h) I know of and promote the importance of Elders' digital literacy support. | | | | | | |



5. Understand the development and management of resources in a broad range of formats, with a focus on the representation of Aboriginal and Torres Strait Islander languages and culture.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|-------------|------|---------------|---------------|------------|-------------|
| (a) I have a good understanding of collection development and management. | | | | | | |
| (b) I am aware of best practice digitisation of collections. | | | | | | |
| (c) I understand that cataloguing and signage should be developed in partnership with community representatives in local languages. | | | | | | |
| (d) I am committed to the inclusion of materials by Aboriginal and Torres Strait Islanders in the collection. | | | | | | |
| (e) I know of Indigenous publishers and portals such as Magabala Books , Aboriginal Dreamtime Stories and Story Box Library | | | | | | |
| (f) I ensure that contemporary Aboriginal and Torres Strait Islander voices are represented in collections, services and exhibitions. | | | | | | |
| (g) I am aware of weeding and the appropriate management of offensive and derogatory materials. | | | | | | |



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| (h) I understand that guidance and support be provided through Indigenous advisory mechanisms. | | | | | | |
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6. Know and understand the application of leadership, finance, communication, marketing and management theory and techniques as related to engagement with Aboriginal and Torres Strait Islander communities.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|---|-------------|------|---------------|---------------|------------|-------------|
| (a) I am aware of Aboriginal and Torres Strait Islander community governance structures and decision-making processes. | | | | | | |
| (b) I understand and promote the importance of Aboriginal and Torres Strait Islander representation in strategic planning processes. | | | | | | |
| (c) I ensure that there is Aboriginal and Torres Strait Islander input into governance and planning, organisational policy, planning and decision making. | | | | | | |
| (d) I have a good understanding of financial management. | | | | | | |
| (e) I am aware of the basic principles of marketing and public relations. | | | | | | |
| (f) I understand the importance of regular reviews and evaluation of library services. | | | | | | |
| (g) I am committed to ensuring the development of Aboriginal and Torres Strait Islander employment priorities and promotion of diversity in staffing. | | | | | | |



7. Understand and use current technology and systems to manage all forms of information, and understand the Aboriginal and Torres Strait Islander context of information management.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|--|-------------|------|---------------|---------------|------------|-------------|
| (a) I am aware of management of Aboriginal and Torres Strait Islander collections and appropriate protocols required in library systems. | | | | | | |
| (b) I am aware of the management of Aboriginal and Torres Strait Islander collections and appropriate protocols required in web management and network management. | | | | | | |
| (c) I am aware of the management of Aboriginal and Torres Strait Islander collections and appropriate protocols required in mobile technologies, database creation and management. | | | | | | |
| (d) I am aware of the management of Aboriginal and Torres Strait Islander collections and appropriate protocols required in authentication and authorisations. | | | | | | |
| (e) I am aware of the management of Aboriginal and Torres Strait Islander collections and appropriate protocols required in content management and learning management systems. | | | | | | |



8. Maintain currency of professional knowledge and practice in relation to Indigenous engagement principles.

| | Really well | Well | I can do this | More practice | Learn this | No interest |
|--|-------------|------|---------------|---------------|------------|-------------|
| (a) I have experience in working with Aboriginal and Torres Strait Islander organisations or key stakeholder groups. | | | | | | |
| (b) I actively participate in professional organisations including attendance at conferences and workshops. | | | | | | |
| (c) I participate in informal and formal learning activities within the workplace. | | | | | | |
| (d) I contribute to publishing and research (for example editing or writing articles for professional newsletters or journals, researching and writing reports or conference papers or conducting a research project). | | | | | | |
| (e) I am aware of the Indigenous research paradigm and its impact on research. | | | | | | |
| (f) I am aware of the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research . | | | | | | |
| (g) I am able to design and implement a plan for continuing professional development. | | | | | | |



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| (h) I reflect on and record my professional development. | | | | | | |
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