



## ALIA Strategic Plan 2020-2024

Vision: ALIA is the association of choice representing the library and information sector

### Context

2020 has been a year like no other. The world is struggling to come to terms with the impact of the COVID-19 pandemic. Our membership has performed amazing feats of transformation as each new phase of the response has unfolded, and we can be proud of how the library sector has stepped up to meet these most challenging circumstances.

Libraries have remained open 24/7 for online resources, but physical spaces have variously closed, stayed open with limited visit durations and introduced social distancing measures. Every aspect of the service for school, public, university and special libraries has been disrupted, and this has had a major effect on education, skills and employment for our Members. We know that this is not a short-term disaster. The effects of this pandemic will be felt for many years to come.

The ALIA Board met on 17 August to develop the next iteration of the ALIA Strategic Plan, in response to the extraordinary social environment, with the nation divided between states and territories with no COVID-19 cases and those striving to eliminate the Coronavirus.

### Strategic priorities

At this time, and for the next five years, the ALIA Board foresees the need for a four-fold approach:

1. **Supporting a resilient, diverse workforce:** attracting and developing talented, committed individuals from different cultural backgrounds, who will have the strength and agility to navigate a rapidly changing workplace.
2. **Developing alliances and collaborative ventures:** which will enable wider-ranging innovation; strengthen the voice of the profession with government and other bodies; provide greater opportunities for our Members to realise their ambitions.
3. **Succeeding through advocacy:** promoting a compelling case for the essential role and value of libraries; positioning libraries to best effect in competitive funding rounds; generating a powerful understanding of libraries' contribution to the nation's future.
4. **Enhancing Member value:** creating even more opportunities to share information, knowledge and strategies to the benefit of individuals, institutions and the sector as a whole; keeping Members connected; keeping Members informed; confirming the value of membership.

This work will be underpinned by strong governance and financial sustainability for the Association.

## Major initiatives

In addition to ALIA's ongoing investment in advocacy, the development of critical stakeholder relationships and professional development for our Members, the workplan will feature three major initiatives linked to these strategic priorities.

1. Future of LIS Education 2019-2024  
The development of a new LIS education framework and alternative pathways to professional status, as a collaborative venture with libraries, educators, current and next generation leaders.
2. Review of the ALIA governance structure  
Intended to increase the representation opportunities for Members; provide personal and professional development for emerging leaders; provide the ALIA Board with the very best insight and advice.
3. Asset base for the Association  
The sale of 9-11 Napier Close and the investment of reserves in an ethical asset base with a good return, contributing to ALIA's long term financial sustainability.

## Review and reporting

ALIA's work will be refocused on these four priorities for the five years from 2020-2024. The Directors will review the Association's operations and achievements against these priorities and will report back to the membership through the ALIA Annual Report.

## About ALIA

We have been representing the interests of our members in the library and information industry since 1937. We continue to invest in advocacy, education and professional development; supporting library leaders, library and information professionals and people from other disciplines who work in the sector.

Our 5000 members include libraries, information services, library and information professionals, people who work in libraries, industry partners, educators, students and retired members. Our membership base continues to evolve and expand as we invite all who work in the information sector and share our ideals to join us. Through our advocacy campaigns we also provide a voice for Australia's 10 million-plus library and information service users.

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Advisory Committees and special interest groups within the Association enable Members to be closely involved. The Association is supported by a team primarily based at ALIA House in Canberra and a local manager in every state and territory.