

## NSLA Indigenous cultural competency principles

Sitting alongside the ATSILIRN Protocols, these shared principles support NSLA libraries to develop practical and sustainable Indigenous cultural competency strategies appropriate to their community context and workforce requirements. (Published May 2019; reviewed May 2023)

PRINCIPLE	MEASURES OF SUCCESS
We value identity, culture and diversity in our libraries.	<ul style="list-style-type: none"> <li>• Demonstrated knowledge and awareness of the diversity between and within urban, rural and remote Aboriginal and Torres Strait Islander communities and cultures across Australia.</li> <li>• Demonstrated knowledge and understanding of the issues which affect Aboriginal and Torres Strait Islander peoples historically and in contemporary Australian society.</li> <li>• Celebration and recognition of culture and diversity in our organisations.</li> </ul>
We engage in respectful and inclusive partnerships and work practices.	<ul style="list-style-type: none"> <li>• Application of cultural communication protocols by library staff when engaging with Aboriginal and Torres Strait Islander peoples.</li> <li>• Demonstration of cultural sensitivity and respect when assisting Aboriginal and Torres Strait Islander visitors with accessing collections.</li> <li>• Meaningful involvement of Aboriginal and Torres Strait Islander communities or individuals wherever a programming or collection decision affects them (“nothing about us without us”).</li> <li>• Knowledge-sharing between library staff to ensure positive, culturally respectful experiences for other staff and visitors.</li> </ul>
We demonstrate leadership, integrity, and accountability in the adoption and maintenance of culturally competent work practices.	<ul style="list-style-type: none"> <li>• Meaningful and monitored integration of ATSILIRN Protocols into library and information management policy and practice.</li> <li>• Alignment of institutional governance with collection management and collection access to ensure a culturally safe environment.</li> <li>• Dedicated investment in strengthening organisational capability to respond to the needs of Aboriginal and Torres Strait Islander communities and staff.</li> </ul>
We foster culturally responsive library and information services.	<ul style="list-style-type: none"> <li>• Active recruitment and support of Aboriginal and Torres Strait Islander employees.</li> <li>• Library spaces for learning, creating, sharing and working acknowledged by Aboriginal and Torres Strait Islander staff and clients as culturally safe; reflected in the number of Aboriginal and Torres Strait Islander visitors.</li> <li>• Provision of foundation, specialised and localised cultural competency training for all staff.</li> </ul>