

Summary - 5 Years on from Tandanya-Adelaide Declaration

On Friday 25 October 2019 at the inaugural International Council on Archives Indigenous Matters Summit, the International Council on Archives Expert Group on Indigenous Matters presented the [Tandanya-Adelaide Declaration](#) to call on the jurisdictional archives of the world to acknowledge and adopt the themes and commitments of the Declaration for immediate action.

CAARA jurisdictions responded to the call of the Tandanya-Adelaide Declaration and have undertaken the following work across each of the themes – Knowledge Authorities, Property and Ownership, Recognition and Identity, Research and Access and Self-Determination and will continue to build on this work.

Public Records Office Victoria (PROV)

Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
			1a	1b	1c	2a	2b	2c	3a	3b	3c	3d	4a	4b	4c	5a	5b	5c	5d	5e
VIC	Continuation of Koorie Records Unit.	Identifies and develops resources, programs and initiatives that increase the knowledge, accessibility and use of Victorian government records relating to First Peoples. Includes a dedicated Koorie Services section of the PROV website, research guides and publications, as well as projects, outreach activities and building relationships with First Peoples groups.	Y										Y					Y	Y	
VIC	Continuation of Koorie Reference Service. Service for First Peoples, and Stolen Generations survivors, to access Victorian government records relating to themselves and their families. Delivered jointly with National Archives (Vic).	Provision of records relating to family and community history via a one-stop-shop for Victorian government records. In the 2023-24 financial year, the KRS provided 16,444 copies of records to clients, located using Aboriginal name indexes (Koorie Index of Names (PROV) and Bringing Them Home (National Archives) databases)	Y										Y					Y	Y	
VIC	Diversity, Equity and Inclusion Strategy Refreshed 2023-25 Action plan with First Peoples as a priority group as part of the Victorian government's Pathway to Treaty and Self-Determination Reform Framework. Inclusion of principle "nothing about us without us" to ensure First Peoples are consulted as primary stakeholders prior to the implementation of any policy or procedure changes that affect First Peoples.	Initiatives include: <ul style="list-style-type: none"> continued acknowledgment of annual dates of significance, refreshing guidelines for staff around use of Acknowledgment of Country. 	Y										Y		Y					
VIC	Public Records Advisory Council (PRAC) Has an Indigenous member who acts as a key stakeholder.		Y															Y		
VIC	Rights in Records Working Group Establishment of internal working group to research and recommend actions to increase participatory rights in records, in particular for First Peoples and Care Leavers. Priorities for action identified within key areas including participation and decision-making; ownership and custody; maximising access; identity and privacy; recordkeeping; and staff education and training.	Initial feedback sought from a small cohort of key First Peoples and Care Leaver stakeholders has been sought to gain views on actions and priorities, and a report has been finalised for consideration by Executive and Public Records Advisory Council.	Y	Y									Y	Y				Y		
VIC	Digitisation Many of the Aboriginal affairs records in the PROV collection have been digitised for preservation and conservation as well as to enhance accessibility. A significant series of Victorian Board for the Protection of Aborigines correspondence (1867-1946) was re-digitised in 2023 to current standards.	Aboriginal affairs records digitised for preservation and conservation. Enhanced accessibility to records through the Koorie Reference Service. Ability to provide digital copies of records directly to Traditional Owner organisations and individuals on request relating to family and community history. Ability to manage records within PROV's archival management systems.					Y						Y		Y					
VIC	Creation of a portal to access digitised Aboriginal affairs records offline in the Victorian Archives Centre, launched 2019.	Replacement of previous microfilm access for records of high significance relating to the Aboriginal Protectorate and Guardian of												Y	Y					

CAARA acknowledges the traditional custodians of Country and their continuing connection to land, sea and community.

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		Aborigines (1838-1860) Increased accessibility to digital copies of significant records without publication online																		
VIC	Koorie Index of Names project Redevelopment of the KIN interface has commenced to migrate data and images used by the KIN data base to new PROV systems, and develop a new user experience and added functionality. Volunteer project to increase names indexed in records of the Victorian Board of the Protection of Aborigines recommenced.	Redevelop KIN interface within existing PROV systems. Development of a new search interface, involving consultation on the interface design and functionality. Improved workflows for Koorie Reference Service. Increase index data for inclusion in the KIN database.												Y	Y			Y	Y	
VIC	Transcription Enhancing accessibility of handwritten records accessed via the Koorie Records Unit.	Transcription of a series of correspondence relating to Coranderk mission (1898-1860), in collaboration with the Wurundjeri Woi-wurrung Cultural Heritage Corporation, undertaken by a small group of PROV volunteers. Testing options for automated transcription.													Y					
VIC	Description and metadata projects Commencement of a multi-stage project to improve records description and metadata for records relating to First Peoples.	Initial stages have identified and published descriptive series and item text missing or out of date in the online catalogue. Research commenced on First Peoples specific description and annotation tools (e.g. AIATSIS thesaurus, Austlang and TK labels) and ways to appropriately reflect IDS principles.											Y		Y					
VIC	Cultural Sensitivity Statement Inclusion of a cultural sensitivity statement and information for all visitors to the PROV website implemented 2022. Investigating ways to appropriately implement cultural sensitivity statements within the online catalogue, attached to specific series and records.	Implementation of cultural sensitivity statement for all visitors accessing the PROV website. Provision of more visible information for researchers about cultural sensitivity, ICIP, reproduction and reuse as well as information about Stolen Generations and mainstream support services. Identification of ways to further implement cultural sensitivity statements within the online catalogue research journey.													Y					
VIC	First Peoples community engagement.	Learn about and support community priorities and projects. Participate in external collaborative research projects and working groups.											Y						Y	
VIC	Sanctuary space in Victorian Archives Centre Owing to a very tight deadline to complete the works, community consultation did not take place. The Space was developed based on advice received from the Queensland State Archives who had created a similar area in their own building following the engagement of a First Peoples' consultancy.	Creation of a private space within the Reading Room at Victorian Archives Centre for researchers to view records and relax.	Y																	
VIC	Staff training Training made available for staff to increase awareness and understanding of Victorian Indigenous history and recordkeeping issues.	Training offered includes vicarious trauma and ASA online training modules (including Indigenous Recordkeeping and Archives, Trauma-Informed Approach to Managing Archives). Cultural Safety and Self-Determination training completed October 2024.	Y	Y										Y				Y		
VIC	Public programming and staff awareness raising Focused on significant events such as NAIDOC Week, Reconciliation Week.	Highlights include: NAIDOC Week 2022 talk with Tiriki Onus and Alec Morgan, filmmakers of the Ablaze documentary and winners of the Victorian Premier's History Award 2021. Ablaze tells the story of Indigenous cultural leader and Aboriginal filmmaker William (Bill) Onus. NAIDOC Week 2023 Yalinguth Fitzroy walking tour for staff.	Y					Y								Y	Y			
VIC	Publication of a communication guide for PROV staff about respectful and truthful language related to First Peoples history.													Y				Y		
VIC	Supported Access Policy Development of a policy to enable PROV staff to better support people accessing records that contain distressing information.		Y																	

Museums of History New South Wales (MHNSW)

Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
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NSW	First Nations Community Access to Archives Museums of History NSW (MHNSW) and the Aboriginal Languages Trust (ALT) will work in collaboration to improve First Nations People's experience accessing material in the State Archives Collection about their families, history, Cultures and Languages.	<ul style="list-style-type: none"> Improve First Nations Communities' access to archive materials for Language and Cultural revitalisation purposes. Work collaboratively with ALT to improve First Nations Peoples' experience accessing archival material to support Languages learning. Build the First Nations MHNSW workforce, particularly archivists. 			Y				Y	Y	Y							Y	Y	
NSW	Strategic Policy – Annotating Records in the State Archives Collection (June 2021) This policy enables a Care Leaver or Adoptee or their next of kin to add a written statement that corrects or provides an alternative perspective to the contents of particular records to an item in the Collection. This statement will be provided whenever the record is accessed in the future.	Provision of a formal mechanism for adoptees, care leavers or their next of kin to provide an alternative perspective to the contents of a record which is then added to the record.		Y										Y						
NSW	Museums of History NSW (MHNSW) – Indigenous and Intellectual property (ICIP) Protocol	This document is being developed and aims to ensure best practice management of ICIP where it is held, seen or interacted with by MHNSW.		Y			Y	Y					Y							
NSW	First Nations Employment Strategy	The development of a First Nations Employment Strategy incorporating exploration of alternate employment programs, First Nations Cultural Safety, Cultural Awareness and layered learning.								Y										
NSW	Collection Systems Enhancements Collection Systems enhancements are being made to incorporate the inclusion of sensitivity statements in internal collection control systems and the online public facing Collection Catalogue.	Cultural Sensitivity statements to be progressively rolled out across the Collections Control Systems and Catalogue at series and item level.													Y					
NSW	Aboriginal Affairs NSW Digitisation Project This is a project to digitise and index the records of the former Aborigines Welfare Board and its predecessors held in the State Archives Collection to increase their discoverability and support the work of AANSW via the Stolen Generations Reparations Scheme and Family Record Service. The project has now been completed.	<ul style="list-style-type: none"> Improved access for First Nations peoples to information about themselves or their Ancestors. Improved support and efficiency for reparations claims. 														Y				
NSW	Aboriginal Affairs NSW Digitisation Project Reference Group Aboriginal Affairs NSW (AANSW) is the lead agency in the NSW Public Sector for First Nations Community Consultation. Museums of History NSW has been a participant in the AANSW project reference group which has a broad ranging brief including Project steering and advising on access directions, and right of reply.			Y						Y										
NSW	MHNSW First Nations Strategy 2022-2025 In July 2022 MHNSW launched its First Nations Strategy, a strategy and action plan for ensuring that First Nations voices, perspectives and histories are embedded across programs, exhibitions and content channels.									Y	Y	Y					Y	Y	Y	

Territory Records Office (TRO) – ArchivesACT

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ACT	Participation in working groups and works with other organisations regarding access to records for redress and other initiatives that support reconciliation.	<ul style="list-style-type: none"> A collaborative approach to help improve First Nations Peoples' experience accessing ACT Government records. Improved access for First Nations peoples to information about themselves or their Ancestors. Improved support and efficiency for reparations claims 			Y						Y				Y			Y	Y	
ACT	In November 2023, TRO onboarded a student from one of the ACT's Colleges through the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) Aboriginal and/or Torres Strait Islander Employment Pathway Program (EPP). The program offers year 11 students from ACT Public Schools that identify as Aboriginal and/or Torres Strait Islander People, the opportunity to undertake an Australian School-based Apprenticeship (ASBA) leading to ongoing employment on successful completion of the program.	<ul style="list-style-type: none"> A successful cultural engagement within a safe and ethical environment. Help the ASBA student build a career as a First Nations person in archives and records. Build the TRO's First Nations workforce. 		Y						Y								Y		
ACT	As well as completing Aboriginal and Torres Strait Islander Cultural Awareness training, TRO staff are expected to undergo training in Indigenous recordkeeping and archives to build awareness and participate in training to support a trauma informed approach.	<ul style="list-style-type: none"> A successful cultural engagement within a safe and ethical environment. Improved First Nations Peoples' experience accessing ACT Government archives. 													Y			Y		
ACT	TRO entered into a Memorandum of Understanding with AIATSIS for access to records for Link Up clients to assist Stolen Generations in tracing family. When requested by a Link Up organisation, AIATSIS Family History Unit (FHU) will work with the TRO to identify records and relevant content of interest to the Stolen generations client and facilitate access to those records. The TRO will provide access to AIATSIS FHU staff to relevant records held by the ACT.	<ul style="list-style-type: none"> A collaborative approach to help improve First Nations Peoples' experience accessing ACT Government records. Improved access for First Nations peoples to information about themselves or their Ancestors. Improved support and efficiency for reparations claims. 			Y						Y				Y			Y	Y	
ACT	<p>Hosted the 2021 Information Awareness Month public event - <i>Building Trust in the Care and Protection System: Records, accountability and identity</i>.</p> <p>Presented by Narelle Rivers PSM, a Darug woman and a Senior Director in the ACT Government's Child and Youth Protection Services. She was also a member of the Territory Records Advisory Council. In 2019 Narelle led the <i>Our Booris, Our Way</i> project. The <i>Our Booris, Our Way</i> report analyses the experiences of over 300 Aboriginal and Torres Strait Islander children involved with the child protection system. This work has helped in developing a deep understanding of these children's experience, from consultations with the community and emerging data from case file reviews.</p> <p>Narelle talked about the importance of records in this work, and its significance for Aboriginal and Torres Strait Islander and other children now and into the future.</p>	Increased understanding and awareness of experiences of First Nation's people in the child protection system and the records created about them.	Y	Y	Y					Y	Y							Y	Y	
ACT	In 2022, TRO entered into a Memorandum of Understanding with the National Indigenous Australians Agency (NIAA). The MOU supports access to records to support Stolen Generations Survivors applications submitted to the Territories Stolen Generations Redress Scheme.	<ul style="list-style-type: none"> A collaborative approach to help improve First Nations Peoples' experience accessing ACT Government records. Improved access for First Nations peoples to information about themselves or their Ancestors. Improved support and efficiency for reparations claims. 			Y						Y				Y			Y	Y	
ACT	In March 2023, Access Canberra issued an amended policy for the release of births, deaths and marriage certificates for Aboriginal and Torres Strait Islander people born in the ACT. To better support Aboriginal and Torres Strait Islander people who are unable to meet the identity or relationship requirements detailed in the standard Access Policy, Access Canberra will instead action this policy, which includes engagement with recognised Aboriginal and Torres Strait Islander community representatives to support an application.	<ul style="list-style-type: none"> Reduces barriers for First Nations people in relation to the issuance of certificates. Puts a community led process in place. Recognises that family responsibilities can extend beyond a mother and father. 			Y								Y							

State Records Office of Western Australia (SROWA)

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WA	Co-Development of dedicated space for truth-telling and research services for Aboriginal clients.	The State Records Office of Western Australia (SRO) has enabled the co-development of a dedicated space for truth-telling and research services for Aboriginal clients at the Alexander Library Building in the Perth Cultural Centre. This has been developed in collaboration with the State Library of WA and Aboriginal History Research Services (as part of Department of Local Government, Sport and Cultural Industries) and has involved consultation with Aboriginal Elders and other related groups such as representatives of Stolen Generations.	Y	Y	Y								Y				Y	Y		
WA	Indigenous Representation	Aboriginal representation on the State Records Advisory Committee (SRAC) is established by the State Records Commission of Western Australia (SRC). SRAC provides advice to the SRC regarding those State records that should be archives; retention periods for those records that aren't State archives; and related matters. The SRC monitors the operation of and compliance with the State Records Act by government organisations through approval of record keeping plans and enquiring into breaches of the Act.			Y		Y								Y					
WA	Indigenous interpretation and re-contextualisation of official archives	The SRO actively supports Indigenous led research projects such as the 'Ancestors Words' project by Curtin University and Deakin University. Projects such as this identify records of communications by, and on behalf, of Aboriginal people in the Western Australian State archives. It enables these archives to be made available to descendants of these people through a process of digital repatriation and other measures, thereby encouraging Aboriginal interpretations and re-contextualisation of official archives.	Y	Y			Y				Y		Y	Y			Y	Y		
WA	Strategic policy and descriptive practices	The State Records Office has made a commitment in its Strategic Plan 2023-2026 to 'Establish meaningful and ongoing engagement with Aboriginal people to facilitate access and use of State archives'. This includes examining descriptive practices and investigating representation of Aboriginal people in State archives. The SRO acknowledges that significant work remains to make progress with this important commitment.						Y		Y										
WA	Assisting in the construction of new relationships	The State Records Office works with and actively supports other organisations to access State archives for redress and other important initiatives relating to justice and reconciliation. In this way The SRO assists in the acknowledgement of human rights violations against Indigenous peoples, trusting this assists in the construction of new relationships between the State and Indigenous communities.		Y									Y	Y	Y			Y		
WA	Cultural Sensitivity	Cultural sensitivity statement, with warnings about offensive language, exists on website via WA.GOV, and a statement appears on SRO's catalogue entry page. Visitors to the ALB Building encounter Noongar welcome statements. SRO is currently discussing ways to include cultural sensitivity and offensive language warnings within the SRO's online catalogue at series level and even archival items.	Y												Y					
WA	Digitisation of all Aboriginal Affairs/native welfare records 1898-1972 for use by Aboriginal History Research Services	All State archives created by the WA Department of Aboriginal Affairs and its predecessor agencies were digitised in 2015/2016. Since then, digital copies of these records are made available to clients of Aboriginal History Research Services WA on a day-to-day basis mainly for family history research, Redress, Native Title, etc. Digital copies are also provided directly by SRO to the same types of researchers.											Y		Y					

State Library and Archives of Tasmania

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TAS	Installation of the 'tunapri' artwork in the ground floor foyer of the State Library and Archives of Tasmania building in Hobart. 'tunapri' is a Palawa Kani word for knowledge.	Strengthening relationships and creating cultural safe spaces within our sites and programs.		Y	Y			Y	Y	Y	Y						Y	Y		
TAS	As an information service, supported staff to understand how to help clients access impartial information regarding the referendum on an Indigenous Voice to Parliament and invited staff to donate material pertaining to the Voice to our Community Archives.	Educate and improve community awareness.		Y	Y		Y	Y		Y			Y							
TAS	Developed and initiated cultural sensitivity statements at our public website and catalogue in relation to relevant publications and archives.	Educate and improve cultural safe information and access.	Y						Y	Y	Y		Y				Y	Y	Y	
TAS	Development and release of Statement of intent: "Raising the bar – our journey to becoming a culturally safe library and archive" – an internal statement of intent to guide and promote our commitment to improvement.	Guide authentic engagement with Tasmanian Aboriginal people to shape spaces, collections and services for them and all First Nations Peoples more broadly.												Y			Y	Y	Y	
TAS	Strategic Directions 2024-27: Priority action: Ensure our collections and spaces are culturally safe for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Ensure authentic engagement with the Tasmanian Aboriginal community to shape a narrative for the collection which respects their experiences and perspectives. Ensure State Library and Archives collections and spaces are culturally safe. Strengthen organisational capacity through staff development and recruitment. 						Y		Y										
TAS	Decision not to make feature of Australia Day in any marketing or communication activities, in respect to cultural sensitivity.	<ul style="list-style-type: none"> Improve community awareness. Building relationships and working together. Cultural safe spaces and educate. 		Y					Y	Y	Y									
TAS	Growing our knowledge and workforce – recruitment of Aboriginal Engagement Officer, focusing on increasing awareness of and access to our collections. Our inaugural Aboriginal Engagement Officer, Kylie Dixon, commenced on 13 January 2025.	Build the First Nations workforce.			Y				Y	Y	Y		Y	Y				Y	Y	
TAS	Regular Staff development.	<ul style="list-style-type: none"> All staff complete the mandatory AIATSIS Core Cultural Competency training as part of their induction. Staff are encouraged to reinforce this learning by participating in locally provided learning about Aboriginal history and culture. All archival collections and access staff are required to complete the Australian Society of Archivists' Indigenous Recordkeeping and Archives training. 	Y	Y										Y				Y		
TAS	Completion of Annual Cultural Capability Audit since 2021.	The intention of the audit is to hold ourselves to account in making necessary improvements to policies and practices involving Aboriginal and Torres Strait Islander staff, visitors and collections.		Y																

Queensland State Archives (QSA)

Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
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QLD	QSA Statement of Intent, June 2021 QSA developed a Statement of Intent in response to the 2019 Tandanya-Adelaide Declaration. In this, QSA commits to becoming an archive that includes Aboriginal and Torres Strait Islander peoples' perspectives and respects their methods of creating, sharing and preserving valued knowledge.	A framework to guide QSA in its work in the service of Aboriginal and Torres Strait Islander peoples.	Y	Y																
QLD	Appointment of First Nations Archives Advisor 2021 Dr Rose Barrowcliffe, in her role as First Nations Archives Advisor provides: <ul style="list-style-type: none"> recommendations on introducing Aboriginal and Torres Strait Islander perspectives into QSA's archival management practices. guidance in relation to the cultural capability of its staff and cultural safety of its clients. advice on QSA's community engagement activities. support in legislative reform activities. 	To establish a First Nations advisory role for QSA to assist in: <ul style="list-style-type: none"> acknowledging the voices and perspectives of Aboriginal and Torres Strait Islander peoples supporting Queensland's Path to Treaty responding to the Tandanya-Adelaide Declaration which challenges archives around the world to decolonise their collections discussions and stakeholder engagement relating to the Public Records Act Review including hosting workshops to seek community feedback in relation to Indigenous Data Sovereignty and Indigenous Data Governance. 	Y																	
QLD	Cultural Audit 2022 To engage an Indigenous-led creative agency, Blaklash Creative, to conduct a cultural audit of QSA's public spaces to identify opportunities for improved accessibility and cultural safety for Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> To improve accessibility for First Nations peoples when visiting QSA. To make changes to the main entrance of QSA by engaging Aboriginal and Torres Strait Islander specialists in the field of outdoor design. 		Y																
QLD	QSA's <i>First Nations First</i> program is in response to the Tandanya Adelaide Declaration and Queensland Government's Path to Treaty and aims to elevate outcomes for Aboriginal and Torres Strait Islander peoples. QSA's <i>First Nations First</i> program consists of: <ul style="list-style-type: none"> First Wars project First Nations Languages program Digitisation prioritisation project First Nations metadata improvement Cultural capacity and cultural safety Legislative reform 	This program of works was established to: <ul style="list-style-type: none"> achieve QSA's vision of becoming an archive that supports Aboriginal and Torres Strait Islander self-determination and embraces First Nations' worldviews, knowledge and culture make records relating to Aboriginal and Torres Strait Islander peoples more discoverable support the truth telling and healing enquiry. 	Y					Y				Y								
QLD	First Wars project The purpose of the First Wars project was to identify, digitise and enrich the metadata of records associated with frontier violence in Queensland.	<ul style="list-style-type: none"> Make records that relate to frontier violence more discoverable through identification, digitisation and improved description. Establish partnerships to increase awareness of, and access to First Wars records. Host an exhibition, skeletons, by Waanyi artist Judy Watson and Kalkadoon/Wakka Wakka curator Amanda Hayman, inspired by QSA records relating to frontier violence. The exhibition will tour to regional venues from mid-2024. Deliver a range of public programs relating to frontier violence in the archival records. Share research and other resources online via the QSA website. Support truth-telling. 									Y					Y	Y			
QLD	First Nations Languages program <ul style="list-style-type: none"> Identifies First Nations languages in the archival records with the guidance of subject matter expert, Des Crump Supports organisations and community members to strengthen and revive Aboriginal and Torres Strait Islander languages 	<ul style="list-style-type: none"> Improve discoverability of language in the records through research, metadata description and digitisation. Assist community language workers with their research through workshops and online resources. 	Y	Y															Y	
QLD	Digitisation prioritisation project In June 2022 QSA secured funding for a four-year project to complete the digitisation of significant records, including AV records, with a particular focus on records relating to First Nations peoples. The project funding facilitated the	<ul style="list-style-type: none"> Partnership with Link Up and Community and Personal Histories team to identify priorities for digitisation. 											Y							

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	purchase of two new state-of-the-art scanners that enable the digitisation of large registers and fragile documents in a variety of sizes.																			
QLD	First Nations metadata improvement QSA appointed a team of Indigenous and non-Indigenous staff to work to make records relating to Aboriginal and Torres Strait Islander peoples more discoverable.	<ul style="list-style-type: none"> Introduce First Nations perspectives into collection descriptions and collection management processes. Improve discoverability of records relating to Aboriginal and Torres Strait Islander peoples through metadata improvements and catalogue enhancements. Support community members and agencies in preparation for and throughout the Truth telling and Healing Inquiry. QSA is helping agencies and community members in uncovering and accessing historical records that bear witness to the laws, policies, and practices of Queensland’s governments that have impacted Aboriginal and Torres Strait Islander peoples. We are also working hand-in-hand with agencies to enhance their understanding of the First Nations-related records in QSA’s possession and support their participation in the Inquiry, including partnering with Government Treaty Readiness Committee to establish a whole of government Community Practice on Admin histories of Queensland Government 	Y							Y			Y	Y						
QLD	Cultural capacity and safety Work towards making our public spaces more welcoming for Aboriginal and Torres Strait Islander peoples, embedding trauma-informed practices into our work, and increasing our staff’s cultural capability	<ul style="list-style-type: none"> All QSA staff complete a two-day cultural agility program Building on the Strength of their Stories to improve cultural understanding (current staff completion 90%). Develop a Vicarious Trauma (VT) strategy, including delivery of VT awareness training and a VT toolkit. Establish a safe place within the QSA Reading Room for visitors and staff - the Loris Williams room. 		Y																
QLD	Legislative reform The new <i>Public Records Act 2023</i> : <ul style="list-style-type: none"> recognises the importance to First Nations peoples of the state’s public records considers Indigenous Data Sovereignty, Indigenous Data Governance and Indigenous Cultural and Intellectual Property establishes a QSA First Nations Advisory board 	<ul style="list-style-type: none"> Held stakeholder engagement workshops to seek community feedback in relation to Indigenous Data Sovereignty and Indigenous Data Governance as a part of the Public Records Act Review. Taking steps to establish an Aboriginal and Torres Strait Islander Advisory Board. Initial stage of developing an Indigenous Cultural and Intellectual Property rights protocol. 		Y										Y						

Library and Archives Northern Territory (LANT)

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NT	Appointment of a First Nations Collections and Content Co-ordinator and First Nation Education & Engagement Coordinator.	To improve understanding and recognition of First Nations people and collections.	Y	Y					Y											
NT	Mandated that all staff undertake cultural safety training in the form of AIATSIS Cultural Safety Training.			Y						Y	Y									
NT	Ensured that all public locations have posted an acknowledgement of country in a prominent location, and on our websites.																			
NT	Undertaken public exhibitions which promote First Nations history: <ul style="list-style-type: none"> Charlie Flannigan, an exhibition that highlighted the story of an Aboriginal prisoner who was the first person to be executed in the Northern Territory, at Darwin's Fannie Bay Gaol in 1893. Tiwi Textiles, an exhibition that tells the story of a formative moment in the history of First Nations textiles and print making. Tiwi Heroes, focused on the lesser known aspects of World War Two in the Top End, focusing on the significant contribution of the Tiwi people to Australia's defence. Aboriginal Flag, Black, Red & Yellow: Unity and Identity, commemorating the 50th anniversary of the first raising of the Aboriginal flag. 												Y						Y	
NT	Prioritised the collection of acquisitions to improve the balance of First Nations perspectives in the collection including art-as-documentary-heritage: <ul style="list-style-type: none"> Susan Wanji Wanji, Bombing of Darwin, recollections of the artist's father talking about his wartime experience and seeing Japanese planes fly over Melville Island in 1942. Nancy McDinny - They killed my grandfather and Jilajabar Nyulili Dungala Yurdi Jarlurna : Lead in my Grandmother's body, two paintings which speak to the history of the late 1800's including the taking of men from Borroloola to Darwin and then to Palm Island, and the shooting of Aboriginal families around Wentworth Station and Borroloola. Jack Green, Too many trucks killing our land and The mine, two paintings which speak to the MacArthur River mine near Borroloola and the impact of ongoing mining activity on the surrounding landscape and Aboriginal culture. These are recent purchases in process. 					Y											Y		Y	
NT	Acquisition of Living Archive of Aboriginal Languages collection transferred from Charles Darwin University and made available in Territory Stories.								Y		Y						Y		Y	
NT	Review of online collections (Territory Stories) through a cultural sensitivity lens.									Y	Y	Y						Y		
NT	Drafting of cultural sensitivity criteria (sacred/sensitive; offensive/insensitive), workflows, traditional knowledge labels, and Personal and Community Collection Access Policy based on the traffic light system.								Y		Y		Y	Y	Y			Y		

			1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1a	1b	1c	2a	2b	2c	3a	3b	3c	3d	4a	4b	4c	5a	5b	5c	5d	5e
NT	Reviewed the composition and Terms of Reference for the Aboriginal Advisory Group to broaden the scope of engagement and consultation.		Y	Y	Y	Y	Y								Y					
NT	Commenced a project to develop an Indigenous Cultural and Intellectual Property (ICIP) Protocol for LANT.							Y												
NT	Engaged with First Nations representatives on design and naming of spaces at the new Education Cultural Precinct site that is under construction and due for completion in 2024.				Y															
NT	Developed a new Strategic Plan 2023-2026 which has “Affirm First Nations knowledge, voice, and agency” as its first strategic priority.			Y																

State Records of South Australia (SRSA)

Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
			1a	1b	1c	2a	2b	2c	3a	3b	3c	3d	4a	4b	4c	5a	5b	5c	5d	5e
SA	Aboriginal Reference Group The Aboriginal Reference Group was established in March 2022 to work with State Records and the State Library of South Australia to enhance access to archives and services relating to Aboriginal people and culture.	<ul style="list-style-type: none"> Work collaboratively to develop and implement responses to the Tandanya-Adelaide Declaration. Consult community representatives on the agencies' services, programs and other work, such as review of State Records' Appraisal Standard. 	Y	Y	Y					Y					Y		Y			
SA	Improving access to archives for Aboriginal people and communities A working group has been established to improve processes to access highly valued records in the archive. Working group members are from the Aboriginal Reference Group, Aboriginal Affairs and Reconciliation (AAR), the State Library of SA, the South Australian Museum and State Records.	<ul style="list-style-type: none"> Design more transparent and less bureaucratic processes to access records highly valued by the Aboriginal community in South Australia. Build relationships with AAR as agency responsible for the records. Engagement and consultation with the community. 	Y	Y	Y								Y		Y					
SA	Volunteer projects Undertake volunteer projects to identify, index and digitise records relevant to Aboriginal people and communities.	<ul style="list-style-type: none"> Improve access to records by creating name indexes and digitising files. 											Y				Y		Y	
SA	Research Centre fit out An update to the layout of the Research Centre was completed in 2020, to provide a more welcoming and safe space for all users.	<ul style="list-style-type: none"> Include display copies of the Tandanya-Declaration, AIATSIS Map of Indigenous Australia and MOU with SA Link-Up. Use the Research Centre space to host visits to promote Aboriginal Access services. Other updates include an Acknowledgement of Country and information Aboriginal Access services, redress schemes and support services. 														Y				
SA	Aboriginal Access Services Services to assist Aboriginal people with access to archives for family and community history research. Assistance includes searching the Aboriginal Information Management System (AIMS) database, with over 140,000 names indexed from records relating to Aboriginal people.	<ul style="list-style-type: none"> Provide access to index in AIMS database and archives to Aboriginal people Consult with people making enquiries, community representatives and agencies responsible for records to facilitate access 											Y		Y					Y
SA	Staff succession planning A temporary Aboriginal Access Officer role was filled in August 2021 to assist with succession planning for the former Senior Aboriginal Access Officer, prior to his retirement in 2022. Recruitment to appoint a new Senior Aboriginal Access Officer was completed in 2023.	<ul style="list-style-type: none"> Retain knowledge of Aboriginal Access Services, archives and past practices within State Records Ensure Aboriginal people work with records relating to Aboriginal people 											Y		Y					
SA	Aboriginal Access Services staffing Recruitment to appoint a new Senior Aboriginal Access Officer was completed in 2023. An additional temporary Aboriginal Access Officer position was filled in January 2024.	<ul style="list-style-type: none"> Ensure Aboriginal people work with records relating to Aboriginal people 											Y		Y					
SA	Waiving of copying fees about Aboriginal Access Services clients Memorandum of understanding with SA Link-Up waives fees for copies provided as part of enquiries.	<ul style="list-style-type: none"> Cost is not a barrier to people accessing archives through the Aboriginal Access Services 											Y							
SA	Aboriginal Access Services promotion An Aboriginal family history event was held in August 2021 in collaboration with National Archives, State Library of South Australia, Nunkuwarrin Yunti and other organisations. Aboriginal Access Services staff also attend community events as part of NAIDOC and Reconciliation Week.	<ul style="list-style-type: none"> Raise awareness of the Aboriginal Access Services to assist more people to access archives 															Y			Y
SA	South Australian Government Appraisal Standard State Records' Appraisal Standard released in 2020 requires government agencies to consider records that support Aboriginal people and tradition when looking at which official records should be kept.	<ul style="list-style-type: none"> Retention of records that support Aboriginal people and tradition Awareness among South Australian government of the importance and use of records by Aboriginal people 										Y	Y	Y	Y					

			1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1a	1b	1c	2a	2b	2c	3a	3b	3c	3d	4a	4b	4c	5a	5b	5c	5d	5e
SA	<p>Trauma Informed Approaches</p> <p>Trauma informed training has been undertaken by staff in a number of ways, including the Australian Society of Archivists courses A Trauma Informed Approach to Managing Archives, Out-of-Home Care Records Toolkit and Indigenous Recordkeeping and Archives.</p>	<ul style="list-style-type: none"> Ensure staff are aware of trauma informed practices when assisting with access to archives 		Y										Y	Y					

National Archives of Australia (NAA)

			1 KNOWLEDGE AUTHORITIES			2 PROPERTY AND OWNERSHIP			3 RECOGNITION AND IDENTITY				4 RESEARCH AND ACCESS			5 SELF DETERMINATION				
Jurisdiction	Initiative (Brief description no more than 50-100)	Intended Outcomes (Brief description no more than 25-50)	1a	1b	1c	2a	2b	2c	3a	3b	3c	3d	4a	4b	4c	5a	5b	5c	5d	5e
National Archives	National Archives has membership of and co-chairs the ICA's Expert Group on Indigenous Matters group and co-hosted the 2019 ICA Indigenous Matter Summit 'See Us, Hear Us, Walk With Us' at the Tandanya National Aboriginal Cultural Institute, Adelaide where the Tandanya-Adelaide Declaration was launched and signed by Summit attendees. National Archives endorsed the Declaration in 2019. National Archives holds the signed Declaration.	To maintain connections with the Expert Group on Indigenous Matters (EGIM) for high- level discussions about implementation of the Tandanya Declaration and its themes and decolonising archival institutions on issues related to the recognition of Indigenous worldviews in archival theory and method, and inclusion of Indigenous knowledge management in archives institutions and systems.																		
National Archives	From 2012 - 2019 National Archives has had an Aboriginal and Torres Strait Islander Services sub- section within the Reference Services section. An Aboriginal and Torres Strait Engagement section was formed in 2019 responsible for the strategic and operational implementation of National Archives' Aboriginal and Torres Strait Islander Strategy and Implementation Plan and initiatives, working with business areas across the organisation to enable Aboriginal and Torres Strait Islander peoples to connect to and access the national archival collection, archival services and employment.	<ul style="list-style-type: none"> Improve access to national archival collection for First Nations communities, Work collaboratively with groups and communities to improve First Nations Peoples' experience accessing archival material to support language enhancement and awakening and the decade of the International Year of Indigenous Languages. Build the First Nations workforce across National Archives sections and branches and function areas, 			Y				Y	Y	Y							Y	Y	
National Archives	National Archives Aboriginal and Torres Strait Islander Strategy and Implementation Plan commenced in 2017 and is continuing through to 2022-2025 to prioritise work and implementation of initiatives across the agency and report on progress is provided to the Executive Board annually.	Strategic framework and governance implemented to inform work related to Aboriginal and Torres Strait Islander peoples.		Y																
National Archives	National Archives Our Way: Aboriginal and Torres Strait Islander Protocols was published in 2021 and has been framed to respond to the 5 themes of the Tandanya Declaration and aims to build a culturally competent organisation that facilitates trust between the National Archives and Aboriginal and Torres Strait Islander peoples, communities and organisations. Protocols were identified in the Aboriginal and Torres Strait Islander Strategy. They embrace emerging developments across archives internationally and have been developed in line with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the ICA's Tandanya-Adelaide Declaration. Our Way Protocols themes are Leadership, Rights, Access, Authority and Acknowledgement.	To respond to the 5 Themes of the Tandanya Declaration - Knowledge Authorities, Property and Ownership, Recognition and Identity, Research and Access, and Self- Determination. Development of a culturally competent organisation.		Y																
National Archives	National Archives Strategy 2030 published in 2021 includes focus on the Tandanya Declaration and organisation commitment to implementing its themes as a priority under Strategy 3: Connect to "embed the commitments and values of its Aboriginal and Torres Strait Islander Strategy and the Tandanya Declaration through respectful engagement with community".	Commitments of Tandanya Declaration embedded within key National Archives strategic documents.	Y	Y																
National Archives	In 2022 an Engagement Project Officer position was created and is responsible for expanding National Archives our engagement with Aboriginal and Torres Strait Islander remote and regional communities. During 2023 engagement included visits to East Arnhem Land and Central Australia, NT delivering presentations about National Archives collections, services, products and resources to organisations and communities we have not previously interacted with on community. Further visits are planned to South Australia and West Australia during 2023-2024.	Increased engagement with regional and remote Aboriginal and Torres Strait Islander co	Y	Y	Y															
National Archives	National Archives continues to respond to enquiries for access to information in the Bringing Them Home (BTH) name index and provides free copies of records under Memoranda of Understanding (MOU) arrangements. MOUs have existed for some time with link-up organisations in the Northern Territory (1997), Victoria (2000) and South Australia (2011), and with AIATSIS (2014), and recently WA Department of Local Government Sport and Cultural Industries (2023). National Archives will increase coverage nationally for all states and territories. We also have MOUs in place to assist with access to	Provision of access to information to enable reconnection for those impacted by Stolen Generations policies and for family and community history and heritage.											Y	Y	Y					

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	records to support the National Redress Scheme, Territories Stolen Generations Redress Scheme and Victoria Stolen Generations Reparations Package.																			
National Archives	National Archives has had an Aboriginal Advisory Group under the MOU for the Northern Territory which is still in operation since it was formed in 1997. There is provision for an AAG under the MOU for Victoria which was formed and operational from 2001 though, this Group ceased meeting in 2018. All MOUs except for the WA MOU are being reviewed in 2024 and will discuss further Aboriginal Advisory Groups.	Work collaboratively to develop and implement responses to the Tandanya-Adelaide Declaration. National Archives obtains advice and assistance in implementing, managing and reviewing the operation of MOUs. National Archives and Aboriginal Advisory Group works together on issues, practices, policies and services of the Archives affecting Aboriginal and Torres Strait Islander peoples.	Y	Y	Y															
National Archives	Acknowledgement of Country signage is displayed at the entry of the National Office in Canberra and in 2020 the building itself was named 'murralangalang', the Ngambri–Ngunnawal word meaning caves or rock shelters with hand stencils. Work is underway to have Acknowledgement of Country signage displayed at all National Archives locations across Australia.	Increased visibility and commitment to acknowledgement of Country and language across all National Archives locations.							Y											
National Archives	National Archives has membership of and co-chairs the ICA's Expert Group on Indigenous Matters group and co-hosted the 2019 ICA Indigenous Matter Summit 'See Us, Hear Us, Walk With Us' at the Tandanya National Aboriginal Cultural Institute, Adelaide where the Tandanya-Adelaide Declaration was launched and signed by Summit attendees. National Archives endorsed the Declaration in 2019. National Archives holds the signed Declaration.	To maintain connections with the Expert Group on Indigenous Matters (EGIM) for high- level discussions about implementation of the Tandanya Declaration and its themes and decolonising archival institutions on issues related to the recognition of Indigenous worldviews in archival theory and method, and inclusion of Indigenous knowledge management in archives institutions and systems.																		
National Archives	National Archives delivers a range of programs and services that support public engagement with an understanding of the national archival collection, regardless of whether users are in cities, regional towns or remote communities. National Archives has delivered Aboriginal and Torres Strait Islander focused exhibitions over many years – including Facing Two Fronts: the fight for respect (2017 - 2019 & digital at War Memorial, Villers-Brettonneaux, France). National Archives permanent exhibition, national office, Canberra is Voices/Dhuniai: Federation, democracy and the constitution. Exhibitions and education programs will continue to include Aboriginal and Torres Strait Islander content.	Aboriginal and Torres Strait Islander peoples historical experience and perspectives are included in the development of and presentation of exhibitions and content.	Y														Y	Y		
National Archives	In 2019 the First Australians landing page was launched on National Archives website increasing visibility of content and advice relating to Aboriginal and Torres Strait Islander peoples and including acknowledgement of country and cultural sensitivity warnings.	Increased visibility of content and advice relating to Aboriginal and Torres Strait Islander peoples on website	Y																	
National Archives	National Archives selection principals, appraisal framework and disposal authorisations include guidance in determining which Aboriginal and Torres Strait Islander related records are selected as national archives and defines significance of related records in <ul style="list-style-type: none"> Government authority, action and accountability, Identity, interaction and rights and entitlements, Knowledge and community memory, and Australians and their environment. Includes increased disposal coverage for agencies creating and implementing policies and programs to support services to Indigenous people and communities and targeting these agencies for transfers into the National Archives.	Records relating to Aboriginal and Torres Strait Islander peoples created by Australian Government agencies will be selected as national archives and transferred to National Archives.										Y								
National Archives	Current projects to update various archival systems are consulting Aboriginal and Torres Strait Islander Engagement section and external stakeholders to ensure metadata changes relating to rights and ownership and Indigenous cultural intellectual property, identification of language and cultural sensitivities are	National Archives will manage records relating to Aboriginal and Torres Strait Islander peoples in culturally appropriate ways; Descriptive metadata in archival systems are enhanced with more information about rights and ownership, ICIP, access controls and handling and				Y	Y							Y	Y					

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	adequately and appropriately implemented, and procedures are being developed for the proper handling and storage of restricted and culturally sensitive records.	storage requirements.																		
National Archives	Aboriginal and Torres Strait Islander Cultural Procedures document is currently in development that will bring together related policies, processes and procedures information from across National Archives’ sections and branches to one source location as a key resource to support and enable staff. Forward work will include identifying and developing new policies, processes and procedures with individual sections and to standardise approaches.	Development of a culturally competent and confident organisation. Development of consistent approach to implementing processes across the organization.		Y																
National Archives	Legislative reform of the 1983 Archives Act to address cultural sensitivities under Section 33 of the Act is in train - this will facilitate more effective implementation of access restrictions to protect information considered secret or sacred under the customary law of Aboriginal and Torres Strait Islander peoples.	Legal framework established to allow decisions on access to the archival collection to be informed by cultural protocols.						Y						Y	Y					
National Archives	National Archives has had a Reconciliation Action Plan since 2014-2015. A Reflect Reconciliation Action Plan is currently in development with the Director-General as Champion for approval in 2024. The National Archives has an active Reconciliation Action Plan Working Group who meet regularly, promote and participate in external events, webinars and conferences, and shares information to National Archives staff.	Development of culturally competent and confident organisation.		Y																
National Archives	New and revitalised NT Office developed for fit-for-purpose and culturally appropriate public and research space enabling engagement particularly with Aboriginal and Torres Strait Islander peoples	Culturally appropriate public and research space for respectful engagement with Aboriginal and Torres Strait Islander peoples.		Y																
National Archives	Traditional Cultural Ceremony undertaken with and led by Larrakia people of Garramilla, Darwin Northern Territory with National Archives for physical relocation of significant records relating to them from our old office and repository to our new office and repository.	Respectful acknowledgement and engagement and braiding of Aboriginal culture and worldview with and informing archival practice.	Y	Y																
National Archives	Describe Records Provenance system new metadata fields developed enabling documentation of parallel provenance including Indigenous Cultural Intellectual Property and information about Indigenous languages, traditional knowledge, cultural objects, sites of Indigenous significance, secret and sacred material, artistic and literary work, performances, traditional knowledge, sites of Indigenous significance. Information is only visible to staff.	Recognising Indigenous traditional knowledge, cultural expression, and intellectual property.				Y					Y									
National Archives	Records transfers information from Agencies to National Archives includes Indigenous Cultural Intellectual Property metadata and any cultural restrictions.	Recognising Indigenous cultures and philosophies are embodied and lived through oral tradition, artwork and other forms of collective expression.	Y								Y									
National Archives	National Archives employment pathways has successfully implemented its first Australian Government Indigenous Apprentice Program intake with 3 new apprentices commencing work in 2024.	Recognising Indigenous peoples right to self-determination and to share the memories of Indigenous heritage.														Y			Y	
National Archives	Preserving for future generations at-risk Aboriginal and Torres Strait Islander cultural material with digitisation of records in the Northern Territory from commissioned research by Monash University 2024.	Recognising Indigenous peoples’ social authority and participation as collaborators of work on records including descriptions of a particular community and of direct archival relationship to cultural self-determination.								Y										Y
National Archives	National Archives leadership includes representation and membership on our Advisory Council with two Aboriginal peoples since 2023, on a regional consultative forum, and on special interest groups and international archival bodies.	Recognise successful cultural engagement occurs within a safe and ethical environment of respectful encounter and diverse cultural heritage authorities may freely express and negotiate memory, ceremony, cultural tradition and social protocol.		Y															Y	Y