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TE RAU ORA



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Humans of Ōtautahi exhibition opening.
Image credit: Courtesy Humans of
Christchurch Ōtautahi, photograph Centuri
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FROM THE EDITOR NĀ TE KAITĀTARI ANGELA CAIRNCROSS

Here we have another full issue of Library Life Te Rau Ora with thoughtful articles on a range of topics. LIANZA's recent submission to the Future for Local Government Review is explored, as well as an update on pay equity claims for library assistants and school librarians.

We learn about Kāpiti District Libraries' experience using the new New Zealand Libraries Partnership Programme (NZLPP) workforce capability framework Te Tōtara. Professor Anne Goulding's opinion piece, "Wayne Brown doesn't know what a library is," is sure to provoke discussion.

The passing of Mary Ronnie, the first woman in the world to be a national librarian, prompted an obituary and several tributes about her remarkable career. Other features in this issue include the Humans of Ōtautahi exhibition, a spotlight on the Tasman Heritage and Oral History project and Te Paea Paringatai talks about the interim chair for the IFLA Professional Council.

The library of the issue is the Hocken Library and Gay Richards talks about her library career.

We invite submissions and ideas for future issues with the deadline of May 17 for the next issue. Is your library the next 'library of the issue'?

Angie Cairncross
LIANZA Communications Advisor

FROM THE PRESIDENT

NĀ TE TUMUAKI



Richy Misilei, Kim Taunga and Erica Rankin visited the Te Ara Ātea team in Rolleston.



KIM TAUNGA

LIANZA President

Kia orana kōtou katoatoa,

Firstly, I want to acknowledge the passing of one of the stalwarts of our profession, the inimitable Mary Ronnie. I remember when I first came into libraries that she was referenced often and with great admiration and awe. We invite you to read about Mary and the incredible impact she had on our sector over many decades later in *Library Life Te Rau Ora*.

The call for nominations for LIANZA Council are currently open. Please have a think about standing as a council member or president-elect. We are looking for people who represent the sector's diversity and bring skills and enthusiasm to these strategic governance roles. President-elect Richy and I or any members of Council, are happy to have a conversation if you would like to know more. **Please think about getting involved and learn more here.**

LIANZA has an important role in advocating for the sector. A submission was made in late February to The Review into the Future for Local Government. To the working group, especially Chair Allison Dobbie, meitaki ma'ata. There was a significant amount of mahi from this group on this important submission which you can read more about in this issue.

Other LIANZA mahi includes the draft strategic plan which has now been sent to key stakeholders and the 2023 LIANZA conference which provides an exciting opportunity for our sector to come together. Again, **please think about participating.** You could **submit a proposal** or come as a delegate and network with your colleagues from around the country. The keynote speakers have been announced. Thank-you to the conference committee who are busy creating our conference, I hope to meet you very soon.

So, 2023 – cyclones and floods bringing library skills and climate change kōrero to the fore. As I spoke about in my last column, I'm still thinking about the many ways that connecting or 'networking' across the profession is a great thing. In the recent weather events, I heard



Richy Misilei and Erica Rankin with LIANZA SLANZA Tertiary Grant recipient.

of many instances where library and information professionals used their skills to work in welfare information or recovery sites in Tāmaki Makaurau, Hawke's Bay and the East Coast. Members of our profession worked alongside or as part of emergency management teams. We also offered help and expertise in collections disaster management and recovery. My heart goes out to all the whānau affected by these events and to those who were able to help. The effects on everyone are profound.

In late February, LIANZA Council and LIANZA Office met at Tūranga in Ōtautahi. Thank-you to Maia, Erica and Carolyn for the manaaki during our visit. The next day Richy Misilei (LIANZA president-elect) and I met with Paula Eskett (LIANZA past president and Libraries Manager Waimakariri District Council) to explore how to progress the Sustainable Development Goal (SDG) work in Aotearoa and also engage with our Pacific networks around our Libraries Map of the World presence <https://librarymap.ifla.org/>.

This was part of the follow up mahi I was tasked with as the LIANZA representative at the IFLA Asia Oceania hui in Bangkok in November.

The three LIANZA president team were also invited to Te Ara Ātea in Rolleston. Kia ora to Nicki Moen and team for your manaakitanga and enthusiasm!

I have just returned from speaking at the IFLA LBES (Libraries Buildings and Equipment Section) mid-year seminar at the University of Sydney. I was privileged to be able to visit some interesting university and public libraries in Sydney and surrounds and to network with other librarians from all over the world.

Besides the Te Ara Ātea team, I have had the pleasure of visiting Te Mātāpuna ki Manukau (AUT South) team, another awesome group of librarians super enthusiastic about their mahi and professional registration! Kia ora to Troy Tuhou and team.

Richy, Ana and I have also spoken to the INFO 520 class

at Te Herenga Waka Victoria University of Wellington. Our kōrero with them was about the value of joining professional membership organisations like LIANZA and IFLA and the lifelong relationships and connections you can make.

Finally, many of you will have seen the media reports about the drag storytime protests during 'Pride Fest Out West'. An interesting article here in [the Spinoff](#). Just one more example of our fabulous library community working together and of libraries supporting community.

I'll end with a quote from the storyteller Hugo Grrl from the Spinoff article:

"All we're about is teaching kids that it is cool to be different and diverse. That's valuable messaging for literally every young human on the planet."

Kia manuia,

Kim Taunga
Te Rau Herenga o Aotearoa
LIANZA President

NZMS



For over 30 years NZMS has been at the heart of cultural heritage and preservation in New Zealand, empowering organisations to protect and preserve diverse collections. We are proud of our close partnership with libraries nationwide, and look forward to continuing our work together.

Shay Kenton

0800 NZMS 1990

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Detail from the Lübeck Bible 1494. Courtesy the Macmillan Brown Library collection, University of Canterbury.



REVIEW INTO THE FUTURE FOR LOCAL GOVERNMENT

Review into the Future for Local Government

Image credit: Review into the Future for Local Government

The Review into the Future for Local Government is an opportunity to create a new system of local governance and democracy that will effectively respond to a changing Aotearoa New Zealand and create conditions for communities to thrive.

The Future for Local Government Review Panel (the Panel) began consulting with New Zealanders in early 2022. LIANZA engaged in this early-stage consultation by providing a sector workshop and [facilitating a webinar](#), compered by Jehan Cassinader.

In October 2022 the Panel released a draft report [He mata whāriki, he matawhānui](#), which posed 29 draft recommendations and key questions. Submissions were sought in response to this draft report which will shape the final report to be delivered in June 2023.

LIANZA's submission was prepared by Allison Dobbie (lead), Sue Sutherland, Bernie Hawke, Katie Brazil, Debbie Duncan, Louise LaHatte, Amanda Cossham, Rochelle Turnbull and Jenny Barnett. Allison Dobbie commented on the opportunity the review created.

"This is an opportunity to think about the role and place of public libraries in the wider environment and whether the current historical positioning, where funding is solely by local government, is sustainable or desirable. Also, it's an opportunity to apply some blue sky 'what if' thinking about the solutions and designs that would best meet customer needs in the 21st century. It's given us the chance to illustrate and raise awareness of the critical and extensive role of public libraries in relation to community wellbeing. Particularly the breadth, innovation, inclusiveness, community-led and collaborative nature of their practice."

LIANZA's submission highlights the radical responses that the Panel sought. It also noted that the Panel had in some cases backed away from a courageous stance on its recommendations. Especially in relation to scale, structure, funding, stewardship, and mandates.

LIANZA's submission shows that public libraries have a fundamental and growing role in helping local government to thrive in all aspects of its role. It welcomed the overall direction of the Panel's draft report and the priorities identified and particularly endorsing the focus on:



Image credit: Te Aka Mauri

- Māori and Te Tiriti o Waitangi and genuine partnerships
- wellbeing and place
- partnerships and collaboration
- the need for change in public service attitudes towards local government.

LIANZA reinforced the role of public libraries as critical and effective enablers of community wellbeing. We made the case that libraries should be recognised and supported in all government planning and delivery, and at both central and local levels of government. The submission illustrates the points raised with case studies from across the sector, including international examples.

Strong support is given in the submission to Te Tiriti-based partnerships as fundamental to local government's role and function in achieving community wellbeing and meeting Te Tiriti obligations. The submission notes that while public libraries strive to work with Māori, often at the leading edge within their local authority, there is a major gap and potential exists to truly meet the needs of Māori as customers and Tiriti partners. A stronger statutory framework is required to move local government in this direction and this needs to happen at a faster pace. The submission also supports the recommendation that central government provide a transitional fund to subsidise the cost of building both Māori and council capability and capacity for a Tiriti-based partnership in local governance, and indicates how libraries are well-placed to work with tamariki and their whānau to help build capacity over time.

As democratic processes move online, LIANZA says, library professionals, library computing and Wi-Fi resources, are enablers that allow for participation in and awareness of democratic processes. LIANZA calls on the government to fund public libraries sufficiently to make this possible.

A case is made for central government funding for public libraries where they are delivering national

benefits, asserting that the current model of funding is unsustainable and unfair to ratepayers.

"Public libraries deliver wider national outcomes and therefore the case can be made for increased central government funding and support of public libraries. For example, in the areas of digital equity and inclusion, access to quality information, civic participation, learning and literacy, identity and belonging, and wellbeing," Allison Dobbie commented.

The Panel in its report suggests a reallocation of central and local government roles. LIANZA's submission supports the strengthening of the National Library's role to support the development, equity and effectiveness of public library services across Aotearoa New Zealand.

The submission also recommends that local government should be mandated to work in partnership with schools and kura to support the learning needs of children, underpinned by Ministry of Education funding and National Library resources. It suggests that pilots be undertaken to test what solutions might work best so that children everywhere have access to school libraries and qualified school librarians.

A similar recommendation is made in relation to prisons, that provision of library services there should be a partnership between local government and the Department of Corrections Ara Poutama Aotearoa.

The submission does not support any specific model of local government but suggests that there are five design factors that should be taken into account – equity, diversity, scale, localness and flexibility.

"Post-code and digital inequities exist across the country in terms of access to good quality library services and information resources. We'd like to see Government take steps to address this as a result of the Review."

He mata whāriki, He matawhānui

Out
now!

Image credit: Review into the Future for Local Government.

The Panel suggests the need for much greater shared services collaboration. Collaborations already existing in the sector, such as APNK, Kōtui and EPIC. They are put forward as models that could be extended and strengthened to better support the work of library and information services. As are international models of shared funding between local and central government.

"This has been an opportunity for LIANZA to raise awareness of the unusual status of public libraries in Aotearoa New Zealand as funded solely by local government and without any form of legislative basis. It has allowed us to bring attention to some alternative international models for support of public libraries, such as in Australia and Ireland," says Allison Dobbie.

Once the Panel submits its final report and recommendations in June there is still a long way to go. It is then up to the Government to consider and decide how to respond and what recommendations to adopt.

"The LIANZA submission process generated some great thinking and raised questions about perceived barriers, for example, is this really a barrier to working more collaboratively or just something in our heads? Maybe it will help us identify some things we could be doing anyway, regardless of what the final report recommends or how the government responds."

The submission has been an opportunity for LIANZA, Te Rōpū Whakahau, School Libraries Association New Zealand Aotearoa, Public Libraries NZ, Local Government NZ and Taituarā to work more closely together. A big thank you to Allison Dobbie and the submission team.

- Go here to [view the LIANZA submission](#).
- [Taituarā Living Libraries: The Value of Public Libraries in Aotearoa](#)
- Local Government New Zealand [submission](#)



PAY EQUITY UPDATE

LIBRARIAN PAY EQUITY



Pay equity is one of the library and information sector's most pressing issues. Lack of pay equity has a flow-on effect on the ability of libraries to provide effective services and their ability to attract and keep staff.

In December last year, LIANZA held a webinar on pay equity and the current claims for school, university and public librarians and assistant librarians. This article is an update from that webinar and an opportunity to hear from some of the people involved in the claim processes.

WHAT IS PAY EQUITY?

Until the Equal Pay Act was enacted in 1972, it was still legal to pay women and men different pay rates for the same work. This is the act that guides the work of pay equity. Fifty years later there is still unequal pay and processes that feed into large gender pay gaps.

In 2013 the Employment Court issued a decision that Kristine Bartlett's care and support job was underpaid because it was done mainly by women and was

a breach of the Equal Pay Act. In 2014 the Court of Appeal upheld the Bartlett decision taken by her union E tū, supported by Te Pūkenga Here Tikanga Mahi Public Service Association (PSA) and the New Zealand Nurses Organisation, and the Supreme Court dismissed the employer's appeal.

Amendments to the Equal Pay Act (1972) came into effect on November 6, 2020 and introduced a new process for individual employees and unions to raise a pay equity claim directly with an employer for work, which may be subject to systemic sex-based discrimination.

The Equal Pay Amendment Act allows individual employees and unions to raise a pay equity claim directly with an employer, using a framework that is aligned with New Zealand's existing bargaining frameworkⁱ.

Occupations, where work is predominantly carried out by men, have typically enjoyed better pay and conditions than female-dominated roles with comparable skills and responsibilities. Pay equity is about recognising this inequity

and ensuring that these roles are valued fairly.

THE PROCESS OF A PAY EQUITY CLAIM

A major part of establishing pay equity claims is gathering information about the day-to-day work of the area of work predominantly carried out by women. Finding male-dominated comparator groups to assess this work against is then needed.

This involves considerable investigation: a work assessment for claimants, identifying comparators, work assessment for comparators, and comparing work and remuneration of claimants and comparators.

If the investigation shows that there has been a gender-based undervaluation of the work area, then the claim proceeds to negotiation before it is settled.

Te Tāhuhu o Te Mātauranga The Ministry of Education (MOE) and NZEI Te Riu Roa Pay Equity Claim Report for librarians and library assistants (December 2022)ⁱⁱ show the complexity and outcomes of this process for school librarians.

An historical study of New Zealand libraries (including school libraries and public libraries more generally) shows the librarian workforce to be occupationally segregated on the basis of gender*.

In the 1960s, although women made up the vast majority of the workforce, management roles in librarianship were dominated by men. This vertical segregation possibly resulted from women's unequal access to promotional and career development opportunities, especially for young married women who were assumed 'temporary' until they left employment to have children*. Part-time and term-time employment are commonly found in these roles as seen in payroll data, and this may be attractive to women with caring responsibilities for children. As a result of these features of employment terms, the educational setting school librarians and library assistants are employed in, and the less visible skills they bring to the role, the workforce has likely been impacted by feminisation and occupational segregation. This has possibly limited the remuneration and opportunities for career advancement for employees working in these roles.

From Library and Library Assistants' Pay Equity Claim Evidence Report (December 2022; p10)

AN UPDATE ON THE PAY EQUITY CLAIMS

School libraries

The librarian and library assistant pay equity claim for school libraries was investigated by NZEI Te Riu Roa and the Ministry of Education. The parties undertook a thorough, collaborative, and quality-assured process resulting in settlement of the claim in February 2023. **For school librarians**, there will be an increase of between 10 to 38 percent depending on where people sit on the current pay scale. The new rates will be backdated to November 23, 2022.

Other benefits include a parental payment, as well as work on how these roles are funded, the professional development school librarians need, and research into how these roles can better support schools and kura. The settlement will see around 1,200 school librarians, mostly women, being valued and paid for the work they do in line with people working in male-dominated roles of equal value.

Public libraries

In May 2019 the PSA notified the six large urban councils (Dunedin, Christchurch, Wellington, Tauranga, Hamilton and Auckland) that they believed library assistants working in local government were experiencing gender-based pay discrimination.

The interview process was established across the range of councils and 23 detailed interviews occurred. These were comprehensive processes taking 3-4 hours for each interview. Using the PSA pay equity assessment tool Te Orowaru, the comparator process to assess the skills across different roles began. The interview material was used to make profiles of three different library assistant roles. These will be ratified by each council staff before being used to start the comparison to male-dominated industries. Once this is done it will be used as evidence for negotiating the claim possibly through a Multi-employer Collective Agreement or MECA process rather than each council.

Recent flooding in Auckland has slowed the process down and it is expected that negotiation will occur later in the year.

University libraries

University library advisors and assistants are in the early stages of their claim. The claim is multi-employer with all eight universities involved and was raised in September 2022 by a multi-union group consisting of Te Hautū Kahurangi Tertiary Education Union (TEU), the PSA and Tertiary Institutes Allied Staff Association (TIASA). A reference group of library staff from the eight universities worked on identifying the claimant roles to be covered and are now building an understanding of the broad nature of work for these roles across the university sector. Claimants are currently waiting to hear back about the employer group's determination of arguability of the claim due in April 2023.

This claim sits outside the core public service and will be a test of how the government might support pay equity claims in the funded sector. Once the



School librarian pay equity negotiation team: Clare Forrest, Sasha Eastwood and Kaaren Hirst.

university pay equity claim has been completed it is expected that it will be used to leverage the pay of related occupations in the polytechnics. However, there are other industrial priorities with Te Pūkenga at the moment, including winning pay parity across the different subsidiaries so all library workers in Te Pūkenga receive the same pay no matter where they are based in the country.

WHAT'S IT LIKE BEING A PAY EQUITY CLAIM REP?

Being part of a pay equity negotiation process is a lengthy and detailed process. Despite the hard work, library representatives involved in these claims have some positive things to say about the process.

Tessa Bowler (Wellington City Libraries) is one of ten library representatives supporting the PSA claim process to the six councils. She says that "Since doing the interviews I feel like

we don't value our skills as librarians enough and if there's one thing pay parity will do it's going to show the average library assistant what they actually do and the value they have."

SLANZA president and negotiator Sasha Eastwood commented, "I believe this settlement to correct historic undervaluation of school librarians is a game changer for our sector with positive impacts that will ripple into the wider library workforce. I am proud of how school librarians have invested their time and mahi into this process. As an interviewer and negotiator, this has been a labour-intensive but very rewarding journey."

Hannah Jenkin is a subject librarian at Victoria University and is part of the reference group for library assistants working in universities. "I got involved when I was a library assistant – I was really frustrated about what was going on for

library assistants. I was working three jobs trying to pay my rent and get by. Two of those jobs were precarious because of the university summer hours, and even when I was working full time I was still under the 'living wage'. I'm in a different role now but still involved in the claim.

Many of us have postgraduate degrees and our jobs require highly technical skills, so it would be good to have our mahi recognised."

On behalf of the sector, we thank these courageous and hard-working representatives, the negotiators and interviewees, Te Hautū Kahurangi Tertiary Education Union (TEU), Te Pūkenga Here Tikanga Mahi Public Service Association (PSA), and Te Riu Roa NZ Educational Institute (NZEI) for this invaluable mahi. The results will have a profound effect on the sector.

i. Employment New Zealand (2022) Pay Equity- Guide to Good Practice. <https://www.employment.govt.nz/assets/Uploads/tools-and-resources/publications/pay-equity-guide-to-good-practice.pdf>

ii. LIBRARY AND LIBRARY ASSISTANTS' PAY EQUITY CLAIM EVIDENCE REPORT (December 2022) <https://assets.education.govt.nz/public/Pay-equity/LPEC/LPEC-Evidence-Report.pdf>

*. Millen, Julia. Te Rau Herenga, a century of library life in Aotearoa, 1910-2010. (Wellington, NZ: LIANZA, 2010)

WORKFORCE CAPABILITY IN ACTION

The Te Tōtara Workforce Capability Framework was developed as part of the New Zealand Libraries Partnership Programme (NZLPP). It includes the elements required for working in the library and information sector, including underpinning kaupapa, ethics and context, the core capabilities needed for most roles and reflection ideas and pathways to build capability in the workforce. To meet the needs of all libraries within the sector, the framework can be updated and adapted, depending on the role or the organisation's sector, its size and focus.

Kāpiti Coast District Libraries is piloting how the framework might be used by their team and in the wider context of public libraries. Te Rau Ora Library Life editor, Angie Cairncross, talked to Ian Littleworth, Libraries & Cultural Services Manager about the framework and what it means for the sector.

First off, I asked Ian if he thought the Te Tōtara framework was needed in the sector. He replied strongly, "Without a doubt. There were some excellent bits and pieces around that some libraries had done to fit their needs but nothing that provides a comprehensive sector-wide view on learning and development."

"The role of libraries is evolving so much and will continue to change. This was an opportunity for us to prepare and think

ahead and position ourselves and our staff for what may be coming.

"It was great to take a sector wide approach to capability building but in hindsight, it's a beast of a thing. The huge benefit is that you now have it all in one framework, which works for all areas of our diverse library and information sector. It provides the ability to go in and take slices from the framework to fit your organisational needs which then can be worked through over time."

The other important thing says Ian, is that the framework is based on capability building. This elevates the conversation he says, where the focus is on defining the capabilities needed in a future focused and evolving library offering.

COMPETENCY VS CAPABILITY

A **competency** is the skill, knowledge, talent and attitude needed to fulfil a task, job requirement and expectations. A competent employee can do anything their job requires and do it well.

A **capability** goes beyond a competency. A person's capability is a measure of their potential and includes all the attributes that show how fit they are to do their job, now and in the future. Capabilities include a person's set of competencies, their ability to develop and apply other skills, their experience, professional networks, confidence in doing a good job and any other job-related soft skills, attitudes and beliefs.

"The way you grow the relevant capabilities is through building on the competencies and skills that sit under these. As an example, if a capability that will move your library service forward is enabling personal

growth and wellbeing, the bits of the jig saw puzzle to make this happen might be support staff to study at the wānanga or undertake some other well-being activity. The framework enables these types of conversations to happen."

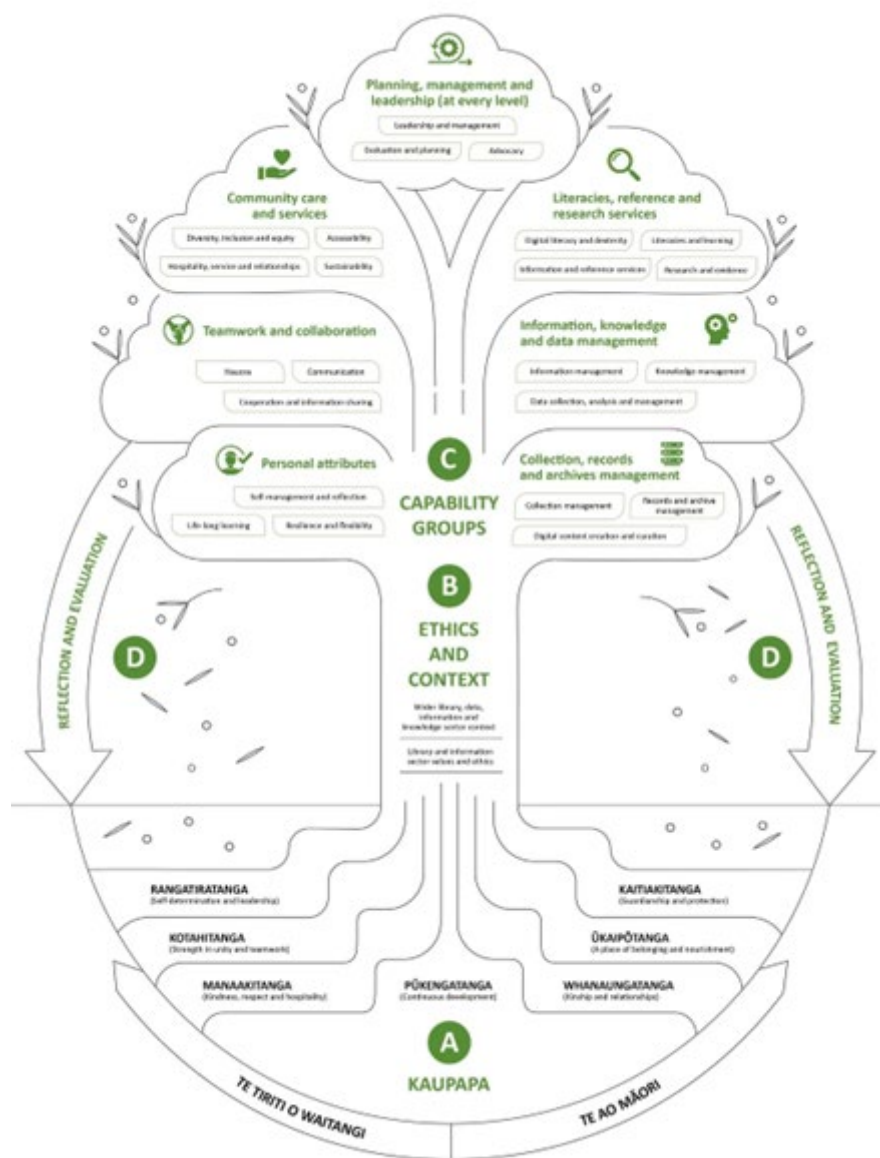
The way that Kāpiti Coast Libraries have approached using Te Tōtara was to make the framework the foundation for their council performance development process.

"The beauty of the framework is you can slice and dice it as you want. The pilot we were doing was how do you take the Te Tōtara framework at 70 or 80 pages, that was developed for the whole sector, includes an extensive workbook, and make it fit for a medium-sized library like Kāpiti? We trialed the workbook

and it is a great tool, but too much for our staff. So, we will use it as a resource for managers and have now developed a trimmed-down version – a four-page worksheet – for staff."

The worksheet looks at the capabilities identified from Te Tōtara and staff mark themselves where they think they fit, they

may identify strengths in a particular area, or may need to grow in another. It's the start of our performance development planning, Ian says.



Te Tōtara framework.

"We've set personal and team goals around the **seven principles that form the roots of our totara tree** and support our team's growth and development. Earlier this year we appointed Watene Kaihau into a new role as our Te Kaitohutōhu Ratonga Māori (Whare Pukapuka) / Māori Services Advisor (Libraries)." He will be supporting the team in growing their understanding of Te Tiriti o Waitangi, Te Ao Māori and in kaupapa Māori development which are the roots that the Totara tree – the framework – is based.

They are doing work around all those seven principles as a team

as it underpins everything we do. The seven principles are:

- Rangatiratanga (self-determination and leadership)
- Kotahitanga (strength in unity and teamwork)
- Manaakitanga (kindness, respect and hospitality)
- Pūkengatanga (continuous development)
- Whanaungatanga (kinship and relationships)
- Ūkaipōtanga (place of belonging and nourishment)
- Kaitiakitanga (guardianship and protection)

"We will be working on articulating what these mean for us as a library, as a team, and for staff individually.

"It's an evolution, people can't work on everything at once, but they can focus on one area before moving to another."

The Kāpiti team has included the Kāpiti District Council vision and objectives in their tree trunk, Te Tiwai section that represents the values, ethics, and wider context for the sector. The team discussed including the UN Sustainable Development Goals and local government community well-beings in this section, but their first step was to



*Olivia Groube Customers Services Librarian.
Image credit Kāpiti Coast District Libraries.*



*Nisa Promchot Kāpiti Libraries Programme and Outreach Team Member.
Image credit Kāpiti Coast District Libraries.*

make sure that staff understand the core Kāpiti Council and library objectives before including other areas.

"What do I like about this framework? It is a massive resource intended to be used by the whole sector, so everything that you will need is there. But it will be used differently depending on what part of the sector you are, what the requirements are for your library, and where you want to evolve to in the future? For us, there are also parts in there that we aren't covering yet, such as AI, but these give us areas to aspire to in the future."

It's also about growth – there are steps in there to cover the cycle of learning. They go from the foundational kōrero- discussion level to mōhio-knowledge (comfortable level), mārama-understanding and the level of mātau-wisdom which is the

capable level.

It's an amazing tool but there's a whole lot of work to do in how we sell it to staff."

Ian says that his team has responded well to the framework. Through a number of workshops and staff sessions they have talked about the principles and what they meant to them, and what to include in Te Tīwai.

The capabilities – the branches of the tree – are part of the performance development and Te Tōtara is used as the basis for this process which has moved discussions to be about performance growth.

"In our annual performance development process, we have used Te Tōtara as the basis for our goal setting with one performance goal around a capability, one based on a Te

Tōtara principle, one on health and safety, one on a wellbeing goal, and one on a learning and development goal."

The process has taken nine months of workshops and discussions as the team decided what each part meant to them, for instance, manaakitanga in their library and work. It's been an important process for engaging the whole team in what they are doing.

Kāpiti Coast District Libraries have chosen to use Te Tōtara in this way because it works with where they are as a library and where they want to head in the future. Other libraries may choose to use the capability framework in a completely different way and that is the enduring benefit of this amazing resource.

UNESCO MEMORY OF THE WORLD



Jane Wild, (right), chair of the UNESCO Aotearoa NZ Memory of the World Trust with Zuleika Chang, Secretary General Aotearoa NZ at the December 2022 inscription event at the National Library. Image supplied.

In this article, Jane Wild talks about the UNESCO Memory of the World and why it is an important resource. The UNESCO Memory of the World was established in 1992 with the primary goal to assist both awareness and access to documentary heritage. The New Zealand programme began in 2010.

Documentary heritage means original formats and unique records. They can be written on paper and use recorded formats such as audio and film. There are two components to documentary heritage items, the information content and the carrier on which it resides, making preservation of critical

importance. It could be waiata written on a nineteenth-century slate or it could be an archive of film footage of Royal Albatross colonies. Digitisation is a game changer providing access to often fragile formats needing to be preserved as documentary heritage.

The Memory of the World registers are important for raising awareness of unique content from contributing countries and register entries can feature on the international register to increase their research profile. For Aotearoa New Zealand this includes the Treaty of Waitangi, the Suffrage Petition and the Sir Edmund Hillary Archive. The Memory of the World Central Asia and

Pacific (MOWCAP) are our closest Memory of the World allies with some collections held here being reported to this Register, such as the [University of Auckland's Western Pacific Archives](#).

Documentary heritage nominations must be unique and must be a closed collection. It can be distributed across a number of sites such as the [Clendon Papers](#) in Rawene (Heritage New Zealand Pouhere Taonga and Auckland Libraries) and the [Tyree Studio](#) at the Nelson Provincial Museum and in Wellington at the Alexander Turnbull Library. It must be made up of New Zealand content for our register.



Lance Richdale weighing the royal albatross chick again, 23 April 1938. Image credit Hocken Collections on UNESCO Memory of the World.

The UNESCO Memory of the World seek nominations annually to reflect collections of historic, aesthetic, community and cultural value across Aotearoa New Zealand. **Annual nominations** close at the end of May and expressions of interest close on March 1.

New discoveries can bring nominations to the register such as the slates found under floorboards at Kemp House in 2000. **The Kerikeri slates #29** nominated by Heritage New Zealand Pouhere Taonga (2018) date back to the 1830s with writing in te reo Māori by Rongo Hongi. This early writing connects to other entries held at other institutions including the extensive correspondence in the Grey Māori Manuscripts at Auckland Libraries. These resonate in the current UNESCO Decade of Indigenous Languages.

We are also in the UNESCO Decade of Ocean Science for Sustainable Development (2021-30). These decades provide an opportunity to seek new collections that provide research insights as well as highlighting the research and cultural value of register entries such as:

- **The Lance Richdale Papers #19** from the Hocken Collections (2016) documents the Royal Albatross colony on the Otago Peninsula. This includes 1930's film footage of birds in flight with 83 reels of footage digitised.
- Discussion on climate change seems especially pertinent in 2023. **The Richard Davis Meteorological records** held at Auckland Libraries #38 (2019) includes the earliest known daily

recording of barometric pressure and temperature in the Bay of Islands. This documentation adds to our understanding of the climate in Aotearoa New Zealand back to 1839. The impact of daily recording shows the development of a powerful record which continues to inform our understanding of weather events.

We are pleased to be on social media with updates on the nomination process and new inscriptions. Follow us on:

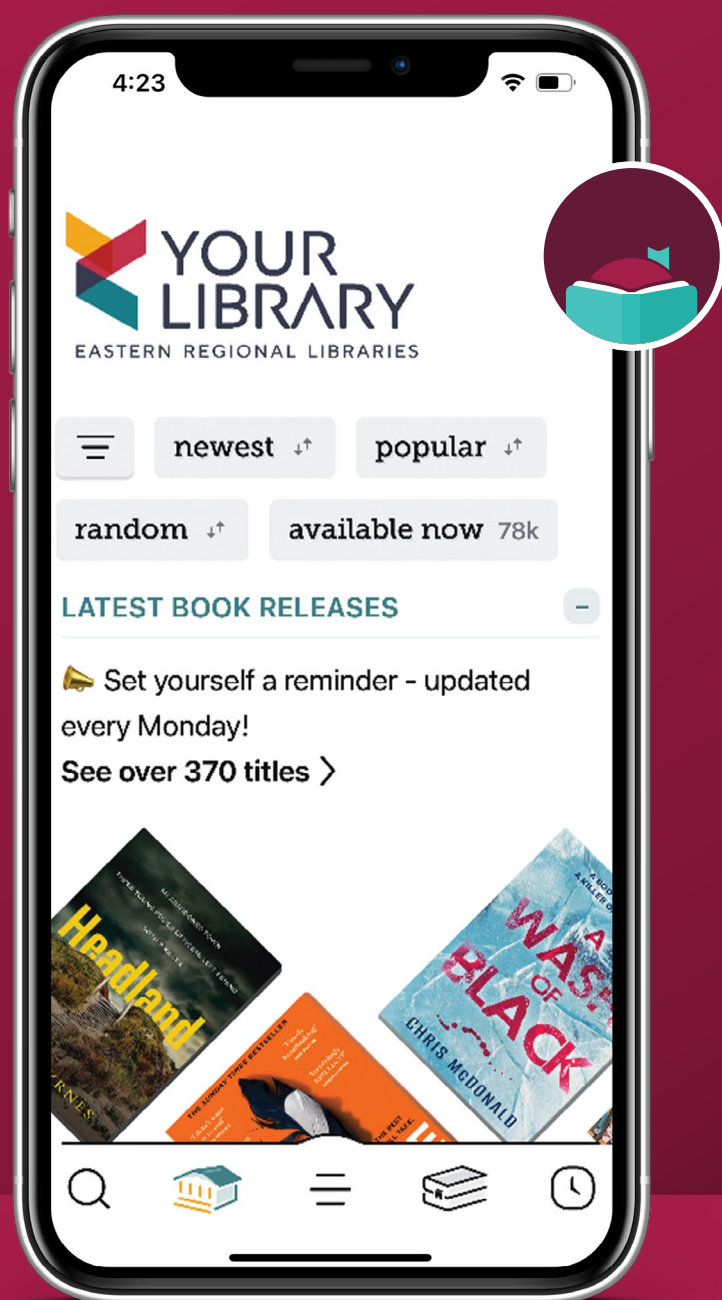
- Instagram: [#unesco_memory_nz](#)
- Facebook: [@Memory of the World Aotearoa / New Zealand](#)



Jane Wild has a long experience of documentary heritage collections including the University of Auckland Library and the Alexander Turnbull Library in Wellington. She is currently Curator of Rare Books at Auckland Libraries as well as chair of the UNESCO Memory of the World Aotearoa / New Zealand Trust.

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IT SEEMS AS IF WAYNE BROWN DOESN'T KNOW WHAT A LIBRARY IS!



Image credit: Auckland Libraries.

This opinion piece written by Anne Goulding originally appeared in [Newsroom](#) on March 19. It has been reprinted here with permission.

The [Auckland Mayor's comments](#) belittle the skills, expertise and commitment of library staff and undermine the library profession more generally. Volunteer-run libraries for Auckland have been proposed by Mayor Wayne Brown as a cost-cutting measure that could help the council address the spiralling costs of the City Rail Link project and recovery from weather-related damage.

Volunteers play a vital role in communities and have been used in libraries for years to extend services and to connect with hard-to-reach groups. But they are not a substitute for trained and qualified librarians and library assistants.

Brown's comments highlight a lack of understanding of the extent of library staff responsibilities and the role libraries play within communities. In an interview on RNZ's Morning Report he focused solely on the borrowing of physical books, noting the decline in books issued and young people "taking their stuff digitally".

He seemed unaware of the vast collections of e-books and e-resources that public libraries make available for viewing and borrowing, not to mention the programmes, events and support Auckland's librarians provide to individuals, groups, and communities within the city.

The move from a transactional model of public library service focused on the issuing of physical, printed books to a programmatic model

supporting creativity, inspiration and connection seems to have passed him by. These developments are far more demanding of staff time and expertise, and it is doubtful that they could be maintained by volunteers.

A quick glance at [Auckland City Libraries website](#) shows the breadth of libraries' services and facilities focused on learning, knowledge, information, and community building, all of which contribute to the wellbeing of individuals and the city. None of these run themselves, and though volunteers provide invaluable help in libraries, lessons from overseas tell us that volunteer-run libraries often have trouble finding enough volunteers or funding to maintain services, especially in less-affluent communities.



Ultimately, it is not a question of whether public libraries employ trained and qualified staff or use volunteers. Libraries need both.

In the UK, where more than 780 libraries have closed since 2010 with the loss of 10,000 staff, the number of volunteer-run (or "community-managed") libraries has increased as local councils look to divest themselves of the responsibility and cost of running libraries. Although there have been success stories with opening hours and usage increasing in some cases, very often services have declined with huge variability in the quality of provision and unresolved questions about accountability, liability, and long-term viability.

A **recent report** I was involved with evidenced how libraries are essential social infrastructure in our communities, true "Palaces for the People" as described by the sociologist Eric Klinenberg. Open to all, libraries provide the resources that can help communities recover and adapt to changes brought by Covid-19, providing space for interaction, connection and support and helping address the isolation experienced by many in a progressively asocial society.

Within libraries, trained staff are essential to connect people to the information, materials and support they

need for their learning, leisure, and wellbeing and to help them navigate our increasingly complex information and digital eco-system. Brown's comments belittle the skills, expertise and commitment of library staff and undermine the library profession more generally.

Brown's interview also included dangerous talk about "nice to haves" although he did not explicitly include libraries in this category. Library spaces that are free, open and accessible to all are not just "nice to have" but meet a range of important community needs, supported by dedicated and skilled library staff. Besides, "nice to haves" are often the things that attract people to cities and encourage people to spend time (and money) in places away from their homes.

There was one point made by Brown during the interview that I do agree with. He suggested that central government should be directly funding more of the services and programmes provided by local councils.

Public libraries and their staff have expanded services in response to social, political, and technological developments, often the result of government policy and actions. They have become, for example, the go-to place for help with digital government services and technology skills support.

Although central government has provided funding for some initiatives, including staff digital skills training, these programmes are invariably one-offs and the prospect of long-term, sustainable funding is unlikely. Libraries' and librarians' expanding roles will not be resourced effectively by short-term grants.

Ultimately, it is not a question of whether public libraries employ trained and qualified staff or use volunteers. Libraries need both. There is no doubt volunteers add enormous value to public library services. They undertake work that library staff would be hard pressed to do – given their other duties and the minimal staffing levels many libraries operate on – and they build important links within communities. They are a welcome and invaluable supplement to a trained, skilled workforce – not an alternative.



Anne Goulding is Professor of Library and Information Management in the School of Information Management at Victoria University of Wellington.

OBITUARY: MARY RONNIE QSM



*Rachel and Mary together.
Image credit: Rachel Van Riel.*



*Bernie Hawke with his wife Kathleen and Mary Ronnie at the
refurbished Blueskin Bay Library in 2013.*

Mary Ronnie QSO was an astute and capable leader in the library world.

Active in the profession, she started work at Dunedin Public Library when she was fifteen years old and became the Dunedin City Librarian in the 1960s, later Auckland City Librarian, the first woman to be a National Librarian (1976-1981), she later taught at [Monash University](#) in the Graduate Department of Librarianship, Archives and Records from 1989 to 1992. In her retirement Mary was an active LIANZA Murihiku committee member and writer.

Mary was a New Zealand Library Association (now LIANZA) president from 1973 to 1974. She wrote the Dunedin Public Library centenary publication in 2008 'Freedom to Read' in her 80s for which she received the John Harris Award. Mary became a

LIANZA Fellow in 1975 and was made an Honorary Life Member in 1986 in recognition of her distinguished service to the association.

Mary was a crusader for libraries, believing they needed to be made more attractive to all sectors of the community and she had no time for the librarian who hid behind a desk and piles of books.

She used these words on the centenary of LIANZA in 2010 using a comment from her presidential address in 1974: "It seemed clear then, and still does, that "unless the librarian is accepted as an authoritative professional figure, freedom to act will be restricted to the most trivial matters rather than extended to areas where knowledge and experience have outlet"

And a word of warning from a Luddite – don't get too firmly behind a computer screen or your muscles might atrophy. People are better understood when visible and audible. Energy is still essential."

Mary Ronnie will be remembered as a pioneer in the library world.

Allison Dobbie read a eulogy at Mary's funeral service on March 24 ([which can be read in full here](#)). In it she commented that Mary, "implemented clear succession plans for the future. She had a clear vision and a powerful ability to communicate and persuade. Town clerks and councillors were in awe of her and thought her formidable. She was mischievous and canny, and irreverent when necessary. At her farewell before leaving to take up the role of National Librarian, she said of the public



The library community at the memorial in Dunedin.

service 'there is only one rule, and that is don't read the rule book.' A practice I have tried to follow but largely failed.

I wanted to paint the picture of these strong characteristics of her leadership that I experienced at Dunedin Public Library because they are evident throughout her career. Along with dedication – total dedication and love for the role and the people she worked with."

Rachel Van Riel, Director of Opening the Book UK, sent this tribute about Mary.

"Mary was my friend, my cousin and my inspiration. I knew her from childhood as my mother's cousin. When I made a career working with libraries, I connected with Mary on a whole new level.

Everything I was trying to change; she saw it too – the great strengths of libraries and some of their weaknesses as well. If I could be transported back to another library age, it would be to Mary Ronnie and Archie Dunningham in Dunedin Public Library in 1946. They threw out Dewey, created browsing collections and put the readers first. Her tales of politicking at the National Library were hilarious too but it was that unmatched idealism of creating the best in post-war Dunedin that I never forgot.

Mary was always open to new ideas. In 1999, I was running a three-year project with 33 library services across England and Mary, already in her seventies, asked if she could join in. She took the train to a workshop from where she was staying in London, participated in all the

group work and charmed the UK librarians with her tales of libraries past and present. In 2006, I returned the courtesy when I made my first visit to New Zealand, staying with Mary in Dunedin, giving a workshop in the Dunningham Room at the library and visiting libraries as well as family-related spots. Over the next years, whenever she was in the UK or I was in NZ, we visited libraries together and discussed them - I remember moving bookcases and furniture on a visit to Port Chalmers! Some of my best library conversations late into the night were with Mary - she could out-talk and out-drink anyone! Her open values, commitment to the highest standards, wit and grace made her a wonderful representative of the library profession across the world. I feel honoured to have known her. "

HUMANS OF CHRISTCHURCH ŌTAUTAHĪ

EVERYONE HAS A STORY



Humans of Ōtautahi exhibition opening. Image credit: Courtesy Humans of Christchurch Ōtautahi, photograph Centuri Chan.

Humans of Christchurch Ōtautahi is an ongoing project sharing honest stories about everyday people. It has been showing at Te Pito Huarewa the gallery at Tūranga over December 2022 to March 2023.

The format is simple - a portrait of the human accompanied by a short story in their own unique voice. Each story is one small snapshot of a person's life. They touch on themes we can all relate to – creating connections and building a community of shared experiences through the art of storytelling.

Humans of Christchurch Ōtautahi have taken ten of their favourite stories from a catalogue of nearly 200 and showcased them in this exhibition. Selecting only ten has been one of the hardest things we've done as each story has something different and special to offer. We selected strong visually impactful photos and a mix of experiences.

It was set up to celebrate five years of telling the stories of the humans of Christchurch and to share the stories with a wider audience. They all deserve to be heard.

SOME OF THE HUMANS IN THIS EXHIBITION

As Librarian at NZI in the mid-1990s, I was one of the first outside the IT department to have dial up access to the internet. Being part of the team that relaunched the NZFVC in Auckland developing a website and installing the Koha library management system. Becoming an 'embedded' information specialist, gaining subject knowledge to better support others in their work.



Yvonne and Carl: We thought this was going to be a story about steampunk, but it ended up being a love story. I met them when I out of coffee with friends - they walked into the cafe in all their steampunk finery on their way to an event. They were glorious and I got to chatting and discovered how passionate and creative they were.



Patricia: I drove past her footpath free bookstore while she was out wiping down rain from her shelves.



Pauline and her parakeet were walking down the street in Woolston when spotted by our photographer Neil. We interviewed her at her home.



Image credit: Courtesy Humans of Christchurch Ōtautahi, photograph Centuri Chan.

Some humans we meet through our own networks. **Terauhinga** is one such person, who I approached specifically to talk about her deafness. Some are nominated by others, via events or our online form. Others we just meet passing in the street.

People took part for many reasons - for some its ego! Some just enjoy being listened to and heard, hoping their own life experiences will help others. Some do it to leave as a legacy for family members.

One of the components of this exhibition has been a call to action to 'Nominate a Human' and Louisa Vowles says she is fascinated to hear what connections these might lead to!

There's been a lively programme of events alongside the exhibition as well. Four community libraries in our network hosted Red Chair Chats - gathering new stories from local humans, and there was a workshop here at Tūranga on writing and photography story telling skills. To wrap the programme up, on International Women's Day, guests attended

an empowering evening with a mix of speakers and performances that celebrate women's achievements, raise awareness against bias and empower us all to action for equity.

TE PITO HUAREAWA GALLERY

The gallery is based on the second floor of Tūranga and delivers around three to four exhibitions a year.

The exhibitions aim to inspire and transform visitors' interests, knowledge and values through telling local stories that promote community heritage and identity, promote discovery of Christchurch City Libraries' collections and connect local community with the collections of other institutions and special interest groups to encourage greater global and cultural awareness.

Since Tūranga opened in 2019, the exhibition programme has helped to make, foster and strengthen relationships with organisations, groups and

communities both locally and nationally.

Exhibitions share mātauranga Māori, te reo Māori and tikanga in appropriate ways and the exhibitions team works in collaboration with their Ngā Ratonga Māori (Māori Services) colleagues and mana whenua.

The next exhibition opened on March 25 and is about transforming tragedy through creativity. *Raising Sakinah | Finding Peace* honours the Shuhada, those taken from us on March 15, 2019. In the aftermath of the Mosque shootings, survivors and supporters joined local artist Janneth Gil and collaborators to transform tragedy through creative community. Their responses immortalise their experiences and tributes artistically, inviting viewers to take action towards positive social change.

Read more on [the blog](#) or [visit the website](#).

Images courtesy Humans of Christchurch Ōtautahi.



Sarah Mankelow is one of the team behind Humans of Christchurch Ōtautahi, together with Cate Grace, Neil Macbeth and Centuri Chan.

Louisa Vowles is Exhibitions Project Manager at Tūranga | Central Library, Christchurch.



TASMAN HERITAGE AND ORAL HISTORY PROJECT



The lockdown quilt. Image credit: Tasman Libraries.



Riverside Community residents. Image credit Tasman Libraries 4274.

Glennis Coote of Tasman District Libraries talked to Te Rau Ora Library Life about the Tasman District heritage and oral histories project.

In 2021, Tasman District Libraries received funding from the New Zealand Partnership Programme (NZLPP) to enable them to develop more material for their online heritage repository. "We received funding to move from Kete to the Recollect platform and to fund our staff member Pania Walton to gather oral histories as Pania already had training in this area."

"The funding supported our strategic aim to treasure our community stories and history, building **our heritage repository- Tasman Heritage**. That's why we took the

opportunity to start gathering oral histories."

It started with the community quilt that began during the 2020 lockdown. In May 2020, Pania launched an invitation for people of all ages and stitching abilities across Te Tau Ihu, the top of the South, to stitch a word or image relating to their experience of level 4 lockdown to a piece of fabric to be included in a community quilt. The intention was to give the community a way to express their experiences and create a shared narrative around their collective experience. The result was **the 2020 Lockdown Quilt**. This resulted in other stories and was the start of the **oral histories project**.

Pania had a lot of connections with lots of places and she was able to interview a range of people. Some of those interviewed were people from the **Riverside Community** – in the Lower Moutere near Motueka. The community was founded by Christian Pacifists in 1941 and is Aotearoa New Zealand's oldest intentional community.

Next came interviews relating to **Abel Tasman National Park**. One contact led to another until there were a range of voices included in the oral histories. There is Ropata Taylor (Ngāti Rārua and Te Ātiawa) chair of Ngāti Rārua Ātiawa Iwi Trust Board, Sarah McClintock Suter Art Gallery curator and collections manager, Jeremy Glasgow bach owner and



Able Tasman National Park. Image credit: Tasman District Libraries.

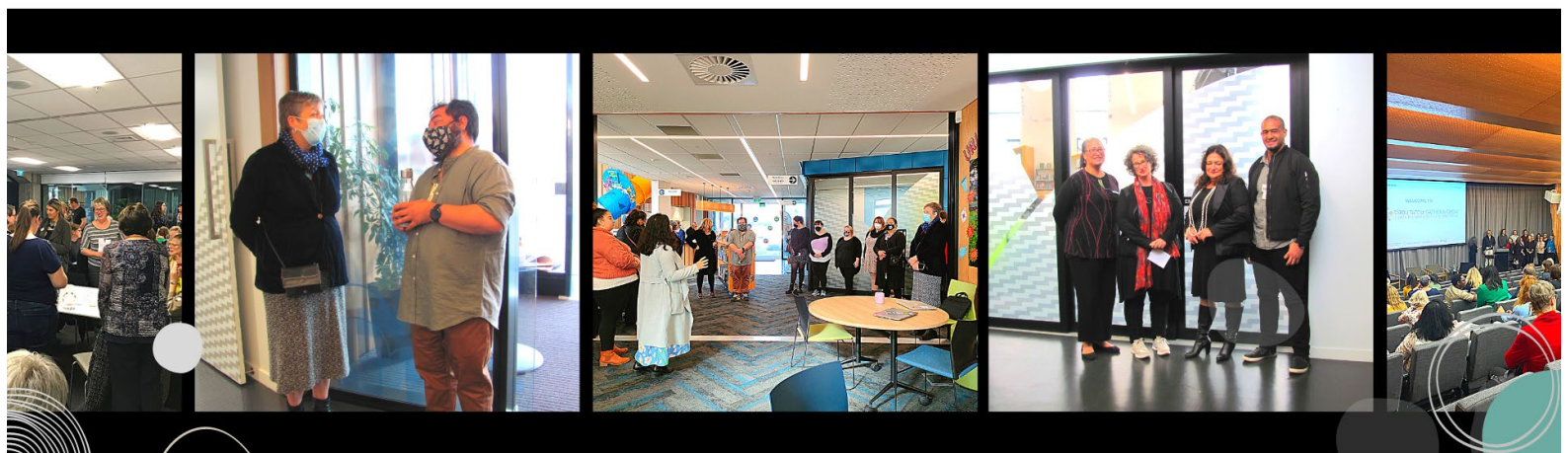
Thomas (Ngāti Rarua, Ngāti Toa, Te Atiawa, Ngāti Tama, Ngāi Tahu) kaitiaki of the whenua at Mārahau. These oral histories provide a glimpse into a small sample of the wide range of relationships, experiences and histories contained in the Abel Tasman National Park area.

These are rich stories of people from communities steeped in history, culture and who are connected to their environment.

The Tasman heritage project is an important resource for collecting local voices and stories for future generations.

"The feedback we have received has been really encouraging – it's a slow burn but we have a long-term view that this is an investment for the future. Our Tasman Heritage repository is still in the early stages and some of our collections are still being digitised."

Glennis says Tasman District Libraries plan to continue collecting stories. Pania has now moved on from the library, but volunteers are available and people are coming in with stories all the time. Besides oral histories, Tasman Heritage collections contain documents and images.



JOIN LIANZA

PEOPLE & COMMUNITIES CONNECTED & EMPOWERED BY INFORMATION

TE PAEA PARINGATAI (WAIKATO, NGĀTI POROU, NGĀTI RANGINUI) CHAIRS THE IFLA PROFESSIONAL COUNCIL



Image credit: Angie Cairncross.

In December 2022, Te Paea Paringatai (Waikato, Ngāti Porou, Ngāti Ranginui) was appointed to the role as interim chair of the International Federation of Library Association (IFLA) Professional Council, she talked to Library Life Te Rau Ora editor, Angie Cairncross, about this role and her involvement in IFLA.

WHAT IS THE IFLA PROFESSIONAL COUNCIL

The IFLA Professional Council oversees the work of the IFLA Professional Units, in alignment with the IFLA strategy, ensuring

support for the organisation's purpose, core values and strategy.

The council supports the work of the professional units, including publications and guidelines, and the development of toolkits, policy and initiatives. It advises and updates the IFLA Governing Board on professional issues and raises any issues of interest or concern. The Professional Council includes the chairs of the eight IFLA Professional Division Committees.

Te Paea considers that the Professional Council is significant for the sector as it comprises the 40 plus

IFLA sections. The divisional committee chairs converge in their representation on the council, which is a hugely diverse pool of talented professionals.

THE CHAIRING ROLE

The chair of the IFLA Professional Council is an essential leadership role, ensuring the coordination of the work of the professional units who are responsible for professional activities, policies and programmes. The chair is also a member of the governing board and therefore a director of the federation. Chairing

the council is an honour and a privilege. "There's nothing better than bringing the value of 'service to others' as a guiding kaupapa in this role. Service and working with and on behalf of others motivates me to bring my best to a team or organisation."

GLOBAL TRENDS

Our information environment is constantly changing. How will we access, use and benefit from information in an increasingly hyper-connected world? The **IFLA Trend Report** identifies five top level trends which will play a key role in shaping our future information ecosystem:

- **TREND 1** New Technologies will both expand and limit who has access to information.
- **TREND 2** Online Education will democratise and disrupt global learning.
- **TREND 3** The boundaries of privacy and data protection will be redefined.
- **TREND 4** Hyper-connected societies will listen to and empower new voices and groups.
- **TREND 5** The global information environment will be transformed by new technologies.

The top three global trends for Te Paea include:

- How might we achieve sustainable libraries now and for the future?

- The relationship between libraries and their many, diverse user communities.
- Impact of rapid and evolving technology.

One of the things Te Paea considers is important for the global profession is the huge emphasis on access to information and how that access can be improved. Different cultures have different ways of seeking, categorising, describing, storing and prioritising information and knowledge. She says there are improvements needed and quality assurance so the diversity of information needs are taken on board.

There is also an impetus on the well-being aspect of libraries and information organisations and the pivotal role they play in local communities. "Libraries have an important role in encouraging greater citizenship, especially in making sure there is equitable access so that all people can participate in a democratic society that they want to be part of and belong to."

Technological advances will shape the way library and information professionals do their jobs and what their priorities are. There are already tensions, she says, around how you preserve what you currently do while evolving to take on new processes, and the system changes that will be needed with new technology. "AI is having a huge impact on the way we work, and the changes are moving at a fast pace."

The **sustainable development goals** will also impact library and information services.

GETTING INVOLVED IN IFLA

Te Paea's opportunities to be involved with IFLA came through her involvement in Te Rōpū Whakahau and a desire to improve local practice through international best practices.

In 2012, when she was Tumuaki (President) of Te Rōpū Whakahau, she attended an IFLA World Congress in Helsinki. From her engagements at the event, she was asked to be the incoming convenor of the IFLA Indigenous Matters Section. It was a good fit for kaupapa Māori and spearheaded her deeper involvement in IFLA and now with the Professional Council.

"Involvement in IFLA is a fantastic way to hone your natural interests and talents. If this type of work interests you, it can provide pathways to international networks, thought leadership, and contributing to the profession in a way that can be useful."



Te Paea Paringatai (Waikato, Ngāti Porou, Ngāti Ranginui) is currently the Director of Mātaurangi Māori - Te Ara Tahi in Te Haumi Branch at Te Tari Taiwhenua Department of Internal Affairs. She was Te Rōpū Whakahau Tumuaki (2012) and LIANZA President (2016-17).

SCHOOL AND PUBLIC LIBRARIES WORK TOGETHER

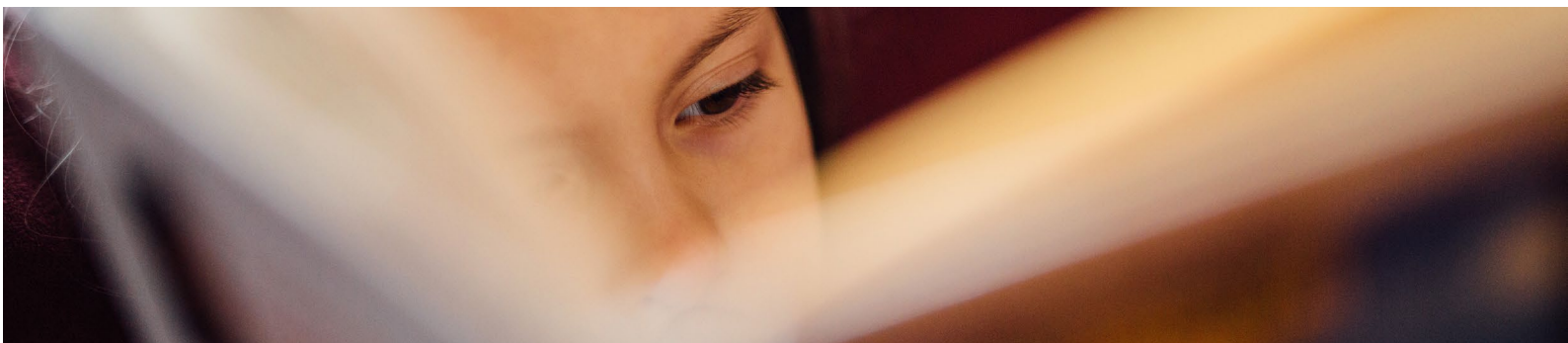


Image credit: Johnny McClung on Unsplash.

Adie Johansen explores the value of public and school library collaboration in this article originally published in *Australian Connections*, Issue 116, Term 1, 2021.

Since 2015, we've been modernising our library service for the Manawātū District Libraries community and embracing change. Our vision is simple: to be 'the best little library in New Zealand.'

A library is more than just an avenue for books. Libraries are community hubs where you can learn, create, feel safe and engage with others. To achieve our vision, we set these goals:

- Leading the way. Relevant to everyone.
- Act as a catalyst for learning, discovery and creation.
- Revolutionise our digital environment.
- Work with others to add value to our community.

One area we wanted to focus on to achieve these goals was our connection with young people in our region. And what better way to do that than with our school

connections and a strong focus on digital literacy.

This resulted in three focus areas: makerspace programs in schools, our Digital Lending Program, and a school link to our e-resources.

MAKERSPACE PROGRAMMES IN SCHOOLS

With schools finding it increasingly hard to make it to the library in Feilding, we started taking our programmes out to the schools instead. We realised it was far easier to send a library team member out to schools with a program kit than to try and bus 30 children into town.

Don't get me wrong, we love it when schools visit us, especially with the author tours. But by going out to them, we now see children engaging in programmes far more often.

Our library team members head out to schools and run programmes that are mostly based around STEAM (Science, Technology, Engineering, Art and Mathematics), especially focusing on the new digital

curriculum. These sessions range from structured class-time programs to school library activities at lunchtime. Sasha Eastwood from Manchester Street School says that her school has been involved in the STEAM program for two years:

These STEAM sessions have become popular additions to our school library lunchtime calendar, often with the same eager students regularly returning to take part. Feilding Library generously supplies the equipment and resources that allow the activities to be self-sustaining and therefore are not restricted by our school library budget. Students not only have fun – they go away with a sense of achievement (and sometimes a creation of their own making) and they have also developed an understanding and skills related to science and technology. These sessions establish quality interactions between our students and the Feilding Library staff which help to build positive relationships and connections with Feilding Library and within our community. We see great value in continuing with, and to look forward to future, collaborations with the team at Feilding Library.

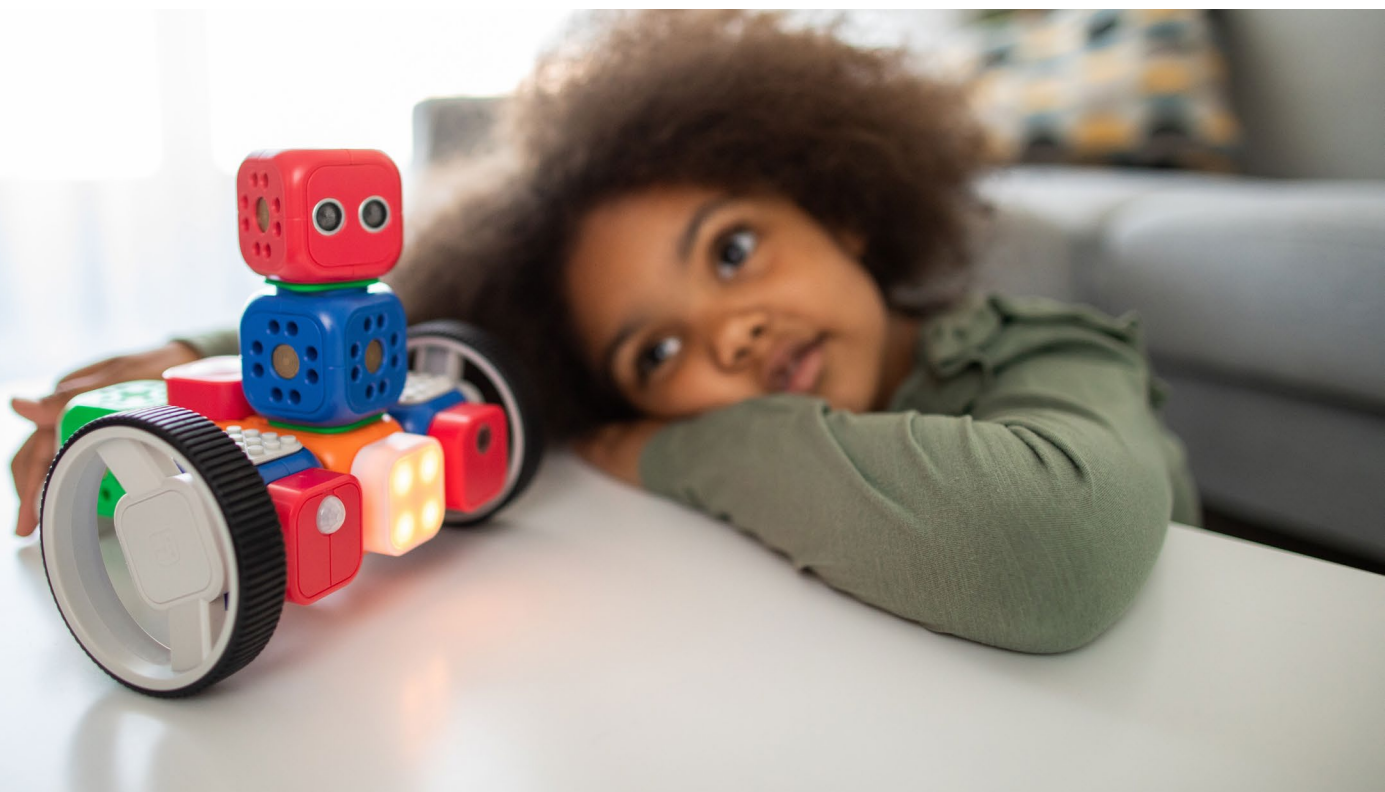


Image credit: Robo Wunderkind on Unsplash.

DIGITAL LENDING PROGRAMME

Teachers started noticing the programme kits we were using, and some asked if we loaned them so they could continue with programmes after we leave. This sparked the Digital Lending Programme.

Our content collection houses items that aid in digital literacy, and rather than keeping these items for library use only, we now lend them to our region's schools.

We started with three target schools, two town and one rural. The teachers who were already savvy with the equipment could borrow as much as they liked.

We then ran some intro training sessions for other teachers who hadn't used some of the kits, before the kits were loaned – a 'teach the teachers' kind of relationship. Our kits include robots for all ages, such as Sammy robots for new entrants, Edison robots for middle years, and Mbot robots for intermediate/high school.

SCHOOL LINK TO OUR E-RESOURCES

Our further connection to schools came through partnering with Feilding High School. Due to school library funding, they chose to discontinue their own ebook service. As public library e-resource charges

are population based, we were already including all the high school students in our membership. So to make it easy for them, we converted their student IDs into active library memberships and gave them instant access to our digital content. There was no risk of potential items going missing as the digital membership has no ability to issue physical items. But there's nothing stopping the kids from signing up for a full membership card.

ACHIEVING OUR GOALS

We're proud of the way we are ticking the boxes to achieve the goals we set in 2015.



Adie Johansen is the Community Services Manager at Manawātū District Council. She was previously the Library Services Manager at Manawātū District Libraries.

CAREER PROFILE



GAY RICHARDS

Gay Richards is the information specialist at the New Zealand Family Violence Clearinghouse, the national centre for family, whānau and sexual violence research and information, based at the University of Auckland.

TELL US A BIT ABOUT YOUR BACKGROUND

I was born in Auckland, where I live now. I'm Pākēhā with English and Scottish roots and family connections in Australia. During my childhood, I lived on a yacht gaining a love for the sea and travel. I completed the Diploma in Librarianship at Victoria University of Wellington in 1983, doing further study to upgrade to the Master of Library and Information Studies in 2002.

My first professional role was managing the Nursing Library at Wellington Hospital – everything was paper-based including the CINAHL index. While on OE in London, I worked as a library assistant at Lazard Brothers, a merchant bank and McKinsey & Co, management consultants – interesting times amidst the 1987 crash.

Returning to Auckland I had my sights set on a corporate library job. I landed one in the then NZI Corporation Library. Over 15 years my role transformed from librarian with a small team to information analyst with a focus on competitor intelligence, and NZI became part of IAG. There was also a brief stint at Fact Finders along the way.

After a break for more travel, the short contract I took on as information specialist in the Injury Prevention Information Centre based at the University of Auckland lasted seven years. In 2011, I became part of the New Zealand Family Violence Clearinghouse (NZFVC) team providing family violence information to researchers, students, practitioners and policymakers throughout Aotearoa New Zealand.

WHAT DOES A TYPICAL DAY LOOK LIKE IN YOUR ROLE?

Every day is different in at the NZFVC. Most days I catalogue physical or online items for our online database, respond to information requests and maintain pages on our website. I compile our monthly Pānui, which includes recent publications added to our database – it's free if you would like to subscribe. Networking with others in the sector is an integral part of my role, and I participate in advisory groups focusing on how violence impacts disabled people, and how it can be prevented.

WHAT WAS YOUR IDEA OF BEING A LIBRARIAN WHEN YOU WERE YOUNGER?

Libraries have been part of my life since preschool. I helped in the school library throughout my school years. I always knew that I wanted to be a librarian, although I imagined it would be all about books and reading, rather than computers and websites.

ANY CAREER HIGHLIGHTS YOU'D LIKE TO SHARE WITH US?

As librarian at NZI in the mid-1990s, I was one of the first outside the IT department to have dial up access to the internet. Being part of the team that relaunched the NZFVC in Auckland developing a website and installing the Koha library management system. Becoming an 'embedded' information specialist, gaining subject knowledge to better support others in their work.

WHO OR WHAT WOULD YOU SAY IS ONE OF THE BIGGEST INFLUENCES ON YOUR CAREER TO DATE?

Joining LIANZA, being the convenor of LIANZA SLIS North, and having a term on the LIANZA Council as Hikuwai representative, enabled me to connect with the wider library community while often working as a solo librarian. Becoming a member of the SLA (Special Libraries Association) and



Image credit: Gay Richards.

being a founding member of the Australian and New Zealand chapter provided international connections. I was sponsored to attend the huge SLA annual conferences in Indianapolis and had the opportunity to speak at the Solo Division lunch. I attended the Philadelphia conference too. Currently, I attend the Auckland Specialised Information Professionals meetings and LIANZA Health SIG study days to keep in touch. Networking and luck have undoubtedly shaped my career.

IF YOU COULD RECOMMEND ONLY ONE BOOK, SITE OR RESOURCE TO

SOMEONE, WHAT WOULD IT BE?

"Feel the fear and do it anyway" by Susan Jeffers if you are contemplating a career move.

WHAT WOULD YOU LIKE TO SEE LIBRARIES AND INFORMATION SERVICES LOOK LIKE IN THE FUTURE?

Although books and other resources are increasingly available online, librarians will continue to have a role as navigators to help people find the best resources. Physical libraries will continue to have a role as places where people

can meet and share ideas or explore their interests on their own terms. The move to electronic resources reduces the serendipity of browsing library shelves and can limit access to published research. Unless we focus our efforts on making information freely available through open-access modes, and in printed formats where appropriate, the inequity of the digital divide will persist.

LIBRARY OF THE ISSUE

HOCKEN COLLECTIONS



The head of Dunedin's Hocken Collections, Catherine Hammond, is the 10th Hocken Librarian since the University of Otago was gifted Dr Hocken's collection in 1910. Image supplied.

Hocken Collections Uare Taoka o Hākena at the University of Otago is one of Aotearoa New Zealand's foremost research libraries, galleries and archives. Established in 1910, it documents life and culture in New Zealand and the Pacific, with strong holdings on Te Waipounamu, particularly Otago and Southland. These include collections of importance for Māori and for Kāi Tahu. There are teaching, learning and engagement resources for Otago University academics and students and the Hocken is a place for all researchers and the wider public to enjoy.

THE HOCKEN TEAM

The Hocken team includes curators, librarians, archivists, image and exhibition technicians, a registrar, collection and general assistants, all based at our building on Anzac Avenue, a few minutes' walk from the main University campus. We have recently appointed a Head Curator Māori (Jacinta Beckwith), Māori Archivist (Rauhina Scott-Fyfe) and Curator Art (Hope Wilson) with a strong focus on kaupapa Māori. Special Collections at the University has now been brought under Hocken's administration with two combined curatorial roles established. We are also developing a new digital imaging

unit to support increased activity in this area.

HOCKEN COLLECTIONS

A key feature of Hocken is that our collections are geographically focused. We collect material on Aotearoa New Zealand and the Pacific, early Australasia, and Antarctica, with a particular emphasis on Otago and Southland. The foundation of the collections is the 19th century material on early Aotearoa and the Pacific gifted by Dr Thomas Hocken. Since then, it has expanded to include major 20th and 21st century holdings of New



Image of Hocken Pictorial collections art stack.
Image supplied.



Hocken researcher reading room with Katherine Milburn, Liaison Curator (left) and Jacinta Beckwith, Head Curator Māori (right). Image supplied.

Zealand published, archival and pictorial documentary heritage, and substantial map, music and ephemera collections. Among the collections are the papers of James K Baxter, Charles Brasch, Colin and Anne McCahon, Herries Beattie, and Hone Tuwhare. We care for one of Aotearoa's most comprehensive art collections with over 18,000 works and over two million photographic images.

A key question for us is: How is collecting changing in the digital age? Our collections are the result of the massive growth of cultural heritage print collections in the 20th century. But whose stories were told? And what of

the 21st century? A review of our Collection Development Policy in 2023 will be an important tool for discussion and transformation.

PUBLIC ENGAGEMENT AT HOCKEN

Creating meaningful connections to historic and contemporary recorded memories is a significant part of our work with documentary heritage collections.

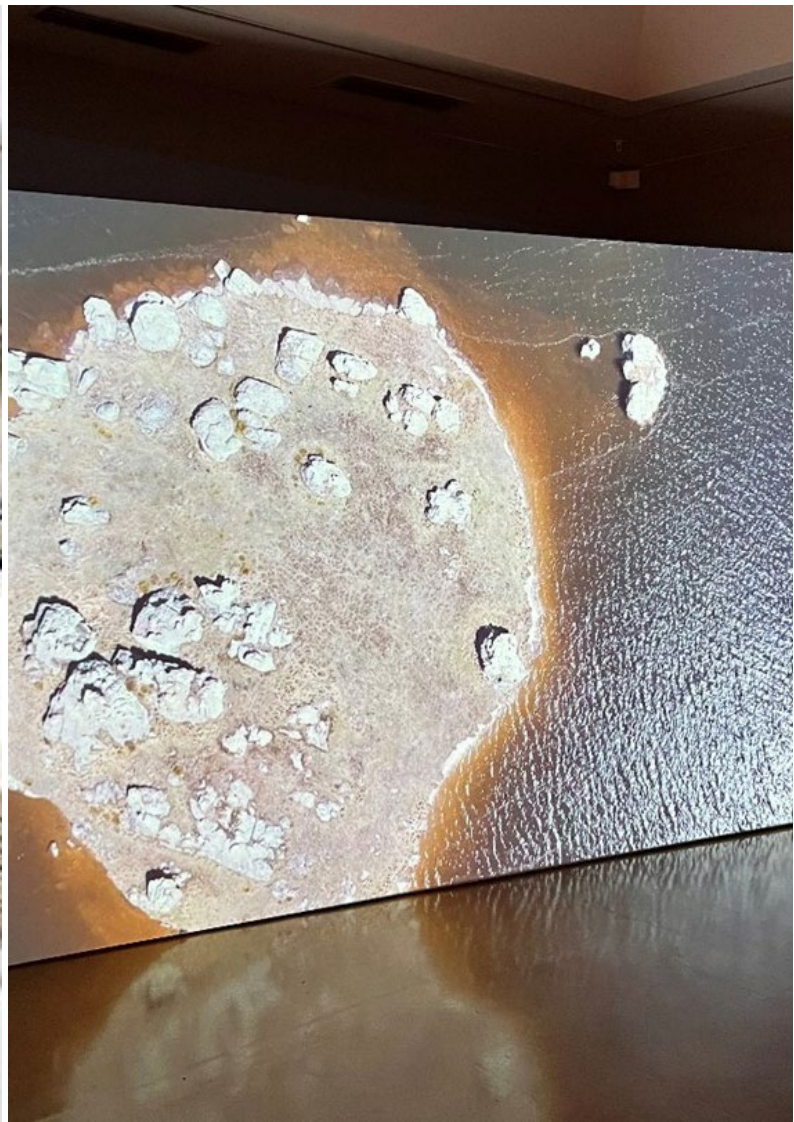
Public engagement – both onsite and online – is a key focus for Hocken, with a focus on sustainable collection growth and practices. Our collections

are used by 3000-5000 researchers a year both onsite and through remote enquiry, and around 1000 students in a variety of classes ranging from secondary school students through to postgraduate level.

Hocken contains archives of particular significance to mana whenua, Kāi Tahu. Otago alumni funding is enabling us to start a pilot project working with rūnanga and Ngāi Tahu Archive on identifying and digitising key material. One of the archives identified to digitise is the **Herries Beattie Papers** (1848-1972) that document knowledge and memories of Te Waipounamu Māori, and were



W. B. D. Mantell, *Names of the hapu of the Kai Tahu tribe*, 1848.
MS 0402. Image Hocken Collections.



Installation view of *Nirun* by 2022 Frances Hodgkins Fellow Sorawit Songsataya, Hocken Gallery, 18 March – 17 June 2023. Image supplied.

inscribed on the NZ UNESCO Memory of the World in 2018.

Another important engagement activity for us are exhibitions shown at our Hocken Gallery and drawn from our own collections. Each year we collaborate with the University of Otago's Frances Hodgkins Fellow to present an exhibition and publication featuring the new art made during their year-long artist's residency. The 2022 Fellow, Sorawit Songsataya's exhibition *Nirun* opened on March 18 and features limestone sculptures, prints, films, LED animations and 3D images evoking the Otago landscape and acknowledging te Ao Māori and Thai belief systems.

HOCKEN SOCIAL MEDIA LINKS

- Website: <https://www.otago.ac.nz/library/hocken/>
- Facebook: <https://www.facebook.com/DocHocken/>
- Twitter: <https://twitter.com/DocHocken>
- Hocken blog: <https://blogs.otago.ac.nz/thehockenblog/>

PROF REG



WRITING REFLECTIVELY IN YOUR REVALIDATION JOURNAL



Image credit: Scott Graham on Unsplash.

The LIANZA Professional Registration Board expects you to write reflectively in the 'What specific thing/s did you learn professionally?' field for each entry in your professional registration journal. This article will help you understand what reflective writing is and how to use it in writing your journal.

WHY REFLECTIVE WRITING?

The Board asks you to reflect on your learning to show your continuing professional development. Professional development is advancing your skills and competencies that contribute to your success in the workplace.

Reflecting on practice has become an important part of the continuing competence process. It gives you the opportunity to step back and examine your work critically, enabling you to identify areas for improvement and gain a better understanding of your work practices. By writing reflectively, professionals can develop more

effective strategies for tackling work-related challenges and further their professional growth. Reflective writing encourages professionals to pause and consider how their work is progressing and how it could be improved. This helps to identify areas of growth and areas needing further development.

THE REFLECTIVE WRITING PROCESS

Reflective writing involves three processes:

1. experiencing something
2. thinking (reflecting) on the experience, and
3. thinking about your learning from that experience.

Reflective writing is written in the first person. Tell us about what you learned and what conclusions you reached about the activity, not about your team or colleagues e.g. "I think" not "we learned".

Reflective writing gives you an opportunity to think deeply about something you've learned

or an experience you've had. There is neither a right nor a wrong way of reflective thinking - only questions to explore.

A common theme in many journals is that the reflective comment is not reflective but descriptive. The description of the activity, however detailed, is not what the Board is looking for. To avoid the trap of falling into a purely descriptive narrative consider using one of these phrases to kick-start your reflection, such as:

- The most important thing was...
- At the time I felt...
- This was probably due to...
- After thinking about it...
- I learned that...

More advice on [reflective writing is available here](#).

Or read this blog post on the [LIANZA Kōrero blog](#).



NEW LIANZA MEMBERS

*Welcome to all our new
LIANZA members!*

Veronica Ashby
Miaomiao Dong
James Dunning
Lesley Longstaff
Tracy Maniapoto
Joel Pearson
Lynn Pham
Namali Suraweera
Maraea Brown
Kiri Carroll
Phillipa Collins
Emily Crawford
Anna Crowe
Eleanor Denston
Rangi Duthie-
Sullivan
Shuang Fan
Rachael Flannagan
Erica Graham
Rikki Hargreaves
Rangi Iles
Lewis Ioane
Celestina Iosefo
Nur Kamarudin

Cara Lee
Sydnie Liddle
Natalie Lim
Laura Lines
Chian Ying Ling
Aleksandra
Manucharova
Kayla McCallum
Jason Montolalu
Rebecca Morland
Chathurika
Mudiuansele
Rebekah Neve
Amy O'Reilly
Sarah Plank
Riafe Ruiz
Marai Sagaga
Rin Smeaton
Petra Stewart
Scott Thomas
Kelsi Tidswell
Keinyo White
Carla Wickham



LIANZA PROFESSIONAL REGISTRATION

*Congratulations to all LIANZA members who
have recently gained or revalidated their
LIANZA Professional Registration*

AORAKI

Jane Robinson
Martina Verschoor
Jodie Williams
Deborah Fitchett

HIKUWAI

Penelope Dugmore
Sarah Hann
Louise Harper
Zayna Hussein
Kirstin Kane
Priya Khanna
Chris Hu
Andy Liou

MURIHIKU

Paula Bell
Senga White

TE UPOKO O TE IKA A MAUI

Susan Jones
Sandra McKenzie
Jillian Speirs

TE WHAKAKITENGA AA KAIMAI

Melanie Brebner
Jessica King
Neha Bhatia

OPEN POLYTECHNIC



STUDY HELPS OPEN POLYTECHNIC | TE PŪKENGĀ GRADUATE INTO THE NEXT CHAPTER OF HER CAREER



Open Polytechnic Te Pūkenga graduate JoAnne Aldridge.

Open Polytechnic | Te Pūkenga graduate JoAnne Aldridge's library career started in a small science library and now she is fulfilling her dream of helping tertiary students at the Victoria University of Wellington library.

JoAnne began her career as a legal secretary in Wellington, before a move to Auckland and a new job for the Department of Conservation piqued her interest in the library profession. A part of JoAnne's role included managing a small science library, where she learned how to catalogue and classify scientific reports.

She was then encouraged by the Head Office Librarian to start studying towards the New Zealand Diploma in Library and

Information Studies through Open Polytechnic, which she finished in 2009.

JoAnne had always wanted to obtain a tertiary qualification but had to balance her study around her work and family commitments.

"I started my library diploma when my children were young, spending Saturday mornings at the office where I had a quiet place to focus," she said.

The flexibility of studying online through Open Polytechnic was invaluable for JoAnne, who could continue studying when she moved to Australia in 2009.

"I undertook papers through the Open Polytechnic, as it provided

flexibility around home/work/life balance and offshore placements," JoAnne said.

In 2010, she completed the Certificate in Literature and Library Services for Children and Young People, through Open Polytechnic, drawing on typical Australian children's literature.

"This qualification put me in good stead to work in school and public libraries as a contractor, where I got to meet some of the authors," JoAnne said. She has also worked as a law librarian in Sydney and Auckland, as well as at Elsevier Publishers in Australia.

JoAnne returned to New Zealand in 2016 and currently works for the Victoria University of

Wellington as a library assistant. She was encouraged to attain a Bachelor of Library and Information Studies through Open Polytechnic and was able to cross-credit her diploma and certificate papers towards the degree she completed in 2022.

"I am fortunate to be working in an environment which supports higher learning and professional development, surrounded by library professionals," JoAnne said.

JoAnne's interest in the library sector and emergent readers developed as her school-aged children learned to read. Now that her children are older, she wants to make a difference in the lives of tertiary students.

"The digital revolution and the disjunct between new students

who may have insufficient information literacy as they enter tertiary education, has made me a passionate advocate for supporting students as they enter tertiary education," she said.

"That is why I am where I am and do what I do. Having the credentials behind me reflects the learning I've undertaken to put me in the right place to help new students as they transition to tertiary education."

JoAnne recommends the Bachelor of Library and Information Studies or the Graduate Diploma in Library and Information Leadership to those seeking to further their careers in the information industries.

JoAnne found the course on Te Ao Māori particularly applicable

in providing an Aotearoa New Zealand context, and an essential component in cultural competency.

"Throughout this journey, I have gained a depth of knowledge and overarching understanding of the library industry and the different facets within it," she said.

For further details about studying Library and Information Studies qualifications [go to the Open Polytechnic website](https://www.openpolytechnic.ac.nz).

Develop your leadership skills

Graduate Diploma in Library and Information Leadership

Open Polytechnic
KURATINI TUWHERA

 **Te Pūkenga**

Programme Overview

This programme prepares you for a wide range of leadership roles and responsibilities within the rapidly transforming library, archives, records and information management sectors, and beyond.

Graduates will be confident, culturally competent, innovative and collaborative leaders and practitioners who enjoy working with people in a dynamic, future focused discipline that makes a significant contribution to the quality of the lives of New Zealanders.



Structure: 6 courses



Study type: Trimester

Visit the website for more information and enrolment dates.

www.openpolytechnic.ac.nz

FREEDOM OF INFO

BOOK REVIEW - THE PLAYBOOK

***The Playbook: How to Deny Science, Sell Lies, And Make a Killing in The Corporate World* by Jennifer Jacquet 2022. Published by Pantheon ISBN: 9781101871010**

As librarians, we are proud to be seen as unbiased providers of accurate and reliable information, but not everyone is playing by the same rules. When faced with knowledge that poses a risk to their business, corporations typically deploy a range of tactics and strategies designed to undermine faith in experts and delay the implementation of evidence-based policies and regulations that could hurt their bottom line. Imagine if we had access to the playbook of corporate lying, setting out all the cynical tricks and tools that businesses use to spread disinformation and deny the truth? Thanks to Jennifer Jacquet, associate professor in the Department of Environmental Studies at New York University and director of XE: Experimental

Humanities and Social Engagement, we now have such a playbook, or at least the next best thing.

In the absence of an actual corporate playbook, Jacquet has given us her own version, based on much research and years of shuffling through the detritus of corporate greed and denial. And the message is alarming, to say the least. In the corporate world, where truth is of no concern, and the only goal is to make profits for shareholders, denial is seen as a fiduciary duty. By denying scientific facts, companies can delay the introduction of regulations and laws that would hurt them and prevent them from making money.

Corporate denial pays big (there are some eye-watering numbers in this book). Companies can afford to invest huge sums of money on media messaging, public relations, lobbying politicians, paying off experts, and setting up fake community groups, think tanks, and consulting firms, all with the aim of swamping genuine research with lies, deceit, and misinformation on an enormous scale.

The strategy set out in this playbook is a four-step process, with the stakes getting higher at each turn. Firstly, the aim is to challenge the problem. This is the outright denial stage where the message is that "there is no problem". When sufficient evidence has accumulated to make this untenable, then challenge the causation – "there is a problem, but it's not our fault". When that stops working, challenge the messenger. This is where things get really nasty. Lastly, when all else fails, challenge the policy as too costly, ineffective, arbitrary, or even more depressingly, too late. Anything that slows down regulatory, or policy change is fair game. For each of these stages, Jacquet lays out an astonishing variety of tactics that have been used in a range of industries including tobacco, oil, chemicals, and pharmaceuticals, backed up a damning chargesheet of horrific examples and illuminating case-studies.

Perhaps most interesting is the section on 'Outside Opportunities', which lays out ways that independent ideas arising outside the corporation can unwittingly help to "sow doubt, redirect blame, or push the problem aside" (p.153). For example,

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Image credit: Razvan Chisu on Unsplash.

claims that issues such as climate change are complex and that human nature does not equip us well to solve them, play into the hands of the corporation. They obfuscate, giving a false sense of uncertainty and making it harder for policy makers and regulators to make a case for change.

I wonder if there's a lesson here for librarians? Does our admirable commitment to represent all competing knowledge claims and points of view make us unwittingly complicit in the corporations' cause? Librarians and archivists like to claim that they are objective and impartial. But the truth is that curation and interpretation have always been part of what we do, and 'archival power' has often been deployed in the service of the state or other vested interests¹. Perhaps we should ask ourselves if our supposed neutrality helps corporations to deny and obscure the truth that we value so highly and try so hard to be good custodians of. Many libraries use MUSTIE criteria for weeding and deselection. But do we need a wider interpretation of 'Misleading' that acknowledges the ways that businesses weaponize information to normalise misleading ideas that support their own agendas?

There is some hope in this book. The final section sets out several near-term threats that corporations face, such as increasing pushback from their own employees (aided by technological innovations that make whistleblowing easier and safer). Student activism and disclosure policies for university staff who choose to work with and take money from industry. And a rise in the implementation of disinformation policies within organisations and disinformation reporting in the media². Does your library, or the wider organisation it is part of, have a disinformation policy? What influence could your library have in this?

In summary, I can't recommend this book highly enough to anyone in the library profession who wants to understand the motivations and methods of businesses that undermine our ability to reliably assess the information used to make decisions about how they should be controlled and regulated. This book contains so much useful insight and information, it's just a real shame that it doesn't have an index!

1. E.g., see Davidson, J. (2019). Archive stories, archive realities. In Johnson, E. *Public Knowledge*. Radical Futures, Freerange Press, pp. 10-20.

2. The BBC's anti-disinformation unit gets a mention in the book as a threat to businesses' ability to manipulate the message. Marianna Spring's excellent recent podcasts 'Death by Conspiracy?', 'War on Truth', and 'Disaster Trolls' are all very enlightening and well worth listening to.



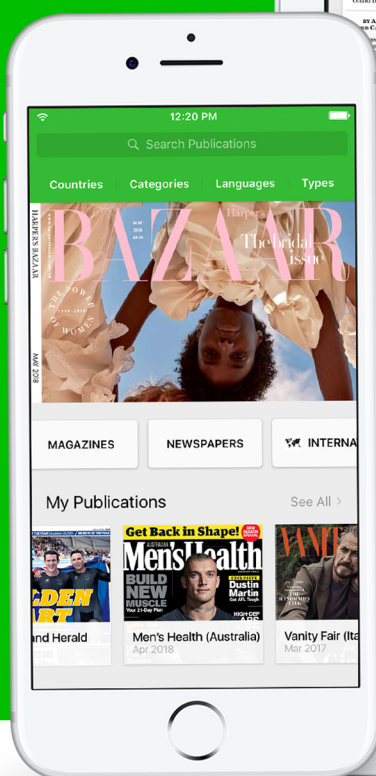
Rob Cruickshank is a lecturer at the University of Canterbury where he teaches a first-year course on science and society. He has also worked for Christchurch City Libraries, mostly in a community education role, and he is a member of the LIANZA Standing Committee on Freedom of Information.

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