Australian Library and
Information Association

ANNUAL
REPORT
2020
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ABOUT ALIA

The Australian Library and Information Association (ALIA) is the national professional organisation for the Australian library and information sector.

The Association seeks to empower the profession in the development, promotion, and delivery of quality library and information services to the nation through leadership, advocacy, and mutual support. ALIA has been representing the interests of Members and the community since 1937 and continues to foster a vibrant professional culture while providing expert advice to decision-makers on the profession's behalf.

Objects of the Association

1. To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment and democracy.

2. To promote and improve the services provided by all kinds of library and information agencies.

3. To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations.

4. To represent the interests of Members to governments, other organisations and the community.

5. To encourage people to contribute to the improvement of library and information services through support and membership of the Association.

6. To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Core values

- Promotion of the free flow of information and ideas through open access to recorded knowledge, information and creative works

- Delivery of authentic information and evidence-based practice supported by quality research

- Connection of people to ideas, knowledge creation and learning

- Dedication to fostering reading, information and digital literacies

- Respect for the diversity, individuality and equality of all and recognition of the rights of Aboriginal and Torres Strait Islander peoples

- Adherence to information privacy principles

- Management, organisation and preservation of the human record

- Excellence, accountability, integrity and responsibility in service to our communities

- Commitment to maintaining currency of professional knowledge and practice

- Partnerships and collaborations to advance these values.

Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and Committees within the Association provide a focus for communication and participation for Members.

The Association is supported by more than 250 active volunteer Members who serve on the ALIA Board, on Advisory Committees, on Editorial Boards, on Course Accreditation and Judging Panels, and as Group officers; and by the team employed at ALIA House, Canberra, and State Managers across Australia.

Board of Directors until May 2020

Robert Knight OAM AALIA, President

Viv Barton AALIA, Vice-President

Helen Ebsworth AALIA (CP)

Vicki Edmunds AALIA (CP)

Paula Kelly Paull AALIA (CP)

Kim Sherwin AALIA (CP)

Monika Szunejko AALIA (CP)

Board of Directors from May 2020

Viv Barton AALIA, President

Vicki Edmunds AALIA (CP), Vice-President

Stefanie Gaspari AALIA Allied Field

Justine Hyde

Kim Sherwin AALIA (CP)

Clare Thorpe AALIA (DCP)

Emily Wilson AALIA (CP)

Viv Barton AALIA, President

Vicki Edmunds AALIA (CP), Vice-President

Stefanie Gaspari AALIA Allied Field

Justine Hyde

Kim Sherwin AALIA (CP)

Clare Thorpe AALIA (DCP)
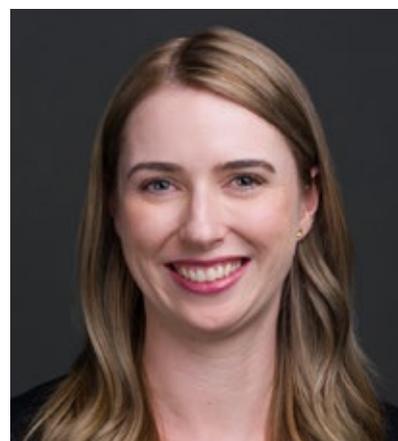
Emily Wilson AALIA (CP)

Sub-Committees of the Board until May 2020

ALIA Finance, Audit and Risk Management Sub-Committee

ALIA Professional Development, Education, Research and Publishing Sub-Committee

ALIA Membership and Awards Sub-Committee

Sub-Committees of the Board from May 2020

ALIA Finance Sub-Committee

ALIA Risk and Governance Sub-Committee

ALIA Accreditation and Standards Sub-Committee

Committees appointed by the ALIA Board

- ALIA Australian Public Library Alliance, Chair Jan Richards AM FALIA (CP), (to December 2020), Viv Barton AALIA (from December 2020)
- ALIA Book Industry and Elending Advisory Committee, Chair Eve Woodberry FALIA
- ALIA Education Advisory Committee, Chair Gillian Hallam FALIA
- ALIA Health Libraries Advisory Committee, Chair Gemma Siemensma AALIA (CP) Health
- ALIA Interlibrary Lending Advisory Committee, Chair Margarita Moreno AALIA
- ALIA International Relations Advisory Committee, Chair Vicki McDonald AM FALIA
- ALIA National Library Technicians' Advisory Committee, Chair Bradley O'Brien (to May 2020)
- ALIA New Generation Advisory Committee, Co-Chairs Claire Murphy AALIA (CP) and Samantha Hay AALIA (CP)
- ALIA Research Advisory Committee, Co-Chairs Bhuva Narayan and Elham Abdi
- ALIA Research Fund Committee, Chair John Shipp AM FALIA
- ALIA School Libraries Advisory Committee, Chair Anne Girolami FALIA (CP)
- ALIA VET Libraries Advisory Committee, Chair Brenda Burr AALIA
- *Journal of the Australian Library and Information Association* Editorial Board, Chair Philip Hider AALIA, Editor Mary Anne Kennan AALIA, Associate Editors Bhuva Narayan and Fiona Russell AALIA (CP), Book Review Editor Alison Fields.
- ALIA Information Online 2021 Conference Program Committee, Chair Vicki McDonald AM FALIA.

Committee highlights

While the primary purpose of the Advisory Committees is to provide advice to the ALIA Board, these committees often undertake important projects, which add to our understanding of the issues facing the library and information science profession and help promote positive messages about the sector.

ALIA Community on Resource Description

The ALIA Community on Resource Description (ACORD) is a new ALIA Advisory and Special Interest Group which aims to support the Australian resource description community. ACORD carries forward the role previously played by the Australian Committee on Cataloguing (ACOC), which dissolved in May 2019, after 40 years of serving the Australian cataloguing and resource description community.

Restrictions and challenges brought about by COVID-19 reduced the scope of work planned for the ALIA ACORD Committee. The committee met early in 2020, however as lockdowns commenced our meetings were placed on hold to allow each committee member to focus on their own workplace requirements.

Jenny Stephens AALIA, stepped down as a member of ACORD. Jenny was recognised for her work as interim Chair and involvement in the transition process from Australian Committee of Cataloguing (ACOC) to ACORD, and the guidance she provided the new members of ACORD. Ebe Kartus AALIA (CP) and Melissa Parent AALIA (CP) were reappointed as the ALIA Community on Resource Description (ACORD) representatives on the Oceania RDA Committee (ORDAC) in December 2020.

ALIA Australian Public Library Alliance

The ALIA Australian Public Library Alliance (APLA) is the peak body for public libraries in Australia, comprising the heads of all the state-based library associations, together with representatives of the lead agencies from Tasmania and the territories. At the end of the year, APLA farewelled longstanding Chair Jan Richards AM FALIA (CP), ACT representative Vanessa Little AALIA and expert member Janice Nitschke, with gratitude for their contribution over the previous decade.

In 2020, APLA representatives on behalf of the Australian Public Library Alliance; Libraries ACT; Libraries Tasmania; Library & Archives NT; NSW Public Libraries Association; Public Libraries South Australia; Public Libraries Victoria; Public Libraries Western Australia; and Queensland Public Libraries Association signed a new Memorandum of Collaboration.

Activities during the year included: developing a further iteration of the national standards and guidelines for Australian public libraries; supporting libraries during the 2019/2020 bushfires; reviewing existing ALIA policies; supporting Australian Digital Health Agency training; the Raise a Reader campaign run with News Corp; Library Lovers' Day; Library and Information Week; the Australia Reads campaign; Stay Smart Online Week; and International Games Week.

As with every other aspect of 2020, APLA had to adjust plans because of COVID-19 and APLA supported and furthered ALIA's response to the COVID-19 pandemic, for example with the ALIA Online Storytime Agreement with publishers and authors. Each of the APLA representative groups needed to enact pandemic response plans.

During 2020, APLA made a significant contribution to ALIA advocacy. There were joint submissions to federal, state and territory government inquiries, and there was a continued focus on workforce development, early literacy, digital inclusion, and the Sustainable Development Goals.

ALIA Book Industry and Elending Advisory Committee

The committee members included Evelyn Woodberry FALIA Chair, Margaret Allen FALIA, Elizabeth Roberts AALIA, Sharan Harvey, Aileen Weir AALIA, Robert Knight OAM AALIA, and Eleanor Thomas AALIA. During 2020, the committee worked with ALIA to support libraries through the pandemic and provided advice and support to the Association.

The committee met four times in 2020 via teleconference. The major areas of focus for the committee during 2020 included the ARC Linkage grant *The value of libraries (and Australia's untapped literary heritage)* being undertaken by Rebecca Giblin. The three primary objectives of the project were:

- Provide the world's first economic analysis of the potential value of reverted rights in order to inform law reform efforts to better protect creators.

- Track the relationship between library elending and book sales to better understand the relationship between library uses and book sales.

- Quantify the value of library promotional activities to better understand the relationship between library uses and book sales.

Public Lending Right and Educational Lending Right

Discussions centred around the inclusion of ebooks and how they might be measured and recompensed.

A snapshot of eLending in public libraries was a major project which the Committee worked on through 2020 and was finalised with assistance from the ALIA team. It was published as both a full report and as an infographic. The report provided data which ALIA and libraries could use in their discussions with publishers and in making informed decisions around collection development.

ALIA Education Advisory Committee

The ALIA Education Advisory Committee (EAC) met seven times over the course of 2020. The main topics of discussion were the review and revision of ALIA's suite of education policies:

Following the revision of four education policies in 2019, the work of the EAC in 2020 focused on two policies:

- *Library and information sector: core knowledge, skills and attributes*

- *Foundation knowledge, skills and attributes for information professionals working in archives, libraries and records management*

It was determined that the purpose of the *Foundation knowledge, skills and attributes* policy was of central importance to the accreditation processes undertaken with RIMPA and the ASA. As responsibility lay with the ALIA Education team, there was no need for the EAC to review and revise this policy. The work of the EAC was to review and revise the complex *Core LIS Skills* policy. The revised policy, with the title *Foundation knowledge for entry-level library and information professionals*, was approved by the ALIA Board at its December 2020 meeting.

The EAC specifically wished to thank Kate Bunker AALIA (CP), Director of Learning, for the strong support and encouragement that she provided to the committee.

ALIA Health Libraries Australia Advisory Committee and Group

During 2020 there were 14 members of the ALIA Health Libraries Australia (HLA) Executive: Gemma Siemensma AALIA (CP) (Convenor), Ann Ritchie FALIA (National Manager until March 2020), Meena Gupta AALIA (CP) (Secretary), Sharon Karasmanis AALIA (Treasurer), Jeanette Bunting AALIA (CP) Health, Kathleen Gray ALAA, Taryn Hunt AALIA (CP) Health, Jane Orbell-Smith AALIA (DCP) Health, Rob Penfold, Rolf Schafer AALIA (CP), Angela Smith, Daniel McDonald, Megan O'Connor, Tanja Ivacic-Ramljak AALIA.

The HLA Executive met monthly by teleconference/Zoom, whereas the HLA Publications Editorial Board (comprising members of the HLA Executive and representatives of the general membership) met twice. ALIA HLA was also represented on the ALIA Scholarly Publishing Round Table in November, and ALIA's Special Libraries COVID-19 event in December. It also submitted three reports to the ALIA Board regarding issues in health librarianship.

HLA's national PD Day was postponed due to COVID-19. A one-hour online event Now, Next, Beyond COVID-19 – Health Librarians' Experiences was held in July instead. Following the success of the July event and a further postponement of its face-to-face event, ALIA HLA held a three-hour online event in November Health Libraries Australia Seminar: Future Gazing – Innovation, Disruption, Transformation! Two Automation tools for systematic searching (advanced searching workshops) were held in October and December facilitated by Justin Clark AALIA.

HLA is a member of the research management group which collaborated in the health information workforce education and workforce planning initiatives:

- Represented on the Health Information Workforce Census Research Management Committee

- Submitted three invited book chapters for the *HIDDIN Digital Health Workforce publication* ('Working as a health librarian', 'Working as a health research information specialist', 'Competencies and accreditation'.

ALIA HLA continued to connect with its membership

via social media. An article was also submitted to *INCITE*, and six issues of *HLA Alerts* were released. The *Journal of Health Information and Libraries Australasia (JoHILA)*, taking over from *HLA News*. Daniel McDonald was appointed as the new Editor of HLA Publications.

The winner for the 2020 HLA/MedicalDirector Innovation Award was Daniel McDonald, Librarian Darling Downs Health, for his submission – *Shoosh: a podcast about health libraries*. The winners for the 2020 Anne Harrison Award were Raechel Damarell, Dr Suzanne Lewis AFALIA (DCP) and Professor Jennifer Tieman for their project *Improving the development and reporting of search filters: An e-Delphi study of international experts in the field*. Funds were given to Alice Anderson AALIA and Tanja Ivacic-Ramljak AALIA to research *What Place has the Library Space? Lessons and reflections from COVID-19: a survey about physical library spaces.*

In order to support clinicians, health librarians across Australia and internationally collaborated to produce COVID-19 literature searches and a COVID-19 resources website. HLA also conducted a survey on health libraries responses to the COVID-19. The results are available in *JoHILA* and were presented at a July PD event. The Health Libraries for National Standards research concluded in 2019. A book chapter and article on the research were published in 2020. The live literature searches that accompanied these were updated in October 2020 and incorporated and reflected the *National Safety and Quality Health Service Standards*, 2nd edition.

As part of the collaboration with ALIA APLA, HLA received Australian Digital Health Agency funding for My Health Record education. Pilot studies began in 2019. There was a hiatus in 2020 but this project will kick off again in 2021.

Revision of the Health Libraries Australia *Guidelines for Australian Health Libraries* began and will be completed in early 2021.

ALIA Interlibrary Lending Advisory Committee

During 2020, the members of the committee included Margarita Moreno AALIA (Chair 2020), Alison Wiercinski AALIA (CP), Cheryl Hamill FALIA Health (CP), Vicky Prestwidge. Amanda Magnussen was invited to join the committee as a member in the fourth quarter of 2020.

Several members resigned at differing times during 2020 due to changes in work commitments, Pauline Middleton, Rachel Adams, Kelly Johnson, and Rowena Brannigan ALIATec (CP). Long standing member Margarita Moreno AALIA stepped down from the role of chair in December 2020, after making a significant contribution to ALIA and the field, with Alison Wiercinski AALIA CP as incoming chair for 2021.

The committee held 12 meetings over the course of the year. During 2020 the committee focused on the release of the *Australian Interlibrary Resource Sharing (ILRS) Code and Best Practice Guidelines* on 1 April 2020, COVID-19 response, and initial development of a resource sharing training course. The committee also provided advice to the ALIA Board during the

pandemic on resource sharing/interlibrary lending.

In the report *Snapshot of the Australian Interlibrary Loan Environment 2018* (ALIA, 2018), the committee identified a need for an accessible training course for staff involved in resource sharing throughout Australia. During the fourth quarter of 2020, the committee commenced the planning and design of a resource sharing training program with the support of ALIA. The committee discussed licensing arrangements across sectors (including model clauses for e-resources). The committee will continue to work with ALIA and Gary Lom AALIA on the short, self-paced training course (micro credential) to be hosted via the ALIA website. It is estimated this work will take up the bulk of 2021, with development, release, and promotion activities.

ALIA International Relations Advisory Committee

The Committee met in September 2020 to discuss the IFLA governance review and the opportunities arising from the proposed stronger focus on regional participation. The Committee continued to work on stretch targets for Australian libraries and the Sustainable Development Goals heading towards 2030.

ALIA New Generation Advisory Committee

The members of the ALIA New Generation Advisory Committee (NGAC) were Sara Altmann AALIA (Chair), Lorraine Rose AALIA (CP) (Vice-Chair), Paige Wright AALIA (CP), Samantha Hay AALIA (CP), Liz Harris AALIA, Michelle Coxsen AALIA (CP), Holly Radunz, and Claire Murphy AALIA (CP). Jade Koekoe took an extended leave of absence from the committee from May 2020.

The committee met 12 times over the course of the year. The main priorities for the committee were assisting ALIA statements around the Bushfire Relief campaign, supporting employment opportunities for new graduates, updating the NGAC style guide, promoting the ALIA Relief Fund and ALIA's pandemic response, providing feedback to the ALIA Professional Pathways initiative,

NGAC and ALIA Students and New Graduates representatives Annette Messel, Paige Wright AALIA (CP) and Melissah Lester guest edited the May/June digital issue of *INCITE with the theme Create*. NGAC also created the report, *ALIA New Generation Advisory Committee: Report on the 2020 COVID-19 survey results*. Claire Murphy AALIA (CP) presented on behalf of NGAC at an ALIA Professional Development webinar in March.

The committee also produced monthly AusLibChat discussions on Twitter. The topics of conversation were as follows:

- February: Content Creation
- March: Workplace Culture
- April: KINQ – Knowledge Industries Need Queering
- May: Housebound
- June: Mindfulness
- July: Education

- September: Personal collections
- October: Physical and digital collections
- November: Would you rather: self-promote or swim with sharks?
- December: The stereotypical librarian in life, fiction and media

ALIA Research Advisory Committee

Three new members joined the ALIA Research Advisory Committee (ARAC) in 2020, Dr Yazdan Mansourian AALIA; Edward Luca AALIA (CP); and Clare Thorpe AALIA (DCP) – ALIA Board of Directors representative.

ALIA RAC co-chairs were invited to become members of the ALIA Research Fund Committee. The committee meets via teleconference once a year to decide whether the ALIA Research Award qualifies for support through the Fund or should come from the Association's operational budget.

Across the committee's nine meetings the members discussed a variety of topics including:

- Research-practice collaborations and research capacity for LIS practitioners – encouraging evidence-based practice, and also practice-led research
- Promoting research through writing for *INCITE*
- Coordinating a workshop for ALIA National 2020
- Organising guest speakers about practice-research initiatives in their organisation
- Whether the ALIA Research Grant Awards need to be anonymised.

The committee also reviewed the ALIA Research Grant Award terms and conditions, and it reviewed the two ALIA Research Grant Award applications as well as the two ALIA Twila Ann Janssen Herr Award applications. The recipients of the ALIA Twila Ann Janssen Herr Award were Rebecca Muir and Mary Coe AALIA for their project 'What does it mean to include people with invisible disabilities as research participants?'. The recipient of the ALIA Research Grant Award was Dr Huan Vo-Tran AALIA, for his research: 'The role of information and digital literacy programs in support of newly settled refugees – an Australian public library approach'.

ALIA Schools Advisory Committee and ALIA Schools Group

The ALIA Schools Advisory Committee held five meetings across 2020. The working party partnered with the Australian School Library Association (ASLA) to complete the review of the table titled: 'Table 6: Recommended minimum information services centre staff' from the book *Learning for the future: developing services for school libraries* 2nd ed. The table was launched on 24 November 2020, via the ALIA Schools and ASLA websites; it was the impetus for a feature article in the Education section of *The Sydney Morning Herald*.

The results from the staffing survey issued to ALIA Schools and ASLA members in late 2019 were analysed and deemed insufficient evidence to be used in reviewing the table; data analysis was then presented in a report titled: *Staffing in Australian School libraries: information services report*.

ALIA VET Libraries Advisory Committee

Hannah Vander Helm AALIA from TasTAFE joined the committee at the beginning of January. Jaci Ganendran from CIT in the ACT resigned in October, after many years contributing to the committee, and was replaced by Claire Stalker-Booth.

The committee also welcomed in August a new representative from TAFE SA, Wanda Pomeroy AALIA. Other ongoing members of the committee in 2020 were Brenda Burr AALIA (Chair), Mary Carroll AALIA, Jo Clark AALIA, Angela Orth, and Paul Metcalfe.

The committee held meetings bi-monthly and many of the meetings revolved around how TAFE libraries in their respective states were responding to the COVID-19 situation, including shutdowns, transitioning staff to working from home, establishing click and collect services, chat services, alternative arrangements for information literacy, maintaining or re-opening on site services, quarantine processes, changes to communication channels for staff and staff well-being.

The committee also commenced work on the updated TAFE Libraries prospectus; updated the TAFE Libraries Directory, assisted TAFENSW with information about TAFE salaries, classifications, and awards for library staff as part of its organisational review, and shared information on responding to COVID-19 restrictions. TAFE libraries responses to COVID-19 varied and showed a continued strong commitment to providing services and support to students and staff, irrespective of the state of access to their physical buildings. Many TAFE libraries remained open during shutdowns to provide internet and computer access for disadvantaged students.

TAFE libraries were challenged to provide quick access to electronic resources which they may not have provided before, or to maintain access to print collections through click and collect, or click and send services. The expertise of TAFE librarians was called upon as teachers scrambled to move teaching and resources online, particularly with copyright issues. Chat services experienced strong increases in traffic, with many libraries establishing chat for the first time. TAFE libraries found new and innovative ways to engage with their students and staff, or to provide information literacy training and support, many of which were so successful they chose to retain them once the restrictions which made them necessary had eased.

Challenges will include returning to a COVID-normal library service and defining what that means. Many TAFE libraries reported their intention to maintain some services which were introduced during the COVID-19 shutdowns. With a representative from TAFESA joining the committee for the first time in many years, the committee was made aware of the challenges faced by the TAFESA library after successive cuts to budgets and staffing. The committee has provided access to its networks to share information with TAFESA library in support of its efforts to redefine services in a challenging environment.
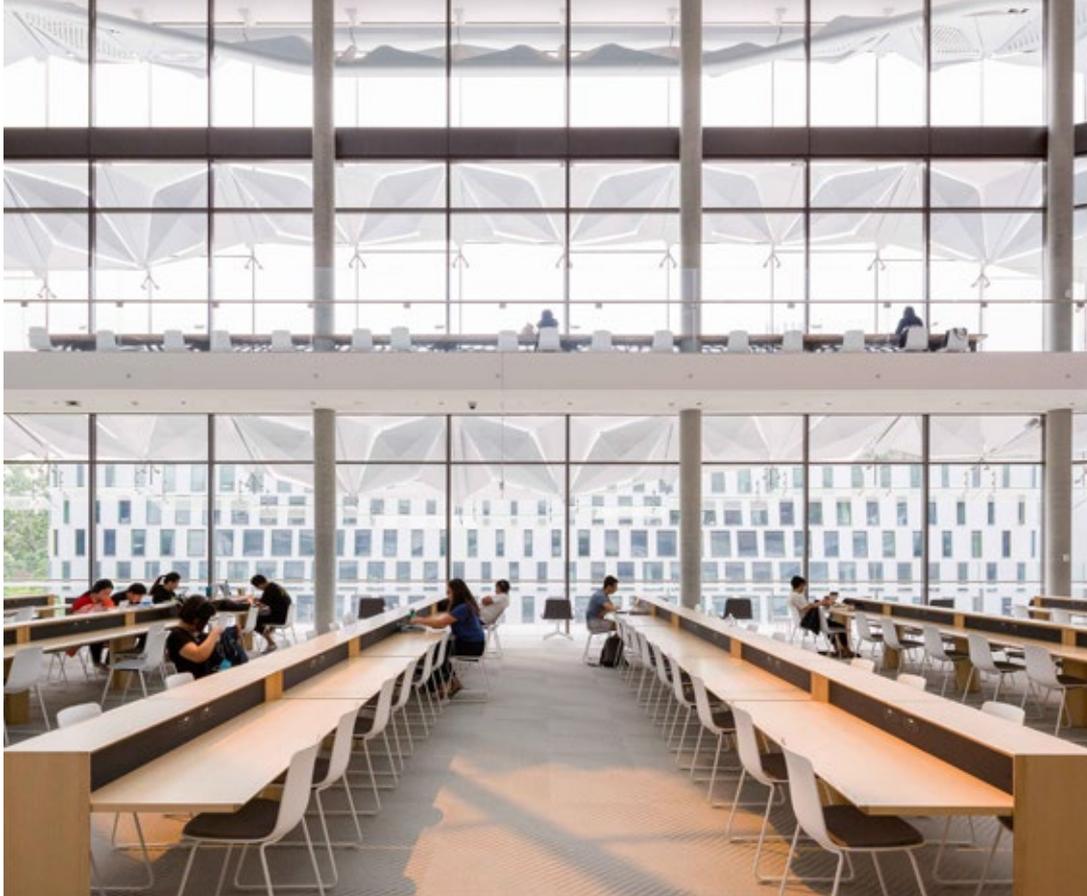
PRESIDENT'S REPORT

What an incredible year. Unprecedented, disruptive, adaptive, opportunistic, pivot, resilient, futures-focused, next normal, misinformation and media literacy – these are just some of the new terms and catchphrases recently added to our vocabulary. The ongoing effects of the global pandemic have fundamentally changed our lives – how we think and behave, work, and deliver services to our communities.

Whilst some associations and industries have reduced services during this difficult year, ALIA and the LIS sector have risen to the challenge, demonstrating exceptional leadership and innovation. Invaluable support and services to Members and patrons has continued, and in some cases expanded, despite the challenges.

The ALIA AGM was held via webinar on 4 May 2020, and a turning point for future communication and engagement with the Board and LIS sector. Whilst the online medium attracted high attendance numbers and provided opportunities for ongoing engagement with Members, the lack of face-to-face interaction was bittersweet. The transfer of message sticks, commissioned by Lyndall Ley, ALIA President 2018-2019, and created by Indigenous artist Wayne 'Buddy' Martin, symbolising the passing on of knowledge, experience and goodwill from the current Board to the future Board, didn't occur in person. I sincerely hope the next President and Board will be able to visit ALIA House and experience this important

gesture which also seeks to raise awareness and increase engagement with Indigenous matters.

In rapid succession, scheduled events, conferences and meetings were cancelled, with ALIA quick to reconvene as virtual events where possible. Despite the setbacks, the Board focused on supporting the ALIA Team and Members, whilst ensuring the financial and long-term sustainability of the Association. During the past year, discussions and decisions at Board level have included:

- Increasing communication and support to Members during the pandemic including ALIA Connect networking forums and ALIA Relief Fund
- Enhancing Member value and engagement
- Supporting a resilient, diverse workforce
- Developing alliances and collaborative ventures
- Succeeding through advocacy
- Sale of ALIA House in December 2020
- Investment of Reserve Funds strategy, following the sale of the property
- Reconfiguring ALIA Information Online to a virtual conference
- Supporting the presidential theme of Education, including futureproofing LIS education and the LIS profession

- Launch of the Professional Pathways initiative, including participating in the Professional Pathways town hall meeting series and Professional Pathways summit
- Encouraging greater engagement with Aboriginal and Torres Strait Islander peoples, including greater representation in the LIS profession and as ALIA Members.

Congratulations are extended to Sue McKerracher following ALIA's appearance at the Senate Inquiry into Nationhood in November 2020, with the Committee recommending that Australian government (via Department of the Prime Minister and Cabinet) works with the Australian Media Literacy Alliance (of which ALIA is a member), through a co-design process, to develop a national strategy to tackle fake news and misinformation and national recognition of the role library and information professionals play in this arena. This is a major achievement.

I am delighted at how warmly this year's presidential theme, Education, has been embraced by ALIA, Board Directors and Members as a means to empower our profession as leaders through continuing professional development and lifelong learning. The *ALIA LIS Education, Skills and Employment Trend Report 2019* and *Workforce Diversity Trend Report 2019* provided valuable information about the LIS Education and GLAMR workforce environments. The resulting discussion paper *The Future of Library and Information Science Education in Australia* generated significant interest.

The launch of the Professional Pathways initiative, and subsequent feedback sessions has been a highlight. Members have discussed the values of continuing professional development, encouraging and welcoming diversity in the workforce and sector, promoting the value of the profession and library qualifications, flexible career paths, and the need for contemporary LIS education that produces future-ready graduates. Integrating professional development and education, this initiative will create a strong future and ensure long-term sustainability for the profession and LIS education.

It has been an honour and privilege to be part of the ALIA Board for two years, particularly as President during the past eight months, and give back to the Association which continues to support its Members. I would like to thank and congratulate ALIA CEO Sue McKerracher for her ongoing commitment and leadership in superbly handling the challenges of managing the Association during the ongoing global pandemic, as well as embracing opportunities to support Members and ensure a sustainable future for the Association.

Sincere thanks are extended to Robert Knight OAM, ALIA President 2019-2020, for his ongoing contribution to ALIA matters, particularly the sale of ALIA House, and collegial spirit in supporting my term as President. I would also like to thank the ALIA team, fellow Board Directors and colleagues for embracing my presidential Education theme, and their commitment in delivering successful outcomes for the Association and Members during such a challenging year.

In closing, I encourage all Members to continue to support and become actively involved in ALIA and making a significant contribution to the library and information sector. Participate in the ALIA PD Scheme, support a colleague, join a network group, or nominate for the Board and be involved in setting the strategic direction for the Association. Whatever you choose, you and ALIA will continue to grow and succeed. Onwards and upwards!

Thank you.

Viv Barton AALIA
ALIA President 2020–2021

Ormiston College Library, QLD. © Christopher Frederick Jones/CFJ Photography

CHIEF EXECUTIVE OFFICER'S REPORT

The ALIA *Annual Report* is not only a summary of the year just gone for current Members, it is also part of the historic record of the Association. While COVID-19 had been a very real and present threat during 2020 and continued to be the dominant feature in the news as we headed into 2021, for people reading this in future years, it may be difficult to understand the full weight of the impact the pandemic had on our Members, our Association, and the library and information sector in Australia without telling the full story.

For ALIA, the year began well. We were looking forward to a steady run into a busy May, at the start of which we would present our National 2020 Conference at the International Convention Centre, Sydney, and at the end of which we would produce Library and Information Week, with National Simultaneous Storytime providing live storytime sessions for more than a million children and carers across Australia and New Zealand.

Alongside our National Conference, we had scheduled a summit to develop a national conversation about the Future of LIS Education, which we had initiated in 2019 through an issues paper, survey and focus groups. We were in the process of delivering a $1 million project as part of the Australian Digital Health Agency's consumer health education push, which required mainly face-to-face training for library staff around the country. We were planning to put ALIA House on the market to achieve a good

return for the Association which would enable us to reinvest in a more flexible asset base.

By the end of February, these plans and ambitions were looking less firm and by the time the World Health Organisation declared a pandemic on 11 March, the ALIA Board had already made the decision not to hold a face-to-face conference in Sydney in May. This meant that our conference team had to work with the venue, exhibition suppliers, speakers, keynote presenters, sponsors and exhibitors to close down what would have been a $1 million event. They had to do the same again in October, when the Board decided to cancel Information Online, planned again for Sydney in February 2021.

This team also had to rework National Simultaneous Storytime to transform something which had worked as a physical event for the last 20 years into something which could be equally engaging and impactful online, and also introduce a new program of online events, along with our learning and training teams, to help satisfy the sudden, huge demand for professional development from library staff who found themselves working from home or in libraries empty of users.

While the learning team pulled out all the stops to produce and broker professional development ranging from free online sessions through to high end, advanced training programs, the Future of LIS Education project gained momentum and

expanded from a conversation about VET and higher education into a discussion about the very essence of what it meant to be a library and information professional. In a curious way, COVID-19 assisted this process by jolting us out of the everyday, helping us focus on the core elements, forcing us to implement new ways of working and thereby encouraging people to think the unthinkable.

Just as the demand for professional development was insatiable, the need for information was urgent and persistent. We were in uncharted territory, and Members looked to ALIA for advice and guidelines about how to handle a situation that was unparalleled in our lifetimes.

When our communications team didn't have the answers, for example identifying the best scientific practice for quarantining books, or the resources, such as lockdown signage in community languages, the team was able to source the information from colleagues around the world. And while we were pulling in information from other countries, our resources, such as ALIA Health Libraries Australia's live literature reviews and the ALIA Australian Public Library Alliance COVID-19 experience reports, were being used by libraries internationally to guide service delivery. A valued service we offered our Members was to collate and publish information about all the different ways in which public, school, university, state and special libraries were responding to the pandemic, and our website was changing on a weekly, daily, and on some days, hourly, basis.

The ALIA website and ALIA Weekly newsletter were important channels for sharing information, but many Members had individual questions and our membership team and State Managers were at the end of a phone and on email every working day. Recognising the isolation experienced by many people working from home, we began weekly online ALIA Connect sessions, separate from our training activities, to enable Members to network informally and share their own COVID-19 stories.

The ALIA Board was highly visible throughout this difficult time. One of the biggest issues for the Board was the timing of the sale of ALIA House. After taking expert advice, the Directors decided to put the property on the market in September and the timing proved to be excellent. With investors unable to make a return on cash investments, bricks and mortar appeared more attractive, and our agent was able to achieve a price of $6.2 million. The sale completed on 22 December.

The Directors not only had to make tough decisions; they also went the extra mile to provide regular updates to Members, participate in the ALIA Connect sessions, and create the ALIA Relief Fund to assist Members experiencing financial hardship as a result of the pandemic.

COVID-19 made 2020 a year like no other. The painful effect of the pandemic on libraries and library staff was all too clear, and yet it would be wrong to say there were no positive elements for the sector and for the Association.

The pandemic highlighted the incredibly valuable and valued role of libraries in schools, universities, TAFEs, the corporate and public sector, cities, towns and communities. The fast and effective turnaround accomplished by library staff showed the digital abilities of our workforce and set us apart from other industries that lagged behind in the move to online delivery. The way that users responded to being unable to visit their local libraries demonstrated the essential nature of these places for people's mental health and wellbeing. Libraries were often in the news for the creative and thoughtful way they maintained their services to some of our most vulnerable citizens.

For the Association, we were able to demonstrate value for our Members on a personal and a professional level. We were able to try new formats for conferences, campaigns, events, training and professional development, which will help us provide an expanded range of activities, reaching a wider audience in future.

Over many years, we devoted time and energy to developing strong partnerships and this investment paid dividends in 2020. For example, the strength of our relationship with the Australian Digital Health Agency enabled our Director of Corporate Services to renegotiate the contract, moving away from face-to-face training to an online equivalent, with a longer lead time. The trust and collegial relationship established with book industry partners provided the basis from which we were able to negotiate an agreement for recordings of storytimes to be published online during 2020 and to develop a pilot subscription scheme which continued this arrangement in 2021. We also initiated a new stakeholder group, becoming founder members of the Australian Media Literacy Alliance.

2020 was a rollercoaster of a year, but ALIA emerged in a good position overall. Financially, we recorded a solid financial surplus from our operations and added $1 million to our reserves. Our membership numbers remained relatively steady, although some of our personal Members paused their subscriptions because of concerns about the uncertainty of the job market. The future of the profession discussion resulted in industry endorsement of an inspiring four-year Professional Pathways initiative, with the goal of creating a diverse, skilled, qualified, future-ready workforce.

Although our original plans for 2020 were upended, Members could be assured that the Association came through the year in good shape and even better prepared to weather any future disruption.

Sue McKerracher
ALIA CEO

DIRECTOR CORPORATE SERVICES' REPORT

Operating results

I am pleased to report a surplus for the 2020 year of $959,842 (2019 surplus $166,942), compared with the original budgeted surplus of $63,000. The improved performance was due to the high price achieved for the sale of ALIA House ($700,000 above the 2019 revaluation), refund of venue deposits from the International Convention Centre for the 2020 National Conference in the amount of $102,043 and the 2021 Information Online in person Conference in the amount of $95,782 and significant savings on general and travel expenses.

Some key points from the operating results are:

- Membership services achieved a surplus of $1,229,000. This was a similar result to the previous year and was mainly due to lower operating expenses.

- In 2020, there was no capital expenditure on ALIA House as we prepared to market the property for the sale. Routine maintenance continued.

- The cost of support services was $971,000 (2019 - $1,004,000). This was due to lower operating expenses.

- The cost of professional services to Members was $172,000 (201 $192,000). This included education, professional advice and the accreditation of tertiary institutions.

- The cost of publishing and communications was $95,000 (2019 $140,000). This included *INCITE* magazine, ALIA journals and newsletters. Due to COVID-19 we published three *INCITE* editions online, one more than in 2019, which gave savings on print and distribution while still providing valued content for readers.

Reserves

Total reserves were $8,509,034 (2019 $7,549,192).

Capital expenditure

ALIA House/ALIA Office - essential maintenance/upgrades

There was no capital improvement budgeted for in 2020 and no call for the ALIA House emergent contingency fund. Routine maintenance continued throughout the year.

As we prepared for the sale of ALIA House, we worked on creating more storage space in the ALIA Office space for the future. One of the large projects completed was the digitisation of the membership records.

Cash position

Our cash position improved considerably with the sale of ALIA House in December, with over $8.7 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at $1.1 million. An ALIA Investment Advisory Committee has been established to manage the increased cash reserves.

Information technology

ICT equipment needs were much less in 2020 due to the considerable investment made in 2018. $5,000 was spent on new minor equipment to enable ALIA House staff to work from home throughout the lock down period in Canberra. Scoping of the new database/website project commenced in late 2020, to be implemented in 2021.

Upgrading security to protect the membership and organisational data remained a priority in 2020. We continued to improve in-house and cloud-based security measures across all ALIA's assets to protect membership and organisational data from being breached.

Other matters

We continue to provide accounting assistance for the Australian Libraries Copyright Committee and the Australian Digital Alliance.

Nicole Barnes
Director Corporate Services

DIRECTOR OF LEARNING'S REPORT

The library and information education sector continued to evolve and provide challenges, and the pandemic just added additional challenges to the education portfolio. There were further course closures announced this year. The Graduate Diploma and Master courses at University of Technology Sydney closed, and the Bachelor course at Box Hill University was taught out. RMIT announced that the final intake for its Graduate Diploma and Masters courses would be in semester one 2021, and would then be in teach out, and the following courses were already in teach out; the Curtin University Bachelor degree and the Graduate Diploma and Masters in LIS at QUT and the Master of Education (Teacher Librarianship) at QUT. In addition, Monash University paused its Graduate Diploma and Masters LIM offerings in 2021, pending an internal university review.

This meant that we were left with one undergraduate program offered through Charles Sturt University, and in the future, there will be postgraduate programs offered only through Charles Sturt University, Curtin University and the University of South Australia. Charles Sturt offered the only Master of Education (Teacher Librarianship).

The TAFE sector remained strong with 15 institutions offering the ALIA accredited Diploma in Library and Information Services. We worked closely with the TAFE educators to update the qualifications, and in October 2020 the new Diploma of Library and Information Services, BSB50520 was launched, with

institutions having 18 months to transition to the new qualifications. All ALIA accredited Diploma courses went through a reaccreditation process in late 2020.

The work that started in late 2019; the issues paper, The Future of LIS Education, and survey evolved and expanded into The Future of Library and Science Education in Australia discussion paper released in August 2020. Board President Viv Barton AALIA nominated 'education' as her Board theme for the year and our presentation at the August Board meeting was fully endorsed by the ALIA Board Directors who approved funding to progress the initiative for the next four years.

Planned consultative workshops morphed into Zoom and MS Teams Town Hall Meetings to gauge feedback and support for the wider initiative Professional Pathways launched on 30 November 2020. Professional Pathways is still to be fully formed and has expanded from examining the future of LIS education, into larger questions about what it means to be an information professional and recognising other professionals who work in libraries. Trish Hepworth started work in December 2020 as Director Policy and Education to lead this initiative into the next stages, working closely with employers, educators, our Members, and the wider LIS community. We discovered that these issues are not just the domain of LIS in Australia, but also occupy library sectors in other countries and other professions in Australia and overseas.

The COVID-19 pandemic led to TAFE and university campus closures, as well as many library closures, which affected industry placement opportunities. These are a core part of an ALIA accredited course. We worked with educators to provide industry placement options or waivers, and some excellent innovative work occurred with virtual placements. Our educators were to be congratulated for both getting their content online for students as well as providing alternative industry placement options, while often dealing with their own personal lockdowns. We had the opportunity to be part of virtual graduations and award ALIA Student Awards through virtual ceremonies and pre-recorded messages.

Continuing professional development (CPD) is essential for our profession so that staff can remain relevant, engaged and provide exceptional services and programs. From 1 July 2020, all new Personal Professional Members were automatically signed up for the ALIA PD Scheme, and this become an opt out instead of the previous opt in arrangement in recognition that CPD never stops. Some people had more time for CPD as the pandemic took hold, and from March to September we further supported our Institutional Members by offering a PD Postings pack so that their staff could access a range of free at-your-desktop learning activities.

The ALIA Mentoring Scheme remained a strong component of our suite of PD offerings, with a mid-year intake. We thank all our mentors for volunteering their time, expertise and networks to enable the program to run so successfully. We delivered our (now) annual Public Library Proficiency Program with Libraries SA and held face-to-face workshops for the Library Orientation Program (LOP) with Libraries SA and Gold Coast Libraries. We subsequently worked with the State Library of Queensland to adapt the LOP to online delivery via webinars and Moodle to remote and regional senior managers in Queensland.

The Education Advisory Committee, capably led by Dr Gillian Hallam, completed a large body of work, the review of six education policies. The final policy, Foundation knowledge for entry-level library and information professionals was adopted in December 2020, which replacing Library and information sector: core knowledge, skills and attributes.

Much of our education and learning work requires assistance, input and close working relationships with our educators, employers, Education Advisory Committee members, our mentors and a wide network of library professionals, and these connections will be vital moving forward.

Kate Bunker AALIA (CP)
Director of Learning

DIRECTOR OF CONFERENCES AND EVENTS

2020 was a year of challenges and changes for ALIA's conferences and events program.

The highlight of ALIA's event calendar is always our major conference whether it be ALIA National or Information Online. Our annual conferences not only provide valuable professional development and networking opportunities for our members but also generate income in excess of $200,000 each year to help support the broader activities of the organisation.

ALIA was scheduled to host the National 2020 Conference between Monday 4 May and Friday 8 May 2020 at the International Convention Centre, Sydney. Our conference program committee chaired by Vicki McDonald FALIA, with ALIA Members Victoria Anderson AALIA (CP), Kim Brooking, Patricia Genat, Soraya Majidi AALIA (CP), Liz Parnell, Andrew Spencer AALIA (CP), Monika Szunejko AALIA (CP) and Diane Velasquez AALIA (CP) had been planning the program for 18 months.

The conference theme was 'Courageous and Audacious', with the program committee calling on speakers and delegates to be courageous in supporting those who are disadvantaged, sidelined and can't always speak for themselves, be courageous in working on projects which are outside our comfort zone, be audacious in progressing new ideas, taking risks and being prepared for things to fail sometimes and be audacious in presenting our case to decision-makers whose perspective may be very different from ours.

The program included workshops, tours, presentations, lightning talks and panels from international speakers and industry leaders addressing issues of cultural safety, diversity, inclusivity and accessibility, creativity and innovation, emerging technologies, service design and delivery and the value of libraries. Keynote speakers included Eric Klinenberg, Bruce Pascoe, Professor Marcia Langton AM, Dr Alex Byrne AM FALIA, Craig Ritchie, David Fricker, Kim McKay AO, Kate Torney OAM and Leslie Weir.

In early March, eight weeks before the conference, the Board made the difficult decision to cancel the National Conference due to the COVID-19 pandemic. Despite the significant financial impact on the Association, the Board agreed that cancelling the conference was the best decision for the health and wellbeing of our Members, industry partners and staff and the only option given the uncertain and constantly evolving situation created by the pandemic. The cancellation was undoubtedly disappointing for everyone involved in the organisation and delivery of the conference and everyone who was planning to attend. We were thankful to the program committee for all the work they put into the planning and to our industry partners, speakers, and members for their support and understanding.

Despite the disappointing cancellation of the National conference, the changes forced by the pandemic resulted in positive opportunities to re-imagine the way ALIA runs events. It gave us an opportunity to try new ways of delivering our events and engaging with our members. September 2020 saw us successfully deliver our first virtual conference - TRUE OR FALSE? Media literacy for capable, confident, critical thinkers which was attended by 128 people and received encouraging feedback. We ended the year with planning well underway for a full calendar of virtual events for 2021 including conferences, webinars, summits and awards. For the first time, Information Online would go ahead in February 2021 as a fully virtual event with an interactive exhibition hall and full networking program and our focus was on making this a rewarding experience for all attendees.

Looking towards the future we are already anticipating the chance to welcome Members back in person to our events at the ALIA National Conference at the National Convention Centre in Canberra in May 2022.

Christina Granata
Director of Conferences and Events

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HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

Priority 1: Leadership and Advocacy

1.1 **We will communicate compelling stories and information about the value, vibrancy, and strength of the LIS profession.**

INCITE, the Association's flagship magazine, took leadership themes for each of its six issues and mid-year carried an interview with the federal Arts Minister about the value of libraries. Reports about how libraries reinvented their services in the wake of the pandemic also featured strongly on the ALIA website and were promoted through our various newsletters.

1.2 **We will leverage our national and international profile, continuing to build our lobbying and advocacy activities with federal, state, territory, and local governments, and with other agencies.**

Before lockdown, we commenced a planned approach to several government Departments and agencies, but this schedule was curtailed by COVID-19. The ALIA-administered $1 million grants scheme from the Australian Digital Health Agency for consumer health education programs through public and health libraries continued, but was moved online to address the changed circumstances.

ALIA made nearly 30 submissions during 2020 and gave evidence to two Senate inquiries, one into issues facing diaspora communities, the other nationhood.

1.3 **We will foster strategic relationships with peak bodies and other organisations to strengthen our position on important issues affecting the GLAMR (Galleries, Libraries, Archives, Museums and Records) sector and beyond.**

ALIA continued to be an active member of GLAM Peak, leading the alliance's response to the Sustainable Development Goals, supporting the Blue Shield Australia Impact of Fire and Storm Events on GLAM Institutions survey and report, and helping to develop an increased advocacy focus for 2021.

We have maintained close ties with IFLA and overseas library associations, sharing information and best practice, especially in the light of the challenges posed by the coronavirus.

As a founder member of the Australian Media Literacy Alliance, ALIA provided the website and secretariat for the new formed group. We held our first fully virtual ALIA conference on this topic on 3 September. We were also an active participant in the ABC-led Media Literacy Week, including a joint ABC-ALIA evening event for teacher librarians on 28 October.

ALIA continued to work closely with the Office of the eSafety Commissioner and supported libraries to be part of other digital literacy and inclusion initiatives, including the *Australian Digital Inclusion Index*, consumer health education.

We remained a lead agency in the National Early Language and Literacy Coalition, as chair of the committee. While the push for a national strategy was paused during the first few months of the pandemic, we worked with Speech Pathology Australia to develop and deliver free PD training for ALIA members on language and literacy development and 'Speechie Library Talks' program for libraries in November 2020.

ALIA maintained its position on the Australian Libraries Copyright Committee and supported the Australian Digital Alliance.

We continued to be a lead agency in Books Create Australia and this enabled us to negotiate copyright easing for virtual storytimes with the Australian Publishers Association and Australian Society of Authors for the duration of the COVID-19 pandemic. This led to us developing a subscription model for libraries to post storytime recordings to online platforms in 2021.

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1.4	**We will retain our focus on the United Nations Sustainable Development Goals (SDG).**	ALIA led the GLAM Peak response to SDG targets and our International Relations Advisory Committee continued to work on stretch targets for the Australian library sector. ALIA was invited to the United Nations 75th anniversary reception at Government House in Canberra on 27 October in recognition of our support for the SDG.
1.5	**We will pursue our commitment to improving opportunities for library staff from an Aboriginal and Torres Strait Islander background and to supporting our members in providing culturally appropriate services for Indigenous library users.**	Our first Reconciliation Action Plan was published and implemented in 2020. Message sticks were created and displayed at the AGM as a symbol of the ALIA Board's commitment to Indigenous matters.
		The annual ALIA Aboriginal and Torres Strait Islander Student Scholarship was offered to Claire Sadler from Charles Sturt University at the beginning of April.

Priority 2: Members and Membership

| 2.1	**We will ensure ALIA membership is relevant, rewarding, and valued.**	We fell short of our target of 4,500 Members by 99, but achieved our goal of an 85% retention rate. Our planned promotions commenced with a 10% discount on the first year of Professional New Graduate membership for the month of March, and through extensive industry and Member consultation, the Professional Pathways initiative progressed to launch on 30 November.
2.2	**We will retain and grow the Member base through greater connection, communication, and engagement.**	COVID-19 curtailed face-to-face group activities, but we introduced online forums nationally and by state and territory to help maintain our Members' sense of connectedness. We sent out regular personalised communications to Members in addition to generic communications through our website, newsletters and *INCITE* magazine, alerting people to virtual events, training opportunities, free PD, awards, and campaigns.
2.3	**We will develop our membership services to reflect a contemporary approach.**	Our use of technology and new media expanded exponentially as the impact of COVID-19 took effect. We kept up our focus on social media platforms as a quick way of communicating with a wide circle of Members and stakeholders, and by the end of 2021, our followers had increased to nearly 18,000 on Facebook, 2,000 on Instagram and more than 11,000 on Twitter. During the year, we ran 18 webinars, introduced a new series of Capital City Public Library Connect events for programs, operations, collections and marketing staff, and ran weekly ALIA Connects chats, after work on Friday evenings. An INCITE in conversation 30-minute Zoom session with the Editor and article authors was piloted in November, for roll out in 2021, and ALIA Children's and Youth Services and New Generation Advisory Committee Twitter #AusLibChat drew large audiences.
2.4	**We will recognise Members' contribution to the profession through their support of ALIA.**	Fellowships were presented remotely to Bronia Renison FALIA and Anne Girolami FALIA (CP), while the presentation of the HCL Anderson Excellence Award to Cheryl Hamill FALIA Health (CP) was able to take place at a face-to-face event in WA with President Viv Barton AALIA.
		125 membership pins, which would normally have been received at local events were posted to Members in every state and territory and overseas.

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Priority 3: Education and Professional Development

3.1 **We will influence and shape the direction of LIS education and 3.2 We will work to ensure that education remains relevant to the needs of employers.**

These two goals came together through the evolution of our Professional Pathways initiative, which began with an issues paper in 2019 and continued with a survey early in 2020, which elicited 350 responses. From this, our discussion paper was published on 12 August and Professional Pathways itself was launched on 30 November, with the ALIA Board committing to invest $1.6 million in the initiative over the next four years. There followed seven Town Hall meetings for Members in December and January 2021, leading up to a summit on 16 February.

3.3 **We will encourage and enable Members to develop, adapt and enhance their skills to meet the challenges of an evolving society.**

While Professional Pathways became the driving factor in education, we continued to undertake course accreditations and to work with educators to ensure courses remained current and relevant to employment roles. The primary focus was on the reaccreditation of TAFE institutions offering the Diploma of Library and Information Services, including the Pacific TAFE of the University of the South Pacific, whose Diploma was accredited from November 2020 to 31 October 2025. Extensions were provided to Curtin and Monash Universities.

The ALIA Learning team began work on updating the skills matrices for ALIA PD Specialisations, published the 2019 *ALIA LIS Education, Skills and Employment Trend Report*, and provided a wide range of training courses with more than 1,300 participants.

3.4 **We will deliver relevant, engaging and inclusive professional development.**

The ALIA PD Scheme continued to grow in numbers and relevance, with more than 50% of eligible Members taking part in it. From 1 July, we introduced an opt out model for the PD Scheme, with our monthly PD Postings newsletter continuing to be a highly regarded Member benefit.

3.5 **We will support leadership capability within our membership and the library and information sector, recognising that leadership occurs at all levels within organisations.**

We had planned Leadership and Innovation Forums in every state and territory, but only those in the ACT and QLD (both February) took place. The theme of leadership became part of the Professional Pathways initiative and will be pursued in 2021.

Priority 4: Future-proofing ALIA

4.1 **We will ensure the Association's financial sustainability and responsibly manage the Association's assets.**

Despite concerns earlier in the year about the effect of COVID-19 on the Association's revenue sources, we remained in the black in 2020. The sale of ALIA House progressed to completion, achieving a $6.2 million sale price against a previous valuation of $5.5 million. To accommodate our changed circumstances, Member records were digitised and there was a reworking of the office space. We were pleased to welcome the Council of Australian University Librarians, which relocated to ALIA House on 9 December.

4.2 **We will continue to invest in a modern, forward-facing digital presence for the Association.**

Work commenced on a major project for 2021 – the introduction of a new database and website designed to improve the Member experience.
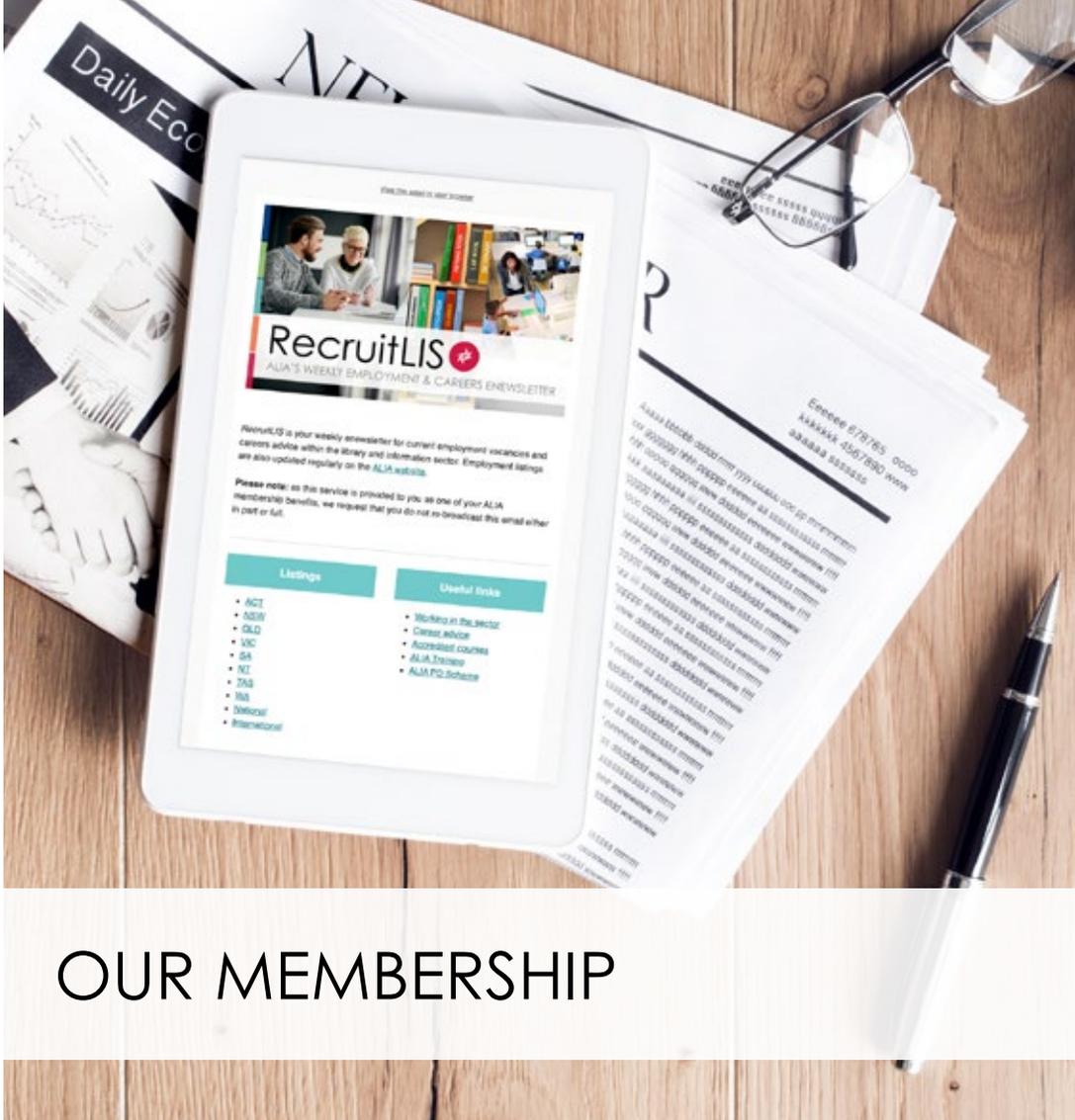
OUR MEMBERSHIP

Our total membership was 4,434 on 30 June 2020, compared with 4,526 on 30 June 2019, a 2% change. There were 650 new Members as of 30 June 2020 compared with 725 in the previous 12 months. The year saw the retention rate drop slightly from 85% in 2019 to 84% in 2020. Member distribution by state and territory remained stable.

101 Members received long-service membership pins in 2020, with 45 receiving a 25-year pin, 24 a 30-year pin, 20 a 40-year pin, eight a 50-year pin and four Members receiving a 60-year pin. A further 27 pins earned in 2019 were presented in 2020.

Two pins were awarded in recognition of ALIA Members, Anne Girolami FALIA (CP) and Bronia Renison FALIA, who each attained Fellow status in 2020.

The unprecedented effects of the bushfires and consequences of coronavirus made 2020 a challenging year for ALIA Members and institutions. However, our Members were able to stay connected with ALIA during the COVID-19 lockdowns through enewsletters; virtual events; digital forums; and online platforms.

Total Members by category at 30 June 2020	
Associate Members	57%
Library Technician Members	9%
Allied Field	1%
General Members	5%
Institutional Members	13%
Students	15%

ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2020. Notable national campaigns included:

Special libraries

ALIA continued to release issues of the *Special Libraries Directory* finishing the year with edition three. On 3 December ALIA hosted the webinar, Special libraries and COVID-19 - Lessons learned and future directions. The webinar featured David Church, Team Leader, Research and Information Services, IP Australia, and Rolf Schafer AALIA, Manager, Library Services, Walter McGrath Library, St Vincent's Hospital and was hosted by ALIA CEO Sue McKerracher.

Blue Shield Australia

ALIA was represented on the Blue Shield Australia Committee (BSA) by Sue Hutley AALIA (DCP), Chair of BSA July 2019- June 2021 and Annette Mills AALIA (CP), Secretary July 2019- June 2021. BSA held five teleconference/Zoom meetings during 2020.

The major activities undertaken by BSA over the course of the year included: co-ordination of communications and reporting via the BSA website and social media during the 2019/2020 Bushfire season; a survey summarising the Impact of Fire and Storm Events on GLAM Institutions 2020,finalised in March 2020; Sue Hutley AALIA (DCP), as Chair of BSA, participating in research (via interview) conducted by the University of Wollongong Centre for Environmental Risk Management of Bushfires about GLAM disaster recovery after the 2019/20 bushfires; and the Australian Institute for the Conservation of Cultural Material and BSA working to promote the Closed by COVID-19 – Checklist for GLAMs and Historical and Heritage Sites guide, version one and version two which were translated into a number of languages.

- Blue Shield Australia provided a submission to the Parliamentary Inquiry into the destruction of 46,000-year-old caves at Juukan Gorge in the Pilbara region of Western Australia.
- One half-day face-to-face activity was conducted in Adelaide. The Disaster Preparedness and Our Cultural Heritage and Collections Symposium was organised by Annette Mills, BSA Secretary, in partnership with BSA member associations in South Australia.
- Students from Bond University's Big Data course, supervised by Sue Hutley AALIA (DCP), conducted a capstone project relating to datasets about sea level rises and climate change and cultural heritage sites.
- Webinars were conducted in partnership with School Library Associations of Victoria and NSW in October 2020 focussing on disaster planning and general recovery discussions after the bushfires.

BSA was represented on the Cultural Response Roundtable, established by Australian Museums and Galleries Association. In December 2020 Sue Hutley AALIA (DCP) took over as Chair of this roundtable group. Due to COVID-19, the planned May Day activities were cancelled. It provided a good opportunity for discussion on alternatives for disaster planning promotion and advocacy. It was suggested and agreed that in future years the focus would be on the International Day of Disaster Risk Reduction.

Library Lovers' Day (February)

The theme for Library Lovers' Day 2020 was 'Uncover Something New'. ALIA made free resources available on the Library Lovers' Day website including bookmarks; book tags; posters; promo banners; recommendation cards; stickers; wrapping paper; and social media collateral. The day was a success on social media using the hashtag #LibraryLoversDay, with libraries and other organisations across the world joining Australians to celebrate the day.

Library and Information Week (May)

Like every other ALIA event and campaign, Library and Information Week (LIW 2020), under the theme 'Create', was impacted by the COVID-19 pandemic as libraries and schools were not able to host physical events or displays. This meant that there was a lack of physical events, and a decrease in social media engagement, news stories and merchandise sales when compared to 2019.

The campaign still took place from 25-31 May 2020 as an online event and ALIA ran the social media campaign#LIW2020 Create Online, which was instigated and operated by Gemma Steele and Jessica Pietsch, with assistance from ALIA VIC State Manager Margie Anderson AALIA (CP) and staff at ALIA House. Each day of the week was themed and included a free social media webinar before the week and a survey post campaign. Once again, ALIA worked with CIVICA to release details on the most popular books borrowed from public libraries during the year (bit.ly/3gIsDhU).

The highlights of the week included National Simultaneous Storytime; Library Technicians' Day; the Cancer Council's Biggest Morning Tea; and ALIA Day. ALIA also created free resources for the week including activity sheets; flyers; letterheads; promo banners; stickers; puzzles and social media collateral.

National Simultaneous Storytime (May)

National Simultaneous Storytime (NSS) celebrated its twentieth anniversary in 2020. The 2020 NSS book was *Whitney and Britney Chicken Divas* written and illustrated by Lucinda Gifford and published by Scholastic Australia. The reading of the book and many of the events were held virtually due to the COVID-19 pandemic.

Free resources were created for participants, including resources produced by ALIA's campaign partners. CleverPatch created a craft ebook, while Scholastic Australia produced teachers' notes. Emma Watkins from The Wiggles read for NSS on Story Box Library; Denise Scott read the book on children's program Play School (the reading was made available on ABC Kids and ABC Kids iView). ALIA created free resources including flyers, letterhead, and social media tiles.

Digital presentations of the book were emailed to all participants. These included an audio reading of the book; a pdf version of the book; access to the Story Box Library; a video of a reading in Auslan and Key Word Sign of the book.

The event was a big success with 1,297,825 participants at 14,469 locations. The majority of the participants were from Australia and New Zealand but participants joined us from Thailand, UK, Canada, Singapore, Vietnam and Hong Kong. The events on the day included a reading by author Matt Cosgrove at the State Library of NSW; His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd), Governor-General of the Commonwealth of Australia and Her Excellency Lady Cosgrove, Government House, Canberra.

International School Library Day (October)

In 2020, ALIA once again celebrated International School Library Day. As part of the celebrations, ALIA created free resources which included an email signature; promo slide; bookmarks; and social media collateral, as well as a curated a list of suggested activities for the day. ALIA ran a colouring in competition for schools, the winners were the students at Westgrove Primary School, VIC and Yowie Bay Public School, NSW. Both schools received a class set of crayons.

Australia Reads (November)

In 2020 the Australian Reading Hour was rebranded and repositioned as the Australia Reads campaign. Due to the COVID-19 pandemic, the campaign was rescheduled from its traditional September date to 1-12 November. Across the 12 days there was a series of celebrations and online events which culminated in the Reading Hour on 12 November.

For the first time there was an illustrator Ambassador, Beck Feiner. The adult Ambassador was Dervla McTiernan, alongside the children's Ambassadors Anna Fienberg AM, Jacqueline Harvey, Peter Helliar, and Will Kostakis. Each of the children's Ambassadors wrote a book *Tashi and the Stolen Forest* by Anna Fienberg AM; *Kensy and Max: Spy Games* by Jacqueline Harvey; *Frankie Fish and the Tomb of Tomfoolery* by Peter Helliar and *The Greatest Hit* by Will Kostakis.

The headline events were livestreamed readings at the Sydney Opera House, one for children, one for teenagers and one for general audiences – all featuring the Australia Reads Ambassadors along with a plethora of Australia's finest authors, which drew in audiences of more than 70,000 people across the three programs. There were also author readings from Anna Fienberg and illustrations from Beck Feiner for the children at Alma School and Railway Town School in Broken Hill, NSW.

More than 40 registered individual live and virtual events were hosted by libraries, bookstores, and book media. Notably, libraries across Victoria celebrated with their Victoria Reads virtual event, where participating libraries read *The Dressmaker's Secret* with Rosalie Ham. Libraries across Australia celebrated the campaign and reached an estimated one million book lovers via social media. The changed circumstances due to the pandemic led to a reimagined Australia Reads including the social media campaign #AustraliaReadsAtHome. A customisation tool was also offered at the request of Libraries South Australia.

The campaign was heavily promoted across print and digital media; through Ambassador events and events in libraries; across social media; through partnerships with relevant industries; and on public transport. The campaign was supported by the Australian Booksellers Association; the ALIA Australian Public Library Alliance; the Australian Society of Authors; the Australian Publishers Association; the Australian Literary Agents' Association; and Better Reading. The endeavour was sponsored by the Copyright Agency Cultural Fund, the Department of Infrastructure, Transport, Regional Development and Communications, and the ALIA Australian Public Library Alliance. More details can be found via the Australia Reads 2020 wrap-up available online in the ALIA Library.

GOVERNMENT AND STAKEHOLDER RELATIONS

Book industry

ALIA worked with publishers and authors to support the creative industries and promote reading during the pandemic.

Negotiated by ALIA on behalf of the public library sector, a virtual storytime agreement allowed public libraries (and later school libraries) to record readings of picture books for children and their caregivers to enjoy at home. This agreement concluded on 31 December 2020. Conversations were ongoing to continue a modified version of this agreement in 2021. The original agreement was a collaboration between the Australian Booksellers Association, the Australian Library and Information Association, the Australian Publishers Association, and the Australian Society of Authors and was announced by Books Create Australia.

ALIA encouraged libraries and bookstores to hire authors for virtual author talks and urged libraries to use the lockdown period to weed existing collections and seed their libraries with new books in advance of reopening.

Early literacy

ALIA has been a driving force behind the National Early Language and Literacy Coalition – a group of 10 non-government organisations whose work intersects through a common interest in supporting literacy development in the 0–5 age group. In 2020, NELLC released a discussion paper which outlined the objectives and priorities of a national early language and literacy strategy, and ALIA encouraged public libraries across Australia to provide their feedback. ALIA representatives also attended the 10 November 2020 webinar on the discussion paper.

Copyright law reform

ALIA continued to lobby for law reform in the areas of fair use, orphan works, and copyright overriding contract, as a founder member of the Australian Libraries Copyright Committee (ALCC). ALIA also welcomed proposed copyright changes announced by the Minister for Communications, Cyber Safety and the Arts, the Hon Paul Fletcher MP, that made it easier for libraries and archives to deliver services online.

Sustainable Development Goals

The United Nations 2030 Agenda for Sustainable Development Goals continued to be a focus for the Association. On 9 June, former ALIA President, Vicki McDonald AM FALIA spoke as part of the free webinar Libraries Contributing to Meet the UN Sustainable Development Goals. Vicki McDonald gave a clear overview of how Australian libraries, and ALIA, have been working on the SDGs.

Be Connected grants

ALIA continued to work with the Department of Social Services, the Office of the eSafety Commissioner, the Be Connected National Network Manager (the Good Things Foundation), and libraries across Australia to ensure that libraries could take advantage of Be Connected grants to support digital inclusion programs for older Australians. ALIA promoted the work of Be Connected across social media and in ALIA Weekly and APLAnews.

GLAM Peak

ALIA continued to be one of the lead agencies for GLAM Peak, with the Australian Museums and Galleries Association and National and State Libraries Australia. ALIA promoted a GLAM Peak response to the COVID-19 pandemic, and a joint media release with the Parliamentary Friends of Museums Libraries and Galleries on the importance of cultural institutions during times of national crisis. Guided by ALIA's work in this area, GLAM Peak released its guidelines for developing state and territory digital access to collections plans and GLAM Peak and the United Nation' Sustainable Development Goals.

Australian Digital Health Agency

In 2020, ALIA rolled out the Digital Health Literacy online free training on behalf of the ALIA Australian Public Library Alliance and ALIA Health Libraries Australia. In 2019, ALIA secured $1 million in funding for libraries from the Australian Digital Health Agency to run train the trainer programs. More than 2,400 signed up for the training. Due to COVID-19 restrictions,the training period was be extended until 31 March 2021.

Other engagement with campaigns and initiatives

ALIA supported Information Awareness Month. The campaign ran throughout May, with the theme 'Informed about your current environment', and was run as a virtual event due to the COVID-19 pandemic. Additionally, ALIA promoted Safer Internet Day which ran on 11 February 2020, the theme being 'Together for a better internet'. ALIA campaigned for further recognition of mental health issues and ALIA Board Directors encouraged Members to make a mental health promise as part of World Mental Health Day on 10 October 2020.

Submissions

Australian Government review of Australian classification regulation	February 2020
Submission in response to the Australian Government Online Safety Legislative Reform Discussion Paper	February 2020
Motions for consideration for the ALGA National Conference from the Australian Library and Information Association (ALIA) Australian Public Library Alliance (APLA)	March 2020
Response to the review of the Australian Digital Inclusion Index ADII 2.0	March 2020
National Health Information Strategy Online Consultation	March 2020
Royal Commission into National Natural Disaster Arrangements	April 2020
Submission in response to the Senate Inquiry into Issues facing diaspora communities in Australia	June 2020
Submission in response to the NSW Productivity Commission's Review of Infrastructure Contributions in New South Wales	July 2020
Australian Government Senate Inquiry into the future of Australia Post's service delivery	July 2020
Open Government Partnership Australia (OGPAU) Third Open Government National Action Plan (NAP3)	July 2020
Submission in response to the draft legislation to implement the Australian Government's Job-ready Graduates Package	August 2020
Australian Inclusive Publishing Initiative (AIPI) Submission in response to the Australian Government Disability Standards for Education 2020 Review	September 2020
Digital inclusion in Western Australia: A Blueprint for a digitally-inclusive state	September 2020
Australian Digital Alliance A National Digital Inclusion Roadmap	September 2020
Australian Government Inquiry into Australia's creative and cultural industries and institutions	October 2020
Australia Council for the Arts re-imagine discussion paper	October 2020
Australian Institute for Teaching and School Leadership Indigenous cultural competency in the Australian teaching workforce discussion paper	November 2020
Submission in response to the draft NSW Public Spaces Charter	November 2020
Revision of the Implementation Plan for the National Aboriginal and Torres Strait Islander Health Plan 2013-2023	December 2020
SA Early Learning Strategy	December 2020
Submission to the Senate Select Committee on COVID-19	
Australian Inclusive Publishing Initiative (AIPI) submission to the formation of the new National Disability Strategy	
IFLA-ALIA Joint Submission for the Third Cycle of the Universal Periodic Review in Australia	

Australian Industry and Skills Committee Digital Transformation/Skills Strategy

Victorian Education

Australian Classification Regulation

Supplementary submission to the Senate Inquiry into Issues facing diaspora communities

ALIA also contributed to the following submissions:

Senate Select Committee on the Australian Government's response to the COVID-19 pandemic. Submission from the Australian Libraries Copyright Committee	May 2020
Senate select committee on COVID-19 submission by the National Association for the Visual Arts	May 2020
Submission to the House of Representatives Standing Committee on Communications and the Arts - Inquiry into Australia's Creative and Cultural Industries and Institutions from GLAM Peak	October 2020

CONFERENCES AND EVENTS

ALIA National 2020

See the Director Conferences and Events report on page 17.

Australian Library Design Awards

Nominations opened for the 2021 Australian Library Design Awards, attracting 33 entries from public, school, special and academic libraries.

The winners would be announced at the virtual Changing Spaces Library Design Conference in March 2021.

ALIA IN THE REGIONS

State Managers

Our State Managers, like most of us, changed the way they worked quite considerably during 2020. Unable to get out and connect with ALIA Members in person, our team worked together to create regular opportunities for ALIA Members to get together and share their experiences of working through the COVID-19 pandemic, running weekly Zoom networking sessions. Some of our State Managers also developed and facilitated online professional development opportunities, including a panel-based webinar and tutorial-style options, all provided free for Members.

ALIA Groups

In 2020, despite the challenges, ALIA Groups managed to run 38 events. Many events were conducted online, providing professional development and social networking opportunities. Some Groups were able to organise in-person library tours and professional networking events in the early and later stages of the year, once again providing excellent low-cost professional development opportunities to the sector. ALIA Children's and Youth Services Group, ALIA Health Libraries Australia, ALIA Students and New Graduates, and ALIA Schools all published regular content for Members.

DATE	TITLE	REGION	EVENT TYPE
29 January 2020	ALIA Hunter AGM	NSW	ALIA Event
30 January 2020	SA Tour - The new Salisbury Community Hub	SA	ALIA Event
13 February 2020	ALIA CYS Twitter Chat #CYSlibchat	National	ALIA Group Event, ALIA Group PD Event
16 February 2020	ALIA Victoria Trivia Decathlon - Night 1	VIC	ALIA Group Event
20 February 2020	ALIA Tas Event -The Tourism Tasmania Visual Library	TAS	ALIA Group Event
25 February 2020	ALIA Schools - Preparing the School Library Annual Report	Online	ALIA Group PD Event
27 February 2020	ALIA Gold Coast Library Network Group - First Meeting	QLD	ALIA Group Event
27 February 2020	Wentworth Point Library Tour	NSW	ALIA Group Event
4 March 2020	ALIA Canberra and Region Retirees Connect and Chat	ACT	ALIA Group Event

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DATE	TITLE	REGION	EVENT TYPE
14 March 2020	ALIA WA Library Technicians Lunch	WA	ALIA Event
14 March 2020	ALIA Schools - "Students Need School Libraries" Seminar	VIC	ALIA Group PD Event
17 March 2020	ALIA Victoria Trivia Decathlon - Night 2	VIC	ALIA Group Event
21 March 2020	ALIA Victoria Bendigo Tour	VIC	ALIA Group Event
3 April 2020	ALIA Victoria Online Trivia Chat	National	ALIA Group Event
24 April 2020	ALIA Victoria Online Trivia: 1980s Night	Online	ALIA Group Event
6 May 2020	ALIA Canberra and Region Retirees Virtual Connect and Chat	ACT	ALIA Group Event
14 May 2020	COVID Library Discussions (ALIA Darling Downs)	QLD	ALIA Group Event
17 May 2020	ALIA Victoria Online Trivia: GLAMR Night	Online	ALIA Group Event
28 May 2020	Online panel discussion: Government libraries in unprecedented times (AGLIN)	National	ALIA Group Event
31 May 2020	ALIA Students and New Graduates Group GLAMR Match	National	ALIA Group Event
3 June 2020	ALIA Canberra and Region Retirees Virtual Connect and Chat	ACT	ALIA Group Event
16 June 2020	ALIA Victoria Online Trivia: History night	Online	ALIA Group Event
8 July 2020	ALIA Canberra and Region Retirees Connect and Chat	ACT	ALIA Group Event
16 July 2020	Now, Next, Beyond COVID-19 – Health Librarians Experiences	National	ALIA Event
5 August 2020	ALIA Canberra and Region Retirees Virtual Connect and Chat	ACT	ALIA Group Event
15 August 2020	ALIA Schools - The Impact of Digital Technologies: beyond fake news (webinar)	Online	ALIA Group PD Event
26 August 2020	ALIA Queensland Webinar Series: Survivor 2020	Online	ALIA Group PD Event
12 September 2020	ALIAWest Icebreaker - Quench your thirst	WA	ALIA Group PD Event
22 September 2020	ALIA Darling Downs - COVID Next Steps	QLD	ALIA Group Event
23 September 2020	ALIA Queensland Webinar Series: Survivor 2020 - Webinar 2 Outplay	Online	ALIA Group PD Event
7 October 2020	ALIA Canberra and Region Retirees Connect and Chat	ACT	ALIA Group Event
14 October 2020	Nancy Book Honour Lecture 2020 : Reading our Kids	Online	ALIA Group PD Event
20 October 2020	ALIA HLA Webinar Workshop: Automation tools for systematic searching	Online	ALIA Group PD Event
21 October 2020	ALIA Queensland Webinar Series: Survivor 2020 - Webinar 3 Outlast	Online	ALIA Group PD Event
4 November 2020	ALIA Canberra and Region Retirees Connect and Chat lunch	ACT	ALIA Group Event
17 November 2020	ALIA Schools - Copyright for Schools: Part 2 (webinar)	Online	ALIA Group PD Event
18 November 2020	ALIA Queensland Webinar Series: Survivor 2020 - Webinar 4 Panel Discussion	Online	ALIA Group PD Event
5 December 2020	ALIAWest End of Year Get Together	WA	ALIA Group Event

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EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

ALIA Professional Development

Continuing professional development remained a focus for the Association, and in the context of the pandemic, even more so. To meet the needs of Members and workplaces, a special issue of *PD Postings* was produced. Ongoing issues were created with increased content and a new wellbeing section. The ALIA Learning team also produced a series of four videos addressing the most frequently asked questions about the ALIA PD Scheme and created the '100+ ideas for your PD' document'. Highlighting the importance of ongoing professional development, from 1 July 2020, the ALIA PD Scheme became opt out, with all new and re-admitting

Personal Professional Members (Associate, Library Technician or Allied Field) being automatically enrolled in the scheme.

Libraries SA once more took up the ALIA Public Library Proficiency program with 34 participants from across the state, participating in the online webinars and Moodle platform. The 2019 intake of the ALIA Mentoring Scheme, which included QULOC participants, concluded in June 2020. The following month, an intake of 69 matched mentees and mentors commenced a new cycle of the scheme. The Moodle platform was added to the offerings of the Mentoring Scheme as a means of sharing information and encouraging connection.

The following Members received Distinguished Certified Professional Certificates in 2020:

STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
NSW	Sally	Posselt	ALIATec (DCP)	26 February 2020
VIC	Gerrit	Bos	AALIA (DCP)	14 July 2020
QLD	Catherine	Brady	AALIA (DCP)	4 September 2020

We also congratulated the following Members, who received Certified Professional Certificates in 2020:

STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	James	Baker	AALIA (CP)	6 July 2020
NSW	Amrita	Balachandran	AALIA (CP)	2 July 2020
SA	Catherine	Barnes	AALIA (CP)	1 July 2020
VIC	Michael	Barry	ALIATec (CP)	2 July 2020
NT	Sarah	Bate	ALIATec (CP)	6 July 2020
WA	Melody	Beier	ALIATec (CP)	6 July 2020
SA	Andrew	Berney	AALIA (CP)	2 March 2020
NSW	Sineadh	Boccalatte	AALIA (CP)	9 November 2020
NSW	Fiona	Bradley	AALIA (CP)	9 July 2020
SA	Catherine	Brady	AALIA (CP)	13 August 2020
SA	Angela	Brown	AALIA (CP)	7 July 2020
SA	Heather	Brown	AALIA (CP)	23 December 2020
WA	John	Brown	AALIA (CP) Data	9 July 2020
VIC	Sarah	Cain	ALIATec (CP)	1 July 2020
Hong Kong	William Kay	Chan	AALIA (CP)	7 July 2020
SA	Laura	Chiappara-Estevez	AALIA (CP) Research	13 July 2020
VIC	Ellen	Coates	AALIA (CP) Government	2 July 2020
QLD	Kayleen	Commens	ALIATec (CP)	7 July 2020
VIC	Lenore	Comrie	AALIA (CP)	1 July 2020
VIC	Jeremy	de Korte	AALIA (CP)	1 July 2020
NSW	Nicole	Debenham	AALIA (CP)	6 October 2020
VIC	Russell	Easton	AALIA (CP) Public Library	9 July 2020
NSW	Donna	Edgar	AALIA (CP) Public Library	2 July 2020
NSW	Lavinia	Foote Morid	AALIA (CP)	21 October 2020
WA	Kim	Fraser	AALIA (CP)	7 July 2020
VIC	Alida	Galati	AALIA (CP)	7 July 2020
VIC	Nicole	Gammie	AALIA (CP) VET	1 July 2020
VIC	Milena	Gates	ALIATec (CP) Schools	6 July 2020
VIC	Catherine	Gatt	AALIA (CP) Health	24 February 2020

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STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
NSW	Josephine	Gillott	ALIATec (CP)	2 July 2020
NSW	Dianne	Green	AALIA (CP)	16 December 2020
NSW	Donna	Green	AALIA (CP) VET Library	7 July 2020
VIC	Serena	Griffin	AALIA (CP) Health	6 July 2020
NSW	Suzanne	Hannan	AALIA (CP) Health	14 January 2020
QLD	Joanne	Hayselden	AALIA (CP)	9 June 2020
VIC	Kieran	Hegarty	AALIA (CP)	6 August 2020
SA	Jana	Herber	AALIA (CP)	7 July 2020
NSW	Hanne	Hoelaas	AALIA (CP)	10 August 2020
WA	Taryn	Hunt	AALIA (CP) Health	7 July 2020
VIC	Rohisa	Iqbal	AALIA (CP)	1 July 2020
TAS	Irena	Jakob	AALIA (CP)	7 Jul 2020
NSW	Jonathan Francis Yong-Jie	Lee	AALIA (CP)	19 October 2020
QLD	Robyn	Lihou	AALIA (CP) Government	21 July 2020
NSW	Edward	Luca	AALIA (CP)	9 January 2020
QLD	Troy	Mason	ALIATec (CP)	2 July 2020
VIC	Regina	McDonald	AALIA (CP)	7 October 2020
QLD	Nicola	McGeown	ALIATec (CP)	1 July 2020
NSW	Sarada	McGregor	ALIATec (CP)	9 September 2020
WA	Atlanta	Meyer	AALIA (CP)	1 July 2020
NSW	Catherine	Miller	ALIATec (CP)	13 October 2020
VIC	Katalin	Mindum	AALIA (CP)	6 February 2020
QLD	Bekti	Mulatiningsih	AALIA (CP) LIS Practitioner Research	2 July 2020
QLD	Jennifer	Nielsen	AALIA (CP)	13 November 2020
WA	Paul	Nielsen	AALIA (CP)	20 January 2020
VIC	Clare	O'Dwyer	AALIA (CP)	9 November 2020
NSW	Damaris	Olea	AALIA (CP)	7 July 2020
SA	Zoran	Opacic	AALIA (CP)	1 July 2020
QLD	Claire	Ovaska	AALIA (CP)	2 July 2020
NSW	Joanne	Pilon	AALIA (CP)	5 March 2020

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STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	Franco	Ponte	AALIA (CP) Academic	7 January 2020
QLD	Sally	Posselt	ALIATec (DCP)	1 July 2020
NT	Margaret	Purnell	AALIA (CP)	14 July 2020
NSW	Holly	Radunz	AALIA(CP)	7 July 2020
UAE	Jessica	Raeside	AALIA (CP) Schools	7 July 2020
QLD	Alana	Read	AALIA (CP) Public Library	18 November 2020
QLD	Caroline	Rehn	ALIATec (CP)	27 August 2020
VIC	Celia	Rice	AALIA (CP)	24 January 2020
QLD	Sharon	Robertson	AALIA (CP)	6 July 2020
NSW	Lorraine	Rose	AALIA (CP)	16 December 2020
NSW	ShirleyAnn	Summers-Morrow	AFALIA (DCP) Academic	14 May 2020
WA	Havva	Teede	AALIA (CP)	7 July 2020
NSW	Denise	Vitalone	AALIA (CP)	29 January 2020
NSW	Paige	Wright	AALIA (CP)	16 July 2020
VIC	Stacey	Zarifopoulos	ALIATec (CP)	6 July 2020

ALIA Training

ALIA Training delivered 18 courses and events to approximately 1,571 participants during the year, including several free-for-members online panel events and tutorials. The range of courses covered the interests of our varied sector and many Members took the opportunity of COVID-19 closures to improve their professional knowledge and skills.

The topics were: Readers' Advisory; STEM Programming; Metadata; Disability and Inclusion; Digitisation; Acquisitions; Advocacy; Searching; Digital Dexterity; Language and Literacy; Copyright; Working with Software Vendors; Cataloguing Basics; RDA for Practitioners; Community Engagement; Libraries and Homelessness; and measuring GLAM impact pre- and post-pandemic.

We were pleased to continue our strong partnership with TAFE NSW, and we continued to make use of the ALIA online learning delivery platform, Moodle, guided by our consultant trainer, Gary Lom AALIA. Through ALIA Training, we provided more than 20,000 hours of professional development to the sector throughout 2020.

AWARDS

2020 Australia Day Honours List

ALIA past-President Vicki McDonald FALIA, State Librarian and CEO of the State Library of Queensland was awarded Member (AM) in the General Division of the Order of Australia 'for significant service to librarianship'.

Excellence Awards

In 2020, Cheryl Hamill FALIA (CP) Health was awarded the HCL Anderson Award in recognition of her distinguished career in health librarianship in Australia and her significant contribution to ALIA for more than 30 years.

Research Grant Award

Dr Huan Vo-Tran AALIA, was awarded the 2020 ALIA Research Grant Award, for his research: The role of information and digital literacy programs in support of newly settled refugees – an Australian public library approach.

Twila Ann Janssen Herr Award

The 2020 Twila Ann Janssen Herr Award was awarded to Rebecca Muir and Mary Coe AALIA for their project What does it mean to include people with invisible disabilities as research participants?

Silver pins (for volunteer service to the Association)

- Alissa Sputore AALIA (CP) (2020)
- Catherine Hoey AALIA (CP) (2020)
- Patricia Lam Sin Cho ALIATec (2015) and (2020)
- Sue Hutley AALIA (DCP) (2005) and (2020)
- Susan Courtland ALIATec (2011) and (2020)
- Tony Courtenay AALIA (CP) (2020)
- Tracie Pollin AALIA (2011) and (2020)

Group awards

The ALIA Top End Group jointly awarded the ALIA NT Recognition Award to the Alice Springs Public Library Youth Team and the Northern Territory Library's 'A Territory Story' exhibition. The Queensland Library Achiever of the Year Award was presented to Carmel O'Sullivan AALIA (CP), Director, Library Services, University of Southern Queensland, and Deputy Chair of CAUL, at the ALIA Queensland conference on 6 November 2019.

The FA Sharr Award was presented to Kristin Stephenson AALIA at an event in WA.

Student awards

During 2020, ALIA provided student awards to the highest achieving graduating student from ALIA accredited LIS courses. In March, Pacific TAFE, University of the South Pacific, Fiji presented its first student award during the graduation of the first class from the ALIA accredited Diploma of Library and Information Services course.

INSTITUTION	STUDENT	AWARD
TAFE NSW (Western Sydney)	Fay Cresswell	Diploma of Library and Information Services
Library Training Services Australia	Annita Frangos	Diploma of Library and Information Services
TAFE NSW Newcastle	Rosemary Chase	Diploma of Library and Information Services
Box Hill Institute	Rhylee Muir	Diploma of Library and Information Services
Box Hill Institute	Heather Evans	Bachelor of Library and Information Management
TAFE Queensland - Brisbane Region	Laura Paterson	Diploma of Library and Information Services
Chisholm Institute	Simone Toussaint	Diploma of Library and Information Services
TAFE Ultimo	Wai Ki (Raymond) Mak	Diploma of Library and Information Services
Queensland University of Technology	Natasha Bradley	Master of Information Science Library and Information Practice
Curtin University	Eamon Lenihan	Bachelor of Arts Librarianship & Corporate Information Management
Curtin University	Gemma Milton	Graduate Diploma Information and Library Studies
Curtin University	Kate Faulds	Master of Information Management
University of South Australia	Rachel Homburg	Graduate Diploma of Information Management
University of South Australia	Emma Hamilton	Master of Information Management
RMIT	Thomas Vasey	Master of Information Management
RMIT	Liam Vaughan	Graduate Diploma of Information Management
Pacific TAFE (USP)	Xavier Fesaitu	Diploma of Library and Information Services (Level 5)
Victoria University	Nutan Kargathra	Diploma of Library and Information Services
Swinburne University	Timothy Wales	Diploma of Library and Information Services
Charles Sturt University	Janet Wood	Master of Information Studes (Data Management)
Charles Sturt University	Marika Simon	Master of Education (Teacher Librarianship)
Charles Sturt University	Sally-Ann Kleine	Graduate Diploma of Information Studies
Charles Sturt University	Elizabeth Khater	Bachelor of Information Studies

COMMUNICATIONS

Publications

During 2020, we published six issues of *INCITE*, with three digital-only issues in May/June, July/August and November/December. There were four issues of the *Journal of the Australian Library and Information Association (JALIA)*, under the Taylor & Francis Routledge imprint, published in 2020.

We also published more than 127 enewsletters, *ALIA Weekly*, *RecruitLIS*, *PD Postings*, *APLAnews*, *FAIR*, as well as newsletters for specific ALIA Groups. As of December 2020, *ALIA Weekly* had the most subscribers (11,263), followed by *RecruitLIS* (5,064) and *PD Postings* (4,370).

During 2020, we produced these reports:

- *GLAM PEAK and the United Nations' Sustainable Development Goals 2020*
- *ALIA LIS pay and employment snapshot 2020*
    - » *School libraries at a glance*
    - » *Public libraries at a glance*
    - » *University libraries at a glance*
    - » *TAFE libraries at a glance*
    - » *Special libraries at a glance*
- *How libraries support the book industry 2020*
- *The future of library and information science education in Australia: discussion paper 2020*

- *ALIA Australian Public Library Alliance Public Library Survey 2020*
- *A snapshot of eLending in public libraries 2019-2020*
- *COVID-19 and Australian public libraries 2020*
- *Special libraries directory 2020, 2nd edition, 3rd edition*

Media releases and media interviews

In 2020, ALIA released 57 news releases and ALIA interviews were published in 111 news articles.

Social media

By December 2020, we had 17,831 Facebook followers for ALIA and FAIR and 12,832 followers for our Twitter handles @ALIANational and @joinFAIR. In 2020, we also reactivated our presence on Instagram and by the end of December 2020 we had 1,903 followers.

Website

During 2020, the ALIA website was well used. There were 1,181,458 page views; 332,184 users; and 582,222 sessions.

FINANCIAL STATEMENTS

Australian Library and Information Association Ltd
A.C.N: 090 953 236

Annual report
for the year ended 31 December 2020

Australian Library and Information Association Ltd
ACN 090 953 236
Annual report - 31 December 2020

Contents

Directors' Report

Your directors present their report on the company for the year ended 31 December 2020.
Directors

The following persons were directors of the Australian Library and Information Association Ltd during the whole of financial year and up to the date of this report:
Ms Monika Szunejko (resigned 4 May 2020)
Mr Robert Knight, President (resigned 4 May 2020)
Ms Helen Ebsworth (resigned 4 May 2020)
Ms Paula Kelly Paull (resigned 4 May 2020)
Ms Viv Barton, President (appointed 21 May 2019)
Ms Vicki Edmunds, Vice President (appointed 21 May 2019)
Ms Kim Sherwin (appointed 21 May 2019)
Ms Stefanie Gaspari (appointed 4 May 2020)
Ms Justine Hyde (appointed 4 May 2020)
Ms Clare Thorpe (appointed 4 May 2020)
Ms Emily Wilson (appointed 4 May 2020

Principal activities

The principal activity of the company during the financial year was representing the interests of the members engaged in the library Industry.

Short term and long term objectives
The short term financial objective is to maintain current services, while delivering a modest surplus.

In the longer term, the company aims to ensure long term financial sustainability through modest year-on-year surpluses. This will be achieved through development of programs which support the profession, the sector and membership, and with strong financial processes.

Strategies and key performance measures
The core income drivers for the company are membership fees, conferences, property rental income, employment advertising and training. Some key performance measurements are:

(1) Maintain membership numbers and income.
(2) Deliver successful annual conferences and maintain conference income.
(3) Maintain training income.
(4) Maintain employment advertising.
(5) Contain costs and deliver budgeted surpluses.
(6) Manage the ALIA House property to deliver a surplus while it remains an asset of the Association.

Dividends - Australian Library and Information Association Ltd

The Constitution of the Association does not permit the distribution of dividends to members.

Review of operations

The profit from ordinary activities after income tax amounted to $261,603 (2019: $166,942).

Significant changes in the state of affairs

There have been no significant changes in the state of affairs of the company during the year.

Matters subsequent to the end of the financial year

The COVID-19 pandemic is still expected to have an impact on the financial performance and liquidity of the Company in 2021. As at the time of completion of the 2020 Financial Statements, the Company is not yet in a position to fully assess the severity of the impact. The entity continues to monitor the financial and non-financial impacts and has measures in place to manage the position as the situations evolves and impacts become clearer.

No other matters or circumstances have arisen since 31 December 2020 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

The sale of ALIA House on 21 December 2020 removes concerns about future rental income and maintenance costs.

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Ms Monika Szunejko	Board Director May 2016 – May 2018 Institutional Director May 2018 – May 2020 Appointed 18 May 2016, reappointed 15 May 2018 Grad Dip Library and Information Studies, BA (Hons), AALIA (CP) Serving second year of second term on the Board of Directors
Mr Robert Knight	Board Director – Vice-President May 2018 – May 2019 President May 2019 – May 2020 Appointed 15 May 2018 BA Library & Information Science, AALIA (CP) Serving second year on the Board of Directors
Ms Helen Ebsworth	Board Director Appointed 15 May 2018 Grad Cert Educational Studies (TESOL), Grad Dip Library and Information Studies (Teaching), Dip of Teaching (Primary), AALIA (CP) Serving second year on the Board of Directors
Ms Paula Kelly Paull	Board Director Appointed 15 May 2018 M Leadership (current), PhD Candidature (Early Literacy and Disadvantage), Ms Education (Teacher Librarianship), Grad. Dip Graphic Communication Education, Dip Teaching (Primary), AALIA (CP) Serving second year on the Board of Directors
Ms Viv Barton	Board Director – Vice-President May 2019 – May 2020 President May 2020 – May 2021 Appointed 21 May 2019 M Bus Admin, Post Grad Dip Advanced Info & Lib Studies, Grad Dip Bus, B of Applied Science (Library Studies), Dip Project Man, AALIA (CP) Serving second year on the Board of Directors
Ms Vicki Edmunds	Board Director – Vice-President May 2020 – May 2021 Appointed 21 May 2019 Grad Dip Lib and Info Science, BA (Honours), AALIA (CP) Serving second year on the Board of Directors
Ms Kim Sherwin	Board Director Appointed 21 May 2019 BA (Hons) Sociology, MA Librarianship, AALIA (CP) Serving second year on the Board of Directors
Ms Stefanie Gaspari	Board Director Appointed 4 May 2020 MBA candidate, Grad Dip Education (Secondary), B Com (HR Management & Management), Cert IV Training & Assessment, AALIA Allied Field Serving first year on the Board of Directors
Ms Justine Hyde	Board Director Appointed 4 May 2020 Grad Dip Management (Executive), Grad Cert Arts (Creative Writing), B Applied Science (Information), ALIA General Member. Serving first year on the Board of Directors
Ms Clare Thorpe	Board Director Appointed 4 May 2020 BA, Grad Cert Higher Education, Grad Dip Library & Information Studies, AALIA (DCP). Serving first year on the Board of Directors
Ms Emily Wilson	Board Director Appointed 4 May 2020 M Info Man (Library & Information Management), Grad Dip Library and Information Management, Grad Cert Journalism, B International Studies, Dip Languages, AALIA (CP). Serving first year on the Board of Directors

Directors' report

Likely developments and expected results of operations

No matter or circumstance has arisen since the end of the financial year to the date of this report that has significantly affected or may significantly affect the operations of the Company the results of those operations, or the state of affairs of the Company in subsequent financial years with the exception of the impacts of the COVID-19 pandemic as mentioned previously in matters subsequent to the end of the financial year.

The impact of the sale of ALIA House will be a 5 year commitment to a rental agreement with the new owners however its is anticipated that this costs will be balanced by the return from investments and the removal of responsibility for building repairs and maintenance.

Environmental regulation

The company is not affected by any significant environmental regulation in respect of its operations.

Meetings of directors
The numbers of meetings of the company's board of directors held during the year ended 31 December 2020, and the numbers of meetings attended by each director were:

Director	Meetings Held During Period Director Held Office	Meetings Attended
Ms Monika Szunejko	3	3
Mr Robert Knight	3	2
Ms Helen Ebsworth	3	3
Ms Paula Kelly Paull	3	1
Ms Viv Barton	6	6
Ms Vicki Edmunds	6	6
Ms Kim Sherwin	6	6
Ms Stefanie Gaspari	3	3
Ms Justine Hyde	3	2
Ms Clare Thorpe	3	3
Ms Emily Wilson	3	3

Insurance of officers

(a)   Insurance of officers

During the financial year, Australian Library and Information Association Ltd paid a premium of $3,836 to insure the directors and officers of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the *Corporations Act 2001.*

Directors' report

Auditor's independence declaration

A copy of the auditor's Independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 5.

This report is made in accordance with a resolution of directors.

Viv Barton
President

Vicki Edmunds
Vice President

Canberra ACT

22 April 2021

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

Telephone: (026248 0352
0414 526 136

Suite 15, George Turner Offices
11 McKay Gardens, Turner ACT
GPO Box 810, Canberra ACT 2601

email: kim@khanna.com.au

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF THE AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION
LIMITED

I declare that, to the best of my knowledge and belief during the year ended 31 December 2020 there have been:

(i)   no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit;

(ii)   no contraventions of any applicable code of professional conduct in relation to the audit
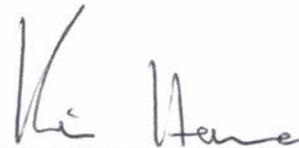
K.D. Hanna FCA, Auditor

Date 22/4/2021

Australian Library and Information Association Ltd
ACN 090 953 236
Annual report - 31 December 2020

Contents

These financial statements are the financial statements of Australian Library and Information Association Ltd as an individual entity. The financial statements are presented in the Australian currency.

Australian Library and Information Association Ltd is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Australian Library and Information Association Ltd
ALIA House
9-11 Napier Close
DEAKIN ACT 2600

A description of the nature of the entity's operations and its principal activities is included in the directors' report on page 1, which is not part of these financial statements.

The financial statements were authorised for issue by the directors on 22 April 2021. The directors have the power to amend and reissue the financial statements.

Statement of profit or loss and other comprehensive income

	Notes	2020 $	2019 $
Revenue from Continuing Operations	1	3,361,149	3,873,002
Administration expenses		(190,573)	(199,477)
Awards and honorarium expenses		(32,997)	(26,645)
Bank and merchant fees		(15,136)	(23,866)
Conference expenses		(567,566)	(1,029,462)
Contractors and consultant expenses		(109,698)	(91,900)
Depreciation and amortisation expense		(55,664)	(72,519)
Employee benefits expense		(1,460,279)	(1,447,171)
Information technology expenses		(93,758)	(75,128)
Insurance expense		(23,068)	(29,434)
Property maintenance expenses		(119,054)	(198,369)
Publication expenses		(120,289)	(131,701)
The Reading Hour		(172,285)	(132,506)
Travel and accommodation expenses		(18,720)	(105,381)
Utilities		(72,560)	(79,556)
Other expenses		(47,899)	(62,945)
Total expenses		**(3,099,546)**	**(3,706,060)**
Profit for the year		**261,603**	**166,942**
Other comprehensive income			
Capital Gain on Sale of ALIA House		698,239	-
Net gain on revaluation of non-current assets		-	355,408
Total comprehensive income for the year		959,842	522,350
Total comprehensive income for the year is attributable to:			
Members of Australian Library and Information Association		959,842	522,350

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Statement of financial position

	Notes	2020 $	2019 $
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	687,293	532,587
Investments	2(c)	8,780,593	2,698,450
Trade and other receivables	2(b)	190,304	386,046
Total current assets		**9,658,190**	**3,617,083**
Non-current assets			
Plant and equipment	3(a)	77,496	125,564
Right of-use-asset – Office Lease	11(n)	671,134	-
Leasehold Land and Building-at independent valuation	3(a)	-	5,300,000
Total non-current assets		**748,630**	**5,425,564**
Total assets		**10,406,820**	**9,042,647**
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	1,097,025	1,369,032
Lease Liability – Office Lease	11(n)	112,031	-
Provisions	3(c)	97,839	91,209
Total current liabilities		**1,306,895**	**1,460,241**
Non-current liabilities			
Provisions	3(c)	31,788	33,214
Lease Liability – Office Lease	11(n)	559,103	-
Total non-current liabilities		**590,891**	**33,214**
Total liabilities		**1,897,786**	**1,493,455**
Net assets		**8,509,034**	**7,549,192**
EQUITY			
Reserves	4(a)	135,285	4,379,250
Retained earnings	4(b)	8,373,749	3,169,942
Total equity		**8,509,034**	**7,549,192**

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2020

Statement of changes in equity

	Retained earnings $	Reserves $	Revaluation reserve $	Total equity $
Balance at 1 January 2019	3,003,000	115,285	3,888,557	7,006,842
Profit for the period	166,942	-	-	166,942
Other comprehensive income	-	-	355,408	355,408
Transfer to reserves	-	20,000	-	20,000
Balance as 31 December 2019	3,169,942	135,285	4,243,965	7,549,192
Balance at 1 January 2020	3,169,942	135,285	4,243,965	7,549,192
Profit for the period	261,603	-	-	261,603
Other comprehensive income	698,239	-	-	698,239
Transfer to reserves	-	-	-	-
Transfer to retained earnings	4,243,965	-	(4,243,965)	-
Balance as 31 December 2020	8,373,749	135,285	-	8,509,034

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

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Australian Library and Information Association Limited
31 December 2020

Statement of cash flows

	Notes	2020 $	2019 $
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		3,552,542	3,187,459
Payments to suppliers and employees (inclusive of goods and services tax)		(3,330,079)	(3,174,452)
		222,463	13,007
Interest received		23,744	71,224
Net cash (outflow) inflow from operating activities		**246,207**	**84,231**
Cash flows from investing activities			
Consideration received on sale of building		6,200,000	-
Allocation to reserves		-	20,000
Proceeds from investments (payments for investments)		(6,082,143)	188,938
Payment for property, plant and equipment		(7,596)	(4,193)
Payment for work in progress and building sale costs		(201,762)	(142,736)
Net cash (outflow) from investing activities		**(91,501)**	**62,009**
Net (decrease) in cash and cash equivalents		154,706	146,240
Cash and cash equivalents at the beginning of the financial year		532,587	386,347
Cash and cash equivalents at end of year	2(a)	**687,293**	**532,587**

The above statement of cash flows should be read in conjunction with the accompanying notes

Australian Library and Information Association Limited
31 December 2020

1 Revenue

	2020 $	2019 $
Membership fees	1,389,368	1,414,813
Events/conference income	200,496	1,153,430
Professional services income training	356,844	302,791
Publishing/advertising income	226,939	268,064
Australian Government COVID-19 Support	511,750	-
Groups income	20,261	69,500
Sale of merchandise	30,607	50,276
The Reading Hour grants and sponsorship	172,285	132,506
Sundry revenue	29,628	37,235
	2,938,178	3,428,615
Other income		
Interest revenue	22,342	60,598
Rental income	400,629	383,789
Total other income	422,971	444,387
Total revenue from continuing operations	3,361,149	3,873,002

(a) Recognising revenue from major business activities

Revenue is recognised for the major business activities using the methods outlined below.

(i) Membership fees

Membership fees are brought to account as income in the period to which the membership fee relates. The portion of membership fees received that relates to the following financial year is brought to account at balance sheet date as income in advance.

(ii) Interest income

Interest income is recognised using the effective interest method. When a receivable is impaired, the company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

(iii) Rental revenue

Revenue from rental is recognised on an accrual basis.

(iv) Conference income

Conference revenue is measured at fair value of the consideration received or receivable and is recognised as revenue in the year in which the event is held. Conference revenue received for conferences not held by reporting date is recognised as income in advance.

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2020	2019
	$	$
CURRENT		
Cash at bank and in hand	687,293	532,587
Total cash and cash equivalents	687,293	532,587

(b) Trade and other receivables

	2020	2019
	$	$
CURRENT		
Trade and other receivables	83,475	158,314
Prepayments	89,680	209,181
Accrued income	17,149	18,551
	190,304	386,046

(c) Held-to-maturity investments

	2020	2019
	$	$
CURRENT		
Term deposits	8,780,593	2,698,450
Total investments	8,780,593	2,698,450

(d) Trade and other payables

	2020	2019
	$	$
CURRENT		
Trade payables	49,550	57,924
Other payables	259,934	347,193
Project funds in advance	89,240	85,125
Income in advance	698,301	878,790
	1,097,025	1,369,032

3 Non-Financial assets and liabilities
(a) Leasehold land and building, plant and equipment

		Leasehold land and building $	Office equipment $	Fixtures and Fittings $	Total plant and equipment $
At 31 December 2019					
Cost		4,944,592	206,097	635,317	841,414
Additions		-	-	4,193	4,193
Gain on revaluation		355,408	-	-	-
Accumulated depreciation		-	(142,060)	(577,983)	(720,043)
Net book amount	Note 5.	5,300,000	64,037	61,527	125,564
Year ended 31 December 2020					
Opening net book amount		5,300,000	64,037	61,527	125,564
Disposals		(5,300,000)	-	-	-
Additions		-	7,596	-	7,596
Gain on revaluation		-	-	-	-
Depreciation charge		-	(24,643)	(31,021)	(55,664)
Closing net book amount		-	46,990	30,506	77,496
At 31 December 2020		-			
Cost		-	206,097	639,510	845,607
Additions		-	7,596	-	7,596
Gain on revaluation		-	-	-	-
Accumulated depreciation		-	(166,703)	(609,004)	(775,707)
Net book amount		-	46,990	30,506	77,496

(i) Depreciation methods and useful lives

Depreciation is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

- Buildings   30 years
- Furniture and fittings   3 - 11 years
- Computer equipment   1 - 3 years
- Leasehold improvements   10 years

Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Non-financial assets and liabilities

(b) Leasehold land and building

(i) Leasing arrangements

The property which was sold in December 2020 was leased to tenants under long term operating leases with rentals payable monthly. Minimum lease payments receivable on leases of the investment property are as follows:

	2020 $	2019 $
Within one year	-	352,584
Later than one year but not later than 5 years	-	705,168
	-	1,057,752

(c) Provisions

	2020			2019		
	Current $	Non-Current $	Total $	Current $	Non-Current $	Total $
Employee benefits	97,839	31,788	129,627	91,209	33,214	124,423
	97,839	31,788	129,627	91,209	33,214	124,423

(i) Provision for long-term employee benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in note 11(e).

4 Equity
(a) Reserves

	2020	2019
	$	$
Asset revaluation reserve	-	4,243,965
Research fund reserve	38,519	38,519
Anne Harrison trust reserve	96,766	96,766
	135,285	4,379,250

	2020	2019
	$	$
Movements:		
Asset revaluation reserve		
Balance 1 January	4,243,965	3,888,557
Revaluation of leasehold land and building	-	355,408
Transfer to retained earnings	(4,243,965)	
Balance 31 December	-	4,243,965
Research fund reserve		
Balance 1 January	38,519	38,519
Transfer to (from) reserves	-	-
Balance 31 December	38,519	38,519
Anne Harrison Trust reserve		
Balance 1 January	96,766	76,766
Transfer to reserve	-	20,000
Balance 31 December	96,766	96,766

(i) Nature and purpose of reserves
Asset revaluation reserve
The asset revaluation reserve records the revaluation of property, plant and equipment.

Research fund reserve
This reserve records funds set aside for all awards administered by the ALIA Research Committee.

Anne Harrison trust reserve
This reserve records funds set aside for the Anne Harrison Award, which is awarded every two years.

(b) Retained earnings

	2020	2019
	$	$
Balance 1 January	3,169,942	3,003,000
Net profit for the period	261,603	166,942
Other comprehensive income	698,239	-
Transfer to retained earnings	4,243,965	-
Balance 31 December	8,373,749	3,169,942

5 Critical estimates, judgements and errors

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgement in applying the company's accounting policies.

Impairment

The company assesses impairment at each reporting date by evaluating the conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations.

6 Contingent liabilities and contingent assets

As at balance date the entity has no known contingent liabilities or contingent assets (2020: $Nil).

7 Commitments

(a) Non-cancellable operating leases

	2020 $	2019 $
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	5,784	5,784
Due greater than 12 months but less than 5 years	11,568	17,352
	17,352	23,136

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for a conference.

The value of these commitments at 31 December 2020 is $337,500 (2019 $460,000).

8 Events occurring after the reporting period

The COVID-19 pandemic is still expected to have an impact on the financial performance and liquidity of the Company in 2021. As at the time of completion of the 2020 Financial Statements, the Company is not yet in a position to fully assess the severity of the impact. The entity continues to monitor the financial and non-financial impacts and has measures in place to manage the position as the situations evolves and impacts become clearer.

No other matters or circumstances have arisen since 31 December 2020 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

The sale of ALIA House on 21 December 2020 removes concerns about future rental income and maintenance costs.

9 Related party transactions

The Board members did not receive any remuneration in connection with services provided.

(a) Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

	2020 $	2019 $
Key management personnel compensation	(4 personnel) 476,367	(4 personnel) 480,956

10 Members' liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of $20 each towards meeting any outstanding obligations of the company. At 31 December 2020, the total number of members was 4,125 (2019: 4,496).

11 Summary of significant accounting policies

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

(i) Historical cost convention

These financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(ii) Compliance with Australian Accounting Standards - Reduced Disclosure Requirements

The financial statements of the Australian Library and Information Association Ltd comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

a) Revenue recognition

Revenue recognition –contracts with customers
AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.
The customer for these contracts is the fund provider.
Revenue is recognised by applying a five-step model as follows:
1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability. This is the case for application fees for new members, which are recognised as income over the expected term of membership.
None of the revenue streams of the company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Contract assets arise when work has been performed on a particular program and goods or services have been transferred to the customer but the invoicing milestone has not been reached and the rights to the consideration are not unconditional. If the rights to the consideration are unconditional then a receivable is recognised. No impairment losses were recognised in relation to these assets during the year (2019: $nil).

Contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant / fees. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current. Where the monies are received for the company to acquire or construct an item of property, plant and equipment which will be controlled by the company then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

Grant income
Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the company at significantly below its fair value.

11. Summary of significant accounting policies Cont.

(a) Basis of preparation Cont.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability

(b) Capital grants

Capital grants received under an enforceable agreement to enable the company to acquire or construct an item of property, plant and equipment to identified specifications which will be controlled by the company (once complete) are recognised as revenue as and when the obligation to construct or purchase is completed.
For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.
For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the company.

(c) Property, plant and equipment

The company's accounting policy for land and buildings is explained in note 3(a) and 6. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

The depreciation methods and periods used by the group are disclosed in note 3(a).

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 11(d)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is company policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

(d) Financial Instruments
Initial recognition and measurement
Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.

11. Summary of significant accounting policies Cont.
(d) Financial Instruments

Financial Assets
Classification and subsequent measurement
Financial assets with the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:
financial assets at fair value through profit or loss;
financial assets at fair value through other comprehensive income; and
financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)
Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test. Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Amortised Cost
Financial assets included in this category need to meet two criteria: 1. the financial asset is held in order to collect the contractual cash flows; and 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount. Amortised cost is determined using the effective interest method.

Effective Interest Method
Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost. Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost
Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Impairment of Financial Assets
Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.
A write-off constitutes a derecognition event where the write off directly reduces the gross carrying amount of the financial asset.

(e) Impairment of assets
Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

11. Summary of significant accounting policies Cont.

(f) Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

(g) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows

(i) Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(j) Intangible assets

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and five years. It is assessed annually for impairment.

11. Summary of significant accounting policies Cont.

(k) Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

(l) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(m) Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

(n) Leases

Leases accounting policy for year ended 31 December 2020.

At inception of a contract, the company assesses whether a lease exists – i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration. This involves an assessment of whether:

- The contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right, then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Company has the right to direct the use of the asset i.e. decision-making rights in relation to changing how and for what purpose the asset is used.

At the lease commencement, the company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the company believes it is reasonably certain that the option will be exercised.
The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is assessed for impairment indicators at each reporting date.
The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the company's incremental borrowing rate is used.
Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the company's assessment of lease term.

11. Summary of significant accounting policies Cont.

(n) Leases Cont.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The company has elected to apply the exceptions to lease accounting for leases of low-value assets. For these leases, the company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(o) New accounting standards and interpretations

There are no other standards that are not yet effective and that are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

Directors' declaration

In the directors' opinion:

(a) the financial statements and notes set out on pages 6 to 22 are in accordance with the *Corporations Act 2001*, including:

  (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and

  (ii) giving a true and fair view of the entity's financial position as at 31 December 2020 and of its performance for the year ended on that date, and

(b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of directors.

Viv Barton
President

Vicki Edmunds
Vice President

Canberra ACT

22 April   2021

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

GPO Box 810, Canberra ACT 2601

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INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LIMITED
ACN: 090 953236

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2020 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the Company's financial position as at 31 December 2020 and of its financial performance for the year then ended; and

b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's Report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Liability limited by a scheme approved under Professional Standards Legislation

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HOUSTON & HANNA
CHARTERED ACCOUNTANT

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Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit.

I identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

HOUSTON & HANNA
CHARTERED ACCOUNTANT

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I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

I conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

I evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during my audit.

I also provide the directors with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards

K D Hanna FCA
Principal
Houston & Hanna
Canberra:
Dated: 22/4/2021

Australian Library and
Information Association

alia.org.au