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Life



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LIANZA Conference 2025.

Image credit: Ahmad Morad

EDITOR & ADVERTISING

Angela Cairncross

LIANZA Communications Advisor

angela@lianza.org.nz

LIANZA Media Kit available on request

DESIGN

Louise Kirby

www.designdepartment.co.nz**WEB**<https://www.lianza.org.nz/library-life>**EDITORIAL STATEMENT**

Te Rau Ora Library Life is the digital magazine of New Zealand's Library and Information Association Te Rau Herenga o Aotearoa.

Providing a voice for the views and news on issues relating to the GLAMIR sector.

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From the Editor | Nā Te Kaitātari

ANGELA CAIRNCROSS

E ngā mana, e ngā reo, e ngā karangatanga maha o ngā hau e whā, tēnā koutou katoa,

If you missed out on the LIANZA 2025 Conference, you'll be able to learn about many of the highlights in the reports from conference grant recipients and in some of our columns in this issue. We also announce the 2025 LIANZA Professional Recognition Award winners in more detail.

Hannah Jenkin and Madi Ojala look at the value of library assistants and the state of pay equity. And we look at how Te Tōtara Workforce Capability Project has evolved.

The science research sector had a big shake-up this year. Glenn Walker discusses what this means for their library and information services. Jane Riach of Ashburton Library discusses her new role as library manager, following her initial appointment to an NZLPP-funded position.

LIANZA Pacific Information Management Network (PIMN) has rebranded and refocused. Find out more about The Moana in this issue. Dany Miller-Kareko reports back from WLIC 2025, and we hear about a new resource for legal research.

On a local note, Wellington Libraries have some collectable new library cards, LIANZA Te Whakakitenga aa Kaimai held a successful library assistant's day, and Queenstown Lakes movie matinee sessions are popular with seniors.

Ngā mihi nui

Angie Cairncross

LIANZA Communications Advisor

Te Rau Ora Library Life September 2025 Issue 508 Correction:

The article 'Stronger, bolder, together: libraries in times of radical change'
was written by Denise Wilson.

Apologies for the omission of author name.

From the President

NĀ TE TUMUAKI



MARK CROOKSTON
LIANZA PRESIDENT

Kia ora koutou,

I love the start and end of conferences. At the start there's the wonderful energy of the mass of like-minded professionals coming together and the excitement of what lies ahead (not being at work and the social events help too). At the end, there's usually a contentment, a sense of being professionally filled up, often mixed with tiredness (for introverts like me anyway) while still trying to process all the different threads and thoughts from the day prior.

LIANZA 2025 Ko au te taiao, o te taiao kau au / sustaining and changing was a wonderful experience and a great success. Thank you again to Laura Marshall, Angie Cairncross and the conference organising team. What follows is the main body of my closing remarks at the conference.

We all travel through conferences differently, criss-crossing the floors, sometimes staying through sessions, sometimes slipping out of one and trying to be quiet, getting into another in the best attempt to see and hear as much as possible. With such a rich programme and so many options, I wonder if any two people have the exact same conference experience? In terms of my own experience, I thought I'd share a selection of things I heard from the stage over the two days.

I heard Dr Karaitiana Taiuru, speaking on Māori data sovereignty and AI, say "the role of human information professionals is more important than ever". I heard Erin Cairney, chair of the LIANZA Standing Committee on AI, say that being people centred supports trust and she encouraged us to lean in to being information experts. I heard Monty Soutar, in an excellent 45 minutes of oratory, outline the importance of recognising signs and grasping moments that represent opportunities. He then asked, almost challenged us, if we were ready for such a time as this.

I heard Maree-Louise Ayres, Director-General of National Library of Australia, talk of her near retirement and emotionally reflect on the significant role that the librarians and archivists of Aotearoa have played in her own professional development. It was quite lovely.

I heard futurist Melissa Clarke-Reynolds illuminate the chaos and the challenges of now in the **glowing** light of major technological change and societal discord of the past and how that's created positive change. I thought she painted a slightly more hopeful future than what many of us might have been thinking about. She said, in the context of AI, "as guardians of information it's so important for librarians to help people navigate the vast amount of information of now".

Te Paea Paringatai reminded us that librarians are stewarding our future and to be globally informed but act local.

I'm sure you can see where this is going. In the everything that is going on around us, the role of the library and information professional – that puts humans and communities at the centre of what we do, coupled with our fantastic history of using technology to help people navigate information abundance – is just as important as

ever, and I'm increasingly convinced we have a bright, maybe even **golden**, future.

As the two days progressed I grew increasingly optimistic, especially with the role of LIANZA. In my opening remarks I said how LIANZA is entering a growth phase – **we're on the up** – and at conference I saw and heard a lot of the mahi that LIANZA is doing to help us all address contemporary challenges:

- We launched our new [digital CPD pathway](#)
- I heard from the LIANZA standing committee on Freedom of Information and our collaborations with authors and publishers
- We heard from the new LIANZA Standing Committee on AI.

I see LIANZA as being well-placed to address this moment to help navigate the profession into the future. So, pulling the underlined threads of this brief summary together and finishing on a contemporary reference – maybe one more for the parents of young people or the children and young people librarians – from the K-Pop Demon Hunters.....

*We're going up, up, up, it's our moment
You know together we're glowing,
(It's) gonna be, gonna be golden.*

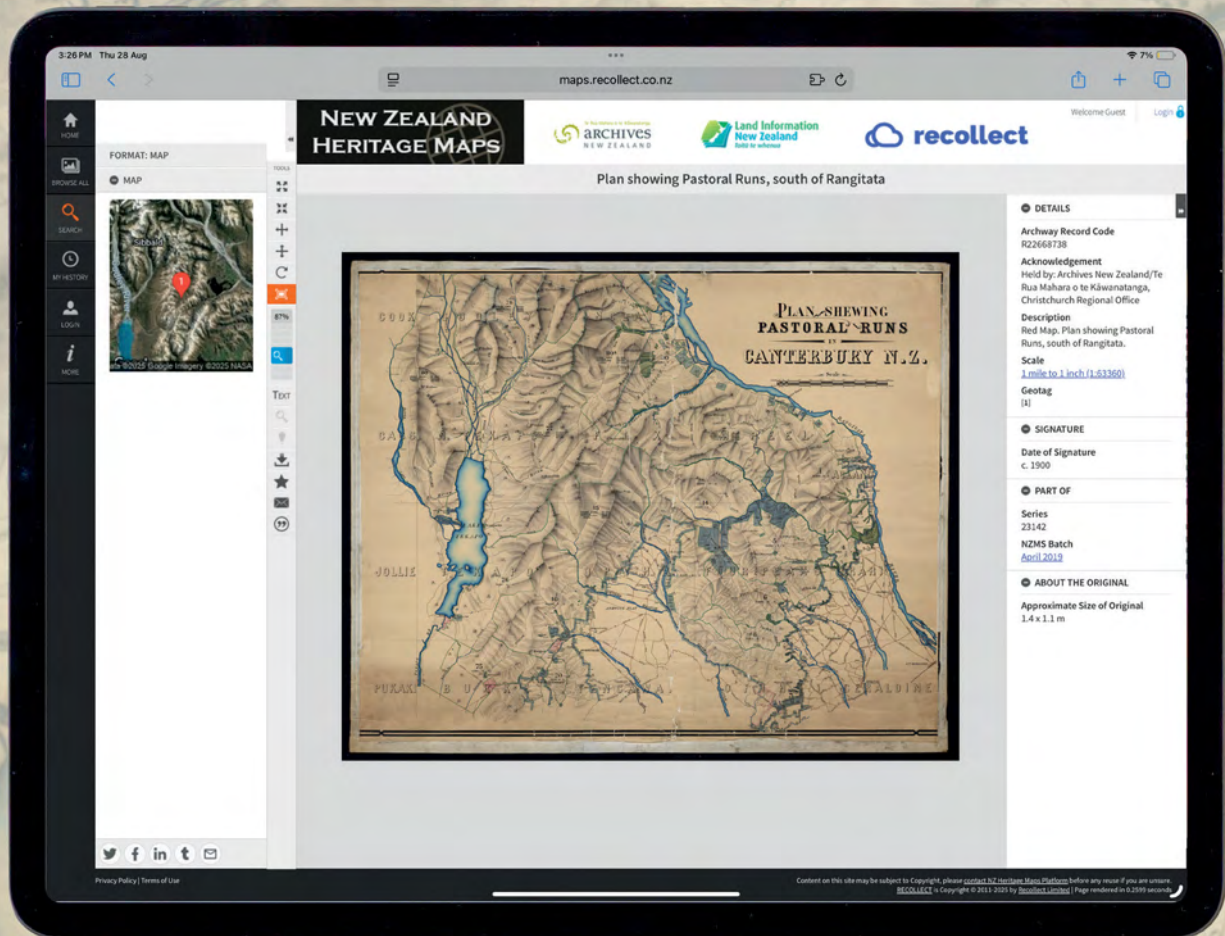
Mark Crookston
President, Te Rau Herenga o Aotearoa
LIANZA



Image: Mark Crookston at LIANZA 2025 Conference.

Image credit: Ahmad Morad

PRESERVING HERITAGE, ENRICHING ACCESS



NZMS and Recollect deliver digital archives that connect communities to their stories.

LIANZA 2025 Professional Recognition Award Winners



Every year, LIANZA recognises professional excellence and honours the contributions made by its members to the library and information profession in Aotearoa New Zealand. In 2025, we had a bumper crop of awards to present.

LIANZA FELLOWS

A fellowship is the highest level of professional attainment awarded by LIANZA. It is awarded to a personal member of the association who has demonstrated outstanding leadership, teaching or research, made a significant contribution to LIANZA, held library or information management positions for at least 10 years and as a result made a significant contribution to the advancement of librarianship and information management.



Elizabeth Jones

Elizabeth has demonstrated a commitment to the library profession over a period of more than four decades through the National Library Services to Schools and her participation in a range of complementary roles, including the New Zealand Children's Book Foundation, the LIANZA Children's, Young Peoples and Schools Special Interest Group, as a convenor and judge of the New Zealand Children's and Young Peoples Book Awards, as well as a member and on the elected committee of the IFLA Literacy and Reading Section.

*Image: From left, Laurinda Thomas, Elizabeth Jones and Richard Misilei receiving their Fellowship Award at the LIANZA 2025 Conference.
Image credit: Ahmad Morad*

Through her extensive service as an advisor, regional manager, and Director of Literacy and Learning at the National Library, Elizabeth has supported, guided, managed, and promoted reading and literacy for children and young people across New Zealand. This is exemplified by the Pūtoi Rito Communities of Readers and the Te Awhi Rito New Zealand Reading Ambassador initiative.

Elizabeth is a long-term member of LIANZA and is recognised as a terrific role model, encouraging others to participate in sector professional activities fully. Her passion for school libraries and her support of SLANZA were recognised when she received life membership of SLANZA in 2012.

Elizabeth was awarded the Storylines Margaret Mahy Medal in 2024. Elizabeth is driven by the fundamental belief that libraries can make a positive difference to people's lives through the transformative power of reading, learning and literacy. She is an excellent ambassador for libraries and librarianship, is acknowledged as an expert in her field, and is a great advocate and leader in our profession.

The awarding of a LIANZA Fellowship to Elizabeth is a worthy recognition of her outstanding contribution to the library profession in New Zealand, to school librarianship, and to literature for children and young people across New Zealand.



Richy Misilei

There are many accolades to be said about Richy: a natural leader, humble, an influencer, mentor/coach, and advocate for Pacific young people within the library community. Richy's passion and enthusiasm for working with young Pasifika people have been the focus of his library career.

As the Tupu Youth Library Manager (2012-2019), Richy created a rule requiring all staff to greet every young person by name in the library – this was also extended to whānau and aiga, brothers, sisters, and cousins, which was instrumental in engaging young people to use the library.

Richy is a great advocate for his library clients and community, ensuring he earns their trust, celebrates their wins and is always inclusive with his library community and staff alike. He is an outstanding mentor and coach of both colleagues and the community, leading a passionate and talented team.

Following his 2017 MIS research, which examined why Pasifika youth did not consider libraries as a career option, he used his findings to inform a report that established a paid cadetship programme for Pasifika youth at Auckland Libraries. This cadet programme is still operating out of Ōtara Library, supported by the Ōtara-Papatoetoe Local Board, and has given several students each year the opportunity to explore all aspects of public librarianship.

Richy has given much to LIANZA and the library profession, as LIANZA President-elect and subsequently President – the second Pasifika person to hold that post. In 2019, Richy co-convened the excellent LIANZA conference in Manukau. He was chair of the LIANZA Pacific Information Management Network and continues to make a valuable contribution to that community. He is highly deserving of the LIANZA Fellowship award.



Laurinda Thomas

Laurinda's impressive library career encompasses numerous achievements and demonstrates consistent, unflagging dedication to the library profession in Aotearoa New Zealand. Laurinda began her library career in 1998 as a library assistant and reserve book room supervisor at Massey University, and has since worked in public, special, and tertiary libraries.

Laurinda has participated in panels on information and inclusivity, media appearances in multiple channels, an unforgettable TEDx talk in Wellington, 'The Dangerous Myths About Libraries', and is a dedicated mentor and coach for emerging leaders as part of the Aurora leadership programme.

Laurinda's contributions to LIANZA are significant. Laurinda was a LIANZA Council member and a former LIANZA president, and chair of the credentials committee from 2020 to 2024. She has sat on the Board of the Digital Inclusion Alliance Aotearoa and on the Boards of the Aurora Foundation and Read NZ. She is also a member of the Library and Information Advisory Committee.

Laurinda has always been generous about sharing her knowledge and experience. She is recognised as an excellent leader who thinks and acts strategically, drawing on a breadth of professional experience. She is generous with her time and supports others in extending themselves, learning, and participating in professional activities.

Laurinda has navigated significant challenges through her career to date, including the closure of Wellington City Central Library due to earthquake risk. At all times, Laurinda leads with composure and competence, seeking opportunities for innovation and strategic progress, always inspiring those around her to give their best. Throughout her busy working life, Laurinda has continued to advocate for libraries and librarianship. She is highly deserving of the LIANZA Fellowship.



Joan Simpson

Joan Simpson's career spans more than 40 years. Joan has made an outstanding contribution to public and tertiary libraries and at the

National Library, where she has worked tirelessly to raise the profile of the Kōtui and APNK services to public libraries.

She has been a consistent supporter of LIANZA, serving on the LIANZA Aoraki Committee, the Professional Registration Board, and as a member of the LIANZA Credentials Committee.

As community librarian at Upper Riccarton, she played a leading role in establishing a new joint-use facility in collaboration with Riccarton High School, trailblazing a new model of service delivery for the sector. At the National Library, Joan has managed many changes. This has included supporting new libraries when they joined Kōtui, overseeing Kōtui's administration board, negotiating the implementation of Chromebooks in the APNK network, and working through changes in her own team to ensure support was always available to libraries nationwide.

Those who have worked alongside Joan on projects such as the replacement of APNK devices in public libraries, which required distributing hundreds of devices across Aotearoa, have been in awe of her organisational ability. She has logical, systematic planning, and can quickly develop an understanding of operational requirements while expertly navigating administrative requirements and delivering outstanding results.

Joan exemplifies the values of LIANZA. She is a dedicated library professional who cares. Joan has the determination to bring about changes that improve library experiences for both communities and staff. She is a strong advocate for what she believes in, and a great role model with the unique ability to lead from the front while bringing others alongside.

Joan's dedication to librarianship, the profession and her communities is exemplary, and she is highly deserving of the Fellowship award.

LIANZA ASSOCIATES

The following LIANZA members received Associate Awards in 2025.



Dianne Mears

Dianne is currently the team leader at Mosgiel Library. She is recognised as the consummate library professional dedicated to public service, staff empowerment and community engagement. She is committed to her professional development and demonstrates resilience, inspiring a positive attitude that helps her effectively navigate whatever challenges come her way.

She encourages those around her to step up, embrace new opportunities and grow professionally. With a collaborative approach, Diane creates a supportive and inspiring team culture.

A long-term LIANZA member, Diane maintains her professional registration status and has served on the Professional Registration Board. She has a genuine passion for bringing information and the community together, striving to create welcoming and responsive library experiences for all and bringing about impactful changes. Dianne's leadership, innovation, and dedication to both her team and the wider community make her a highly deserving recipient of a LIANZA Associateship Award.



Izzy Zhang

Since graduating in 2016, Izzy has worked at Te Manawa, Kumeu and Epsom as part of Auckland Libraries, and at Massey University Library, Unitec Library, and Wheelers Books as a cataloguer. Izzy is currently the Ethnic Communities librarian at Highland Park Library. Izzy is described as a professional with energy and enthusiasm, displaying a high level of responsibility, adaptability, initiative and integrity. He demonstrates patience, empathy and respect for customers and colleagues alike.

In his role as specialist for ethnic communities, he leads programming and engagement with ethnic communities at Highland Park. Using Facebook and the Chinese app WeChat, he is actively

promoting the library and exploring how these channels can be used to engage the Chinese-speaking community.

Izzy has been a LIANZA member since 2017 and joined the Professional Registration Board in 2024. He demonstrates dedication and joy for lifelong learning.



Laura Caygill

Laura has a consistent record of leading high-performing teams to ensure library services are relevant and inclusive of communities. Her achievements in her previous role as Community Library Manager at Auckland Council, Community Experiences and Diversity Team Leader at Waimakariri District Council, and in her current role as Operations Manager at Selwyn District Council demonstrate her passion for empowering her teams to engage with local rangatahi and her commitment to involving parents and caregivers of young people in the use of library spaces.

Since 2017, Laura has embarked on her own te reo Māori journey and encouraged her teams to use te reo in the workplace. She completed her Level Five Diploma in Te Reo Māori in 2023.

A professionally registered member of LIANZA since 2014, Laura has shown her commitment to LIANZA through her involvement in the bid for IFLA WLIC 2022, community presentations, articles in Te Rau Ora Library Life, as the LIANZA representative on the New Zealand Book Awards Trust, and, most recently, joining the LIANZA Council as President-elect. She is passionate about librarianship and is an inspiring leader who shows care and empathy towards her staff and teams. She is not afraid to have difficult conversations.



Mathew Logan

With a Bachelor of Fine Arts and a master's degree in information studies, Mat was awarded the Christina Beal Memorial

Prize in Library and Information Studies and the Clifford Wallace Collins Memorial Trust Award. His research area focused on user experiences and the perception of gallery, library, archive, and museum convergence. These areas inform his interest and application across the GLAM sector.

From library assistant to his current, future-focused role as Culture, Content and Learning Manager at Selwyn District Council, his progression is a testament to his professional expertise and leadership potential. He has played a significant



Image: Some of the LIANZA Associates receiving their awards at conference
Image credit: Ahmad Morad

role in the development and implementation of services at Te Ara Ātea in Rolleston. He has demonstrated his understanding of current environments, including that of the wider Council organisation, industry trends, and potential partnerships.

Mat is a capable leader and manager. He has led the design and development of the Leeston Library Service Centre pop-up site, contributed to the council's long-term plan and budget development for services.

During the initial development of Te Ara Ātea, Mat initiated and managed a public art contract, resulting in the installation of Areta Wilkinson's Toro Atua in Rolleston's town centre. A legacy sculpture consisting of 20 pou whenua, Mat demonstrates the value of a meaningful and genuine partnership with Tangata Whenua.

Mat works hard to achieve the best results for and across his community. His commitment and application to leading others to also deliver top services are well deserving of an associateship.



Lois Haddon

Lois has worked in public libraries in Wellington, Kapiti Coast, Rotorua and in Gisborne, where she is currently the Library

Service Leader at the HB Williams Memorial Library. In this role, Lois has demonstrated strong and effective leadership and a commitment to enhancing library services for the Tairāwhiti community. She has successfully led teams through change, and she encourages staff to celebrate their Māori heritage, resulting in Te Reo being spoken regularly in the library.

Over the past 25 years, Lois has demonstrated a commitment to facilitating community literacy and wellbeing. She led the establishment of an Afterschool Homework Centre at Miramar Library involving partnerships with local schools and the Ministry of Education. And Lois's leadership was key to HB Williams Memorial Library becoming Fines Free.

Lois is currently the regional representative for the Central North Island of the Public Libraries of New Zealand and has been a LIANZA member since 1999. She has contributed to national discussions on Rainbow Storytimes, library advocacy, Fines Free Aotearoa, and digital equity. Lois's commitment to her team, community, literacy,

and her willingness to share her professional experience and wisdom make her highly deserving of a LIANZA Associateship.



Trina Schuster

Since the 1990s, Trina has had a broad and luminous career in libraries. Her strengths include adaptability, critical thinking

and leadership for navigating growth and system improvement. She is a generous mentor to others within the profession.

Trina was a senior leader at Auckland Libraries for many years and is currently Head of Arts, Culture and Lifelong Learning at Selwyn District Council. She is committed to Te Tiriti, collaborative innovation, effective leadership, and team development. Deeply involved in service to the community, storytelling and lifelong learning, Trina featured in an Auckland Libraries content creation documentary, 'Tapped in Ink', with her own story of receiving her malu, alongside other Council colleagues.

A member of LIANZA since 2002, she is Convenor of the LIANZA Pacific Information Management Network, where she values the friendship, camaraderie, learning and support from other members. Trina was part of the successful Pacific-themed 2019 LIANZA conference and was recently appointed to the IFLA Professional Section Standing Committee – Indigenous Matters. She is also a member of the Regional Division Committee – Asia and Oceania and previously part of the INELI Oceania Cohort.

Trina's proactive commitment to the core values of the library profession and her understanding of the needs of Pasifika people in libraries make her a deserving recipient of a LIANZA Associateship.



Melanie Brebner

Melanie said in her Associate application that 'becoming fines-free' is her most significant achievement to date. But there

have been many more achievements since starting her career as a library assistant to her current role as District Library Manager at Matamata-Piako District Council, and her contribution to the library profession in Aotearoa.

Melanie combines a strong academic background and leadership experience in public libraries.

Throughout her library journey, she has shown a commitment to professional learning by obtaining her MLIS and LLB(Hons).

While working at the Homai Special Formats Library and studying for her MLIS, she chose to focus her research project on the accessibility of public library websites for people who are blind or have low vision. This gave her a good understanding of accessibility issues and the tools available to improve web accessibility. She has applied this knowledge throughout her career and ensured, for example, that the signage at Hauraki District Libraries and Matamata-Piako Libraries complies with accessibility guidelines.

Melanie's focus on continuous improvement is demonstrated by introducing Te Tōtara Workplace Capability Framework at Matamata-Piako Libraries. She leads by example, encouraging staff to develop their skill set and to achieve their goals.

Melanie is a current member of the Professional Registration Board. She was co-convenor of the TELSIG Journal Discussion Group from 2012 to 2019 and has been a member of the LIANZA Te Whakakitenga aa Kamai Committee. Melanie has presented at her local weekend school and at LIANZA conferences.

Natasha Morris



Natasha Morris is a dynamic and dedicated library professional who exhibits unwavering commitment to her community, stakeholders and team. In her role as Library Manager at Westland District

Council, Natasha energetically advocates for the value of library services to the community, proactively seeking opportunities to centre and refresh services to meet user needs. Such community-focused initiatives include cultural programming for Te Wiki o Te Reo Māori and Matariki, adopting dementia-friendly practices in the library, and responding through the COVID-19 pandemic to ensure service continuity for vulnerable populations.

As a library manager, she demonstrates exemplary professional competence and strong communication skills with a range of stakeholders. Under her leadership, the library achieved outstanding customer satisfaction ratings, reflecting her commitment to excellence.

Natasha's strategic leadership and collaborative approach have led to innovative service

models tailored to local needs. She has led the development of an innovative partnership between Westland High School and Westland District Library, with her student-centred approach significantly improving access to library services for secondary students by integrating reading programmes and information literacy.

Natasha actively pursues professional development opportunities and fosters a culture of learning among her team.



Rachel Fisher

Rachel has qualifications in education, library and information science, as well as in health & safety, web design, and technical writing.

While at Auckland Libraries, Rachel was a Senior Library Assistant at the Helensville Library (2007-15) and a Library Assistant at the Birkenhead Library (2015-17). She participated in and led a number of initiatives, including a STEM camp for girls, the development of a board game to teach staff about the Auckland Libraries databases, managed or assisted in MakerLabs, Minecraft clubs, Code Clubs, digital drop-ins, computer tutorials and Book-a-Librarian sessions, leveraging her technical knowledge and her teaching skills.

In 2017, Rachel was appointed to the Senior Librarian/Customer Services Librarian role at the Matamata-Piako District Libraries, and in 2020, to the Team Leader role. In these roles, Rachel built on her Auckland Libraries experience. She expanded her scope to include redesigning and leading the Matamata-Piako summer reading programme, as well as restructuring, creating resources, and implementing literacy programmes.

In addition, Rachel used her technical acumen to catalogue serials using Symphony Workflows and to participate in the implementation of the Stepping Up programme. Rachel developed and implemented technology training for staff and customers, and contributed to library strategic planning, volunteer management, civil defence planning, and the implementation of the Te Tōtara workforce capability framework at Matamata-Piako.

Rachel has been a LIANZA member since 2018. She participated in organising a LIANZA Weekend School in 2024, was a guest speaker at a Weekend School in 2019, and at the LIANZA 2009 Conference.

The state of pay equity



In this article, Hannah Jenkin and Madi Ojala look at the value of library assistants and the state of pay equity in New Zealand.

Library work is important for the flourishing and resourcing of our communities. Libraries are places of learning, refuge, study, inspiration, fun, and personal growth. In universities, the library provides every reading for class, reference for an essay, and research material for an academic. Libraries make our society a better place by supporting our communities. Despite this, library professionals have struggled to receive adequate and fair compensation for decades in New Zealand, compared with professions with similar expectations for education, skills, training, and knowledge. Pay equity legislation was introduced to combat this inequity.

Both of us have been on the frontlines of organising for the tertiary library workers' pay equity claim for the past three years, since it was raised in September 2022. This claim aimed to address the historic undervaluation of the lowest-paid library workers in the tertiary sector, including

library assistants and advisors. We have both seen the incredible range of work that is done by library assistants and also experienced misplaced understandings of library work.

The starting rate for library assistants in New Zealand is still often below the living wage, and most pay scales offer limited salary progression. This does not compensate library workers who dedicate years of their lives to their role. Low pay impacts not just workers' quality of life but also employers, who face increasing staff turnover. In the first four years of Hannah's library career, she had six different contracts, sometimes working multiple roles at once to make enough to cover basic living expenses. Precarity and low pay dissuade early-career librarians from staying in the profession.

Image: TEU pay equity claim working group.

Image credit: Supplied

Low pay undermines the professionalism of the sector as a whole and does not align with the level of education and training we are often expected to pay for and earn. Library assistants can struggle to feel respected, even within their own work environments. All this negatively impacts the quality of the library services we can provide to our communities.

We want people to know what library assistants do in their jobs and to realise that we are highly skilled and educated professionals. We work with complex systems and technologies and provide expert support to hundreds of students, staff, and alumni library users. We do it with patience, kindness and empathy.

Madi's library assistant role involves resource sharing and document delivery. This includes sourcing hard-to-find resources from around New Zealand and internationally, and sharing our own resources with libraries and domestic and international institutions. Many of the politicians who created and passed the recent pay equity changes rely on people like Madi to operate the library systems that provide them and their staff with crucial resources that inform policy decisions. The Collection Access team also oversees the operation of the distance mail delivery service, enabling students studying across the country to access physical library resources.

Other of our library assistants are responsible for large-budget purchases, high-level research support, investigation of IT glitches and issues, and the provision of face-to-face care in emotionally charged situations involving stressed students and staff. The technical nature of library work has also increased dramatically in the last couple of decades with technological development. Library assistants are now expected to have complex digital systems and technology skills.

It is no coincidence that the other professions that also seek pay equity: nurses, teachers, care and support workers, to name a few, also require excellent but undervalued 'soft' skills such as communication, adaptability, cultural awareness, active listening and emotional intelligence. We really care about the people we look after and help. But this doesn't mean that care and compassion always come naturally either – we work hard to practice and foster these attributes alongside the technical 'hard' skills we possess. We deserve more.

THE STATE OF PAY EQUITY IN NEW ZEALAND

All 33 pay equity claims have been scrapped in New Zealand. This includes TEU's 2022 claim for tertiary library workers and PSA's 2019 claim for public library workers. There is now also a 10-year limit on reviewing settled claims, which affects the maintenance of NZEI's school librarians' claim, settled in 2023.

The retrospective cutting of our claim undermines the work and resources already committed to this process, as well as the collaborative negotiating environment established between the parties. Any retroactive pay increases from the date our claims were raised have also been cut for those covered, amounting to mass wage theft.

The most significant impacts of the Pay Equity Amendment Bill (2025) for us:

- **Multi-employer claims are no longer viable** under the new pay equity legislation, as any employer can opt out without reason. This is a direct attack on claims such as ours that encompass the various university employers in New Zealand. We can likely no longer continue with our claims in their pre-existing state – our union would need to raise 16 claims instead of 2 to have the same coverage in future pay equity litigation.

- **Raising the threshold for raising pay equity claims from 'is arguable' to 'has merit' makes it more difficult to raise a claim.** Now, claimants need to show not just that a female-dominated role *could be* undervalued to begin the claims investigation process, but that it is already known to be undervalued relative to relevant male-dominated roles, with supporting evidence. Claimants need to gather proof twice over, making the whole process redundant, ineffective and an unnecessary barrier to litigation.
- **Our claim is not eligible for resubmission as we do not meet the new gender threshold requirement.** Claims can now only be lodged on behalf of workforces where 70% of employees are female, for at least 10 consecutive years before lodgement. The Bill's binary approach to gender excludes non-binary staff from these calculations. We estimate that the current female percentage among library assistants and advisors at Victoria University Library is 68%. The new threshold does not align with the core concept of pay equity, which aims to address modern-day undervaluation of workforces as a result of these workforces being female-dominated *historically*.
- **The Bill introduces a hierarchy of comparators that severely limits the scope of professions we can use as comparators.** The only options for comparators we can now utilise are also undervalued and underpaid workers from the same sector, many of whom also had pay equity claims in motion. The Manatū Wāhine Ministry for Women states that "pay equity is the same pay for different work which has the same or similar level of skill, responsibility, and effort".

The new legislation does not operate under this definition and is essentially a pay parity bill instead of a pay equity bill, as it does not allow for comparison to 'different work'.

So, what does this mean for our tertiary library claim? At this stage, the claim can't be raised any time soon. Some university library sites do not meet the new gender percentage criteria, despite libraries being a female-dominated profession. Negotiating 16 separate claims, in a process that previously took five years on average, would require an enormous amount of resourcing by unions. There are also concerns that universities could now dispute claims, arguing that market factors, such as a drop in university funding and projected student enrolments, are the contributing reason for low rates of pay for library staff, rather than historical sex-based discrimination. Advocating in the workplace and upskilling librarians can only go so far. We need strong legislation to litigate adequate pay changes.

What we can do is fight back, be active in our unions, lobby our local MPs, vote in elections next year and push for professional recognition of our skills in the workplace. Have conversations with your colleagues about pay and skills, awahi each other, celebrate accomplishments and if you climb the career ladder, always advocate for lower-paid staff who do work that is important and skilled. Without library assistants, our libraries would cease to exist.



Madi Ojala has been a library assistant in the Collection Access and Resource and Acquisitions teams at Victoria University of Wellington for four years, and has a Master's degree in Museum and Heritage Studies from VUW. She has been a delegate for the TEU Pay Equity Claims for three years.



Hannah Jenkin is a subject librarian at Victoria University, with seven years library experience and postgraduate qualifications. She has been a delegate for the TEU Pay Equity Claims for three years. She is also co-president of the TEU Victoria University Branch and vice president Tiriti (NWC) for TEU.

LIANZA Conference 2025 highlights



Adrian Jenkins, Bernadette Cassidy, Nur Kamaraudin, Chian Ying Ling, Jackie McMillan, Kay Stodart and Leasa Fitzgerald-Leslie all received grants to attend the recent LIANZA Conference. These are their highlights.



AN AUCKLAND TERTIARY LIBRARIAN AT TĀKINA – Adrian Jenkins, Te Whare Wānanga o Wairaka – Unitec

‘Sustain and Change’ was the call to Aotearoa New Zealand library and information workers gathering at the Tākina Convention Centre in Wellington for the LIANZA 2025 conference. What a call, what an opportunity.

It had been several years since I had attended the LIANZA conference. Funding limitations led me to do most of my professional development online. When the opportunity to apply for a Regional Contestable Conference Grant arose, I excitedly applied and was thrilled to receive it.

Despite the unpleasant weather in Te Whanganui a Tara, I was ready to go. How was my knowledge going to grow? What tips would I learn? Who was I going to reconnect with or meet for the first time? I learned many new things:

- How prison libraries run in a variety of security settings and how they are dependent on donations and withdrawn books from libraries for their library collections. And that prisoners are not allowed to use the Internet.

- That Artificial Intelligence (AI) has been a concept for over 50 years, and that Reddit is the most common source of information for ChatGPT responses.
- That the New Zealand Legal Information Institute (NZLII) and Courts of New Zealand websites are excellent free sources of information regarding things such as unofficial legislation, Case Law, and rulings from the Supreme and other Courts from 2000 onwards. In addition, a new Open Educational Resource, entitled [“Essential Legal Research Skills in Aotearoa New Zealand”](#), has just been published and is an excellent resource for new law librarians and others engaging with legal questions.
- As a legal librarian, it is important not to advise the customer but rather lead the customer to the correct information for them to make their own decision.
- That librarians outshone themselves to prove that, no, Wellingtonians weren’t being kept awake by the sounds of whales in 1800.
- That the product [Keenious](#) has the potential to be a good AI tool for finding quality papers and helping one understand tricky concepts or jargon.

As a tertiary institute librarian, providing access to quality academic information sources is core to my role. The ongoing prevalence of [‘fake research’](#)

is very concerning. I was sad to learn that the 'publish or perish' pressure facing some academics is still leading to a proliferation of poor-quality research outputs. 'Paper mills' pushing out low-quality papers are still very active. There have been cases where journals published by New Zealand universities have been cloned, and academics in other countries have been charged to publish in the cloned journal even though publishing in the actual journal is free under a Diamond Open Access policy. I was also shocked to discover that some papers with fake authors have been published, in which either no such person exists, or the person exists but knows nothing about the paper.

I was reminded that there are still serious concerns about **Māori Data and Māori information ownership/sovereignty**, particularly with AI tools. Māori scholars have been submitting on the Wai 2252 claim regarding Māori data sovereignty. A [recent publication](#) by the first keynote, **Dr Karaitiana Tiauru**, is a good summary of the issues. This is an ongoing challenge that non-Māori librarians must engage with. The final keynote, **Te Paea Paringatai**, backed this up, saying "Neutrality is not an option: we need to elevate indigenous knowledge and customs".

Stepping outside my academic librarian world, it was interesting to see the new library robot from Bibliotheca and to consider that concerns about information quality and AI tools extend into public libraries as well. I am looking forward to the newly established [LIANZA Standing Committee on AI](#) guiding us as we librarians continue to engage in this space. I also talked to librarians from smaller communities about some of their challenges.

On the third day of the conference, I joined Tales & Tours – Tour 1, which visited various local libraries, heritage and information centres. I was fascinated to see the very old materials being curated at the Te Aka Matua Research Library. I also learned about the information access parameters and service expectations here and at the Parliamentary Library. Finally, it was great to examine positive user experience changes made at Victoria University of Wellington.

Returning to the conference theme and paraphrasing Te Paea Paringatai, we need to do more than sustain—we must regenerate. We must centre indigenous knowledge, champion epistemic quality, harness ethical technology and build intergenerational resilience. What a challenging but vital call to all of us in the Aotearoa library and information sector.



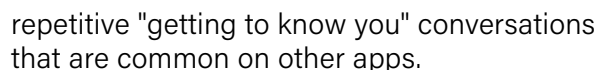
**BERNADETTE CASSIDY –
Resource Centre Manager, New
Zealand Spinal Trust**

Arriving on Monday evening to a wet and windy Wellington, I was grateful to be staying a short walk from the Tākina Convention Centre. **Mark Crookston, LIANZA President**, opened the conference by acknowledging that the library and information sector needs to adapt to change and respond to the needs of their communities in sustainable ways.

Artificial Intelligence (AI) concerns all library professionals, so there were several very timely presentations starting with the first keynote, **Dr Karaitiana Taiuru**, a leading voice in digital technological ethics and Māori data sovereignty.

Dr Taiuru addressed the crucial issue of ethical and cultural alignment with Māori AI and data. He stressed the importance of aligning AI and





- Gen Zers will have careers we haven't yet thought of.
- Most new technologies will result in new jobs/careers.

Erin Cairney, chair of LIANZA's standing committee on AI, spoke about the need for more diverse voices and for toolkits, guides, and resources to ensure that AI is ethical and inclusive.



Keynote Melissa Clark-Reynolds became a futurist and tech entrepreneur after 30 years of experience, including as CEO of several technology companies. Her keynote was thought-provoking and a little unnerving. Some of the takeaways were:

- The most searched website is Reddit, followed by Wikipedia, with Google in third place.
- AI is used in therapy for Gen Z due to waiting lists of six months or more to see a real-life therapist. AI is filling the gaps.
- Volar – an online dating site where you can create an AI of yourself for virtual first dates. The app helps users avoid endless swiping and

There has been a significant decline in literacy and reading both nationally and internationally, particularly among adults aged 18 – 34. The panel discussed how libraries can be positive role models in sustaining cultural resources. It can't be left up to schools to deal with this issue. The panel discussed the role of public libraries as reading and literacy partners, not as replicators of what schools are doing. Public libraries face constraints, funding cuts and how relevant they are to their communities. There is an opportunity for all the agencies to work together to integrate technology into public library services and improve the experiences of library users.

Chloe Fryer's presentation had a personal link as she described the closure of the Leys Institute Library due to earthquake seismic risk. I faced a similar experience with the Allan Bean Centre building, which was deemed unsafe and was demolished in 2015. She discussed the impact on the community, answering their questions and concerns, and their involvement in saving the historical building. Restoration and remediation work on the building should be completed by 2028.

The conference ended with **IFLA President-elect Te Paea Paringatai's** interactive keynote on libraries leading a future of collective stewardship. The need to provide equitable access to knowledge (knowledge is a right, not a privilege) and the role of indigenous world views in shaping sustainable solutions.

I manage a small specialist library and have very few opportunities to network with my peers. In addition, the isolated nature of my work environment makes professional development challenging. However, professional development events and conferences, where most of my peers gather in one place, provide me with opportunities to network and learn about important issues and challenges the library profession faces. I am grateful to the LIANZA Contestable Conference Grant for allowing me to attend the LIANZA 2025 conference.



SUSTAINABILITY AND AI HOT TOPICS AT LIANZA 2025 - Kay Stodart, Porirua Libraries

Sustainability and AI are two of the hottest topics in the library world at the moment, and the theme of this year's LIANZA conference – Ko au te taiao, ko te taiao ko au: Sustaining and changing – captured them both beautifully.

The conference opened with an insightful keynote by **Dr Karaitiana Taiuru on Māori AI and data sovereignty**. While many of us know that AI models are being trained using freely available information on the internet and content generated through tools like Google Docs, it was surprising to learn exactly what training data was being used. At the time of the conference, Waitangi Tribunal reports were being used to train AI. However, information and records held in the National Library and Archives NZ's collections were not. Dr Taiuru also discussed potential risks AI presents for Māori, including replication of bias in training data and incorrect AI-generated metadata. He shared practical steps for protecting mātauranga Māori, introduced a Te Tiriti-focused AI governance model,

and offered ethical guidance on using generative AI—many of which he has kindly made available [on his blog](#).

Mandy Henk from Dark Times Academy

addressed the role of AI in mis- and disinformation. With the rapid evolution of AI over the past two years, the role of librarians in preventing misinformation is more important than ever. Generative AI has proven its ability to create misinformation and 'hallucinations' and has shown to be under the control of disinformation's 'bad actors.' Mandy provided bundles of advice. However, what stuck with me (besides the importance of lateral reading) was how to go about countering AI mis- and disinformation: be authentic, be genuine and be there.

Climate-related themes were evident throughout the conference. Sokunthea Nhien from Selwyn Libraries shared what Selwyn Libraries are doing to empower their community with climate knowledge, from programmes and collections to sustainable building design. Simon Christiansen, from Wellington City Libraries, presented on their community outreach success with the kākano seed library and the impact it is having on communities getting involved. Donna Coventry and Judith Gust from AUT shared about the 'Green Impact' programme, which encourages individuals to make small, practical and easy lifestyle changes to help the planet – the kind of grassroots sustainability commonly championed by Finnish libraries.

The closing sessions of day two contained further environmental themes. Melanie Johnston shared her master's research on sustainability in library collection policies, analysing themes in New Zealand Libraries' policies through the lens of the triple bottom line of sustainability: economic, social, and environmental. Surprisingly, only 20% of the themes she found in library policies related to environmental sustainability. A result she suggested may be attributed to the assumption that environmental sustainability is already ingrained in our practice and does not need to be put into policy.

Johnston's lightning talk was immediately followed by Matthew Evans' talk on his master's research on environmental education in libraries. Encouragingly, most library managers recognised sustainability and climate change as important topics today and saw libraries as having a place in environmental education. However, only 26% believed that their libraries were doing enough to provide environmental education services, highlighting a gap between ambitions and action.

It's Not Easy Being Green

Climate Action in Our Libraries

LIANZA Standing Committee on Climate Action, September 2025



A personal highlight for me was co-facilitating a **kōrero on climate action in libraries**, alongside Alexis McCullough and Sana Saleem from LIANZA's Standing Committee on Climate Action. Having the opportunity to facilitate dialogue on climate action in libraries was thought-provoking and will help shape my professional practice going forward.

The conference was also filled with much-needed humour –thank you, Richie Misilei –and plenty of networking opportunities to strengthen relationships across the sector. One unforgettable moment came when LIANZA President-elect Laura Caygill and MC Richie rick-rolled with the opportunity to get an entire auditorium singing “Never Gonna Give You Up” on day two of the conference.

Finally, a huge thank you to LIANZA for the conference grant that made my attendance possible. I would highly recommend applying for a 2027 conference grant, particularly to early-career

professionals, as my experience at the conference far exceeded my expectations and provided much-needed professional revitalisation.



JACKIE MCMILLAN – Dunedin Public Library

Thank you for selecting me as the recipient of the LIANZA Murihiku Community Conference Grant to attend LIANZA25 in Wellington. This grant meant I was able to cover my airfares from Dunedin and other costs associated with attending the conference.

I thoroughly enjoyed the conference for its breadth of content, including presentations that focused on reading for pleasure and on libraries connecting with their communities in fresh ways, whilst also increasing social connection within those communities. I was impressed by the conference's overall shape: its well-organised structure with a mix of inspirational keynote speakers, presentations of practical and innovative mahi of LIANZA, for example, the [Freedom-to-Read Toolkit](#), and from a range of libraries. Plus, the library tours on Thursday. The whole conference provided opportunities to network with colleagues across the motu, as well as with vendors who support our industry. It is easy to get isolated from each other, so it was good to come together.

Image left: Sana, Kay and Alexis at their kōrero on climate action in libraries

Image right: Sarah Jordan, Kay Stodart and Raschel Easa Deane of Upper Hutt Libraries

Image credit: Sana Saleem, Unitec Library

The conference began with a warm welcome on Monday evening in the National Library foyer. Here, I reconnected with many from across the South (aka Murihiku)—it's a big region! Also, earlier this year, I volunteered to mentor a first timer at the conference. We found each other in the crowd. Well done with matching people! Melanie and I both work in collection development and were also both presenting, so we were able to encourage each other throughout the conference. Mentoring is a great way to bring complete strangers together.



Looking back over my notes, there were themes and links that emerged in many of the lightning talks and papers that stood out to me.

Firstly, collaboration. Libraries initiating projects or new programmes, in partnership with businesses, not-for-profit organisations, other departments within their councils, or individuals in their communities, or maybe all the above. In every case, library-initiated projects were more effective because of collaboration.

One of the best examples was **Libraries Horowhenua's summer reading programme, Read for Trees**, which was run in partnership with other departments in their council and an external contractor. Their reading programme was not only revitalised, but they also transformed it from personal reading incentives into a collective contribution to the whenua. I noted that all library staff were prepped and were an essential part of building momentum for the programme and that it was cleverly launched at the Christmas Parade. I also thoroughly enjoyed the plant-related puns throughout their presentation.

Other presentations where collaborative partnerships were key included **Auckland Libraries' book buses**. Now reaching out to more socially deprived areas, with kai and a cuppa supplied by others. After identifying collection gaps that related to their communities, Auckland began publishing its own books to help these communities share their own stories.

Community-focused mahi was therefore a second theme that emerged in many of the presentations. Not just getting people to come to the library, but by meeting needs within communities. An important point that emerged in a few presentations was the need for more than anecdotal evidence: how to measure, evaluate and communicate libraries' work in building social connections?

The impact of NZLPP funding three years on was another thread. This, sadly, one-off government investment in the library sector enabled many libraries to start responding to their communities more creatively and responsively, especially regarding literacy levels and digital literacy. Discussion, led by SLANZA representatives in one session and by Kate De Goldi, Elizabeth Jones, and Catherine Leonard in another, looked at the urgent need for all libraries to support each other across the sector and to be recognised as a part of the national conversation about declining literacy levels. The need for public advocacy on the benefits to society of reading for pleasure was noted.



Other take-home messages came from keynotes. **Dr Monty Soutar's** faith-filled story behind the book *Kāwai: For Such a Time as This* provided insight into risk-taking. **Te Paea Paringatai, IFLA President-elect**, reminded us we are all leaders, even if we aren't in management, and that good leadership is about stewardship.

Image left: At the National Library Welcome event

Image right: Keynote Monty Soutar



I bookended the conference with two other amazing professional development opportunities. On Monday, I was supported by the Otago Literacy Association to attend a full day at the NZLA symposium at Scots College, a librarian in a sea of teachers. And on Friday, I visited the National Children's Collection and Dorothy Neal White collections with research librarian Mary Skarott, to investigate links to Dunedin's children's literature collections.



CHIAN YING LING - Hamilton City Libraries

The LIANZA 2025 conference provides a wonderful opportunity for LIS professionals, educators, and researchers across Aotearoa to discuss current global challenges and share successful approaches applied in libraries. I am grateful to have received the grant and gained valuable insights that will support me in my library role.

In his opening keynote, **Dr. Karaitiana Taiuru** emphasised the importance of aligning AI and data practices with Māori values and principles to prevent bias and discrimination.

In the closing keynote, Te Paea Paringatai emphasised that libraries are more than just buildings – they are places of whakapapa, connecting the past and future, communities and taonga, ethics and technology. She mentioned “Kaitiakitanga doesn’t own but protect, nurture and steward the community’s needs for their right to access information”. As a future leader, she said, it is vital to support librarians in gaining their professional registration and to create spaces that ‘weave the future’ by nurturing wellbeing, especially for rangatahi, through the application of Te Tiriti o Waitangi, tikanga Māori and the revitalisation of te reo Māori as a living and lasting language in our daily services.

In her paper, **Marion Kroukam** from Hauraki Libraries shared several whakataukī and tools for Kiwi and migrant librarians to help create an inclusive workplace, uphold Te Tiriti o Waitangi, promote manaakitanga, and practice acceptance while staying curious about new cultures. As a future leader, it is important to develop cultural competency, avoid the ‘tall poppy syndrome’ and stereotypes, and focus on finding commonalities.



I had the privilege of attending the launch of the **LIANZA Continuing Professional Development (CPD) pathway** based on the Te Tōtara Capability Framework. I am excited to begin my own professional development journey and aim to achieve CertLIANZA.

The conference was inspiring, with leaders and speakers sharing innovative projects. Such as Central Hawkes Bay Library opening after work hours, Christchurch City Library as a central place for community engagement, and strategies to address future challenges in Aotearoa's libraries, such as the LIANZA Freedom to read toolkit.

I wished I had more time to attend all the insightful papers, engaging lightning talks, and interactive workshops held over the two days. All the learning will contribute to my own future leadership journey and enable me to guide my team in developing programmes that reflect our community's needs. It will also strengthen my ability to serve as an effective frontline advocate, promoting public library services that support and celebrate our diverse communities.

I was proud to be part of the LIANZA waiata group during the event and honouring the keynotes and award winners with our waiata.

I joined the Tales and Tour 3 on the Thursday and enjoyed visiting Hutt Libraries Moera Library and Naenae Library and Community Centre. I connected with other librarians over some yummy kai during lunch at the Shed 22. It was a wonderful opportunity to view rare 18th-century collections, interact with librarians from the Te Aka Matua Research Library of Te Papa Tongarewa, and visit the Wellington Museum.

My sincere thanks to LIANZA and the conference committee for their outstanding mahi in delivering such a meaningful and empowering conference. The experience deepened my understanding of the profession and inspired me to get my CertLIANZA.



NUR KAMARUDIN - Puke Ariki

I had the privilege of attending the LIANZA Conference for the first time, thanks to the generous support of the LIANZA conference grant. It was a valuable experience that allowed me to connect more deeply with the profession and hear from a wide range of voices across the library and information sector in Aotearoa New Zealand. I found the experience very inspiring and would definitely encourage others to consider going in the future. There were so many inspiring sessions throughout the conference, but I've picked just a few highlights that really stood out to me.

Alola Robertson from Auckland Council Libraries shared a heartwarming and practical initiative from Auckland City Libraries, where mobile libraries are used to meet communities

in social housing directly where they live. These mobile library services create natural third spaces—where neighbours meet for the first time, children build friendships and social skills, and isolated residents find connection. What really inspired me was the emphasis on consistency to build trust, on respect for community space and time, and on fitting into people's lives rather than expecting them to come to us.

LJ Jennens from Whangarei District Libraries lightning talk was one of my favourites. I absolutely loved the idea of a night time library event designed for 'social introverts' – such a thoughtful and inclusive concept. The use of a low-stimuli sensory room, and how the event evolved through partnerships with local festivals, really showed how libraries can be both responsive and creative. I appreciated the honesty around challenges like staffing and security, but also the commitment to making space for people who might not feel comfortable in traditional settings.

Another interesting talk was by **Marion Kroukam from Hauraki District Council**. She gave such a thoughtful and personal talk about cultural sensitivity and belonging in the library profession. Marion acknowledged how heavy the topic can feel but framed it in a really practical and empathetic way, using a tool called KISS—Keep, Improve, Stop, Start. As an immigrant librarian myself, I found this approach incredibly useful for both immigrant and non-immigrant colleagues. For non-immigrants, she encouraged keeping curiosity and care alive, improving long-term engagement, stopping assumptions and diminishing stories, and starting practices like anti-gossiping and holding space. For immigrants, she advocated for self-kindness, intentional belonging, and active cultural learning, while also challenging stereotypes and negative self-talk. I especially loved her reminder that all of this ties back to Te Tiriti o Waitangi, that is through partnership, participation, and protection.

Image: Chian Ying Ling with Te Paea Paringatai



Mandy Henk's session was another one of my favourites. She spoke about countering mis & dis information, and honestly, she was fantastic. I loved her honesty in saying that things are not going well, and that the rise of generative AI, attacks on experts, and collapse of trust are real threats. What stood out to me was her belief that this is OUR problem as library and information professionals. We are trusted, we are skilled, and we are already on the frontlines. I found her emphasis on lateral reading—asking who is behind the information, what the evidence says, and what others are saying, is practical and something we can all apply. She's such an amazing speaker, the session flew by!

full of thoughtful, student-centred touches, from the quiet study room with a no-phone policy to the personality-based reading quiz. I loved the inclusion of student-made zines, the jigsaw puzzle corner, and mindfulness colouring. The AI Q&A display was such a clever way to spark curiosity. It really made me think about how libraries can support not just learning, but wellbeing and identity.

Overall, the LIANZA Conference was truly an unforgettable experience. I left feeling inspired, energised, and proud to be part of such a passionate and forward-thinking profession. I would also like to say a special thanks to Angela for buddying me up with Amanda-Jane from Western Bay libraries. She was so helpful, kind and generous in helping me navigate my first conference experience. I truly appreciated all the support that I have received!

On the final day, I joined Tales and Tours 5. My favourite stop was **Wellington Girls' College**. I was blown away by the creativity and care that went into the library's design. The space was



LEASA FITZGERALD-LESLIE - Wellington City Libraries

I attended the LIANZA Conference with a particular interest in improving our bicultural visibility and ensuring that Māori feel welcome in our library spaces. With this focus, I selected sessions that explored bicultural practice, cultural engagement, and innovative approaches to library services. I also selected a few to attend that just sparked my interest, and to broaden my professional learning and gain fresh perspectives.

I am doing a graduate certificate in Library and Information Studies this year, so I chose some talks to complement it. The variety of topics over the two days of talks meant you can do both, and I think you can have a richer experience because of it.

I attended papers on: library services for Māori, the role of non-Māori as allies, and indigenous voices in picture books, and the Kōrero session: All the People Come Together. These sessions provided valuable insights into how libraries can

authentically support Māori communities and incorporate te ao Māori perspectives into everyday practice.

To broaden my professional learning, I attended several lightning talks, including: Omaha School Library Rebuild – on community-led design and student engagement; Verifying Courses– exploring challenges and approaches to course validation; Nurturing the Vine– on supporting professional growth and mentorship; and Lonely No More– focused on building relationships in special libraries.

In addition, I attended papers that helped build my understanding of sustainability and library management on building sustainable collections, library builds, developing a classification system for Kohikohinga Māori and keeping work moving during a budget crisis.

Networking is an essential part of attending any conference. Some of the most valuable moments came from informal conversations. Taking time to chat while waiting in queues for coffee, lunch, or



at the exhibition stalls led to engaging discussions with colleagues from across the country. The atmosphere at the LIANZA Conference makes it easy to connect. Everyone is there for the same reason and is keen to share ideas, successes, and challenges.

I found renewed inspiration in the innovation of the many professionals who came to share their knowledge. The conference was a reminder of the creativity and dedication within our profession. This diversity sparked ideas for new strategies we could try and offered fresh perspectives on problems we've faced. I was struck by how many libraries are tackling similar challenges in completely different ways and I came away with new ideas, practical examples, and renewed enthusiasm for trying innovative solutions within our own library.

The visits to local libraries were fascinating, I enjoyed seeing different ways libraries operate. As a Wellington local, I tried to find a tour that included as many places as possible I hadn't been to before. I attended Tales and Tours 1 which included: Te Papa's research library, Wellington Museum, Parliamentary Library, and Te Pātaka Kōrero at Victoria University.

It was reassuring to see that we all have the same problem—insufficient space—and the different ways each place manages it. As a former student at Victoria University, it was interesting to see the other side and how they addressed students' needs in their spaces. I was interested to hear how Te Pātaka Kōrero researched the use of space in the library to develop a plan for how students both wanted and practically used their seating and study spaces.

A personal highlight was seeing a Zine at the Parliamentary Library, 'The McGillicuddy Serious Party Manifesto', which I have a strong recollection of when I was a new voter. If you can attend the third day, I highly recommend it as it is just as valuable as the previous two days.

My Key Takeaways:

- Bicultural visibility must be intentional, supported by strong relationships and cultural understanding.
- Collaboration and open discussion across the sector sparks innovation.
- Conferences offer invaluable opportunities not just for learning, but for building community and sharing inspiration.



Image: LIANZA 2025 Conference

Image credit: Ahmad Morad

Hē tangata, hē tangata, hē tangata global participation matters!



Earlier this year, Dany Miller-Kareko was awarded an Emerging Leader Grant from the International Federation of Library Associations and Institutions (IFLA), which supported her attendance at the World Library and Information Congress (WLIC) 2025 in Astana, Kazakhstan. With the theme of Uniting Knowledge, Building the Future, the Congress brought together colleagues from across the globe to explore the future of libraries.

My experience began at IFLA Camp, where first-time attendees and local Kazakh librarians gathered to discuss community-led design, inclusivity, and innovation. The conversations affirmed what we already know: libraries are deeply local, but also profoundly global.

Throughout the week, strong themes emerged centring on democracy, information literacy, and artificial intelligence. One of the most significant messages I heard came from IFLA President-Elect, Aotearoa's own Te Paea Paringatai, who reminded us that it is our enduring commitment to people that sustains energy and leadership in our profession through change and challenge.

One of the highlights of the week was presenting in the **Leadership in Libraries** session as part of the emerging leaders cohort.



I shared perspectives from Aotearoa New Zealand, drawing on Māori values of manaakitanga, mātauranga, and whanaungatanga as key informants of our leadership practice. The opportunity to contribute at this level was humbling and inspiring.

Equally meaningful was the chance to observe the Asia–Oceania Regional Division Committee meeting, where priorities such as digital inclusion and collaboration were accepted across the region. Finding these commonalities and connections reinforced the value of global peer support.

For me, the most important takeaway was that international involvement is not out of reach for young professionals. Whether through grants, volunteering with IFLA sections, or contributing research and ideas, there are countless ways to get involved. The professional and personal growth gained through global engagement is immense, and the connections you make will enrich your practice and uplift us all.

I return to Aotearoa with new skills, wider networks, and a renewed sense of responsibility to my community and profession. I want to encourage my colleagues early in their careers to find an entry point into the global conversation. Our voices and perspectives are necessary!



Dany Miller-Kareko is Te Wāhanga Oranga Hapori Lead & Coach for Auckland Council

Image left: IFLA 2025 WLIC grant recipients in Kazakhstan.

Image credit: Supplied

Image right: Asia–Oceania Regional Division Committee and meeting observers.

Image credit: Supplied

Te Tōtara workforce capability project evolves

In 2024, LIANZA assumed the role of kaitiaki of the Te Tōtara Capability Framework, a resource for the entire library and information sector that outlines the values, ethics, knowledge, skills, and attributes essential for working in the sector.

Developed with funding from the New Zealand Library Partnership Project, this capability 'kete' is beautifully presented as a tōtara tree, representing four elements: Ngā paiaka | the roots, Te tiwai | the trunk, Ngā rūhā | the branches, and Te rau hinga | the fallen leaves.



Prioritise continual learning and improvement

LIANZA's role has been to support the sector's use of the framework and its adoption by library and information individuals, teams, and organisations. The project has

aimed to embed Te Tōtara as the foundation for the LIANZA member Continuing Professional Development Pathway.

A new resource examining the progress of the Tōtara Workforce Capability Project and its adoption by the sector has been produced. [Take a look at this here.](#)

"When I saw Te Tōtara, it immediately resonated with me because it was an opportunity to provide something that's been missing...we've always had processes for staff development, but they've always been council-wide development system mechanisms."

*Sarah Corbet,
Hamilton City Libraries.*

LIANZA

HAVE YOUR CONTINUING PROFESSIONAL DEVELOPMENT ACKNOWLEDGED

Your participation in the LIANZA CPD Pathway links you to these professional acknowledgement opportunities:

- 1-year (20 hours) Certificate of Professional Development
- 3-year (60 hours) Certificate of Continuing Professional Development
- 3-year (60 hours) a LIANZA member with CertLIANZA
- 3-year Revalidation of your RLIANZA

For recognition at every level and in every role, regardless of formal qualifications.

www.lianza.org.nz/members/member-cpd-pathway



Te Whakakitenga aa Kaimai Library Assistants Day



On Thursday, October 23rd, LIANZA Te Whakakitenga aa Kaimai hosted library assistants' day! This year the group were lucky to be hosted in the Western Bay of Plenty District at the stunning new Te Ara Mātauranga - Waihi Beach Library and Service Centre. The day began with a warm welcome from the host library, setting the tone for a great day of learning, networking, and connection.

Julia Edgecombe, team leader at Western Bay Libraries, shared the journey of designing, building, and settling into Te Ara Mātauranga. This was followed by a tour of the vibrant and exquisitely designed space. Attendees commented on how functional yet visually stunning the new library is despite only having a small footprint.

One of the key highlights of the morning was hearing from Laura Marshall, LIANZA's Executive Director. Laura shared an overview of LIANZA and some of the new initiatives that have been launched, including LIANZA's new CPD pathway for professional development. The group then had a break for lunch, offering an excellent opportunity for networking.

In the afternoon, Chian Ying Ling, the LIANZA Te Whakakitenga aa Kaimai Regional Conference Grant recipient, shared her experience of the conference and the grant application process, encouraging LIANZA members to apply for the next round.

This was followed by a lively and practical session from Sarah Corbet, Training and

Development Advisor at Hamilton City Libraries, who discussed the challenge of Readers' Advisory and the impossible task of remembering every book in the library! Offering some tips for navigating these sometimes-tricky conversations. The day wrapped up with a Kahoot and some discussion time, allowing attendees to reflect on their learnings and make new connections.

A big thank you to all who made this year's Library Assistants' Day possible –the speakers, organisers, attendees, the hosts and especially LIANZA Te Whakakitenga aa Kaimai chair Fiona Rongo. This day was an inspiring reminder of what libraries achieve daily and how we can continue to lift ourselves and our communities.



Lisa Hayward is the Ringa Tohu / Service Leader – Hamilton City Council

Image left: Attendees and presenters at the Library Assistant's Day.

Image credit: Lisa Hayward

Image right: Left to right: Sarah Corbet, Leah Olesen, Lisa Hayward, Rebecca Penny, Rebekah Searle, Chian Ying Ling

Transport, tea and togetherness: The magic of a senior's movie matinee

Every month, Queenstown Lakes District Council (QLDC) Libraries host a special event just for our seniors. The Senior's Movie Matinee at the Lake Wānaka Centre is conveniently located only 50 metres from Wānaka Library. This accessible and welcoming venue has become the perfect setting for what is now a much-loved and eagerly anticipated monthly outing.

We screen a film from Beamafilm, a streaming service available free with our QLDC Libraries membership. This well-loved and supported event has become a regular fixture on the calendar for many attendees across Wānaka.

As this event has grown, so too have the connections made. Often, people who once attended alone now sit with the same group each month for their regular catch-up. What begins with a movie becomes a shared experience, making the Senior's Movie Matinee an easy, comfortable way to meet others, talk about the film, and, more importantly, about life.

Our goal is to connect more people not only to the library experience, but to one another. As technology evolves, we



remain focused on making sure all our library users feel confident engaging with new resources and can make the most of what's available to them. Before we start the movie each month, we demonstrate how to access Beamafilm on the projector.

This event is the epitome of community. The Lions Club volunteers generously provide an intermission afternoon tea – a true highlight many look forward to as much as the movie itself! Tea, scones, and a warm chat make the perfect props for sparking conversation and building friendships. It's during these intermissions that the room truly comes alive, with the gentle hum of laughter and conversation filling the space.

Transport to the movie can be a barrier for many seniors in our community. Thanks to the LIANZA Contestable Fund, we've

been able to offer free transport for those who need it. For some, this means the difference between staying at home alone or enjoying an afternoon out with others. It's a small detail that makes a huge difference. Thanks to this funding, we can ensure that everyone can participate, regardless of mobility or circumstances.

At its heart, this event is about more than movies. It's about belonging. The library is more than just a place for books. It's a community hub, a safe space, and a doorway to connection. Through initiatives like this, we hope to continue fostering inclusive, welcoming environments where everyone feels seen and valued.

We're proud to be part of something that brings people together: one taxi, one film, and one kōrero at a time.

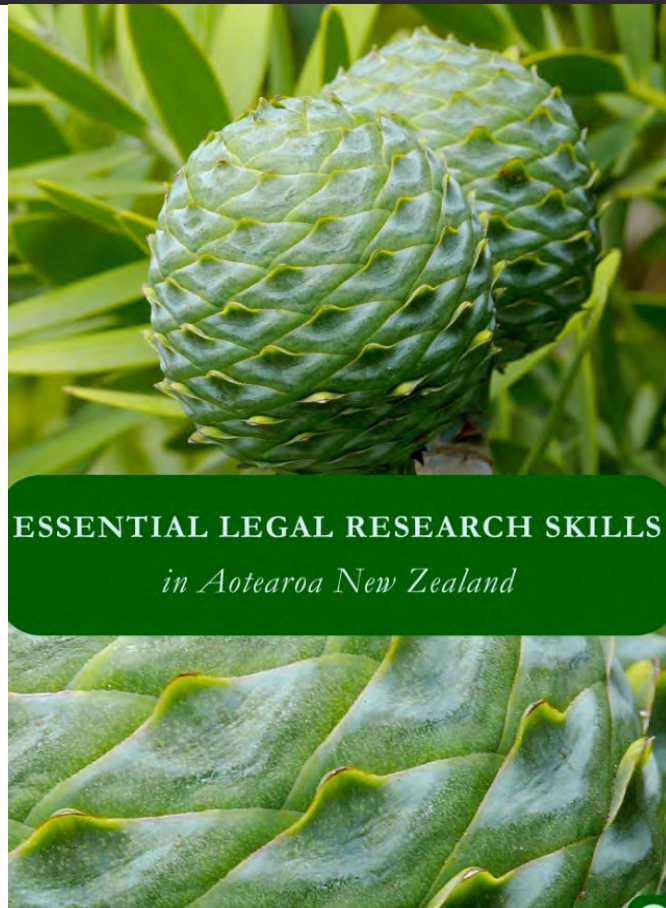


Rebekah Kennedy is a librarian and events lead at Wānaka Library.

Image: Movie matinee attendees in Wānaka.

Image credit: Queenstown Lakes District Libraries

Book Review: Essential Legal Research Skills in Aotearoa New Zealand



A NEW RESOURCE FOR LEGAL RESEARCH:

Essential Legal Research Skills in Aotearoa New Zealand

A new Open Education Resource, **Essential Legal Research Skills in Aotearoa New Zealand**, has recently been published. This book is a guide to legal research and the citation of New Zealand law. It covers the core skills and knowledge for effective legal research, such as creating a search strategy, identifying where to locate legal information and legal citation using the *New Zealand Law Style Guide*. While the book is pitched at undergraduate law students, the hope is that it will be useful to library kaimahi for upskilling and/or to support members of the public and self-represented litigants in undertaking legal research themselves. Editor Theresa Buller talks to *Te Rau Ora Library Life* about this resource and the collaborative publication process behind it.

TELL US WHAT AN OER IS AND WHY THEY ARE IMPORTANT TO TEACHING AND LEARNING IN ACADEMIC INSTITUTIONS

Essential Legal Research Skills in Aotearoa New Zealand is an Open Education Resource (OER). UNESCO defines OER's as "learning, teaching and research materials in any format and medium that reside in the public domain or are under copyright that have been released under an open license, that permit no-cost access, re-use, re-purpose, adaptation and redistribution by others."¹

This means that authors can publish their work in an online book format which closely replicates a traditional print book and can also include additional online features. Such features as interactive H5P content with animations, interactive videos, formative quizzes that let users test their knowledge and learning, and links to content both within and outside the book. It's an exciting option for academics and librarians to make their work and/or teaching materials available online for free, for others to use as well.

OERs are becoming increasingly important in academic libraries, as institutions grapple with finite budgets and pressure from commercial publishers. New Zealand and international universities are identifying ways to disrupt the domination and influence of commercial book publishers, and OER's are one such model. Universities are becoming publishers, investing in digital infrastructure and dedicated librarians to publish openly licenced material at a much lower cost than purchasing books from commercial publishers. *Essential Legal Research Skills in Aotearoa New Zealand* has been published under the Council of Australasian University Libraries (CAUL) [Open Educational Resources Collective](https://www.unesco.org/en/open-educational-resources), an initiative to support and promote OER publishing in CAUL institutions.

¹ UNESCO "Open Educational Resources"

<https://www.unesco.org/en/open-educational-resources>

YOU'RE THE EDITOR. WHO ELSE WAS INVOLVED IN CREATING THIS OER?

This OER has been a collaborative project alongside fellow academic law librarians Catherine Doughty, Te Herenga Waka | Victoria University of Wellington, Melanie Lovich, formerly at Te Mātāpuna | Auckland University of Technology, Tracey Thomas, Waipapa Taumata Rau | University of Auckland, and Kate Thompson, Ōtākou Whakaihū Waka | University of Otago, who have written specific chapters within this book and assisted with the concept, review and editing of the whole publication.

As it's an OER, we, along with support from our colleagues Margaret Tibbles, Waipapa Taumata Rau | University of Auckland, Rachel Doherty, Te Whare Wānanga o Waitaha | University of Canterbury, and John Arnold, Te Whare Wānanga o Waitaha | University of Canterbury, have shepherded the book through the publication process. Our project and mahi have included developing the concept, drafting, creating dedicated images and quizzes, multiple edits and copy-edits, a self-review amongst the authors, seeking and responding to peer-review, and finally publishing and promoting the OER in multiple forums such as this! It has been a huge piece of work to bring this to fruition and is a wonderful example of how a collaborative project can support our similar academic work.

WHY WAS THIS BOOK CREATED?

This book was created after the successful publication of an Australian OER [Legal Research Skills: An Australian Law Guide: 2023 Edition](#). Inspired by our Australian colleagues, five New Zealand academic law librarians adapted the Australian guide under its [Creative Commons Attribution Noncommercial 4.0](#) licence.

In creating *Essential Legal Research Skills in Aotearoa New Zealand*, we had two main aims:

1. To create a collaborative resource that New Zealand academic law librarians could use to teach legal research skills to LLB students across the motu.
2. To improve our own knowledge and professional capacity to support the promotion of OER's with the academic staff we work alongside.

We met the first goal by making significant changes to the Australian guide to reflect New Zealand's unicameral Parliament and the New Zealand court system, and the teaching of academic law librarians here in Aotearoa New Zealand. Additionally, while our OER project was underway, our Australian colleagues published updated editions of their 2023 guide in [2024](#) and [2025](#). We also adapted content from these when appropriate. Work on this OER has helped us to meet our second goal and we hope that the success and positive feedback of our mahi will provide the impetus for the publication of additional law-focussed OER's to further support teaching and learning across the six New Zealand law schools.

MANY OF OUR READERS WORK IN PUBLIC OR SCHOOL LIBRARIES. HOW CAN THIS OER ASSIST WITH THEIR MAHI?

The authors hope this guide can help all librarians who work with or need to find legal material in Aotearoa New Zealand. The book can assist readers to understand the main types of legal information (legislation, cases, and secondary sources) and identify where to locate them. There are many links to freely available high-quality sources such as the [Parliament](#) and [New Zealand Legislation](#) websites and the [New Zealand Legal Information Institute \(NZLII\)](#) database. Additionally, there is information on how to use the [New Zealand Law Style Guide](#) which is the citation style used in the New Zealand legal profession. The book doesn't include any videos of how to use the commercial subscription legal databases but does provide direction on where to find information on how to use these if your organisation holds a subscription.

HOW CAN PEOPLE FIND THE OER?

Essential Legal Research Skills in Aotearoa New Zealand is available at no cost at <https://doi.org/10.18124/akrx-7f62>. A MARC catalogue record is available and uploaded to OCLC. I am happy to supply this record to libraries on request to add to their own catalogues.

We would love feedback on how you are using this in your mahi and if there is additional content that you'd like to see in a future edition please let me know. Contact Theresa by emailing theresa.buller@canterbury.ac.nz

Te Matapihi redesigned library card winners



Library card design by Grant Buist



Library card design by Ollie

Two winning entries were selected for Wellington City Libraries' design a library card competition as part of the celebrations leading up to Te Matapihi ki te Ao Nui reopening next year. This article was supplied by [Wellington City Council](#).

The redesign of [Te Matapihi ki te Ao Nui](#) is rooted in the natural world – and the competition theme te taiao/nature was designed to reflect that.

The competition opened in June for two categories, 13 years and under and 14 years and over, with the winning artworks to feature on two new limited-edition library cards. There will be 2000 of each issued. The successful designers received \$100 Unity Books vouchers.

There was a lot of excitement around the competition with 256 submissions in total, from individuals, school classes, groups, and siblings, says Belinda Davis – Team Leader, Te Awe Library.

"We were thrilled to receive so many entries representing a broad range of ages and creativity, with so much effort, skill and thoughtfulness going into each one. This made choosing just one from each category difficult, but we're delighted with our winners."

All entrants' art will be on display when the new library opens to the public in March.

The winning entries were Manu by Grant Buist (14 and over) and Wheke by Ollie Walker (13 and under).

Grant is a cartoonist and playwright who has had a Te Whanganui-a-Tara library card since he was seven. His inner seven-year-old is delighted.

Ten-year-old Ollie goes to Brooklyn School and has been a library member his whole life. He chose to draw a wheke (octopus) because they are his favourite sea creature – mostly because they are super weird and look like they should be a space alien.

Ollie designed his octopus with bold vivids on paper and drew it 'library card' sized to begin with, then upsized the octopus and added a book.

If you look closely, the book says 'Kia ora' because Ollie thinks the octopus would know it's important to learn some te reo if it's going to grow up in Aotearoa.

The judging panel included representatives from mana whenua and the [Te Matapihi ki te Ao Nui](#) project team, library kaimahi, and the Council's Creative & Brand Manager. Judging criteria included the use of the theme (te taiao), composition, colour, personality, and scalability to reproduce well when scaled down to library card size.

The Moana: Navigating the vaka for Pasifika in the GLAMR sector



Trina Schuster, Sana Saleem and Richard Misilei prepared this article to introduce Moana which was launched at LIANZA 2025 Conference.

The launch of Moana was the accumulation of many hours of strategic planning leading to this point. Over the years, LIANZA PIMN (Pasifika Information Management Network) has delivered some wonderful and super impactful information, news, stories, events, including the successful LIANZA 2019 Conference, and more to those working with Pacific peoples in the GLAM sector. However, over time we recognised the need to reevaluate in response to significant transformations in the GLAMR sector around the world. This reflection led to a refreshed approach and a renaming – The Moana.

WHY A NAME CHANGE?

As the sector and our communities evolve, so too must our identity. The name 'The Moana' or 'Moana' was chosen to:

- Reflect our shared values and cultural identity more authentically.

- Reinvigorate our strategic direction in a time of transformation across the GLAMR (galleries, libraries, archives, museums, records) sector.
- Create space for new voices and ideas through talanoa and collective strategy-building.

Just as with PIMN, you will be able to join Moana and become a member of this Te Rau Herenga o Aotearoa LIANZA Special Interest Group (SIG).

The name/suafa/igoa honours the legacy of PIMN while embracing a broader, more inclusive identity rooted in Indigenous knowledge and oceanic connection.

Our common theme shone through during our conference presentation which is where we used the term 'Moana Oceania People's' in what used to be the term 'Pacific'.

WHY 'MOANA OCEANIA'?

The term 'Pacific' was given by a European explorer and carries colonial baggage. In contrast, 'Moana' means ocean in many of our languages, and while this still isn't truly inclusive of all Moana Oceania People's, it has far more meaning and relevance to our people.

And 'Oceania' speaks to a sea of islands—who are connected with one another through this space and rich in shared heritage. It is a worldview that is strongly connected to Aotearoa, but its roots are in the wider region. Tongan and Fijian social anthropologist, author and academic, Epeli Hau'ofa, wrote in his essay, 'Our Sea of Islands', that when developing nations look at our island states, they see small and dependent nations. But from a Moana Oceania perspective, we are vast, interconnected and richly diverse!

This shift affirms our ancestral ties and empowers Indigenous perspectives. It's inspired by the work of Lagi-Maama, a cultural consultancy in Tāmaki Makaurau, who champion talanoa and embed Indigenous ways of knowing in their work.

The world has changed dramatically since PIMN's founding in 2004. We now live, work, and connect differently. This prompted a strategic refresh to:

- Adapt to new realities in how we serve and support our communities.
- Retain our core values, which remain unchanged: Alofa – Love and care for each other. Faifatongia – Service and support. Tau turu – Reciprocal help. Fa'aloalo – Consideration and respect. Veituberi kei na veimaroroi – Custodianship

MOANA'S MISSION

Libraries and information institutions contribute to the enrichment of MOANA Oceania peoples' lives by partnering and delivering services and information which are easily accessible, current,

meaningful, and relevant to their development and contribution to society.

▪ **Actively advocating**

In GLAMR, this means challenging colonial narratives, influencing policy and curatorial decisions, and ensuring Moana Oceania Peoples have agency in how their histories and cultural materials are represented and accessed.

▪ **Enhancing the lives**

This involves creating meaningful engagement opportunities, employment pathways, language revitalisation projects, access to cultural records, and safe spaces for cultural expression.

▪ **Moana Oceania Peoples**

Recognising their status as knowledge holders and cultural custodians. In the GLAMR context, this includes honoring customary practices, repatriating taonga (treasures), and ensuring ethical stewardship of cultural materials.



Image: From left Trina Schuster, Sana Salem, Asilika Aholelei and Richard Misilei.

Image credit: Ahmad Morad

THE PACIFIC POPULATION

The Pacific population is now **442,632** people, making up **8.9% of Aotearoa's total population**. This is a fast-growing community, with an increase of nearly **61,000 people – 16% since 2018**.

Pacific peoples are also one of the youngest populations in the country, with a **median age of just 24.9 years**, compared to **38.1 years nationally**. Around **30% are under 15 years old**, while only **5.9% are aged 65 or over**.

Most Pacific people live in **Auckland**, with over **275,000 people**, making up **16.6% of Auckland's population**. Within Auckland, the highest concentrations are in **Māngere Ōtāhuhu (60%)**, **Ōtara Papatoetoe (49%)**, and **Manurewa (40%)**. Outside of Auckland, **Porirua has 26.5% Pacific peoples**, and **Christchurch 4.3%**. Interestingly, we're also seeing strong growth in regions like **Otago, up 35%**, and **Tasman, up 75%** since 2018.

Language remains a strong marker of identity. **Samoan is spoken by over 110,000 people**, up from 102,000 in 2018. This is compared with **38,000 Tongan speakers** and **8,500 Fijian speakers**.

Looking ahead, Pacific peoples are projected to make up 11% of Aotearoa's population by 2043, supported by a consistently high fertility rate. So overall, Pacific communities are young, growing, vibrant, and increasingly spread across the country, with Auckland remaining the heart of the population .

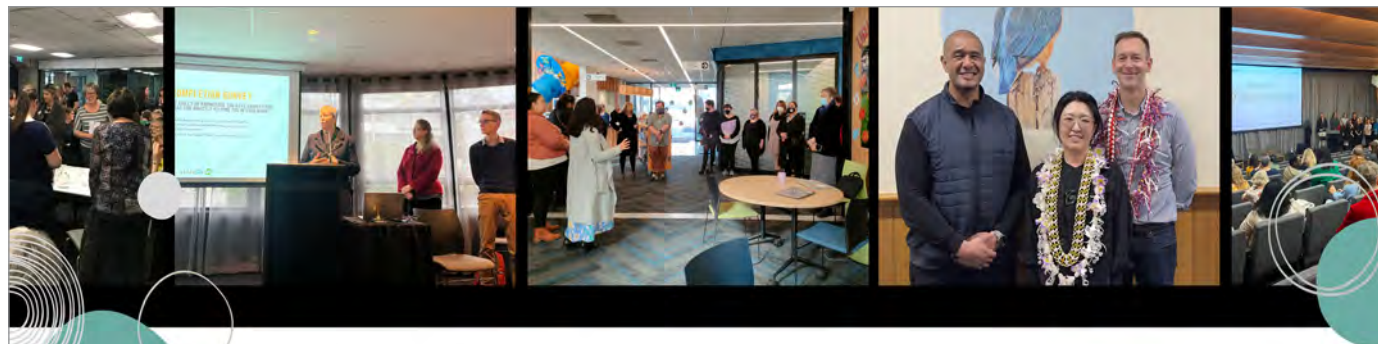
LIBRARIES ROLE FOR MOANA OCEANIA COMMUNITIES

Libraries play such a vital role for and with our Moana Oceania communities. With such a youthful and future-focused community, libraries can be key partners in education, digital access, and lifelong learning. Libraries also have a unique opportunity to support Pacific languages and cultural expression, building on strong language retention and ensuring cultural vibrancy for future generations. And as Pacific populations continue to grow, so too do their needs for housing, services, education, and representation – areas where libraries can provide safe spaces, trusted services, and visible recognition of Pacific voices. But how? By sharing our knowledge, experiences and voices with each other.

WHERE TO FROM HERE?

We are looking to gather interested people to renew our connections with each other via Moana. We were able to get some wonderful feedback and information from those who attended our workshop. We will be sharing much of this with you soon, along with how to connect and the benefits you will gain for being a part of Moana.

Find out more about [the Moana Network here](#).



JOIN LIAN A

Library mahi: Jane Riach



Jane Riach is the new manager at Ashburton Library. Jane began this role after the previous, long-term manager, Jill Watson, retired, following her initial role in a NZ Libraries Partnership Programme-funded position.

Jane originally began her library career at Christchurch City Libraries. She also worked in school and tertiary libraries at the College of Education Library, which was then in Karori, Wellington. Jane did the New Zealand Library Schools Certificate at the School of Library Studies in Wellington while working at Christchurch City Libraries. Jane enjoyed the six-week modules on campus and then going back to the library and applying that knowledge. "Every time I came back from Wellington, I was able to move to a different section of the library and use what I had learnt. Christchurch City Libraries was a wonderful training ground."

From there, she moved into being a rep for Penguin Books. "This was a fantastic job. I adored working with book sellers and retailers who have such a passion for books."

Then Jane moved into hospitality, running her own café. "Hospitality is really cut-throat –to be successful, you have to work hard at relationships, creating a point of difference and forming strong

connections in the local community to engender customer loyalty. This was also an amazing experience."

Next Jane trained as a massage therapist, worked as a massage tutor and set up her own massage business.

Jane moved to Ashburton at the end of 2018, along with her partner and parents, who had relocated from Central Otago. She did a lot of voluntary work in the community at that time, working hard to create connections in this new community.

CREATING COMMUNITY CONNECTIONS

When COVID arrived, Ashburton Library was looking at a new building and exploring taking on new staff through the NZLPP funding. Jane came into the team as the Community Connections Lead – her role was to grow connections into the community so that the library's programmes would better reflect community needs.

"That's how I got back into libraries. The professional development resources and networking opportunities that came with the NZLPP were wonderful and I took advantage of all of them."

"The ability to engage with people and the people-focused roles I've come from have really aided me in the community connection role and in my new position now as Ashburton Library Manager. I'm invested in connecting with people and learning what their hopes and dreams are, and what makes them work best in their roles. It's often easy to push team members back into tasks but looking at what staff love about their roles, playing to their strengths and encouraging them to focus on that is important."

Image: Jane with her team, far right in the middle.

Those connections with people and maintaining relationships in the community are also important. "The council had the vision of the library being a 'Living room for the community' and the only way for that to come to fruition is by the community having a sense of ownership and so that means we have to understand and work effectively with our community."

Jill Watson, the previous manager, had been at Ashburton Library for 50 years until her retirement, and Jane was appointed to take over in August.

This means a significant change in leadership, and several staff members have been there for decades. Jane's position is a two-year fixed-term position. That's not a lot of time to make changes!

"I aim to make my mark while I'm here," says Jane. "And I want to take people with me on these changes."

Now in a beautiful new purpose-built building, Te Whare Whakatere, with the library service known as Te Kete Tuhinga. There are fabulous facilities: an audiovisual studio, a learning lab, a maker space, and beautiful spaces for children and young adults to be in.

ASHBURTON TEAM AND PROGRAMMES

The Ashburton Library team is made up of 10 full-time equivalent staff with a team of 19. The library is open every day of the week, including three evenings until 8 pm for a total of 65 hours a week,

The senior librarian Nicky and technical librarian Phoebe keep the library running day to day from a team and systems perspective.

Jay the digital programmes lead runs the maker space and coordinates digital programmes, oversees the AV studio alongside an AV tech assistant and digital programmes assistant.

Stacey the community connections lead maintains existing relationships with the community and forms new ones, creates new programmes for and with the community, and runs the library social media alongside a community library assistant.

Ashburton Libraries were part of the DIAA pilot programme for digi coaches and chose to continue the programme as it was hugely popular. With a large elderly population needing support with

digital devices and online services, continuing the digi coaching has been a priority for Ashburton Library.

"We have a youth librarian, Anna, who works very hard to get rangatahi engagement. The old library wasn't attractive to youth, and it's been a slow burn. The challenge has been finding the things rangatahi want to do – and they are finally being taken up. The last school holidays had a great uptake of the programmes the youth librarian, Anna, ran, and her maker space Mondays and Sub Boxes have taken off."

Jonathan, Celeste and Carla keep the children's area running. The priority here is on early literacy services – weekly wriggle and read sessions and STEM sessions were the perfect platform from which to launch their '1000 books before school' programme. The programme is designed for 0 – 5 years and encourages whānau to read 1000 books to their pepi and Tamariki before they go to school. Along the way they mark their progress in a booklet and collect milestone rewards to keep the enthusiasm high. The library leaned on their connection with Altrusa to fund the printing of the booklets.

"This programme has been wildly popular and was originally set up when I was the community connections lead. 1000 Books Before School originated in America and there are versions of it all around the world. To get our one set up we worked with Tasman Libraries and Queenstown Lakes who were very generous about sharing the knowledge gained from setting up and running their own programmes."

"How fabulous we are in this sector in regard to sharing our experience and knowledge – I really love that we are happy for people to follow our map."

Reading with Oi, a certified canine friend who listens without judgement, is also a programme they run to encourage whānau to spend time with books and children.

THERE'S NO TYPICAL DAY FOR A LIBRARY MANAGER

There is no typical day in Jane's role. Every day is different.

It's budget time now, so that's a big focus – never easy in the council environment.

"I'm also looking at how we can free up our people resource to spend more time with the community. One thing we are doing is outsourcing the purchasing and processing of books. We work with PeterPal for most of the collections and Scorpio Books for specialist books. Teams of our size can't afford to have team members spending a lot of time out the back cataloguing and purchasing books. We need to be out front with library users and engaging our community."

There are knitting and spinning groups and book clubs using the library. Many of the Ashburton library programmes are collaborations with community groups, such as brain injury and dementia groups, gardening conversation group, neurodiverse brick club, dungeons and dragons.

"Recently we held a Lifelong Learning Festival which involved 40 different groups offering opportunities for academic as well as craft and other learning. While we collaborated with Keep Learning Mid Canterbury, it was a huge undertaking bringing it together. Seeing the large and diverse turnout from our community was very affirming. The creation of those opportunities to connect fosters a genuine environment of community resilience, allowing people to know where to go and who to turn to."

"We're looking to meet the learning and social needs for our community where we can"

Jane is beginning the six-month performance development review check in her library. "I have been thinking about the professional development for my team. One of the things that struck me when I looked at the new LIANZA CPD pathway was the lovely balance across the areas of interest and expertise our library kaimahi work in."

"As we look forward to the future for libraries, change is going to be faster and faster. We need to be prepared for that future, and this pathway will help us do that."



Image top: Ashburton Library's children's area.

Image middle: Ashburton Library courtyard.

Image bottom: Ashburton Library.

Image credit: All images supplied



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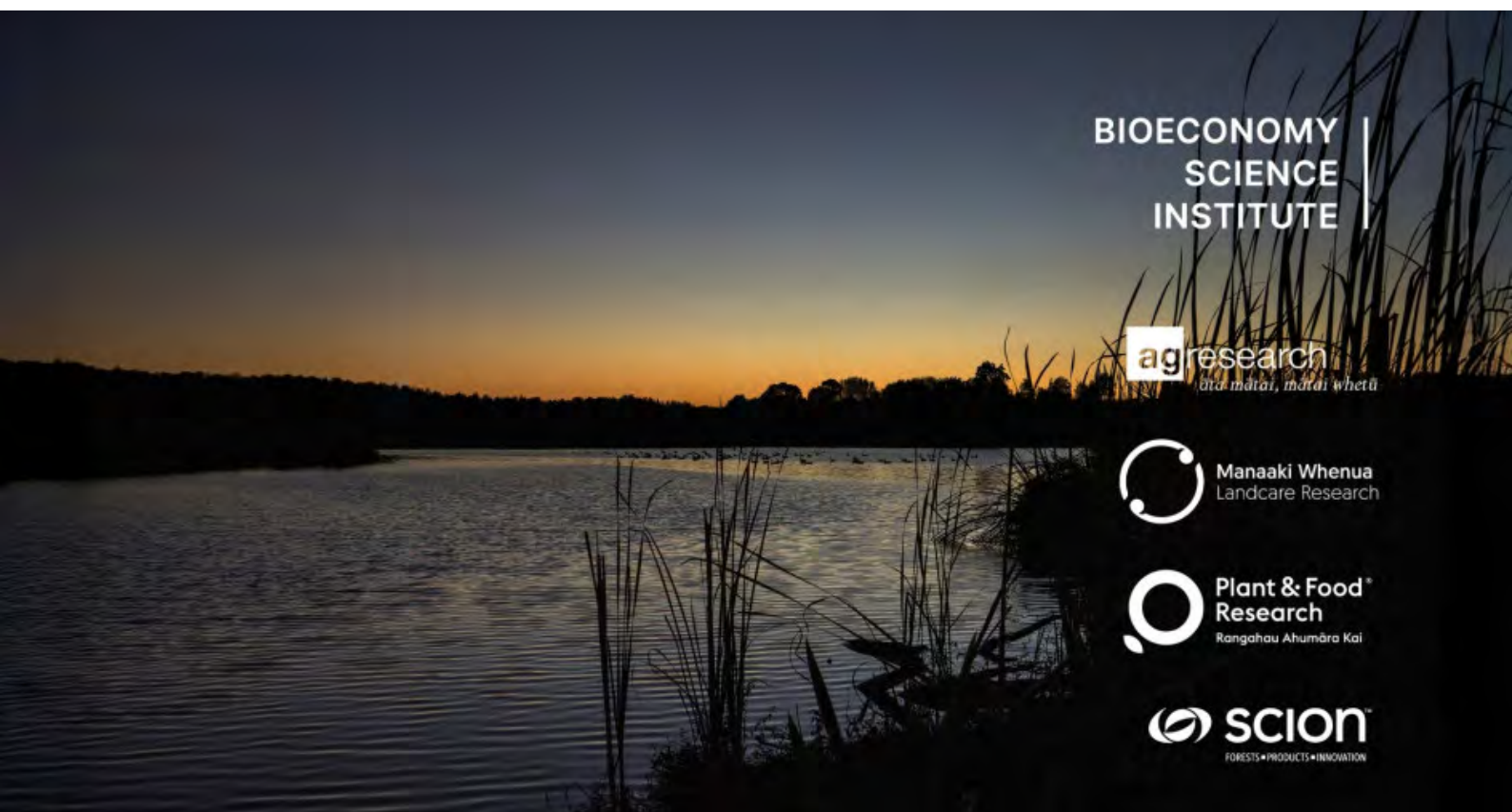


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Library of the issue

LIBRARY SERVICES AND THE 2025 SCIENCE-SECTOR REFORMS



In 2025, the New Zealand Government instigated a sweeping reorganisation of the public science system – the most substantial since the 1992 breakup of the Department of Scientific and Industrial Research (DSIR).

Immediately following the report of Sir Peter Gluckman and the Science Sector Advisory Group (SSAG) review, the Government announced in February that it would implement several key recommendations, including the reorganisation of the long-standing Crown Research Institutes (CRIs).

Independent research organisations that conduct research in New Zealand and the Pacific, for contract and public good purposes, the CRIs were consolidated into three new Public Research Organisations (PROs), along with a new body focused on advanced technologies.

Working at remarkable speed, the restructuring brought together previously separate institutes and their specialist functions. The new entities came into existence on 1 July 2025, though supporting legislation to formalise the transition from CRIs to PROs is expected next year. The merged entities are:

- **New Zealand Institute for Bioeconomy Science** (*Bioeconomy Science Institute*) – AgResearch, Scion, Manaaki Whenua Landcare Research, Plant & Food Research
- **New Zealand Institute for Earth Science** (*Earth Sciences New Zealand*) – GNS Science, NIWA, MetService
- **New Zealand Institute for Public Health and Forensic Science (PHF Science)** – ESR
- **Disestablished:** Callaghan Innovation

The reforms also echo the earlier transformation of 1992, when the long-standing DSIR was dissolved and its functions divided among ten newly formed CRIs – the direct predecessors of today's PROs.

IMPLICATIONS FOR LIBRARIES AND KNOWLEDGE SERVICES

This transition has significant implications for our libraries and knowledge teams. Our shared goal is to maintain uninterrupted access to valuable resources while paving the way for a more unified and efficient library service within – and eventually between – the new organisations.

Each of the former CRIs maintained its own physical and digital collections, subscriptions, and heritage materials – often under unique cataloguing standards, metadata practices, and legacy systems dating back decades. Fortunately, there is already a strong foundation of goodwill and reciprocal knowledge between the libraries, whose staff have collaborated closely for years. Even so, integrating systems, collections and processes that differ so widely will take both time and care.

Understandably, there are concerns about possible restructuring and perceived duplication. However, each CRI library has long operated very leanly, and we are hopeful that the new organisations will recognise the value of investing in strong, collaborative information services. Our teams are working to model what a first-class research library service could look like with appropriate support and modern infrastructure.

Change has been occurring at unprecedented speed, and there is still a long way to go. Library staff across the CRIs thank the many colleagues who have already reached out with advice and encouragement. You will continue to see visible changes – in branding, library names on Te Puna, and contact points for specific functions – but for now, we remain in place and carrying on with business as usual.

In August, a Statement of Collaboration between the Universities and PROs was signed, signalling strong intentions to work more closely and develop joint initiatives to strengthen New Zealand's research and science sector. Further changes arising from the SSAG reports include the creation of the Prime Minister's Science, Innovation and Technology Advisory Council, along with updates to national science funding systems now being implemented.

The 2025 reforms mark not only a realignment of science governance but also a new phase in the collective management of New Zealand's scientific knowledge base. For the library community, they offer both disruption and opportunity: a renewed impetus to collaborate across institutions, modernise systems, and reaffirm the library's role as the enduring connector in a constantly evolving research ecosystem.

FURTHER READING

- *Changes in the New Zealand Crown Research Sector – Update 12 March 2025:* [MBIE News](#)
- *Public Research Organisations (MBIE overview):* mbie.govt.nz
- *Universities and PROs Collaboration:* [Science New Zealand](#)



Glen Walker: Library Services Manager at what was Manaaki Whenua Landcare Research, LIANZA Past President (2008-2009) and eternal book lover.

Image top: Glen Walker during his LIANZA presidency in 2008

Image bottom: Previous NIWA Library stack collection being packed to go to off-site storage with TIMG.

Image credit: Hannah Russell May 2022

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If you are looking to take that next step in your career, consider upskilling with Open Polytechnic in 2026. Open Polytechnic is the leading provider of online and distance learning in Aotearoa New Zealand.

The Bachelor of Library and Information Studies (BLIS) will prepare you for a career in library, archives, information or record management. When you graduate from this qualification, you will be a confident, culturally competent, and collaborative practitioner.

You will be able to empower and inspire people, communities and organisations to reach their potential, provide access to information and knowledge resources.

Graduates will also gain knowledge to apply evidence-based practice to the collection, organisation and management of physical and digital media.

"The Bachelor of Library and Information Studies is recognised by the Library and Information Association of New Zealand Aotearoa (LIANZA) for professional registration," says Eric Boamah, Principal Academic Staff Member.

"This qualification will ready you to work in a range of roles, including as a reference, heritage resources, children and teens or digital services librarian, records manager, information manager or an archivist.

"The BLIS programme is ideal for people working or looking to get into the galleries, libraries, archives and museums sectors."

Graduates can provide culturally responsive library and information services and collections, recognising and applying the principles of Te Tiriti o Waitangi, understanding Te Ao Māori and other indigenous knowledge paradigms.

Other skills enhanced in the BLIS programme are providing culturally relevant library and information services and collections to enhance the lives of Pasifika and other cultural groups in New Zealand.

Open Polytechnic's BLIS programme also helps with; analysing individual, organisational and community needs to design and deliver appropriate library and information services; providing access to information in support of life-long learning; facilitating the creation, organisation and dissemination of new knowledge; searching

Image left: Eric Boamah, Principal Academic Staff Member.

Image right: Open Polytechnic graduates top left Anthony Gayner, top right Sana Saleem, bottom left Calea Van Der Westhuizen and bottom right Kelly Mataira.

Image credit: Supplied

for, critically evaluating, contextualising and using information in diverse formats and locations, along with developing leadership and management strategies to advocate for and promote ethical and effective evidence-based information solutions within communities and organisations, for open, equitable access to information.

PRACTICAL LEARNING ACTIVITIES

Some courses in the BLIS programme include supervised practice learning activities. These provide an excellent opportunity for learners to put into practice what they are learning within an organisation or community setting. LIS704: Library and Information Service Professional Practice allows for workplace practice of up to 100 hours either in your current workplace or another suitable context. Open Polytechnic can help organise this for you.

With flexible online learning, students have up to nine years to complete the degree.

STUDY PATHWAYS

Open Polytechnic also offers a NZ Diploma in Library and Information Studies (Level 5), which is a qualification, or can lead to the BLIS degree.

There are also specialist skills opportunities, including the NZ Certificate in Library and Information Services for Children and Teens

(Level 6), NZ Diploma in Records and Information Management (Level 6) and the Graduate Certificate in Library and Information Leadership.

Open Polytechnic's NZ Diploma in Records and Information Management is recognised by Records and Information Management Professionals Australasia for the purposes of professional membership. Learn more about RIMPA membership.

The Open Polytechnic is also a member of the International Federation of Library Associations and Institutions (IFLA).

Here are some reviews from our recent graduates:

"The knowledge I have gained through my studies, along with dedication and hard work, has allowed me to go from strength to strength in my career and given me the tools required to take on a leadership role," Calea Van Der Westhuizen, NZ Diploma in Records and Information Management.

"This qualification has given me the confidence to lead my role with purpose and clarity," Kelly Mataira, NZ Diploma in Library and Information Studies (Level 5).

To find out more about Open Polytechnic's Library and Information Studies programmes go to our website: www.openpolytechnic.ac.nz

Our suite of qualifications can help you advance your career as an information professional.



NZ Certificate in Library & Information Services for Children & Teens (Level 6)



NZ Diploma in Library & Information Studies (Level 5)



NZ Diploma in Records & Information Management (Level 6)



Bachelor of Library & Information Studies



Graduate Certificate/ Diploma in Library & Information Leadership

Visit the website for more information and enrolment dates.

openpolytechnic.ac.nz

Develop your skills with our LIBRARY AND INFORMATION STUDIES qualifications



MAKE YOUR MOVE

Open Polytechnic
KURATINI TUWHERA

Copyright

MAKING WORKS DIGITAL AND ACCESSIBLE



"Stamp" by [Liv Iko](#) is licensed under [CC BY 3.0](#)

Dear Aunty CeeCee,

We want to digitalise works to make them more accessible to our library users and beyond, but we're concerned about copyright. What can we do?

Digital and Accessible Is Super, Yes! (DAISY)

Dear DAISY,

When digitising works for your library collection, you may be able to rely on [Section 55](#), parts (3) and (4) of the Copyright Act.

55 Copying by librarians or archivists to replace copies of works

- (1) The librarian of a prescribed library or the archivist of an archive may make a copy (other than a digital copy) of any item in the collection of the library or archive for the purposes of—
 - (a) preserving or replacing that item by placing the copy in the collection of the library or archive in addition to or in place of the item; or
 - (b) replacing in the collection of another prescribed library or archive an item that has been lost, destroyed, or damaged,—
 without infringing copyright in any work included in the item.
- (2) Subsection (1) applies only where it is not reasonably practicable to purchase a copy of the item in question to fulfil the purpose.
- (3) The librarian of a prescribed library or the archivist of an archive may make a digital copy of any item (the **original item**) in the collection of the library or archive without infringing copyright in any work included in the item if—
 - (a) the original item is at risk of loss, damage, or destruction; and
 - (b) the digital copy replaces the original item; and
 - (c) the original item is not accessible by members of the public after replacement by the digital copy except for purposes of research the nature of which requires or may benefit from access to the original item; and
 - (d) it is not reasonably practicable to purchase a copy of the original item.
- (4) The librarian of a prescribed library or the archivist of an archive may make a digital copy of any item (the **original item**) in the collection of the library or archive without infringing copyright in any work included in the item if—
 - (a) the digital copy is used to replace an item in the collection of another prescribed library or archive that has been lost, damaged, or destroyed; and
 - (a) it is not reasonably practicable to purchase a copy of the original item.

Compare: Copyright, Designs and Patents Act 1988 s 42 (UK)

Section 55(1): amended, on 31 October 2008, by [section 35\(1\)](#) of the Copyright (New Technologies) Amendment Act 2008 (2008 No 27).

Section 55(3): added, on 31 October 2008, by [section 35\(2\)](#) of the Copyright (New Technologies) Amendment Act 2008 (2008 No 27).

Section 55(4): added, on 31 October 2008, by [section 35\(2\)](#) of the Copyright (New Technologies) Amendment Act 2008 (2008 No 27).

If you are a prescribed library [check here](#). If you want to make a digital copy of a work please check the following first:

- **Is the original copy at risk of loss, damage, or destruction?**

For example, a print book that is falling apart, or cassette tapes that [are suffering from decay](#).

- **Will you be able to make sure that only your library users can access the new copy?**

If the work is still in copyright, you must be able to restrict access to your library users, as if it were the original work. If they need to be a library member to borrow the original book, VHS, or other work, then they need to be a library member to access the new work.

You must also ensure that the original copy is no longer available for loan and that it has been replaced in your library collection by the digital copy. You cannot use this section of the Copyright Act to create an additional copy and then keep lending the original work and the digital copy to your library users.

- **Is it reasonably possible to buy a new copy of the original item at an ordinary market price?**

If a VHS you want to replace is available to purchase on an accessible format, e.g. your library users can see it through the library's Kanopy Subscription, or a library copy can be purchased on Vimeo, then don't make a copy, buy a new copy instead.

If the falling-apart print book can be replaced through a library ebook supplier, buy that instead.

However, if you want to make a digitised work available beyond your library collection then you need to have permission from the copyright holders, or the work needs to be out of copyright.

I heard about a couple of excellent projects at the LIANZA 2025 conference:

- Westland District Library in Hokitika began a project to digitise out-of-copyright West Coast works, beginning with their rare books library cabinet, in 2020. Their ebooks are now available to view in libraries through Overdrive, or through WikiSource directly.
- [Utaina!](#) A collaborative project between National Library Te Puna Mātauranga o Aotearoa and Archives New Zealand Te Rua Mahara o te Kāwanatanga o Aotearoa, and Ngā Taonga Sound & Vision, that [very recently completed](#) digitising their audiovisual collection. Some of the works digitised will be out of copyright, or have been made available by the copyright owner, some will have limited on-site access at the National Library, and some you will require specific permissions to access (much of the Oral History collection is restricted).

Good luck DAISY! May you be able to make some works Digital and Accessible.

Aunty CeeCee



This edition of Aunty CeeCee was written by [Carmel Maclachlan](#) from Te Herenga Waka-Victoria University of Wellington Library, and a member of the LIANZA Standing Committee on Copyright.

You can email queries for the Standing Committee on Copyright at lianzacopyright@gmail.com. This committee is also here to provide LIANZA members with advice, advocacy and awareness when it comes to all things copyright.



Freedom of Information

SIX MONTHS IN - REPORTING ON THE LIBRARY CHALLENGES REGISTER



The LIANZA Library Challenges Register has been live for six months, and it's been amazing to see the reports of challenges coming in.

The Standing Committee on Freedom of Information presented at the LIANZA conference in Wellington and the SLANZA Hui in Levin, promoting the register and calling on all library staff across the sector to report their challenges. Interest and discussion in the challenges have been robust, and it's been great to see a flurry of reporting since the conference.

A conference highlight was connecting with Relda Matthews from Te Herenga Waka Victoria University and her research on challenges received

in secondary schools. Having a larger body of research on this topic is great, and Relda has captured some great qualitative data from the results. The commentary from her survey responses described the negative effects of experiencing challenges, such as loss of confidence, decisions about acquisitions, or fear of future challenges and controversy. However, her commentary was inspiring, showing the positive sides, such as staff using challenges as an opportunity to educate students on intellectual freedom and a diversity of perspectives, have a conversation about difficult themes in books, create and update policies, and uphold the freedom to read. These findings richly inform our understanding of the way challenges impact staff and how they can be supported.

Image: Marlies with LIANZA president-elect Laura Caygill and LIANZA ED Laura Marshall

After six months of being live, let's look at some of the challenge data received so far:

45 reports of challenges

71% challenges reported about books

77% retained, reallocated, or continued counter to the challenge

86% challenges from the public

29% challenges from parents

3 challenges from staff

71% challenges for content directed at children or a teen audience

73% regarding topics of gender, sexuality, and age appropriateness.

This data is great for seeing our local challenge trends and what kind of support is needed. It's been encouraging to see the actions staff take, such as referring to their collection policies, retaining the item, or moving it into a different collection.

What's showing up in the reporting is largely the variety we'd expect and is in line with global trends. The majority focus on topics such as gender, sexuality, and age appropriateness, particularly in content for children and teens, as well as on titles reflecting contemporary issues, such as the war in Gaza. But what's particularly great is to see titles published in Aotearoa showing up, really demonstrating how we're capturing our own local trends.



REPORT YOUR CHALLENGE
LIANZA LIBRARY CHALLENGES REGISTER

Aspiring, by local author Damien Wilkins, was challenged on the basis of having a sex scene between teenagers. *Moving Forward from Our Past* by Chris Gaelic was challenged for how historical events regarding Māori and Pakeha relations are depicted. And, of course, a challenge about the Hells Pizza Challenge!

Recently, three reports from two council libraries have been submitted regarding public challenges for having Roblox books in the children's collection. These reports were basically identical, citing predatory risks, financial exploitation, unregulated content, addictive design, and data privacy concerns as the reasons for challenging Roblox. This is unsurprising given the recent media attention given to Roblox's unregulated chat rooms and occurrences of predation. Although it's interesting that this has led to challenging books in libraries, it highlights how libraries serve as the ground on which community debates over morality play out. Furthermore, the identical nature of the challenges across different regions suggest it may be a coordinated effort or personal campaign to challenge Roblox books in libraries.

A huge thank you to everyone who has reported their challenges so far, and to everyone who reports in the future. The success of the register depends entirely on library staff submitting reports, so we really appreciate your efforts.

Collecting the data is ultimately for your benefit, and LIANZA will use it to help libraries and librarians. The committee is currently reviewing the register's data and privacy policies and making refinements based on questions that have surfaced, as well as a new quick guide for special libraries. Thank you to everyone who's been in contact with us about the register. These industry connections are invaluable for us to learn more about the challenges different libraries are facing.

Get in touch with us at freedom@lianza.org.nz.



Marlies Zyp-van der Laan, Ngā Pātaka Kōrero o Tāmaki Makaurau,
chair LIANZA Standing Committee on Freedom of Information



REPORT YOUR CHALLENGE

LIANZA LIBRARY CHALLENGES REGISTER

The **LIANZA Library Challenges Register** has been developed to help the library and information sector in Aotearoa New Zealand understand the nature and extent of the challenges we are experiencing.

A challenge is when someone attempts to censor, remove, or restrict access to a publication, item or event so that it can't be accessed or is hard to access.

We encourage every library to **add its challenge to the register** so that we have the data we need to respond to challenges.

REPORT YOUR CHALLENGE HERE

<https://www.lianza.org.nz/report-your-challenge/>

Climate Action

CLIMATE ACTION AT LIANZA 2025



Our committee was pleased to host a kōrero session at LIANZA 2025 titled 'It's Not Easy Being Green: Climate Action in Our Libraries', facilitated by members Sana Saleem, Kay Stodart and Alexis McCullough. A big thank you to those who joined us for this informal kōrero, representing libraries across the sector and across Aotearoa. Despite the tight timeframe, the discussion was rich and energising, with participants eager to share stories, ideas, and practical strategies for driving climate action and sustainable initiatives in their libraries.

One of the key themes explored was the importance of partnerships and collaboration in the climate action space. Ideas ranged from creating safe spaces for talanoa, partnering with smaller

organisations to amplify impact and implementing the globally successful tertiary initiative Green Impact in Aotearoa universities. The Green Impact initiative was also highlighted in a conference lightning talk by Donna Coventry and Judith Gust from Te Mātāpuna – AUT Library, where they shared insights from [AUT's own Green Impact journey](#). Participants at the kōrero session also highlighted the value of libraries partnering with local organisations to support the growth of climate literacy, kai resilience, and low-carbon living.

The session also delved into the sustainability of collections and library spaces, raising thoughtful questions about digital versus physical formats, energy-efficient storage, and the climate impact of library operations. Attendees discussed the

need for national coordination, upfront investment challenges, and the evolving role of libraries as welcoming, multi-use spaces. The final theme focused on demonstrating the value of climate initiatives to management and funders, with kōrero exploring how the impact of sustainability measures can be shared and amplified through compelling storytelling, vibrant infographics, and social media and publicity efforts.

Our committee members also loved attending the inspiring range of lightning talks and papers centred around climate action and libraries. It was a fantastic opportunity to learn about exciting projects happening across the motu, including Libraries Horowhenua's intergenerational reading challenge 'Reading for Trees', an awesome example of librarians building local partnerships and encouraging the whole community to log their reading in a shared goal around planting trees. As Samantha Tibbs and Jennifer Walton highlighted in their talk, Reading for Trees is a summer reading programme that turns reading achievement into living legacies—a beautiful example of climate action and literacy hand in hand!

Other climate-related topics we enjoyed learning about included the [Kākanō Seed Library](#) at Wellington City Libraries, managing and preserving digital collections with the ecological principles of tikanga Māori at the core, presented by [Catalyst IT](#), and [recently published research](#) by Anne Goulding, Shiyao Cheng and Alison Day around building sustainable collections in Aotearoa libraries.

Finally, our committee would like to extend a huge congratulations to our colleague Sana, whose mahi and dedication were recognised with a Professional Excellence Award at the conference.



LOVE FOOD HATE WASTE WEBINAR

The committee were delighted to have Sophie Wolland from [Love Food Hate Waste](#) (LFHW) join us for a webinar on 18 November. Attendees learned more about who LFHW are and what they do, how food waste contributes to climate change, and how our libraries can support their work.

If you missed the webinar, you can [view it here](#). Next year, LFHW has a big campaign in March, so make sure that one is on your calendar to help them with their promotion. Sign your library up to receive advance notice of the campaign and to get campaign toolkits and [extra resources here](#).

PLAN AHEAD FOR CLIMATE ACTION IN YOUR LIBRARY

Speaking of calendars, here are a few other climate-related dates to add to your library's agenda for 2026:

February

– Sea Week (28 Feb-8 March 2026)

March

– World Wetlands Day (2 February), World Water Day (March 22), Earth Hour (28 March)

April

– Conservation Week (20-26 April), Earth Day (22 April)

June

– World Environment Day (5 June), Garden Bird Survey (2026 dates TBC)

September

– International Day of Awareness of Food Loss and Waste (UN – 29 Sept)

October

– Mental Health Awareness Week (2026 dates TBC), Bird of the Year (2026 dates TBC)

This is not a comprehensive list, and we know there are many other non-date-specific themes that can be given a climate twist! If you're organising displays, events or other climate-related projects at your library in 2026, we'd love to hear about them and see photos! Please drop us a line via climate@lianza.org.nz.



NEW LIANZA MEMBERS

*Welcome to all our new
LIANZA members*

Georgia Fuiava	Heather Maneiro
Joanne Lander	Esther Toclo
Alexander Nightingale	Elizabeth McCullum
Carolyn Robertson	Samantha Gutoc
Jenny Milne	Kate Gow
Tania Scurr	Crystal qKu
Brent Giblin	Maire Hearty
Sharmaine Ford	Lucy Mitchell
Christy Ballard	Lynda Drumm
Kayla McCallum	Annie Kelly
Angela Lowes	Brendon Young
Sophie Napier	Shannon Billimore
Chloe Pope	Timothy Beams
Hannah Shoebridge	Jess Corkill
Jenny Zades	Francesca Nutsford
Lyssa Randolph	Sasha Kershaw
Stephanie Bourdieu	Chloe Summerfield
Deehan Morgado	Hannah Efford
Phillippa McKenzie	Harrison Gregan



LIANZA PROFESSIONAL REGISTRATION

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

Elizabeth Jones	Esther Toclo
Branka Breulj-Knezevic	Lisa Pritchard
Robyn Lee	Stephanie Bourdieu
Shalley Zadehfattah	Brent Giblin
Anne McLean	Deborah O'Connor
Visnja Susnjar	Kathy Aloniu
Kirsten Nicholas	Samuel Ardell
Donna Scammell	Theresa Buller
Yu-Ling Chou	Clara Lee
Phillippa McKenzie	Derek Whaley
Danqing Wu	Katherine Chisholm
Sian Milligan-Smith	Timothy Beams
Shivani Kalra	Denise Lamb
Lynley Simmons	Mary Slatter



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