



City of Adelaide Reconciliation Committee

Meeting to be held on Wednesday, 5 May 2021, at 11.30 am
in the Colonel Light Room, Town Hall, Adelaide.

Committee Members:

Dual Chairpersons:

City of Adelaide Council Member:

The Right Honourable the Lord Mayor, Sandy Verschoor (Ex-Officio) and
Aboriginal and/or Torres Strait Islander Community Representative:

Ms Yvonne Agius

City of Adelaide Council Members:

Councillor Helen Donovan, Councillor Franz Knoll and Councillor Mary Couros (Deputy Lord Mayor)

Strategic Agency Representatives:

Mr Ian Liddy and Ms Shona Reid

Kaurna Nation Cultural Heritage Association Committee Representative:

Mr Jeffrey Newchurch

Aboriginal and/or Torres Strait Islander Community Representatives:

Mr Ivan-Tiwu Copley (Deputy Chair) and Mr Eddie Peters

Proxies:

Ms Lynette Crocker and Ms Deanne Hanchant-Nichols



City of Adelaide Reconciliation Committee Meeting

Meeting to be held on Wednesday, 5 May 2021, at 11.30 am
in the Colonel Light Room, Town Hall, Adelaide.

Agenda

1. Welcome and Apologies

2. Acknowledgement of Country

'The City of Adelaide Reconciliation Committee acknowledges that we are meeting on traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today.

And we also extend that respect to other Aboriginal Language Groups and other First Nations who are present today.'

3. Moment Silence in Remembrance of Departed Community Members

4. Confirmation of Minutes – 24/2/2021

That the Minutes of the meeting of the City of Adelaide Reconciliation Committee held on 24 February 2021 be taken as read and be confirmed as an accurate record of proceedings.

5. Reports

5.1. Stretch Reconciliation Action Plan - 2021 – 2024 final draft (2018/04431) [Page 4]

Presenter: Nicole Gollan, Reconciliation Officer, City Planning & Heritage

Purpose: Discussion and endorsement of the City of Adelaide Draft Stretch Reconciliation Action Plan 2021-2024

5.2. Selection of Dual and Deputy Chairperson [2018/04431] [Page 34]

Presenter: Nicole Gollan, Reconciliation Officer, City Planning & Heritage

Purpose: Inviting members to vote in the appointment of the roles of Dual Chairpersons and Deputy Chairperson for the remaining term (2years)

6. Presentations

6.1. Stretch Reconciliation Action Plan 2018 – 2021 final reporting

Presenter: Nicole Gollan, Reconciliation Officer, City Planning & Heritage

Purpose: To formally update members of the process involved in providing a final update on September 1

- 6.2.** 2021 NAIDOC Week (4-11 July)
Presenter: Nicole Gollan, Reconciliation Officer, City Planning & Heritage
Purpose: To provide an update of the 2021 theme
- 6.3.** Aboriginal Mobility Project
Presenter: David Pearson, CEO Australian Alliance to end homelessness, Industry Adjunct, The Australian Alliance for Social Enterprise, University SA
Purpose: To provide an update of work funded by Council for culturally inclusive practices and outcomes involved with the Adelaide Zero Project to end Homelessness.
- 6.4.** Kaurna project suite update
Presenter: Marty Reeve, Project Lead, Community Lifestyle
Purpose: To inform and provide an update of partnership projects with Kaurna including the Cultural Mapping project, Cultural Burn project and the Kaurna hub in the CBD
- 6.5.** Aboriginal statues, content, and existing City Statues
Presenter: Janette Milera, Aboriginal community member
Purpose: To discuss the inclusion of Aboriginal statues and Aboriginal content around already erected City Statues
- 6.6.** Kaurna Yerta Aboriginal Corporation (KYAC) Update
Presenter: Jeffrey Newchurch, KYAC Chairperson
Purpose: To provide an update on KYAC activity, processes and priorities

7. Any Other Business

- 7.1** Reconciliation Committee photoshoot for Stretch RAP 21-24 document

8. Next Meeting – Wednesday 1 September 2021, 2.30 pm – 4.30 pm

9. Closure

Stretch Reconciliation Action Plan 2021 – 2024 final draft

Strategic Alignment - Thriving Communities

2018/04431

Public

ITEM 5.1 05/05/2021
Reconciliation Committee

Program Contact:
Michelle English, Associate
Director, Park Lands, Policy &
Sustainability 8203 7687

Approving Officer:
Clare Mockler, Acting Chief
Executive Officer

EXECUTIVE SUMMARY

The City of Adelaide's (CoA) Stretch Reconciliation Action Plan (RAP) 2018-2021 has reached its final year guiding the shared vision for delivery of meaningful reconciliation between Aboriginal and Torres Strait Islander peoples and non- Aboriginal and Torres Strait Islander peoples.

The CoA Reconciliation Committee and Reconciliation Australia (owner of the RAP program) commends CoA's RAP creation process and strategic document as a useful, wholistic means of continuing to progress CoA's reconciliation objectives and has actively guided the drafting of the new Stretch RAP 2021-2024.

The creation of the Stretch RAP 2021-2024 will become the CoA's third Stretch RAP and CoA's tenth RAP in total, displaying an extensive commitment to reconciliation to wider community both state-wide and nationally as the first local government in Australia to reach such a milestone in the RAP program.

This report seeks Reconciliation Committee approval of the Stretch RAP 2021-2024 noting final approval will be required from Reconciliation Australia and Council.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE:

1. Notes the extensive consultation undertaken to develop the draft City of Adelaide Reconciliation Action Plan 2021-2024 with Aboriginal and Torres Strait Islander communities, CBD community partners, Traditional Owners, the Kurna peoples, the City of Adelaide Reconciliation Committee, wider non-Aboriginal community members, City of Adelaide administration and Reconciliation Australia as the core cultural strategic document that will guide the City of Adelaide's reconciliation activity from 1 July 2021 – 30 June 2024.
2. Approves the draft Stretch Reconciliation Action Plan 2021-2024 as provided in Attachment A to Item 5.1 on the Agenda for the meeting of the Reconciliation Committee held on 5 May 2021 and approves the draft Reconciliation Action Plan to be submitted to Reconciliation Australia for consultation.
3. Requests Council notes the submission of the draft Reconciliation Action Plan 2021-2024 to Reconciliation Australia for consultation.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2020-2024 Strategic Plan	Strategic Alignment – Thriving Communities 4.5.05 'Promote and showcase multiculturalism and Aboriginal culture and support local organisations to express this heritage.'
Policy	Not as a result of this report
Consultation	City of Adelaide Reconciliation Committee, Kurna Community members, Aboriginal and Torres Strait Islander Community members, Elders groups, Aboriginal and Torres Strait Islander Language Groups, CBD based Aboriginal organisations and businesses, YourSay (wider community), potential community partners, CoA Administration and Reconciliation Australia.
Resource	Potential for multiple project and activity opportunities that will require resourcing. Individual business cases for projects and activities identified through Stretch RAP drafting will be incorporated into usual budget processes.
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Multiple opportunities for the City of Adelaide to demonstrate a commitment to meaningful Reconciliation with Aboriginal and Torres Strait Islander peoples.
20/21 Budget Allocation	Not as a result of this report
Proposed 21/22 Budget Allocation	Potential for multiple project and activity opportunities that are yet to be scoped. Individual business cases for projects and activities identified through Stretch RAP drafting will be incorporated into usual budget processes.
Life of Project, Service, Initiative or (Expectancy of) Asset	The City of Adelaide's new Stretch RAP will form a framework to guide strategic Reconciliation advice from 2021 – 2024.
20/21 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Potential for multiple project and activity opportunities that are yet to be scoped. Ongoing costs will be included in individual business cases for projects and activities identified through Stretch RAP drafting and will be incorporated into usual budget processes.
Other Funding Sources	Potential for multiple project and activity opportunities that are yet to be scoped. Opportunities in relation to other sources of funding will be included in individual business cases for projects and activities identified through Stretch RAP drafting and will be incorporated into usual budget processes.

DISCUSSION

1. The City of Adelaide's Stretch Reconciliation Action Plan (RAP) 2018-2021 [\[Link 1\]](#) has reached its final year guiding the City of Adelaide's shared vision for delivery of meaningful reconciliation with Aboriginal and Torres Strait Islander peoples.
2. The City of Adelaide (CoA) Stretch RAP 2018-2021 has been acclaimed by members of local Aboriginal and Torres Strait Islander communities and other stakeholders in enabling meaningful reconciliation outcomes in the City and more widely.
3. Upon its endorsement, Reconciliation Australia described CoA's Stretch RAP 2018-2021 as "strong", "wholistic", "ambitious" and "innovative".
4. Council on 9 March 2021 in response to the decision of the Reconciliation Committee on 24 February 2021 resolved:

'That Council

 1. *Notes the report.*
 2. *Notes that the draft Stretch Reconciliation Action Plan 2021 – 2024 will incorporate the community engagement results for Council's consideration.'*
5. The outcomes of the community engagement process have been reflected in the draft Stretch RAP 2021-2024, provided in **Attachment A**.
6. The CoA Stretch RAP 2021-2024 Community Engagement Process [\[Link 2\]](#) was noted by the Reconciliation Committee and Council.
7. The Stretch RAP 2021-2024 will build on the legacy of the CoA's previous RAPs in guiding the CoA's vision for meaningful reconciliation with Aboriginal and Torres Strait Islander peoples in the City and more widely.
8. This draft Stretch RAP 2021-2024 was jointly created by incorporating the opportunities identified during the community engagement process, and was drafted in direct consultation with:
 - 8.1 The CoA Reconciliation Committee, allowing oversight and Aboriginal and Torres Strait Islander community endorsement of such significant cultural content.
 - 8.2 The Kaurna Yerta Aboriginal Corporation, including Kaurna youth.
 - 8.3 The broader Aboriginal and Torres Strait Islander community in South Australia.
 - 8.4 The CoA's Administration to ensure accountability regarding commitment to deliverables, a responsible officer (internal RAP champion), resourcing and timelines of delivery.
 - 8.5 CoA Marketing and Communications team to support the launch and the design of the Stretch RAP 2021-2024. The design will encompass our Language Snake utilising the earthy pastel colour palette from our 2020 NAIDOC in the Mall artwork.
9. As previously suggested by the Reconciliation Committee, the intent is to launch the CoA's Stretch RAP 2021-2024 during 2021 NAIDOC Week (4-11 July 2021).
10. Upon approval of the draft Stretch RAP 2021-2024 by the Reconciliation Committee, CoA Administration will submit it to Reconciliation Australia for consultation and official sign off, before providing the final, designed document to Council for endorsement in June 2021. This will provide time for it to be published and launched during NAIDOC week in July 2021.

ATTACHMENTS

Attachment A – Draft City of Adelaide Stretch Reconciliation Action Plan 2021- 2024

- END OF REPORT -

Reconciliation Action Plan (RAP) template

Stretch RAP:

A Stretch RAP is used to embed reconciliation activities within your workplace and expand your impact within your sphere of influence. A Stretch RAP is a public commitment published on [Reconciliation Australia's website](#). It should take approximately 6 - 12 months to develop a Stretch RAP and 2 - 3 years to implement.

Before you start:

Before you commit to developing a RAP, it is important that you read and understand the [RAP framework](#), consisting of the three core pillars (Relationships, Respect and Opportunities), four RAP types (Reflect, Innovate, Stretch and Elevate) and mandatory actions and deliverables that guide the development of RAPs. It is also important to read and understand the [RAP development, review and endorsement process](#), starting with assessing whether a RAP is right for your organisation.

How to use this RAP template:

The Stretch RAP template is designed to commit organisations to tailored, specific and measurable targets toward achieving defined outcomes in line with their unique [vision for reconciliation](#) and the [five dimensions of reconciliation](#). It is also designed to guide the RAP development process through maintaining an effective [RAP Working Group](#).

The Stretch RAP template outlines the mandatory actions and deliverables that your workplace needs to develop commitments in line with in order to receive Reconciliation Australia's endorsement. In addition, your workplace is expected to demonstrate strategic, outcomes-focused thinking by including additional actions and deliverables. Please complete the template by addressing the questions outlined in the 'Our Vision', 'Our Business' and 'Our RAP' sections, outlining your workplace's unique additional actions and deliverables (including measurable targets), and assigning a responsibility and timeline to deliverables.

Throughout this template, all *italicised* font is instructional only, whilst regular font indicates fixed text you need to include in your RAP. Please review the following resources for good practice guidance on completing RAP templates.

- [Developing a S.M.A.R.T. RAP](#).
- [Demonstrating inclusive and respectful language](#).

RAP review and endorsement process:

Once you have completed your first draft RAP, please [submit for review](#) to Reconciliation Australia's website. A RAP team member will be in touch to provide feedback and tailored assistance within three weeks. Once Reconciliation Australia is satisfied your RAP meets requirements for endorsement, you will be provided endorsement in two stages.

- 1. Conditional Endorsement** – Reconciliation Australia will provide in-principle endorsement of your RAP (content only) allowing you to seek internal sign-off from your senior leadership with confidence. Reconciliation Australia will also provide you with the RAP logo and branding to include in final design of your RAP.
NB: RAP logos are trademarked through IP Australia, and must not be used publically until you have received Reconciliation Australia's final endorsement.
- 2. Final Endorsement** – Reconciliation Australia will check your final designed document includes the conditionally endorsed content and the RAP logo and branding before providing final endorsement.

ACKNOWLEDGMENT OF COUNTRY

City of Adelaide acknowledges that we are located on the traditional country of the Kurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kurna people living today. And we also extend that respect to other Aboriginal Language Groups and other First Nations.

Kurna Native Title Determination

Wednesday 21 March 2018 was a highly anticipated date for the Kurna Nation. In an emotional Federal Court hearing, the Kurna people were officially recognised as the Traditional Land Owners over designated parcels of the Adelaide region. This is the first time that Native Title has been granted for land in an Australian Capital City. The decision was handed down in a packed court room, 18 years after the application was first lodged in October 2000. City of Adelaide hosted an informal gathering for the Kurna Nation after the Federal Court decision was made, where the atmosphere was charged with excitement. Congratulations to the Kurna Nation who persisted tirelessly in an emotional and monumental journey to achieving their Native Title in the Adelaide region” (please insert with attached image)

City of Adelaide Reconciliation Committee

Insert image – **OLM to send through official image**

GOVERNANCE

Since 2002, the City of Adelaide has established a formal Reconciliation Committee under section 41 of the Local Government Act 1999 (SA).

Council’s Reconciliation Committee is an advisory committee responsible for advancing reconciliation in the city through developing and monitoring the City of Adelaide’s Stretch Reconciliation Action Plan, providing input to policy development, and giving strategic advice to Council across areas likely to impact on Aboriginal and Torres Strait Islander peoples.

The Reconciliation Committee is dual-chaired by Aboriginal and non-Aboriginal people, and comprises representation from Council, strategic agency representatives, Kurna and other Aboriginal community members.

On 9 December 2017, the City of Adelaide Reconciliation Committee appointed membership for the term of Council 2018–2022.

Appointments made:

Kurna Nation Cultural Heritage Association Committee representative: Mr Jeffrey Newchurch

Aboriginal and/or Torres Strait Islander community representatives: Ms Yvonne Agius, Dual-Chairperson; Mr Eddie Peters and Mr Ivan-Tiwu Copley OAM, JP and Deputy Chair

Council Members: The Right Honourable The Lord Mayor Sandy Verschoor and Dual-Chairperson; Councillor Helen Donovan, Councillor Franz Knoll and Councillor Mary Courros

Strategic Agency Representatives: Mr Ian Liddy, Aboriginal Affairs and Reconciliation for the Department of Premier and Cabinet; Ms Shona Reid, Reconciliation South Australia and tbc, Aboriginal Employment, Office of the Industry Advocate

Proxies: Ms Lynette Crocker and Ms Deanne Hanchant-Nichols

RECONCILIATION COMMITTEE DUAL-CHAIRPERSONS' MESSAGE

It gives us great pride to present City of Adelaide's Stretch Reconciliation Action Plan 2021-2024.

Our Stretch Reconciliation Action Plan (Stretch RAP) is a three- year plan that is reported on annually. This is Council's tenth RAP and third Stretch RAP which builds on our achievements to date and demonstrates our continued commitment to reconciliation.

Our plan is based on three core ingredients – respect, relationships, and opportunities.

After our extensive consultations and collaboration to date, our new Stretch RAP focuses on the creation of stretch goals that build on the ongoing recognition of our Traditional Owners on the land in which we operate, the Kaurna people, recognition and celebration of Aboriginal and Torres Strait Islander cultures, projects and strategies for management of our city's Park Lands that draw on Kaurna knowledge, recruitment and retention of Aboriginal and Torres Strait Islander peoples, and opportunities to support a range of Aboriginal and Torres Strait Islander owned and operated businesses.

Reconciliation is about bringing people together, providing opportunities for education, promoting equity, respecting heritage and working to find the best outcomes possible for Aboriginal and Torres Strait Islander peoples, and we are confident that together we will make an important contribution with respect to Reconciliation and look forward to continuing our journey. – **Awaiting dual chair sign offs**

Insert portrait images of dual chairs – **OLM to send through official image**

CITY OF ADELAIDE STRETCH RECONCILIATION ACTION PLAN 2021-2024

OUR VISION FOR RECONCILIATION

City of Adelaide Reconciliation Vision Statement

'The City of Adelaide values its culturally diverse community and is committed to extending the process of Aboriginal reconciliation in partnership with Aboriginal and Torres Strait Islander Peoples.'

The Six Guiding Principles

1. Participation

The City of Adelaide will seek the advice and participation of Aboriginal and Torres Strait Islander Peoples on key issues of interest to the community, and will promote cooperative approaches on these issues between the City of Adelaide and Aboriginal and Torres Strait Islander Peoples.

2. Negotiation

The City of Adelaide will enter into a process of negotiation to seek and record the views of local Aboriginal communities about reconciliation and other key issues.

3. Communication and Public Awareness

The City of Adelaide will promote its support for reconciliation to increase public awareness and understanding of the reconciliation process and, in particular, to ensure that the mainstream community is aware of the culture and legitimate aspirations of Aboriginal and Torres Strait Islander Peoples.

4. Service Provision

The City of Adelaide is committed to providing relevant community services and assistance to Aboriginal and Torres Strait Islander Peoples to minimise the disadvantages they suffer, where the responsibility to do so rests with the City of Adelaide, or to advocate for improved services to be provided by other levels of government. The City of Adelaide will develop a policy and programs to encourage the employment of Aboriginal and Torres Strait Islander Peoples.

5. Cultural Identity and Heritage

The City of Adelaide acknowledges the continuing cultural and spiritual obligations the Kurna People have in their lands and seas, and will seek opportunities to recognise Kurna heritage through physical features of the City of Adelaide and by supporting community cultural activities.

6. Commemoration

The City of Adelaide will work with the Kurna community to celebrate important Kurna celebrations and events linked to significant sites in the City of Adelaide.

Our business

The Council and administration of the City of Adelaide is a regional organisation who perform functions and exercises powers prescribed by the Local Government Act 1999 (SA) and other relevant legislation. The Council comprises a Lord Mayor and 11 Councillors who have been elected by the community to represent the interests of Adelaide's 25,000 residents and 315,000 daily city users. The City of Adelaide also has wider responsibilities (under the City of Adelaide Act 1998) in managing the city centre and the Park Lands on behalf of all those who live, work and study in, or visit, the City of Adelaide. In response to city community needs and opportunities, the Council provides policy, programs and services.

The City of Adelaide's vision is to become the most liveable city in the world. We do this through the rollout of new projects, initiatives and infrastructure, with the wellbeing of the community at the forefront of our decision making. Each year, the City of Adelaide supports a wide range of Reconciliation events, festivals and activities, including the Adelaide Fringe, Spirit Festival, National Apology Day, National Sorry Day and NAIDOC March and Family Fun Day.

Our Executive Leadership Team is responsible for leading and developing a diverse range of teams, functions and services which enable the successful delivery of the City of Adelaide [Strategic Plan](#).

City of Adelaide has 689* employees (*headcount not including casuals), eight employees identifying as Aboriginal and/or Torres Strait Islander, representing 1.2% of our workforce. No casual employees have currently identified as Aboriginal and/or Torres Strait Islander. The city has a strong Aboriginal history and, today, has a strong and active community. The City of Adelaide falls within the traditional boundaries of the Kurna Peoples, the Traditional Owners and Custodians.

Currently we perform functions via 15 sites, these include the Colonel Light Centre, Eagle Chambers/Adelaide Town Hall, the Aquatic Centre, the Golf Course, the Depot, Adelaide Central Markets, the Nursery, three City Libraries, two Community Centres (one which forms part of an additional library facility), Adelaide Bus Station, Archives and the Prince Alfred Lane Bunker.

Our TENTH RAP!

The City of Adelaide is excited to announce that this is our tenth Reconciliation Action Plan! Making this Stretch Reconciliation Action Plan (RAP) 2021-2024 our third Stretch RAP. Reconciliation Australia (owners of the RAP program) also recognises the City of Adelaide as the first Local Government in Australia to commit to a long-term plan and the first Local Government to reach ten RAPs in total!

The City of Adelaide embarked on a journey of reconciliation with its Aboriginal and Torres Strait Islander communities in 1997. In May 2008, Council adopted its first Reconciliation Action Plan, which provided a framework for the implementation of Council's Reconciliation Vision Statement and National Sorry Day Acknowledgement.

The City of Adelaide has had a long standing, positive working relationship with the Kurna community as the Traditional Owners and Custodians of the Adelaide Plains, on which the city is located. Council works closely with the Kurna Yerta Aboriginal Corporation as the peak body of cultural authority.

A Stretch RAP is a longer term, strategic approach with goals that stretch over three years. Ongoing implementation progress reports are provided to Council throughout the calendar year, making this a public, living document held to high account on its deliverables. Furthermore, the monitoring of actions is overseen by our Reconciliation Officer. RAP delivery is monitored internally by a Reconciliation Action Plan Team (RAPT) made up of all RAP Champions (RAP action holders) that meets on an ongoing basis throughout the life of the Plan. Updates provided at these meetings form the basis of regular implementation progress reports to the Reconciliation Committee and to Council. Annual evaluations are also conducted by Reconciliation Australia.

The Stretch RAP 2021-2024 was developed as a result of extensive engagement with Aboriginal and Torres Strait Islander communities, CBD community partners, Kurna Yerta Aboriginal Corporation, Kurna Youth, wider non-Aboriginal community members, the City of Adelaide Reconciliation Committee, City of Adelaide administration and Reconciliation Australia. This document stands as our core cultural strategic document that will guide the City of Adelaide's reconciliation activity from 1 July 2021 - 30 June 2024.

The Stretch RAP 2021-2024 consolidates Council's long standing commitment to reconciliation with Aboriginal and Torres Strait Islander Peoples. Together we have achieved many wonderful initiatives with positive outcomes, creating visual and physical landscapes that educate and raise awareness of Aboriginal peoples in the life of the city.

While there is still more to do, we are excited to reflect on the past decade of Reconciliation Action Plans and are looking forward to our ongoing journey with Aboriginal and Torres Strait Islander communities.

CITY OF ADELAIDE'S MAJOR INITIATIVES

- 1992 Alice Dixon tree planted
- 1995 Annual Aboriginal Flag Raising Ceremony on Adelaide Town Hall
- 1997 Reconciliation Vision Statement
- 1998 National Sorry Day Acknowledgement
- 2001 Permanent flying of Aboriginal Flag in Victoria Square/Tarntanyangga
- 2002 Reconciliation Committee as a formal committee of Council
- 2002 Kurna Recognition at Council meetings with Acknowledgement of Country
- 2002 Kurna dual-naming of Park Lands
- 2005 Reconciliation Grants Program
- 2006 Doris Graham commemorative plaque
- 2007 Flying of Aboriginal and Torres Strait Islander flags in Grote Street
- 2007 Interpretative Information Audio Bollards on Aboriginal Flagpole in Victoria Square/ Tarntanyangga
- 2008 First annual Reconciliation Action Plan
- 2008 Aboriginal Employment Policy
- 2008 Kurna remains found within Frome Road car park and reburial ceremony organised
- 2010 Two pieces from South Australian Museum – Kadlitpinna and Kuri Dance 19th Century aquarelle paintings by George French Angas unveiled in Queen Adelaide Room
- 2012 Council reaffirms its commitments with revised Reconciliation Vision Statement and National Sorry Day Acknowledgement
- 2012 Kurna dual-naming of city squares and two city footbridges
- 2013 Naming of Reconciliation Plaza
- 2013 Protocol and Guidelines on Welcome to Country and Acknowledgement of Country
- 2013 Commemorative plaque on the Adelaide Town Hall
- 2013 Lord Mayoral Civic Reception for the Recognise Long Walk campaign
- 2014 Alice Dixon Memorial tree replanting
- 2015 Opening of the Mankurri-api Kuu / Reconciliation Room in the Adelaide Town Hall (first of such in any Council nationwide)
- 2015 Unveiling of permanent install and commissioned artwork by artist Donald 'Bluey' Roberts, titled *Reconciliation Spirit Tree*.
- 2015 Unveiling of permanent install and commissioned artwork by artist, Paul Herzich 'My Country, Our State' recognises and celebrates the diversity of Aboriginal cultures in South Australia
- 2016 Reconciliation Plaza flag banners
- 2017 Inaugural launch of NAIDOC in the Mall event
- 2017 Tarntanyangga Cultural Marker opened
- 2017 Lord Mayoral Civic Reception for 25th Anniversary of the Mabo Decision
- 2017 Lord Mayoral Civic Reception to commemorate the 50th anniversary of the 1967 Referendum

2018 Lord Mayor Civic Reception to commemorate 10th anniversary of the National Apology to the Stolen Generations
2018 Inaugural launch of Kids on Country event
2018 First Smoking Ceremony in Adelaide Town Hall to mark the Investiture of the newly elected Council
2019 Launch of Lord Mayor's NAIDOC Award
2019 Installation of a Kurna Shield and Acknowledgement of Country in the City of Adelaide's Customer Centre
2019 Ngadlu Padninthi Kumangka cultural marker unveiled in Pakapakanthi/Victoria Park
2019 Opening of Gladys Elphick Park
2020 Kardi Munta (Emu Net) cultural marker unveiled in Pityarilla/Park 19.
2021 Laneway renaming to *No Fixed Address Laneway* as part of the City of Music Laneways project
2021 Cultural Burn project
2021 City of Adelaide launches our tenth RAP
2021 City of Adelaide Reconciliation Committee Photo displayed in the Colonel Light Room of Adelaide Town Hall for the first time

Relationships

Meaningful relationships assist Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

ENDURING COMMITMENTS:

- Consultations with Kaurna Peoples are carried out regularly to ensure Council responds meaningfully to the advice and concerns of the Traditional Owners.
- Reconciliation initiatives and key significant dates are marketed and promoted across the Council to engage City of Adelaide and the community in reconciliation.
- Kids On Country event is convened annually

Focus area:

Acknowledging and working with the Traditional Owners, the Kaurna people, and broader Aboriginal and Torres Strait Islander communities to facilitate connection and engagement, strengthen relationships, increase Aboriginal and Torres Strait Islander communities' involvement in Council activities, and partner with community groups and organisations to celebrate important cultural anniversaries.

Action	Deliverable	Timeline	Responsibility
<p>Reconciliation Leadership</p> <p>1. City of Adelaide Reconciliation Committee meets quarterly to provide advice and recommendations to Council</p>	<p>Convene quarterly meetings and achieve quorum</p> <p>Provide Council with advice and recommendations after meetings</p> <p>Gain endorsement of Stretch RAP from Council and register with Reconciliation Australia</p>	<p>February</p> <p>May</p> <p>September</p> <p>December</p> <p>2021-2024</p> <p>June 2021</p>	<p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Reconciliation Officer)</p>
<p>Reconciliation Leadership</p> <p>2. City of Adelaide Reconciliation Action Plan Team (RAPT) meets quarterly to actively monitor RAP implementation</p>	<p>Convene quarterly meetings</p> <p>Establish a Terms of Reference for the RAPT</p> <p>Monitor and report on RAP implementation</p>	<p>August</p> <p>October</p> <p>January</p> <p>April</p> <p>2021-2024</p>	<p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Reconciliation Officer)</p>
<p>Reconciliation Leadership</p>	<p>Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials throughout the organisation.</p>	<p>27 May-3 June, 2021-2024</p>	<p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage</p>

3. Build relationships through celebrating National Reconciliation Week (NRW)			(Reconciliation Officer)
	Inform RAPT of external NRW events and encourage attendance.	27 May-3 June, 2021-2024	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
	Encourage and support staff and senior leaders to participate in external events to recognise and celebrate NRW.	27 May-3 June, 2021-2024	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
	Provide educational and promotional opportunities throughout the year and during NRW by working in partnership and empowering Aboriginal and Torres Strait Islander providers to host Reconciliation programs/activities in the City of Adelaide Community Centres and Libraries.	27 May-3 June, 2021-2024	City Culture Creative City (Team Leader Arts & Culture)
	Register all our NRW events on Reconciliation Australia's NRW website .	27 May-3 June, 2021-2024	All CoA portfolios where applicable
Reconciliation Leadership 4. Work with other levels of government to enable greater Aboriginal and Torres Strait Islander delivery of and participation in RAP activities in the City of Adelaide	Work with Reconciliation SA to develop and host a city RAP cluster to identify opportunities for shared projects between RAP organisations in the City.	June 2022	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
Aboriginal and Torres Strait Islander Cultures	Explore opportunities to support other SA Language Groups to maintain, develop and teach their cultures.	June 2024	City Culture

5. Encouraging and supporting sustenance and growth of Aboriginal and Torres Strait Islander Cultures	Support the delivery of Kaurna Cultural experiences to be delivered in libraries and community centres.	June 2022 June 2023 June 2024	Creative City (Team Leader Arts and Culture)
6. Building Community Capacity	Include programs that teach Aboriginal Cultures in the Library Out and About Program	June 2022 June 2023 June 2024	City Culture Creative City (Team Leader Arts and Culture)
7. City of Adelaide is committed to raising the awareness of diversity and inclusion with our employees so they are more aware of their own behaviours, and how they can impact on the experiences of others working in our organisation	Aboriginal and Torres Strait Islander Cultural Awareness Explore mandatory cultural awareness training for all City of Adelaide employees.	June 2024	People
	Cultural awareness training provided for all new Council employees within first 6 months.	June 2023	
	Online refresher Cultural Awareness training is offered to all employees	June 2022	
8. City of Adelaide is committed to raising the awareness of our Traditional Owners so employees are more aware of their behaviours and environment.	Provide optional Kaurna educative awareness training to all staff, delivered by Kaurna community members.	June 2023	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer) People
9. Kaurna Representation Explore cross council initiatives	Seek out partnership opportunities with other Council's to support common goals as agreed by Kaurna.	June 2024	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)

<p>Aboriginal & Torres Strait Islander Awareness</p> <p>10. Ongoing promotion of a cultural lens when delivering Customer Service</p>	<p>Provide information to City of Adelaide staff through the Customer Experience Strategy on how to consider cultural and inclusivity needs when working with Aboriginal and Torres Strait Islander customers.</p>	<p>June 2023</p>	<p>Customer and Marketing (Customer Experience)</p>
<p>Aboriginal & Torres Strait Islander Awareness</p> <p>11. Review CoA public reconciliatory declarations</p>	<p>Develop new Reconciliation Vision Statement in Mankurri-Apii Kuu and Customer Centre</p>	<p>June 2023</p>	<p>Customer and Marketing Marketing and Communications</p>
	<p>Develop new National Sorry Day Statement in Mankurri-Apii Kuu and Customer Centre</p>		
<p>Aboriginal & Torres Strait Islander Awareness</p> <p>12. Acknowledge all Aboriginal & Torres Strait Islander significant calendar dates</p>	<p>Explore ways internally/externally in which the City of Adelaide will recognise dates that are significant to Aboriginal & Torres Islander peoples throughout the calendar year</p>	<p>June 2022 June 2023 June 2024</p>	<p>Customer and Marketing Marketing and Communications</p> <p>Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)</p>
<p>Aboriginal and Torres Strait Islander Cultural Awareness</p> <p>13. Enable Torres Strait Islander community to showcase their culture</p>	<p>Share City of Adelaide grant opportunities with Torres Strait Islander communities and organisations.</p>	<p>July 2021 - June 2024</p>	<p>Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)</p>

Media 14. Develop partnership with mainstream media to cover Aboriginal events/initiatives in the CBD to influence reconciliation	Identify opportunities to influence the ways in which Aboriginal peoples and stories are told in the media	July 2021 - June 2024 July 2021 - June 2024	Customer and Marketing Marketing and Communications Media and PR Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
	Encourage media to use Kurna names for Park Lands and Squares.		
	Develop proactive media plan to engage local/national media in showcasing Aboriginal and Torres Strait Islander Reconciliation activity in the City of Adelaide.	December 2021	
	Develop proactive media plan to share Stretch RAP delivery milestones		
Media 15. Develop partnership with Aboriginal media to tell the stories about what Council is doing.	Develop proactive media plan to engage local/national Aboriginal media in showcasing Aboriginal and Torres Strait Islander Reconciliation activity in the City of Adelaide	June 2022	Customer and Marketing Marketing and Communications Media and PR
Kurna Land Management 16. Kurna cultural mapping project is utilised to capture sites of significance in the city and North Adelaide from which informed decisions can be made by Council in relation to land use	Develop an agreed process between Kurna and the City of Adelaide that determines when, in the project design process, Kurna will be involved in decisions about land use in the City of Adelaide.	June 2023	Infrastructure Infrastructure Planning
	Work with Kurna to build their capacity to feed into City of Adelaide project design processes and build staff capacity to utilise Kurna advice.	July 2021 - June 2024	City Culture City Lifestyle (Project Lead, Community Lifestyle)
Community Wellbeing 17. Connecting with sport & recreational opportunities	Explore partnership opportunities with the Indigenous Marathon Foundation (IMF) and other organisations.	June 2022	City Culture City Lifestyle (Project Lead, Community Lifestyle)

<p>Kaurna Leadership</p> <p>18. Support Kaurna capacity</p>	<p>Continue to develop opportunities to support the establishment of a Kaurna community hub in the City of Adelaide.</p>	<p>December 2023</p>	<p>City Culture City Lifestyle (Project Lead, Community Lifestyle)</p>
	<p>Provide administrative support for recurring meetings with Kaurna Chairperson</p>	<p>July 2021 - June 2024</p>	<p>Park Lands, Policy and Sustainability City Planning & Heritage</p>
<p>Reconciliation Leadership</p> <p>19. Encompassing and understanding communication</p>	<p>Develop a Communication Strategy to support Aboriginal and Torres Strait Islander protocols and non-Aboriginal understanding and awareness, using existing protocols that exist within community.</p>	<p>June 2023</p>	<p>Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)</p>
<p>Reconciliation Leadership</p> <p>20. City of Adelaide is committed to a respectfully inclusive and safe city</p>	<p>Develop existing working relationship opportunities with State Government Departments to collectively develop and support strategies in addressing homelessness and the safety of remote visitors in the City.</p>	<p>March 2022</p>	<p>Park Lands, Policy and Sustainability City Planning & Heritage (Team Leader, Social Planning and Reconciliation)</p>
<p>Aboriginal and Torres Strait Islander Cultural Awareness & Protocols</p>	<p>Develop a strategy for the collection, storage and display of Aboriginal and Torres Strait Islander archival materials</p>	<p>June 2022</p>	<p>Information Management (Team Leader, Archives)</p>

21. Start collecting imagery and create our own cultural library of positive, beautiful images	Develop a policy that provides guidance around the collection, storage and use of Aboriginal and Torres Strait Islander images and stories	June 2023	
<p>Kaurna Cultural Awareness & Protocols</p> <p>22. City of Adelaide is committed to raising the awareness of our Traditional Owners so employees are more aware of their behaviours and environment.</p>	Provide optional Kaurna educative awareness training to all staff, delivered by Kaurna community members.	June 2023	<p>People</p> <p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Reconciliation Officer)</p>
<p>Kaurna Land Management</p> <p>23. Incorporate First Nations understandings of sustainability and native biodiversity management</p>	Work with Kaurna to identify opportunities to incorporate First Nations understanding of land and waterways management strategies and practices that can be used in the Park Lands.	June 2022	<p>Park Lands, Policy and Sustainability</p> <p>Park Lands and Sustainability (Senior Sustainability Advisor (Biodiversity))</p>
	Incorporate appropriate Kaurna Land management strategies and practices into business as usual, including specific opportunities for Kaurna employment	June 2024	<p>Park Lands, Policy and Sustainability</p> <p>Park Lands and Sustainability (Senior Sustainability Advisor (Biodiversity))</p>

Respect

Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.

ENDURING COMMITMENTS:

- Acknowledgement of Country made at all Civic Events and inserted on all internal templates.
- Permanently fly the Aboriginal flag in Victoria Square/Tarntanyangga.
- Annually fly the Aboriginal and Torres Strait Islander flags in Grote Street to build public awareness of and respect for Aboriginal and Torres Strait Islander cultures.
- Work with the NAIDOC SA Committee to convene the annual Lord Mayor's NAIDOC Morning Tea & NAIDOC SA Awards.
- NAIDOC SA March and Family Fun Day is supported by the City of Adelaide.
- Annual display of 25 Aboriginal and Torres Strait Islander flag banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Art Islander Exhibitions to engage the public in traditional and contemporary artworks.
- NAIDOC in the Mall event is convened annually

Focus area:

Acknowledging the Traditional Owners of the land, flying the Aboriginal and Torres Strait Islander flags, increasing community awareness and participation, and promoting reconciliation.

Action	Deliverable	Timeline	Responsibility
Kaurna Visibility 24. Investigate opportunities to enhance Kaurna visibility throughout the CBD	Identify Opportunities for Kaurna street naming in the CBD and North Adelaide	June 2023	Infrastructure Technical Services
	Determine location and funding and partnership opportunities to create a statue of Queen Iparrityi in the CBD. Installation of Queen Iparrityi Statue in the CBD	June 2022 June 2024	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer) City Culture Creative City (Team Leader Arts and Culture)
	Determine funding opportunities to install a memorial to Sir Douglas Nicholls, in the vicinity of the Adelaide Oval.	December 2022	City Culture

			Creative City (Team Leader Arts and Culture)
<p>Aboriginal & Torres Strait Islander Cultural Awareness & Protocols</p> <p>25. Encourage event organisers (internal and external) to use Kurna place names and engage in appropriate protocols such as Acknowledgement of Country in delivery of City events</p>	Ensure Aboriginal & Torres Strait Islander Cultural Awareness & Protocols are included in the review of the Park Lands Events Management Plan (Guidelines)	June 2022	City Experience (Strategic Project Lead and Team Leader City Events)
<p>Aboriginal & Torres Strait Islander Cultural Awareness & Protocols</p> <p>26. Ensure cultural educational opportunities are available to wider community</p>	Resource dedicated suite of Cultural Safety Training throughout for public participation in City of Adelaide Community Centres.	<p>June 2022</p> <p>June 2023</p> <p>June 2024</p>	<p>City Culture Creative City (Project Lead, Creative City)</p> <p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Team Leader, Social Planning and Reconciliation)</p>
<p>Community Wellbeing</p> <p>27. City of Adelaide to advocate for better outcomes for Aboriginal and Torres Strait Islander experiences with other levels of Government, for example health, housing, social welfare.</p>	Work with Aboriginal Community Controlled Organisations, non-government and Government organisations to identify opportunities to support the delivery of programs to community.	July 2021 - June 2024	<p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Team Leader, Social Planning and Reconciliation)</p>

<p>Aboriginal and Torres Strait Islander Cultural Awareness & Protocols</p> <p>28. NAIDOC Week: In addition to our enduring commitments, celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff and community members to engage with their culture and community</p>	<p>Provide educational and promotional opportunities during NAIDOC Week and throughout the year, by working in partnership and empowering others to provide reconciliation programs/activities in Community Centres and Libraries in the City and North Adelaide</p>	<p>July 2022 July 2023 July 2024</p>	<p>City Culture Creative City (Project Lead, Creative City)</p>
	<p>Hold public NAIDOC Week event, NAIDOC in the Mall in consultation with Aboriginal and Torres Strait Islander peoples.</p> <p>Support all staff to participate in NAIDOC Week events in the City of Adelaide.</p>	<p>July 2022 July 2023 July 2024</p>	<p>Rundle Mall Management Authority</p> <p>Park Lands, Policy and Sustainability</p> <p>City Planning & Heritage (Reconciliation Officer)</p>
	<p>Provide a CEO NAIDOC Week message</p>	<p>July 2022 July 2023 July 2024</p>	<p>Office of the CEO</p>
<p>Representation & Governance</p> <p>29. Supporting First Nations truth telling about our history</p>	<p>Work with Kurna and SA Museum for a display by the City of Adelaide of the historical Letters Patent 1836 document in a prominent space in City Library and/or Adelaide Town Hall for wider education.</p>	<p>June 2023</p>	<p>City Culture Creative City (Team Leader, Arts and Culture)</p>
<p>Aboriginal and Torres Strait Islander Languages</p> <p>30. Including Kurna language in everything that we do</p>	<p>Ensure Kurna park names are consistently used first and then English translation second in all internal and external documents.</p>	<p>September 2021</p>	<p>Customer and Marketing Marketing and Communications</p>
	<p>Commit to the use of Kurna name first when using dual names in all City of Adelaide writing guides, marketing templates and report templates</p>	<p>September 2021</p>	<p>Customer and Marketing</p>

			Marketing and Communications
Kurna Visibility 31. Increase the profiling of Kurna Yerta Aboriginal Corporation (KYAC)	Promote on the City of Adelaide website a profile of board members of the Kurna Yerta Aboriginal Corporation.	June 2022	Customer and Marketing Marketing and Communications
	Support with providing professional images of Kurna Yerta Aboriginal Corporation Board members. Include information online for educative purposes on the significant 2018 Kurna Native Title Determination	December 2021	
Aboriginal and Torres Strait Islander Cultural Awareness & Protocols 32. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	Acknowledgement of Country embedded in all corporate templates and documents to ensure all Staff and Senior Leadership provide an Acknowledgement of Country in all settings including meetings.	September 2021	Customer and Marketing Marketing and Communications
Representation & Governance 33. ULURU Statement from the heart – supporting First Nations truth telling about our history	City of Adelaide displays ULURU statement from the heart in a prominent space in Adelaide Town Hall.	December 2021	Office of the Lord Mayor (Civics Coordinator)
Aboriginal & Torres Strait Islander Languages 34. Including Kurna language in everything that we do.	Investigate the option of including Kurna spellcheck of Kurna names in City of Adelaide's use of Microsoft Office.	June 2022	Information Management (Senior Business Partner, Projects and Partnering)
	Investigate the option of incorporating an autocorrect to dual naming when Park Land numbers or names are used in Microsoft Office.	June 2023	
Aboriginal & Torres Strait Islander Cultures 35. Acknowledging Aboriginal & Torres Strait Islander leaders	Rename of significant City of Adelaide conference/meeting/training rooms with dual-names of significant Aboriginal & Torres Strait Islander leaders in SA.	June 2022	Information Management (Senior Business Partner, Projects and Partnering)

			Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)

Item 5.1 - Attachment A
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Opportunities

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.

ENDURING COMMITMENT:

Aboriginal groups and organisations are financially supported to convene cultural celebrations, including National Apology Day, Closing the Gap Day, National Sorry Day, National Reconciliation Week and NAIDOC Week within the City of Adelaide.

Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander staff at the City of Adelaide, providing financial support to community groups and organisations and working with Kaurna and broader Aboriginal communities to increase cultural tourism opportunities in the city.

Action	Deliverable	Timeline	Responsibility
Aboriginal and Torres Strait Islander Employment 36. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2021 - June 2024	People People Experience (Coordinator, Culture and Leadership)
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2023	People People Experience (Coordinator, Culture and Leadership)
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2021 - June 2024	People People Services (Advisor, Talent Acquisition)
Aboriginal and Torres Strait Islander Employment 37. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy. Implement and communicate a cultural learning strategy for our staff.	July 2021 - June 2024	People (Manager, People) Park Lands, Policy and Sustainability City Planning & Heritage

	<p>Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.</p> <p>Staff to undertake formal and structured cultural learning. (Set measurable targets for online and face-to-face learning)</p>		(Reconciliation Officer)
Kaurna Land Management 38. Incorporate First Nations understandings of sustainability and native biodiversity management	Build on Cultural Burn pilot project to initiate ongoing cultural processes in park land management and expand to key biodiversity sites.	June 2022	Park Lands, Policy and Sustainability Park Lands and Sustainability
	Seek out opportunities to maintain cultural practices in park land management.	June 2023 June 2024	City Operations Park Lands and Infrastructure Maintenance City Culture City Lifestyle (Project Lead, Community Lifestyle)
Aboriginal & Torres Strait Islander Businesses 39. Explore opportunities to support the growth of Aboriginal and Torres Strait Islander entrepreneurship	Seek out partnerships and opportunities to support Aboriginal and Torres Strait Islander businesses through mentoring and funding opportunities including sponsorship.	June 2023	Adelaide Economic Development Authority
	Meet regularly with Reconciliation Officer to identify leasing opportunities to support Aboriginal and Torres Strait Islander businesses.	July 2021 - June 2024	Strategic Property and Commercial

			Strategic Property
Kurna Capacity 40. Build Kurna capacity to support young people and develop emerging leaders	Support Kurna to develop an 'Elder in Residence' program by providing space within City of Adelaide Libraries and Community Centres.	June 2023	City Culture Creative City (Team Leader, Arts and Culture)
Aboriginal and Torres Strait Islander Employment 41. Manage recruitment, attraction, inclusion and retention strategies to ensure barriers are reduced for Aboriginal and Torres Strait Islander employees	Develop a program for supporting Aboriginal and Torres Strait Islander internships across relevant City of Adelaide programs.	June 2022	People (Manager, People)
	Ensure the Aboriginal and Torres Strait Islander Recruitment Toolkit is consulted during recruitment activities to ensure that selection processes are culturally inclusive and diverse.	June 2022	
	Celebrate the successes of our Aboriginal and Torres Strait Islander employees by showcasing their success stories.	June 2022	
	Work with the Reconciliation Officer to improve awareness of employment opportunities in the Aboriginal and Torres Strait Islander community.	June 2022	
	Promote positive race relations through anti-discrimination strategies.	July 2021 - June 2024	
	Continuously improve HR policies and procedures concerned with anti-discrimination.	July 2021 - June 2024	
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	July 2021 - June 2024	
	Implement and communicate an anti-discrimination policy for our organisation.	July 2021 - June 2024	
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism.	July 2021 - June 2024	
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism.	July 2021 - June 2024	
	Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees.	June 2024	
Aboriginal & Torres Strait Islander Representation 42. Ensure a diversity of Aboriginal and Torres Strait Islander images and stories are used in	Review current imagery on stock. Work with Reconciliation Officer to seek out and promote talent opportunities for a photography session to enable more inclusive images to be included in all City of Adelaide marketing, promotion and media channels.	December 2021	Customer and Marketing Marketing and Communications

marketing collateral across Council business and its subsidiaries			
Aboriginal & Torres Strait Islander cultures 43. Celebrating and acknowledging Aboriginal leaders in community	Publicly acknowledge the annual Lord Mayors NAIDOC Award recipient for example through the website and social media.	July 2021 July 2022 July 2023	Customer and Marketing Marketing and Communications
Economic Development 44. Supporting local markets for Aboriginal products for local consumers	Deliver a program to feature or showcase local Aboriginal food products and providers in the Adelaide Central Market.	June 2022	Adelaide Central Market Authority
Economic Development 45. Explore opportunities for City of Adelaide to further utilise social procurement principles to engage Aboriginal Businesses and employees	Engage LGA procurement cluster to develop shared procurement strategies that support Aboriginal and Torres Strait Islander businesses.	May 2022	Finance and Procurement Procurement and Contract Management
	Promote the State Government Business Register to internal procurers in the City of Adelaide.	May 2023	
	Report annually to the Reconciliation Committee on social procurement outcomes for Aboriginal Businesses.	May 2024	
Aboriginal & Torres Strait Islander Events 46. Explore alternative grant processes for Aboriginal and Torres Strait Islander applicants	Explore more streamlined process for grant application and acquittal processes.	March 2022	City Culture City Lifestyle Creative City
	Formalise Kaurna Yerta Aboriginal Corporation communication regarding events hosted on Kaurna Country to ensure the recognition and consultation with Traditional Owners.		City Culture City Experience
Aboriginal & Torres Strait Islander Cultures 47. Acknowledging Aboriginal and Torres Strait Islander cultures in City of Adelaide facilities	Investigate and understand how the City of Adelaide recreation facilities can be more culturally inclusive and welcoming to our First Nation cultures. For example: Dual naming of buildings and incorporate Acknowledgment of Country in entry points.	May 2022	City Culture City Lifestyle (Centre Manager, Aquatic Centre)

(Adelaide Aquatic Centre and North Adelaide Golf Course)			
Reconciliation Leadership 48. Council subsidiaries to review their policies and procedures to reflect opportunities for Aboriginal and Torres Strait Islander People and Businesses	Identify opportunities to positively influence suppliers and contractors to drive reconciliation outcomes.	June 2022	Adelaide Central Market Authority Adelaide Economic Development Agency
Economic Development 49. Promote Aboriginal and Torres Strait Islander Tourism	Explore opportunities to partner with Aboriginal and Torres Strait Islander tourism providers to develop a tourism product and/or offer cultural experiences in the city.	June 2022 June 2023 June 2024	Adelaide Economic Development Agency
Aboriginal & Torres Strait Islander Cultures 50. Support ATSI musicians and music businesses to have opportunities to perform and thrive in the Adelaide music industry	Engage with Aboriginal and Torres Strait Islander musicians and music businesses in the review of the Live Music Action Plan and include Aboriginal and Torres Strait Islander musicians in Council run events and performance opportunities.		City Experience (Strategic Project Lead and Team Leader Place and Event Experience)
Kaurna Land Management 51. Engage Kaurna in reviewing location of event spaces in the Park Lands	Engage Kaurna in the review of the Adelaide Park Lands Management Plan, specifically in relation to any proposed changes to event site boundaries	June 2022	City Experience (Strategic Project Lead) and Team Leader City Events)

Governance, tracking progress and reporting			
ENDURING COMMITMENTS:			
<ul style="list-style-type: none"> • Stretch RAP developed by City of Adelaide Reconciliation Committee meets Council governance requirements • City of Adelaide Stretch RAP has been created with and is available to the community • City of Adelaide's Reconciliation Committee reports to Council on Stretch RAP delivery progress 			
Action	Deliverable	Timeline	Responsibility
52. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, [2021-2024]	Park Lands, Policy and Sustainability
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.		City Planning & Heritage (Reconciliation Officer)
	Summary of the Stretch RAP outcomes and impact will be included in the Council's annual report which will be made available to the public.		Strategy and Insights
53. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP (nine months prior to RAP expiry date).	October 2023	Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
Representation & Governance 54. Elected Members to expand on Kurna phonetic abilities	Elected Members and Office of CEO to attend Kurna language lessons with Kurna Warra Pintyanthi (KWP)	June 2022	Office of the Lord Mayor (Civics Coordinator) Office of the CEO
Representation & Governance	City of Adelaide to host a Kurna Warra Pintyanthi (KWP) introductory language session for Mayors and Elected Members from Councils located on Kurna Country.	June 2022	Office of the Lord Mayor (Civics Coordinator)

55. Supporting awareness of Kaurna language			
Representation & Governance 56. Acknowledging our Reconciliation Committee Members and leadership	Implement an Honour Roll Board to display names of both past, present, and future Reconciliation Committee members in prominent Town Hall location adjacent Elected Members Honour Roll Board.	December 2021	Office of the Lord Mayor (Civics Coordinator)
Representation & Governance 57. Elected Members to attend cultural respect training	Advocate and support LGA to create cultural awareness content and experiences in new council member induction.	July 2022	Governance Park Lands, Policy and Sustainability City Planning & Heritage (Reconciliation Officer)
Representation & Governance 58. Expand with additional Strategic Agency Representation on the Reconciliation Committee	Explore and implement an opportunity for a designated, Aboriginal & Torres Strait Islander Health & Wellbeing representative on the City of Adelaide Reconciliation Committee.	December 2022	Governance
Representation & Governance 59. Support the development of the Reconciliation Committee	Review Terms of Reference for the Reconciliation Committee at the end of every term.	July 2022	Governance
Representation & Governance	Review Aboriginal and Torres Strait Islander Consultation Protocol.	June 2023	Park Lands, Policy and Sustainability

60. Aboriginal and Torres Strait Islander Consultation Protocols		City Planning & Heritage (Reconciliation Officer)
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Insert CoA logo
Reconciliation Officer
Colonel Light Centre
25 Pirie Street
ADELAIDE SA 5000
Phone: 08 8203 7203
cityofadelaide.com.au/reconciliation

Selection of Dual and Deputy Chairperson

Strategic Alignment - Thriving Communities

ITEM 5.2 05/05/2021
Reconciliation Committee

2018/04431
Public

Program Contact:
Michelle English, Associate
Director, Park Lands, Policy &
Sustainability 8203 7687

Approving Officer:
Clare Mockler, Acting Chief
Executive Officer

EXECUTIVE SUMMARY

On 11 December 2018, Council established the City of Adelaide (CoA) Reconciliation Committee for the 2018-2022 Council term and appointed Council Members and external members to the Committee.

In establishing the CoA Reconciliation Committee, Council delegated to the Committee the authority to determine the persons to undertake the role of Dual Chairpersons and Deputy Chairperson.

This report invites you to make the appointment of the roles of Dual Chairpersons and Deputy Chairperson for the remainder of the term ending 2022.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE:

1. Appoints one City of Adelaide Council Member to the role of dual Chairperson for a period of two years.
 2. Appoints one Committee Member to the role of dual Chairperson for a period of two years
 3. Appoints one Committee Member to the role of Deputy Chairperson for a period of two years.
 4. Requests Council notes the appointments.
-

IMPLICATIONS AND FINANCIALS

City of Adelaide 2020-2024 Strategic Plan	Strategic Alignment – Thriving Communities 4.5.05 'Promote and showcase multiculturalism and Aboriginal culture and support local organisations to express this heritage.'
Policy	Not as a result of this report
Consultation	Nominations were sought from CoA Reconciliation Committee Members via email with the intent to streamline and progress voting processes during the CoA Reconciliation Committee on 5 May 2021.
Resource	Not as a result of this report
Risk / Legal / Legislative	Council on 11 December 2018 approved the payment of a sitting fee for eligible members of the Reconciliation Committee. The Lord Mayor, Council Members and Strategic Agency Representatives are not eligible for the payment of a sitting fee. The Dual Chair role is eligible for a sitting fee. The Committee Member (Aboriginal and/or Torres Strait Islander Representative) selected for appointment to the roles of Dual Chair and Deputy Chair must declare a material conflict of interest and not participate in the decision to appoint.
Opportunities	Multiple opportunities for City of Adelaide to demonstrate a commitment to meaningful Reconciliation with Aboriginal and Torres Strait Islander peoples.
20/21 Budget Allocation	Not as a result of this report
Proposed 21/22 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	Dual Chairpersons and Deputy Chairperson are appointed for a period of two years
20/21 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

DISCUSSION

1. On 11 December 2018, Council established the City of Adelaide (CoA) Reconciliation Committee for the 2018-2022 Council term appointed Council Members and external members to the Committee.
2. Council delegated to the Committee the authority to determine the persons to undertake the role of Dual Chairpersons and Deputy Chairperson for a period of two years.
3. Resolution of the Committee is now sought to appoint:
 - 3.1. One City of Adelaide Council Member and one other Committee Member to the role of dual Chairpersons for a period of two years.
 - 3.2. One Committee Member to the role of Deputy Chairperson for a period of two years.
4. Selecting Dual Chairpersons enables equal participation by both Council Members and Aboriginal and/or Torres Strait Islander Members of the Reconciliation Committee and promotes a shared responsibility for advancing reconciliation in the City.
5. The Reconciliation Committee in February 2019 selected and extended in February 2021 the following appointments:
 - 5.1. Dual Chairpersons: Lord Mayor Sandy Verschoor and Yvonne Agius.
 - 5.2. Deputy Chairperson: Ivan Copley.
6. In conjunction with CoA Governance advice, nominations were sought from CoA Reconciliation Committee Members via email with the intent to streamline the nomination/selection process during the CoA Reconciliation Committee on 5 May 2021.
7. In response to the request for nominations, the following persons have been nominated for appointment:
 - 7.1 Dual Chairpersons: Lord Mayor Sandy Verschoor and Yvonne Agius.
 - 7.2 Deputy Chairperson: Ivan Copley.
8. Having conducted a nomination process for the Dual Chairpersons and Deputy Chairperson by email, the nominations received can be accepted, confirmed and appointments made at the meeting of the Reconciliation Committee on 5 May 2021.
9. If no further nominations are received at the meeting, a private ballot to select persons for appointment will not be required and the Reconciliation Committee can appoint Lord Mayor Sandy Verschoor, Yvonne Agius and Ivan Copley to the roles nominated for.

ATTACHMENTS

Nil

- END OF REPORT -