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Reconciliation Committee

Meeting to be held on Wednesday, 8 May 2024, at 2.30 pm
in the Colonel Light Room, Adelaide Town Hall

Committee Members:

Dual Chairpersons:

City of Adelaide Council Member:

The Right Honourable the Lord Mayor, Dr Jane Lomax-Smith (Ex-Officio)

Aboriginal and/or Torres Strait Islander Community Representative:

Yvonne Agius

City of Adelaide Council Members:

Councillor David Elliott, Councillor Janet Giles and Councillor Dr Mark Siebentritt

Strategic Agency Representatives:

Doug Clinch and Jason Downs

Kaurna Yerta Aboriginal Corporation Representative:

Mitzi Nam

Aboriginal and/or Torres Strait Islander Community Representatives:

Ivan-Tiwu Copley and Deanne Hanchant-Nichols

Proxies:

Lynette Crocker, Ian Liddy, Dennis Rigney and Kveta Vlotman (proxy Aboriginal and/or Torres Strait Islander Community Representatives)

Ian Liddy (proxy Strategic Agency Representative – Aboriginal Affairs and Reconciliation Department)

Dennis Rigney (Proxy Kaurna Yerta Aboriginal Corporation Representative)



Reconciliation Committee

Meeting to be held on Wednesday, 8 May 2024, at 2.30 pm
in the Colonel Light Room, Adelaide Town Hall

Agenda

1. Welcome and Apologies

Apology -

Councillor Janet Giles

2. Acknowledgement of Country

'The City of Adelaide Reconciliation Committee acknowledges that we are meeting on traditional Country of the Kurna people of the Adelaide Plains and pays respect to Elders past, present and emerging.

City of Adelaiderlu ngadlu Kurna Yartangka tampinhi.

Kurna miyurna yaitya mathanya Wama Tarntanyaku.

Ngadlurlu Kurna Miyurna, puki-unangku, yalaka, tarrkarrila tampinhi.

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 who are present today.'

3. Moment Silence in Remembrance of Departed Community Members

4. Confirmation of Minutes

That the Minutes of the meeting of the City of Adelaide Reconciliation Committee held on 26 February 2024, be taken as read and be confirmed as an accurate record of proceedings.

View public 26 February 2024 Minutes [here](#).

5. Reports

5.1	Draft Reconciliation Action Plan 2024-2027 for Endorsement	4 - 36
5.2	The City of Adelaide Draft Annual Business Plan and Budget 2024/25 - Reconciliation Action Plan Alignment	37 - 39
5.3	National Reconciliation Week and NAIDOC Week Celebrations for 2024	40 - 43
5.4	Standing Item: KYAC Pipeline Discussions	44 - 47

6. Presentations

Nil

7. Any Other Business

8. Next Meeting

Wednesday 4 September 2024, 2.30 pm – 4.30 pm

9. Closure

Draft Stretch Reconciliation Action Plan 2024-2027 for Endorsement

Strategic Alignment – Our Community

Public

Program Contact:

Sarah Gilmour, Associate
Director Park Lands, Policy &
Sustainability

Approving Officer:

Ilia Houridis - Director City
Shaping

EXECUTIVE SUMMARY

The purpose of this report is to seek the Reconciliation Committee's endorsement of the draft Stretch Reconciliation Action Plan 2024-2027 (draft RAP) (**Attachment A**).

At its meeting on 6 September 2023, the Committee discussed a report outlining the approach to developing the draft RAP for implementation from 1 July 2024 ([Link 1](#)). This included consideration of actions to continue from the current RAP, new priorities and new artwork development.

The current Stretch Reconciliation Action Plan 2021-2024 concludes 30 June 2024. The City of Adelaide (CoA) committed to implementing 106 actions over the 2021-2024 period. Of the 106 actions, 49 are complete (47% of actions), 22 are on track for delivery on timeframe (22% of actions), 28 are being considered for extension into the next RAP (26% of actions), and five were assessed by the Committee and determined not to progress (5% of actions).

There are four types of RAP depending on an organisation's maturity in integrating reconciliation within their core business strategies and providing meaningful involvement with internal and external Aboriginal and Torres Strait Islander people in reconciliation. The City of Adelaide continues to demonstrate a high level of maturity in Reconciliation and has been pre-approved to develop a Stretch RAP by Reconciliation Australia.

The draft RAP has been developed through a rigorous consultation process with CoA employees and members of the Reconciliation Committee and Kaurna Yerta Aboriginal Corporation (KYAC).

Subject to support from the Committee, the draft RAP will be presented firstly to the City Planning, Development and Business Affairs Committee of Council and then to Council before being submitted to Reconciliation Australia for endorsement.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE ADVISES COUNCIL:

That the Reconciliation Committee:

1. Endorses the draft Stretch Reconciliation Action Plan 2024-2027 contained in Attachment A to Item 5.1 on the Agenda for the meeting of the Reconciliation Committee held on 8 May 2024, for the purposes of consultation.
2. Endorses the new vision statement in the draft Stretch Reconciliation Action Plan 2024-2027 contained in Attachment A to Item 5.1 on the Agenda for the meeting of the Reconciliation Committee held on 8 May 2024, for the purposes of consultation.
3. Authorises the A/Chief Executive Officer to make minor typographical, syntactical and technical amendments to the document contained in Attachment A to Item 5.1 on the Agenda for the meeting of the Reconciliation Committee held on 8 May 2024, for the purposes of finalising the document for Council consideration.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Community An inclusive, equitable and welcoming community where people feel a sense of belonging.
Policy	Delivering a new RAP is a target of the 2024-2028 Strategic Plan.
Consultation	The draft RAP has been developed through an internal consultation process facilitated by Reconciliation SA. Public consultation will occur through the CoA's Your Say Adelaide website after the draft RAP is endorsed by Reconciliation Australia.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The draft Stretch RAP provides an opportunity for the CoA to continue to challenge its commitment and performance towards reconciliation.
23/24 Budget Allocation	Consultation support is funded from the 2023/24 operating budget.
Proposed 24/25 Budget Allocation	The proposals for implementation of the draft Stretch RAP are currently unfunded. Budget proposals have been prepared in readiness for implementation of the draft RAP and submitted for consideration through the CoA's 2024/25 Annual Business Plan and Budget process and are subject to Council decision.
Life of Project, Service, Initiative or (Expectancy of) Asset	Council's Stretch Reconciliation Action Plan 2021-2024 is a three-year document. The draft RAP will be in place from 2024-2027.
23/24 Budget Reconsideration (if applicable)	Not as a result of this report.
Ongoing Costs (eg maintenance cost)	Implementation of priorities in the RAP will be the subject of the CoA's annual budget process.
Other Funding Sources	Opportunities exist from time to time to collaborate at the National or State level on initiatives that will be pursued as they arise.

DISCUSSION

Background

1. The purpose of this report is to seek the Reconciliation Committee's endorsement of the draft Stretch Reconciliation Action Plan 2024-2027 (draft RAP) (**Attachment A**).
2. At its meeting on 6 September 2023, the Committee discussed a report outlining the approach to developing the draft RAP for implementation from 1 July 2024 ([Link 1](#)). This included consideration of actions to continue from the current RAP, new priorities and new artwork development.
3. The current Stretch RAP 2021-2024 is due for completion by 30 June 2024. The City of Adelaide (CoA) committed to implementing 106 actions over the 2021-2024 period. Of the 106 actions:
 - 3.1. 49 are complete (47% of actions)
 - 3.2. 22 are on track for delivery on timeframe (22% of actions)
 - 3.3. 28 have been incorporated into the next RAP (26% of actions)
 - 3.4. 5 were assessed by the Committee and determined not to progress (5% of actions).

RAP Development Process

4. There are four types of RAP depending on an organisation's maturity in integrating reconciliation within their core business strategies and providing meaningful involvement with internal and external Aboriginal and Torres Strait Islander people in reconciliation. The four types of RAP are:
 - 4.1. **Reflect:** Building strong foundations – assist organisations to engage in reconciliation meaningfully.
 - 4.2. **Innovate:** Implementing change – outlines actions for achieving an organisation's vision for reconciliation.
 - 4.3. **Stretch:** Reconciliation leadership – suited to organisations that demonstrate strong meaningful engagement with internal and external Aboriginal and Torres Strait Islander people.
 - 4.4. **Elevate:** Transformation change – organisations that have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to uphold the self-determination of Aboriginal and Torres Strait Islander peoples and drive systemic and transformational change at a National level.
5. The CoA continues to demonstrate a high level of maturity in Reconciliation and has been pre-approved to develop a Stretch RAP by Reconciliation Australia.
6. The draft RAP has been developed through a rigorous consultation process with CoA employees and community members of the Reconciliation Committee and Kurna Yerta Aboriginal Corporation (KYAC).
7. Two internal groups have been set up to oversee the development process and provide advice as needed. They are:
 - 7.1. RAP Advisory Group: consists of Council representative (Councillor Giles), 2 Reconciliation Committee Aboriginal Community Representatives, Marketing team, Arts team and a KYAC representative. The group is responsible for engaging with the engagement consultant and Artist to ensure the development process is best practice.
 - 7.2. RAP Writing Group: consists of Reconciliation Officer, Marketing and Senior Social Planner. The writing group was responsible for interpreting the internal consultations, drafting the document and will undertake review of the document prior to final endorsement.
8. The CoA engaged a consultant experienced in facilitating consultation to support RAP development. The successful consultant was Reconciliation SA who designed and delivered approximately 8 consultation sessions to ensure the CoA, Reconciliation Australia and wider community aspirations were incorporated into the draft RAP.
9. The following engagements were completed to inform the draft RAP:
 - 9.1. 19 March 2024 – CoA City Shaping portfolio leaders
 - 9.2. 26 March 2024 - CoA City Services portfolio leaders
 - 9.3. 2 April 2024 – CoA Corporate Services portfolio leaders
 - 9.4. 4 April 2024 – CoA First Nations workshop
 - 9.5. 10 April 2024 - Reconciliation Committee
 - 9.6. 11 April 2024 - Kurna Yerta Aboriginal Corporation.

10. The RAP is based on four themes:
 - 10.1. Relationships - Building meaningful relationships supports the Council to meet the aspirations of local Aboriginal and Torres Strait Islander communities.
 - 10.2. Respect - Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.
 - 10.3. Opportunities - Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.
 - 10.4. Governance - Tracking progress and reporting.
 - 10.5. Under each theme is a focus area for the next three years as well as actions, deliverables, timeframes and responsibility to lead implementation.
11. To assist with ease of interpretation, actions in the draft RAP are colour coded against where that activity has come from. The Writing Group has considered the following when preparing actions for 2024-2027:
 - 11.1. Reconciliation Australia Stretch template: RAPs require endorsement from Reconciliation Australia. To ensure a timely endorsement process Reconciliation Australia shares a template with activity that is mandatory. These actions are coded in red. They are mandatory actions and required to be within the RAP.
 - 11.2. Consultation actions are coloured in blue. These actions are a result of the internal consultations and consultation with key stakeholders. A report was produced by Reconciliation SA which detailed high level actions and in-depth activity; this activity is included in the draft RAP 2024-2027.
 - 11.3. Kurna actions are coloured in green. These actions have a direct impact on the Kurna community and will require collaboration with KYAC to achieve.
 - 11.4. The draft RAP responds to the consultation themes of Leadership, Building Capability, Procurement, Engagement and Strategic Partnerships.

RAP Artwork

12. An expression of interest was released in early March 2024 seeking Aboriginal artists to develop new RAP artwork. An evaluation of the applicants was completed with the successful applicant We Create Print Deliver ([Link 2](#)) notified early in April 2024. The artist has committed to engaging with Kurna leaders to ensure that Kurna involvement is paramount in the development of the RAP artwork.
13. The artist was scheduled to meet with the RAP Advisory Group on 2 May 2024 to discuss the artistic brief prior to commencing the artwork. A verbal update will be provided to the Reconciliation Committee.

Next steps

14. Pending endorsement by the Reconciliation Committee and the Council the draft RAP will be submitted to Reconciliation Australia for their endorsement. This can take between 4-10 weeks.
15. Council Members will receive a briefing on 14 May 2024 prior to considering the draft RAP for endorsement, currently proposed for the 4 June City Community Services and Culture Committee, with the intent to present to Council on 11 June 2024.
16. Your Say Adelaide consultation will be undertaken on the Reconciliation Australia endorsed version of the RAP. Consultation will run for 4-6 weeks, this will occur following endorsement from Reconciliation Australia.
17. The Reconciliation Committee will have the opportunity to review the consultation feedback and the draft RAP before the draft is presented to Council for endorsement. Final endorsement of the RAP is targeting the end of the first quarter of the 2024/25 financial year (September 2024).
18. A launch is being planned and will follow the final endorsement, likely to be late September/early October 2024.

DATA AND SUPPORTING INFORMATION

Link 1 – [Reconciliation Committee Agenda Item, Wednesday, 6 September 2023](#)

Link 2 – [We Create Print Deliver](#)

ATTACHMENTS

Attachment A – Draft Reconciliation Action Plan 2024-2027

STRETCH RECONCILIATION ACTION PLAN 2024-2027



Acknowledgement of Country

*City of Adelaide tampendi, ngadlu Kurna yertangga
banbabanbalyarnendi (inbarendi). Kurna meyonna yaitya
mattanya Womma Tarndanyako.
Parnako yaitya, parnuko tappa purruna, parnuko yerta ngadlu
tampendi. Yellaka Kurna meyonna itto yaitya, tappa purruna,
yerta kuma burro martendi, burro warriappendi, burro tangka
martulyaiendi.
Kumarta yaitya miyurna iyangka yalaka ngadlu tampinhi.*

"City of Adelaide acknowledges that we are meeting 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."

Reconciliation Committee image to be updated at the Reconciliation Committee meeting on 8 May

NEW PHOTO WITH CURRENT MEMBERS TO BE INSERTED

Legend with Reconciliation Committee Member names to be included

DRAFT

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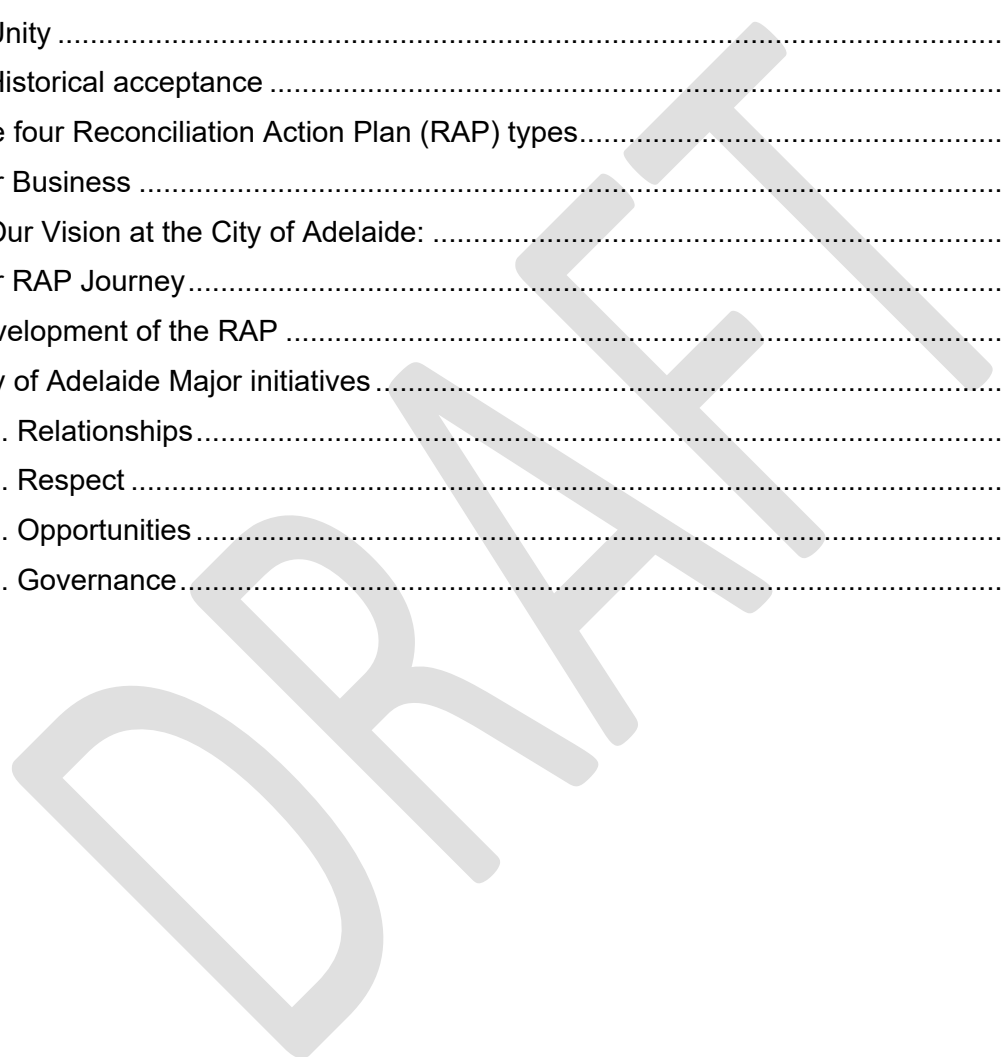
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Governance

The City of Adelaide has established the Reconciliation Committee under section 41 of the *Local Government Act 1999 (SA)*, which is now entering its 22nd year of providing guidance to Council.

Council's Reconciliation Committee serves as an advisory body that supports the promotion of reconciliation in the city. Its responsibilities include; crafting and overseeing the implementation of the City of Adelaide's Stretch Reconciliation Action Plan, contributing to policy formulation, and offering strategic advice to the Council on matters that may affect Aboriginal and Torres Strait Islander communities.

The Reconciliation Committee is led by Dual Chairpersons, with one representing the Aboriginal community and the other representing the non-Aboriginal community. The committee is composed of representatives from the Council, strategic agencies, and includes members from the Kurna and other Aboriginal communities.

On 13 December 2022, the City of Adelaide Reconciliation Committee appointed members for the term of Council 2022-2026.

Appointments made:

Aboriginal and/or Torres Strait Islander representatives:

Ms Yvonne Agius, Dual Chairperson

Ms Deanna Hanchant-Nichols

Mr Ivan Tiwu Copley OAM, JP

Council Members:

The Right Honourable the Lord Mayor Dr Jane Lomax-Smith and Dual Chairperson

Councillor Janet Giles

Councillor Dr Mark Siebentritt

Councillor David Elliott

Strategic Agency Representatives:

Chair Kurna Yerta Aboriginal Corporation

CEO Reconciliation South Australia

Aboriginal Affairs and Reconciliation Department

Proxies:

Ms Kveta Vlotman

Ms Lynette Crocker

Reconciliation Committee Dual-Chairpersons Message



We are pleased to present the City of Adelaide's Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP).

This is the City of Adelaide's eleventh RAP and fourth Stretch RAP. It sets out a three year roadmap toward reconciliation.

As a Council, we are proud of our progressive history of embracing reconciliation.

This Stretch RAP builds on the recent unveiling of Auntie Shirley Peisley's portrait in the Council Chambers and the display of the Uluru Statement from the Heart in the Adelaide Town Hall.

The Adelaide Park Lands are the location for the Place of Reflection – a Memorial to Stolen Generations presented as a bronze sculpture created by renowned Ngarrindjerri weaver Auntie Yvonne Koolmatrie, is an important acknowledgement of our shared history.

Embodying the principles of respect, relationship-building, opportunity creation, and sound governance, this Stretch RAP strives to progress First Nations employment, an all-encompassing procurement blueprint, and an intensified focus on Kaurna engagement and support.

Implementing these goals not only reaffirms our unwavering dedication to reconciliation but cements the City of Adelaide as leaders within Local Government.

For more than 20 years, the City of Adelaide's Reconciliation Committee has led pivotal organisational and city-wide change.

"It has been an honour and pleasure to work with the City of Adelaide for over 10 years. How they recognise the trauma we have been through since colonisation and how they treat our people is uplifting to be a part of." Ms Yvonne Agius

As co-chairs of the Committee it is our privilege to continue to steward the organisation's journey of reconciliation.

Ms Yvonne Agius

Dual Chairperson

The Right Honourable the Lord Mayor
Dr Jane Lomax-Smith

Dual Chairperson

Our Vision for Reconciliation

The City of Adelaide is committed to deepening our ties with First Nations people, prioritising reconciliation through innovation, collaboration and visibility. We will honour Kaurna people as the Traditional Custodians and work together to embed reconciliation into our work and empower cultural protocols.

This RAP is based on four themes:

1. Relationships

Building meaningful relationships supports the Council meet the aspirations of local Aboriginal and Torres Strait Islander communities.

2. Respect

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

3. Opportunities

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

4. Governance

Tracking progress and reporting.

Under each theme is a focus area for the next three years as well as actions, deliverables, timeframes and responsibility to lead implementation.

The five dimensions of Reconciliation

Race relations

The City of Adelaide highly values the cultures, rights, and experiences of Aboriginal and Torres Strait Islander peoples as well as non-Indigenous communities. This dedication cultivates enhanced relationships founded on trust and respect, fostering an environment devoid of racism.

Equality and Equity

The City of Adelaide commits to ensure equal participation for Aboriginal and Torres Strait Islander peoples in various life opportunities. Additionally, the distinct rights of Aboriginal and Torres Strait Islander communities will be acknowledged and upheld.

Institutional integrity

The City of Adelaide is committed to actively promoting reconciliation, aiming for both systemic and cultural transformations within the organization and the broader community. Through collaboration with the Aboriginal community, the focus is on implementing practical approaches to instigate change and to support Aboriginal priorities within the organization.

Unity

The City of Adelaide actively acknowledges and respects Aboriginal cultures and heritage, recognizing them as essential elements of the organization's identity.

Historical acceptance

The City of Adelaide is committed to acknowledging and understanding the historical injustices and their enduring impact on Aboriginal and Torres Strait Islander peoples and present-day society.

The four Reconciliation Action Plan (RAP) types



Stretch RAP: Reconciliation leadership

The City of Adelaide have reached Stretch RAP status because we have shown robust and meaningful involvement with both internal and external Aboriginal and Torres Strait Islander stakeholders. The City of Adelaide has solidified a proactive stance towards advancing reconciliation, both internally and within its broader influence.

The Stretch RAP mandates organisations to integrate reconciliation efforts into their core business strategies, making them a standard part of operations.

Over a three-year duration, the Stretch RAP concentrates on impactful commitments with clearly defined, measurable targets and objectives.

Source:

[Reconciliation SA: Strategic Directions and Reconciliation Australia](#)

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Our Business

The Council and Administration of the City of Adelaide function carry out the duties and exercise powers as outlined in the *Local Government Act 1999 (SA)* and other pertinent legislation.

Comprising a Lord Mayor and 11 Council Members elected by the community, the Council represent the interests of Adelaide's 26,120 residents and 390,000 daily city users. Additionally, under the *City of Adelaide Act 1998*, the City of Adelaide has broader responsibilities in overseeing the city centre and the Adelaide Park Lands for the benefit of all residents, workers, students, and visitors. In response to the needs and opportunities of the city community, the Council delivers policies, programs, and services.

Our Vision at the City of Adelaide:

Our Adelaide. Bold. Aspirational. Innovative.

Achieving this vision involves implementing new projects, initiatives, and infrastructure, prioritising the well-being of the community in our decision-making processes. Annually, the City of Adelaide actively participates in numerous Reconciliation events, festivals, and activities, such as the Adelaide Fringe, Spirit Festival, National Apology Day, National Sorry Day, National Reconciliation Week and NAIDOC March and Family Fun Day.

The Executive Leadership Team is tasked with leading and developing a diverse set of teams, functions, and services to facilitate the successful execution of the City of Adelaide Strategic Plan.

The City of Adelaide has a workforce of 1034 employees, with nine individuals identifying as Aboriginal and/or Torres Strait Islander, making up 0.87% of our total workforce. Recognising the traditional land of the Kaurna Peoples, the City of Adelaide acknowledges the Kaurna People as the Traditional Owners and Custodians.

Our operations are spread across multiple sites, including the Colonel Light Centre, Eagle Chambers/Adelaide Town Hall, the Aquatic Centre, the Golf Course, the Depot, Adelaide Central Markets, the Nursery, City Libraries, Community Centres, Adelaide Bus Station, Archives, and the Prince Alfred Lane Bunker.

Our RAP Journey

The City of Adelaide is delighted to announce that this marks our eleventh Reconciliation Action Plan (RAP) and the Stretch Reconciliation Action Plan 2024-2027 as the fourth Stretch RAP endorsed through Reconciliation Australia.

In 1997, the City of Adelaide initiated a reconciliation journey with its Aboriginal and Torres Strait Islander communities. In May 2008, the Council endorsed its inaugural Reconciliation Action Plan, serving as a framework for implementing the Council's Reconciliation Vision Statement and recognising National Sorry Day.

The City of Adelaide maintains a longstanding, positive collaborative partnership with the Kaurna community, who are recognised as the Traditional Owners and Custodians of the Adelaide Plains, where the city is situated. The Council collaborates closely with the Kaurna Yerta Aboriginal Corporation, serving as the principal body of cultural authority.

A Stretch RAP involves a more extended, strategic perspective with goals spanning three years. Regular progress reports on implementation are shared with the Council throughout the calendar year, turning it into a dynamic, public document held to a high standard for its deliverables. Additionally, the monitoring of actions is supervised by our Reconciliation Officer.

DRAFT

Development of the RAP

The draft Stretch RAP has been developed through a rigorous consultation process with the City of Adelaide's employees and members of the Reconciliation Committee and Kaurna Yerta Aboriginal Corporation.

Reconciliation SA worked alongside our Reconciliation Officer in engagement and analysis to inform the development of our draft Stretch RAP.

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City of Adelaide Major initiatives

1992 Alice Dixon tree planted	2013 Commemorative plaque on the Adelaide Town Hall
1995 Annual Aboriginal Flag Raising Ceremony on Adelaide Town Hall	2013 Lord Mayoral Civic Reception for the Recognise Long Walk campaign
1997 Reconciliation Vision Statement	2014 Alice Dixon Memorial tree replanting
1998 National Sorry Day Acknowledgement	2015 Opening of the Mankurri-api Kuu/Reconciliation Room in the Adelaide Town Hall (first of such in any Council nationwide)
2001 Permanent flying of Aboriginal Flag in Victoria Square/Tarntanyangga	2015 Unveiling of permanent install and commissioned artwork by artist Donald 'Bluey' Roberts, titled Reconciliation Spirit Tree.
2002 Reconciliation Committee as a formal committee of Council	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
2002 Kurna Recognition at Council meetings with Acknowledgement of Country	2016 Reconciliation Plaza flag banners
2002 Kurna dual-naming of Park Lands	2017 Inaugural launch of NAIDOC in the Mall event
2005 Reconciliation Grants Program	2017 Tarntanyangga Cultural Marker opened
2006 Doris Graham commemorative plaque	2017 Lord Mayoral Civic Reception for 25th Anniversary of the Mabo Decision
2007 Flying of Aboriginal and Torres Strait Islander flags in Grote Street	2017 Lord Mayoral Civic Reception to commemorate the 50th anniversary of the 1967 Referendum
2007 Interpretative Information Audio Bollards on Aboriginal Flagpole in Victoria Square/ Tarntanyangga	2018 Lord Mayor Civic Reception to commemorate 10th anniversary of the National Apology to the Stolen Generations
2008 First annual Reconciliation Action Plan	2018 Inaugural launch of Kids on Country event
2008 Aboriginal Employment Policy	2018 First Smoking Ceremony in Adelaide Town Hall to mark the Investiture of the newly elected Council
2008 Kurna remains found within Frome Road car park and reburial ceremony organised	2019 Launch of Lord Mayor's NAIDOC Award
2010 Two pieces from South Australian Museum – Kadlitpinna and Kuri Dance 19th Century aquarelle paintings by George French Angas unveiled in Queen Adelaide Room	2019 Installation of a Kurna Shield and Acknowledgement of Country in the City of Adelaide's Customer Centre
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	

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 First capital city to conduct an official Cultural Burn Project in partnership with Traditional Owners

2021 City of Adelaide launches our tenth RAP

2021 City of Adelaide Reconciliation Committee photo displayed in Colonel Light Room

2022 establishment of new Reconciliation Membership

2023 Lord Mayors NAIDOC Awards

2023 NAIDOC in the Mall event

2023 Aunty Shirley Peisley Portrait hung in Council Chambers

2023 Launch of the Place of Reflection – Memorial to Stolen Generations

2023 Uluru Statement from the Heart hung in Town Hall

2023 NAIDOC in the Mall event

2023 Kaurna Voices: cultural mapping tool launch

2023 Kids on Country event

1. Relationships

Building meaningful relationships supports the Council meet the aspirations of local Aboriginal and Torres Strait Islander communities.

Focus area

Recognising and collaborating with the Traditional Owners, the Kaurna people, and wider Aboriginal and Torres Strait Islander communities to foster connection and engagement, enhance relationships, boost the participation of Aboriginal and Torres Strait Islander communities in Council initiatives, and collaborate with community groups and organisations to commemorate significant cultural milestones.

MANDATORY ACTIONS – required for endorsement by Reconciliation Australia

NEW Activity – actions are a result of internal consultations

Kaurna Activity – Collaboration with Kaurna Yerta Aboriginal Corporation

	Action	Deliverable	Timeline	Responsibility (team)
1.	<p>Reconciliation Leadership</p> <p>The Reconciliation Committee convenes quarterly to offer guidance and make recommendations to Council.</p>	<p>1.1 Convene quarterly meetings and achieve quorum</p>	<p>February, May, September, December 2024-2027</p>	<p>City Planning and Heritage</p>
<p>1.2 Provide Council with advice and recommendations after meetings</p>				
<p>1.3 Establish and maintain formal partnerships with Aboriginal and Torres Strait Islander organisations including:</p> <ul style="list-style-type: none"> • Reconciliation SA • Kuma Kaaru 		<p>December 2024-2027</p>	<p>City Planning and Heritage</p>	
<p>1.4 Demonstrate leadership in reconciliation by setting performance targets for leaders aligned to RAP activity</p>		<p>April 2024-2027</p>	<p>Executive</p>	

	Action	Deliverable	Timeline	Responsibility (team)
2.	National Reconciliation Week Leadership Build relationships through celebrating National Reconciliation Week (NRW)	2.1 Disseminate resources and materials related to National Reconciliation Week (NRW) from Reconciliation Australia throughout the organisation	27 May – 3 June, 2024-2027	City Planning and Heritage
		2.2 Secure a table at the National Reconciliation Breakfast hosted by Reconciliation SA and encourage Council Members and Executive to attend	27 May – 3 June, 2024-2027	City Planning and Heritage
		2.3 Encourage and support employees to participate in an external event each year	27 May – 3 June, 2024-2027	City Planning and Heritage
		2.4 The City of Adelaide commits to hosting a themed event for the community each year	27 May – 3 June, 2024-2027	City Experience
		2.5 Register the hosted event on the Reconciliation Australia website	27 May – 3 June, 2024-2027	City Experience
3.	Kaurna representation The City of Adelaide is dedicated to creating engagement protocols that enable the representation and partnership of the Kaurna people	3.1 Ensure the presence of Kaurna representation on the Kadaltilla Board by assigning a KYAC strategic representative	Provide report: June 2024-2027	Governance
		3.2 Ensure the presence of Kaurna representation on the Reconciliation Committee by assigning a KYAC strategic representative	January 2024-2027	City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
		3.3 Establish a <i>Kaurna Yerta Aboriginal Engagement Protocol</i> detailing preferred methods for collaborating with KYAC; and develop a communication plan for the protocol	June 2025	City Planning and Heritage
		3.4 Examine new collaborative opportunities to advance shared goals with KYAC	Provide report: June 2024-2027	City Planning and Heritage
		3.5 Investigate opportunities to embed Kaurna cultural heritage advice within Council resourcing	2027	City Planning and Heritage
4.	Anti-racism leadership Creating an anti-racism approach to become leaders in the space	4.1 Review the <i>Respectful Behaviour at Work policy</i>	2027	People
		4.2 Engage with Aboriginal community to develop, implement and communicate an anti-discrimination policy	December 2026	People
		4.3 Provide ongoing education for Senior leaders and managers on the effects of racism to allow a public stance against racism	June 2025	People
		4.4 Consider mechanisms to identify the possible impact of Council activities on Aboriginal and Torres	June 2027	City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
		Strait Islander people eg. Impact assessments		
5.	Kurna Land Management Collaboration on management of the Park Lands waterways and land practices	5.1 Collaborate with the Kurna community to explore possibilities for integrating First Nations perspectives on land and waterways management strategies and practices relating to the Adelaide Park Lands	June 2025	Park Lands and Sustainability
		5.2 Engage the inaugural Kurna Ranger position tasked with overseeing cultural land management practices	December 2024	City Presentation
6.	The South Australian Voice to Parliament Build relationships with the SA Voice to Parliament to ensure open communication	6.1 Engage with the Central Voice representatives to ensure two-way communication	December 2024-2027	City Planning and Heritage
		6.2 Amend the Terms of Reference of the Reconciliation Committee to enable a Central Voice representative to become a strategic representative on the Committee	December 2024-2027	City Planning and Heritage

2. Respect

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

Focus area

Recognising the Traditional Owners of the land, the Kaurna people, displaying the Aboriginal and Torres Strait Islander flags, enhancing community awareness and engagement, and advocating for reconciliation.

MANDATORY ACTIONS – required for endorsement by Reconciliation Australia

NEW Activity – actions are a result of internal consultations

Kaurna Activity – Collaboration with Kaurna Yerta Aboriginal Corporation

	Action	Deliverable	Timeline	Responsibility (team)
7.	Cultural Learning Increase understanding, value and recognition for Aboriginal and Torres Strait Islander people through Cultural Learning	7.1 Conduct a review into the cultural learning needs for the organisation; and collaborate with Aboriginal Traditional Owners and the Reconciliation Committee on the implementation of the Cultural Learning Strategy	June 2025 – June 2026	People
		7.2 Ensure all new employees complete face-to-face Cultural Learning training	June 2024-2027	People
		7.3 Implement and communicate cultural learning strategy to all employees	December 2025	People
		7.4 Commit all Reconciliation leaders to undertake additional Cultural Learning to assist Reconciliation activity	December 2025	People, City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
		7.5 Collaborate with LGA to design a Local Government Cultural Learning package tailored for the industry	June 2027	People
		7.6 Commit to workplace safety for Aboriginal employees through mentoring, networking and leadership development	December 2024	People
		7.7 Conduct a review into cultural leave and other policies to ensure cultural load is minimised and is not a barrier for employee retention	June 2025	People
8.	Aboriginal and Torres Strait Islander Protocols Demonstrate Respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	8.1 Increase all employee understanding of the purpose and significance of Acknowledgment to Country and Welcome to Country protocols	December 2024	City Planning and Heritage
		8.2 Review the Acknowledgement and Welcome to Country Protocol	December 2024	City Planning and Heritage
		8.3 Invite Traditional Owners to provide Welcome to Country for at least 15 appropriate significant events	June 2024-2027	City Experience
		8.4 Rename the primary conference, meeting, and training rooms at the Colonel Light Centre with	December 2026	City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
		co-names honouring significant Aboriginal and Torres Strait Islander leaders in South Australia. These names will be selected in collaboration with the Reconciliation Committee and broader members of the Aboriginal and Torres Strait Islander communities		
		8.5 Language workshop to learn an Acknowledgement in Kurna for Council Members and Senior Leaders.	December 2024	Governance
		8.6 Develop a <i>Sitting Fees Procedure</i> to ensure community engagement is remunerated appropriately	December 2025	Strategy, Insights and Performance
9.	National NAIDOC Week Celebrate NAIDOC week and provide opportunities for participation and education	9.1 Invite Reconciliation leaders to participate in NAIDOC week events	July 2024-2027	City Planning and Heritage
		9.2 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day	July 2024-2027	City Planning and Heritage
		9.3 Deliver the following events each year to publicly celebrate NAIDOC week and encourage staff to attend: <ul style="list-style-type: none"> • NAIDOC in the Mall 	July 2024-2027	City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
		<ul style="list-style-type: none"> Lord Mayors NAIDOC Awards NAIDOC artwork commissioning 		
		9.4 Officially recognise the recipient of the annual Lord Mayor's NAIDOC Award on both the website and social media platforms	July 2024-2027	Office of the Lord Mayor
		9.5 Provide an internal and external CEO NAIDOC week message	July 2024-2027	Office of the CEO
10.	Kaurna Visibility Increase Kaurna visibility with a focus on acknowledgement of the Native Title Determination	10.1 Explore location and funding opportunities to promote Kaurna visibility throughout the CBD	June 2027	City Experience
		10.2 Explore renaming of city laneways to represent ancestral Kaurna families	June 2026	Creative City
		10.3 Investigate the development of a Kaurna welcome art installation on Sir Donald Bradman and West Terrace (from airport)	December 2026	Creative City
11.	Kaurna remains/repatriation Develop a process for repatriation of remains	11.1 Design a <i>Repatriation of remains protocol</i> in partnership with KYAC	December 2026	Park Lands and Sustainability
		11.2 Review and design a record keeping tool to ensure ongoing monitoring and maintenance of repatriated remains	June 2027	Park Lands and Sustainability

3. Opportunities

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

Focus area

Enhancing the employment and retention of Aboriginal and Torres Strait Islander employees at the City of Adelaide, extending financial support to community groups and organisations, and partnering with Kaurna and broader Aboriginal communities to amplify cultural tourism opportunities in the city.

MANDATORY ACTIONS – required for endorsement by Reconciliation Australia

NEW Activity – actions are a result of internal consultations

Kaurna Activity – Collaboration with Kaurna Yerta Aboriginal Corporation

	Action	Deliverable	Timeline	Responsibility (team)
12.	Aboriginal and Torres Strait Islander Employment Increase, retain and develop our Aboriginal and Torres Strait Islander staff	12.1 Engage with Aboriginal and Torres Strait Islander employees and community to develop a strategy focussing on recruitment, retention, and professional development	June 2025	People
		12.2 Ensure that Aboriginal and Torres Strait Islander employees receive support to advance into management and senior-level positions	June 2025	People
		12.3 Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees	June 2025	People
		12.4 Advertise job vacancies to effectively reach Aboriginal and	December 2024	People

	Action	Deliverable	Timeline	Responsibility (team)
		Torres Strait Islander candidates		
		12.5 Review human resource and recruitment procedures to remove barriers for participation	December 2025	People
13.	Economic Development Improve economic participation of Aboriginal and Torres Strait Islander business	13.1 Develop and implement an Aboriginal and Torres Strait Islander Procurement Protocol with targets and strategies for engaging Supply Nation businesses and those engaged with The Circle – First Nations Entrepreneur Hub and beyond	December 2026	Finance and Procurement
		13.2 Explore collaboration opportunities with Kurna and other local Aboriginal and Torres Strait Islander tourism providers to create a continuous tourism product and/or provide cultural experiences in the city	December 2025	Adelaide Economic Development Agency
		13.3 Maintain the Kurna Register promoting Kurna performers, educators, and tourism experts	December 2024	City Planning and Heritage
		13.4 Develop a communication plan to share opportunities for procurement of goods	December 2026	Finance and Procurement

	Action	Deliverable	Timeline	Responsibility (team)
		Aboriginal and Torres Strait Islander businesses		
		13.5 Develop a training package for managers and senior leaders for the application of new protocols and procurement opportunities	June 2027	Finance and Procurement
14.	Cultural burn Imbed cultural burn practices	14.1 Conduct a cultural burn each year on the Adelaide Park Lands	December 2024-2027	Park Lands and Sustainability
		14.2 Develop an internal process for conducting a cultural burn led by Aboriginal and Torres Strait Islander people	June 2027	City Lifestyle
		14.3 Review the burn permit process to ensure no barriers to Aboriginal and Torres Strait Islander participation	June 2027	City Safety
15.	Leasing agreements Review lasing and event procedures to remove barriers for Aboriginal and Torres Strait Islander participation	15.1 Investigate leasing arrangements to promote Aboriginal and Torres Strait Islander business participation	June 2026	City Lifestyle
		15.2 Review event procedures to encourage organisers to engage more in reconciliation	June 2026	City Experience

	Action	Deliverable	Timeline	Responsibility (team)
16.	Address the social determinants of health	16.1 Investigate partnerships to deliver community-controlled housing	June 2027	Property Development
		16.2 Develop strategies for addressing the drivers of violence against women	June 2027	City Planning and Heritage
		16.3 Aboriginal and Torres Strait Islander people enjoy elevated levels of social and emotional wellbeing	June 2027	City Lifestyles
		16.4 Funding and support for Aboriginal and Torres Strait Islander led programs	June 2027	City Lifestyles

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4. Governance

Tracking progress and reporting.

Focus area

City of Adelaide’s policies and procedures embed reconciliation practices that support implementation of the RAP

MANDATORY ACTIONS – required for endorsement by Reconciliation Australia

NEW Activity – actions are a result of internal consultations

Kaurna Activity – Collaboration with Kaurna Yerta Aboriginal Corporation

	Action	Deliverable	Timeline	Responsibility (team)
17.	Establish and maintain an effective RAP implementation group to drive activity for the plan.	17.1 Maintain Aboriginal and Torres Strait Islander representation on the implementation group	Annually	City Planning and Heritage
		17.2 Develop Terms of Reference for the group	December 2024	City Planning and Heritage
		17.3 Meet at least four times a year to monitor progress	Prior to Reconciliation Committee to update on implementation progress	City Planning and Heritage
18.	Provide appropriate support for effective implementation of the RAP commitments	18.1 Embed resource needs for the RAP	June annually	City Planning and Heritage
		18.2 Embed key RAP performance indicators for senior management and all employees	June 2025	Office of the CEO
		18.3 Maintain an internal RAP champion from Senior Management	June 2024	City Planning and Heritage
19.	Reconciliation Australia Enhance accountability and transparency by reporting on Reconciliation Action Plan (RAP)	19.1 Request unique link to access online RAP impact Survey. Complete and submit the annual RAP	Annually, August	City Planning and Heritage

	Action	Deliverable	Timeline	Responsibility (team)
	accomplishments, challenges, and insights, both internally and externally.	Impact Survey to Reconciliation Australia		
		19.2 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	Annually, September	City Planning and Heritage
		19.3 Register via Reconciliation Australia's website to begin developing our next RAP	June 2027	City Planning and Heritage
		19.4 Develop an annual video progress report on Reconciliation activity each calendar year to share publicly	December annually	Customer and Marketing
		19.5 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	June 2027	City Planning and Heritage
20.	<p>Reconciliation Leadership Representation and Governance</p> <p>Recognise the contributions and promote continuous support for the ongoing development of the Reconciliation Committee</p>	20.1 Provide Reconciliation Committee and Council with RAP implementation updates	Every 6 months starting December 2024	City Planning and Heritage
		20.2 Prominently display the Reconciliation Committee photo in Town Hall	December 2024	Creative City
		20.3 Review Terms of Reference for the Reconciliation Committee at the end of every term	January 2027	City Planning and Heritage

Final page

Artwork explanation

DRAFT

Wednesday, 8 May 2024
Reconciliation Committee

The City of Adelaide Draft Annual Business Plan and Budget 2024/25 - Reconciliation Action Plan Alignment

Strategic Alignment - Our Community

Public

Program Contact:

Sarah Gilmour, Associate Director Park Lands, Policy & Sustainability

Approving Officer:

Iliia Houridis, Director City Shaping

EXECUTIVE SUMMARY

The purpose of this report is to inform the Reconciliation Committee of the City of Adelaide's 2024/25 Annual Business Plan and Budget process.

Administration has submitted budget proposals to the 2024/25 Annual Business Plan and Budget process in readiness to implement year one of the City of Adelaide's Stretch Reconciliation Action Plan 2024 – 2027 (draft RAP).

Budget proposals for the delivery of initiatives identified in the draft RAP are for a combined value of \$268,000 and additional to the City of Adelaide's existing investment in reconciliation initiatives.

The City of Adelaide's draft 2024/25 Annual Business Plan and Budget was approved by Council at its meeting held on 23 April 2024 for the purposes of public consultation. Public consultation commences on 26 April 2024 and concludes on 19 May 2024.

The 2024/24 Annual Business Plan and Budget is scheduled to be adopted by Council by June 2024.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE

1. Notes the 2024/25 budget proposal for implementation of the draft Stretch Reconciliation Action Plan 2024-2027.
-

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Community An inclusive, equitable and welcoming community where people feel a sense of belonging
Policy	The proposal supports the delivery of the draft Stretch Reconciliation Action Plan 2024 - 2027 (the draft RAP).
Consultation	Consultation on the City of Adelaide's 2024/25 Annual Business Plan and Budget will be undertaken in accordance with the <i>Local Government Act 1999 (SA)</i> . Public consultation commences on 26 April 2023 and concludes on 19 May 2024. A Council decision on the 2024/25 Annual Business Plan and Budget is scheduled by June 2024.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Having a business case in train while completing the draft RAP enables the Administration to commence implementation of the plan in the 2024/25 financial year.
23/24 Budget Allocation	\$331,066 to support Reconciliation Committee, KYAC and NAIDOC Week activities.
Proposed 24/25 Budget Allocation	Budget proposals for the delivery of initiatives identified in the draft RAP are for a combined value of \$268,000 and additional to the City of Adelaide's existing investment in reconciliation initiatives as per the 23/24 budget allocation outlined above. The City of Adelaide's draft 2024/25 Annual Business Plan and Budget was approved by Council at its meeting held on 23 April 2024 for the purposes of public consultation.
Life of Project, Service, Initiative or (Expectancy of) Asset	The RAP is a three-year action plan from 2024/25 to 2026/27.
23/24 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. The City of Adelaide has prepared a draft 2024/25 Annual Business Plan and Budget for the purposes of public consultation.
2. Budget proposals to a combined value of \$268,000 are included in the draft Annual Business Plan and Budget for the delivery of initiatives identified in the draft Stretch Reconciliation Action Plan 2024-2027 (draft RAP).
3. The proposed budget for delivery of the draft RAP includes:
 - 3.1. \$118,000 service change to employ an Administrative Officer to:
 - 3.1.1. Support the implementation of the Reconciliation Committee governance processes.
 - 3.1.2. Support delivery of the draft RAP.
 - 3.2. \$150,000 which includes the following reconciliation initiatives:
 - 3.2.1. Reconciliation Week Activities
 - 3.2.2. Kaurna Native Title celebration
 - 3.2.3. RAP marketing and launch
 - 3.2.4. Kaurna art projects
 - 3.2.5. Oral histories
 - 3.2.6. Kaurna language workshops for Council Members and senior members of the Administration
 - 3.2.7. Significant date celebrations outside of National Reconciliation Week and NAIDOC Week
 - 3.2.8. Reconciliation SA breakfast and Gala attendance
 - 3.2.9. Reconciliation memberships.
4. Budget proposals were submitted into the draft 2024/2025 budget process in readiness for implementing the draft RAP.
5. This approach seeks to ensure that resourcing is available to commence delivery of the RAP within the 2024/25 financial year.

Next Steps

6. The draft 2024/25 Annual Business Plan and Budget was approved by Council on 23 April 2024 for the purposes of public consultation from 26 April 2024 to 19 May 2024.
7. Council is scheduled to consider the Annual Business Plan and Budget on 25 June 2024.

DATA AND SUPPORTING INFORMATION

Nil

ATTACHMENTS

Nil

- END OF REPORT -

National Reconciliation Week and NAIDOC Week Celebrations for 2024

Wednesday, 8 May 2024
Reconciliation Committee

Strategic Alignment - Our Community

Program Contact:

Sarah Gilmour, Associate
Director Park Lands, Policy &
Sustainability

Public

Approving Officer:

Iliia Houridis, Director City
Shaping

EXECUTIVE SUMMARY

The purpose of this report is to provide an update following the report presented to the Reconciliation Committee at its meeting on 26 February 2024, regarding the status of the activities planned to celebrate National Reconciliation Week (27 May to 3 June 2024) and National NAIDOC Week (7 July to 14 July 2024).

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE ADVISES COUNCIL:

That the Reconciliation Committee:

1. Notes the update of activities to celebrate the 2024 National Reconciliation Week, between 27 May and 3 June 2024, and National NAIDOC Week, between 7 July and 14 July 2024, in the City of Adelaide, as contained in this report.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2020-2024 Strategic Plan	Strategic Alignment – Our Community An inclusive, equitable and welcoming community where people feel a sense of belonging
Policy	Action 2 (National Reconciliation Week) and Action 15 (NAIDOC Week) of the Stretch Reconciliation Action Plan 2021- 2024.
Consultation	Consultation regarding the proposed activities and connections to the national and state activities occurred at Panpanpalya on 31 January 2024, with the Reconciliation Committee on 26 February 2024 as well as discussions with the SA NAIDOC Committee and the Department of Aboriginal Affairs and Reconciliation.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Adelaide is the host for the 50th anniversary of the celebration of NAIDOC Week. This will provide an opportunity to showcase the city to a national audience. The City of Adelaide’s Reconciliation Officer is staying abreast of the national and state NAIDOC Committee discussions to progress opportunities for collaboration, this work includes engagement and collaboration with the State Government.
23/24 Budget Allocation	The 2023/24 budget allocation for NAIDOC week is \$50,000.
Proposed 24/25 Budget Allocation	The proposed 2024/25 National NAIDOC Week activities budget allocation is \$54,307 subject to the outcomes of consultation on the draft 2024/25 Annual Business Plan and Budget open from 26 April 2023 to 19 May 2024 and Council decision in June 2024.
Life of Project, Service, Initiative or (Expectancy of) Asset	The current report relates to National Reconciliation Week and National NAIDOC week activities and celebrations for 2024.
23/24 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	In collaboration with the State NAIDOC Committee, funding opportunities for National NAIDOC Week will be sought through the State Government and the National NAIDOC grants.

DISCUSSION

National Reconciliation Week (NRW), 27 May to 3 June 2024

1. The 2024 theme for National Reconciliation Week (NRW) is ‘Now More Than Ever’, which was chosen as a reminder to all of us that no matter what, the fight for justice and the rights of Aboriginal and Torres Strait Islander people will —and must —continue.
2. The City of Adelaide’s (CoA) 2021-2024 Stretch Reconciliation Action Plan commits to providing educational and promotional support to NRW and supporting employees to attend events and participate during the week.
3. First Nations employees, along with members of the Reconciliation Committee, Council and Executive have been invited to the Reconciliation SA breakfast.
4. Flagpole banners will be displayed on King William Street and Gouger Street throughout the week.
5. CoA social media posts will share information about Reconciliation Week.
6. CoA activities during Reconciliation Week are detailed in the following table:

	Date	National Reconciliation Week Activities	CoA Lead (Y/N)
1.	29 May 2024, 10am	Kurna Voices Launch – CoA main event during NRW, a launch event showcasing the videos and launch of the project.	Yes
2.	31 May 2024, 7am-9am	Reconciliation SA Breakfast. Table booked for CoA including Reconciliation Committee Members.	No
3.	Friday 31 May 2024 and Saturday 1 June 2024	Aboriginal music performances, 2 artists for 2 hours each day at the Adelaide Central Market. Information to be included in Market Lovers Newsletter Social Media Campaign. Promotion of Something Wild catering service.	Yes

National NAIDOC Week, 7 July to 14 July 2024

7. National NAIDOC Week celebrations are held across Australia in the first week of July each year (Sunday to Sunday), to celebrate and recognise the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples.
8. 2024 is the 50th year of the Celebration of NAIDOC. Adelaide will be the host city for National NAIDOC Week celebrations in 2024. It has been nine years since Adelaide was the host city for the national celebration.
9. The SA NAIDOC Committee is leading the coordination and organising of activities for the national celebration. The CoA’s Reconciliation Officer is attending Committee meetings to observe and to receive regular updates on the organising Committee’s activities.
10. The theme for 2024 is “Keep the Fire Burning! Blak, Loud and Proud!” which celebrates the unyielding spirit of Aboriginal communities and invites all to stand in solidarity, amplifying the voices that have long been silenced.
11. The CoA’s 2021 – 2024 Stretch Reconciliation Action Plan commits to two annual events during NAIDOC week:
 - 11.1. **NAIDOC in the Mall** - This event, on 9 July 2024, is for the public to participate in celebrations during NAIDOC week. The event will consist of various Aboriginal businesses, engaging activities for all ages, light refreshments, and entertainment for the duration of the event.
 - 11.2. **Lord Mayor’s NAIDOC Award** – This has been an annual event since 2019. The Award is given each year to a respected member of the Aboriginal community who has made significant contributions to Reconciliation in the City of Adelaide. The award ceremony has typically been held as a Civic Event for members of the award recipient’s family, Reconciliation Committee members and other stakeholders involved in delivering on the City of Adelaide’s Reconciliation Action Plan.

12. The Lord Mayor’s Award ceremony has in the past few years been held as a CoA event but has historically been held in combination with the Premier’s NAIDOC Awards where event activities aligned.
13. Due to the significance of National NAIDOC Week being hosted in Adelaide in 2024 the organising committees have agreed to combine the Awards with one event in 2024 to be held in the Adelaide Town Hall on Saturday 6 July 2024.
14. A Memorandum of Understanding with the SA NAIDOC Committee is being developed to confirm responsibilities and CoA funding commitment.
15. CoA activities during National NAIDOC week are detailed in the following table:

	Date	National NAIDOC Week Activities	CoA Lead (Y/N)
3.	6 July 2024	National NAIDOC Ball including National NAIDOC Awards, Adelaide Convention Centre.	No
4.	9 July 2024, 10am – 1pm	NAIDOC in the Mall – Rundle Mall, Gawler Place Canopy.	Yes
5.	11 July 2024,	SA NAIDOC Awards – Combined Premier and Lord Mayor, Adelaide Town Hall.	No
6.	12 July 2024	NAIDOC March and Family Fun Day.	No

Next Steps

16. Event planning for National Reconciliation Week and National NAIDOC Week are continuing for delivery during May to July 2024.
17. Calendar invitations will be sent to Reconciliation Committee Members for attendance at CoA lead events.

DATA AND SUPPORTING INFORMATION

Nil

ATTACHMENTS

Nil

- END OF REPORT

Standing Item: KYAC Pipeline Discussions

Wednesday, 8 May 2024
Reconciliation Committee

Strategic Alignment - Our Community

Program Contact:
Sarah Gilmour, Associate
Director Park Lands, Policy &
Sustainability

Public

Approving Officer:
Ilia Houridis, Director City
Shaping

EXECUTIVE SUMMARY

The purpose of this report is to update the Committee on discussions with the Kaurna Yerta Aboriginal Corporation (KYAC) on Council projects in the City of Adelaide.

KYAC and the City of Adelaide (CoA) have a cooperative working relationship based on ongoing engagement about projects and their relationship to Kaurna Native Title. Meetings of the KYAC Directors and CoA Administration are held quarterly, or more frequently, to discuss projects and seek advice.

A highlight for the quarter was a meeting between the newly elected KYAC Board, the Lord Mayor and Executive Members of the City of Adelaide in April 2024.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE

1. Notes the update on the KYAC pipeline discussions to the period ending 17 April 2024.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment –Our Community An inclusive, equitable and welcoming community where people feel a sense of belonging
Policy	The KYAC pipeline discussions align with the 'Relationships' pillar in the City of Adelaide's Stretch Reconciliation Action Plan 2021-2024 and Council's enduring commitment that: <i>'Consultations with Kaura community Members are carried out regularly to ensure Council responses meaningfully to the advice and concerns of the Traditional Owners'</i> .
Consultation	KYAC pipeline meetings are a way to engage with KYAC members outside of any formal commitment to take the City of Adelaide discussion items to the KYAC Board for endorsement.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The pipeline discussions recognise the significant work of KYAC across Kaurna Native Title lands and provide regular opportunities for the City of Adelaide and KYAC to engage. KYAC Pipeline meetings provide an opportunity to strengthen relationships with Board Members.
23/24 Budget Allocation	The City of Adelaide has a 2023/24 budget allocation of \$30,000 for engagement with KYAC.
Proposed 24/25 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	The pipeline meetings are being held throughout 2023/24 and will continue in 2024/25.
23/24 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

Background

1. KYAC and the City of Adelaide (CoA) have a cooperative working relationship based on ongoing engagement about projects and their relationship to Kurna Native Title.
2. Meetings of the KYAC Directors and CoA Administration are held quarterly, or more frequently, to discuss projects and seek advice. Meetings were held in:
 - 2.1. December 2023
 - 2.2. April 2024.
3. This report outlines projects discussed with KYAC since the November 2023 meeting of the Reconciliation Committee.

Kurna Yerta Aboriginal Corporation Governance Process

4. In December 2023, KYAC held its annual general meeting to elect four Director roles. Following the elections the Board comprises:
 - 4.1. Existing Directors – Mitzi Nam, Tim Agius and Alan Sumner
 - 4.2. New Directors – Dennis Rigney, Emma Gollan, Anne Newchurch, and Mickey O'Brien.
5. The appointment of new Chair and Vice-Chair was completed in mid-March 2024. KYAC has previously advised that the Chair and Vice-Chair will be the KYAC City of Adelaide Reconciliation Committee strategic agency representatives. The new appointments were:
 - 5.1. Mitzi Nam – KYAC Chair, and
 - 5.2. Dennis Rigney – KYAC Vice-Chair.

April 2024 KYAC Pipeline meeting

6. The KYAC Board met with the Lord Mayor and senior members of the City of Adelaide Executive in April 2024 to discuss joint priorities and make connections with leaders in each organisation.
7. A pipeline meeting was subsequently held to provide an opportunity for new KYAC Directors to discuss previous items presented to KYAC. The items that were discussed included:
 - 7.1. *Botanic Creek upgrade* – Seeking advice on preferred method of engagement.
 - 7.2. *Adelaide Park Lands Management Plan* – Workshop with KYAC Directors to complete the Caring for Country component.
 - 7.3. *Kurna Voices* – Update on project direction.
 - 7.4. *Red Ochre retaining wall* – New project to restore the retaining wall near the weir at Karrowirra Parri.
 - 7.5. *Dry area extension* – Discussion about the intent of extending the dry area exemption. Suggestion for data to support the extension.
 - 7.6. *Reconciliation Action Plan Action 17* - Kurna visibility.
 - 7.7. *Repatriated Kurna Artefacts* – Discussions about repatriation of Kurna artefacts:
 - 7.7.1. In July 2023, following ongoing discussions with the German Embassy regarding the return of Aboriginal and Torres Strait Islander materials from Germany, Ambassador Dr Markus Ederer and representatives of the Kurna people (Greater Adelaide region) approached the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) to organise and host a return event which will include AIATSIS and the Honourable Penny Wong Senator and Minister for Foreign Affairs.
 - 7.7.2. The Kurna people and representatives at the Grassi Museum (Leipzig) have been discussing the potential return since 2019.
 - 7.7.3. This was not an AIATSIS negotiated return through its Return of Cultural Heritage program. However, AIATSIS welcomes the return of material from German institutions and acknowledges the shared efforts to support the community-led processes to repatriate artefacts and human remains from German collections to Australia.
 - 7.7.4. Artefacts documented to be gifted from the Pirtawardli site which is located on the North Adelaide Golf Course grounds.

- 7.7.5. Artefacts returned: Spear small, fishing net, women's digging stick and a Batton (wood splitter). Storage is being arranged at the Art Gallery of South Australia after the return ceremony.
- 7.7.6. The artefacts return ceremony was arranged for 11:00am-1:00pm, 3 May 2024 at Possum Park/ Pirltawardli (Park 1).

Matter Arising

- 8. At the pipeline meeting, further engagement on the Botanic Creek upgrade project was discussed. The City of Adelaide was seeking advice on the preferred engagement method for KYAC.
 - 8.1. The project has three elements:
 - 8.1.1. Waterways management
 - 8.1.2. Vegetation management
 - 8.1.3. Cultural storytelling.
 - 8.2. KYAC has advised that they would like to be engaged at important points in the project with regular updates to KYAC about the progress.
- 9. A future item for discussion between the City of Adelaide and KYAC is recruitment of Aboriginal employees in the Adelaide Park Lands (Kaurna Rangers).

DATA AND SUPPORTING INFORMAITON

Nil

ATTACHMENTS

Nil

- END OF REPORT -