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Reconciliation Committee

Meeting to be held on Wednesday, 4 December 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:

Jason Downs and Ian Liddy

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 and Kveta Vlotman (proxy Aboriginal and/or Torres Strait Islander Community Representatives)

Dennis Rigney (Proxy Kaurna Yerta Aboriginal Corporation Representative)

Aboriginal and Torres Strait Islander People Warning

Aboriginal and Torres Strait Islander peoples are advised that reports contained in this Agenda may contain names, images, or references to deceased persons



Reconciliation Committee

Meeting to be held on Wednesday, 4 December 2024, at 2.30 pm
in the Colonel Light Room, Adelaide Town Hall

Agenda

1. Welcome and Apologies

Apologies -

Mitzi Nam (Kurna Yerta Aboriginal Corporation Representative)

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 4 September 2024, be taken as read and be confirmed as an accurate record of proceedings.

View public [Minutes](#) here.

5. Presentations

5.1 Kurna Knowledge Project 3 - 10

6. Reports

6.1 Draft Reconciliation Action Plan 2024-2027 11 - 58

7. Any Other Business

8. Next Meeting

Wednesday 5 March 2025, 2.30 pm – 4.30 pm

9. Closure

Kaurna Knowledge Project

Wednesday 4 December 2024
Reconciliation Committee

Strategic Alignment - Our Community

Program Contact:
Jennifer Kalionis, Associate
Director City Culture

Public

Approving Officer:
Iliia Houridis, Director City Shaping

Purpose of Presentation

The purpose of this presentation is to update the Reconciliation Committee on the Kaurna Knowledge Project.

This project, designed to increase Cultural Learning across the City, aligns with the City of Adelaide Stretch Reconciliation Action Plan (2021-2024).

Led by Mr Jack Buckskin of Kuma Kaaru Cultural Services, and in conjunction with the Nucleus Creative Agency, the Kaurna Knowledge Project aims to increase the broader community's foundational knowledge of Kaurna history, spirituality, and language, through the development of a website and educational videos. Through the promotion of respectful conversations, the project fosters open dialogue in a non-judgemental environment to bridge cultural gaps and strengthen community connections.

The Kaurna Knowledge Project is supported by the City of Adelaide through a three-year Strategic Partnership Grant of \$150,000 . The project is in the second year of the three-year partnership.

In the first year of the strategic partnership, the Knowledge Project Website ([Knowledge Project](#)) was created and incorporates two videos titled, 'Modern History' and 'Spirituality'. The website was launched in August 2024.

In year two (2024/25), the project will focus on engaging with the community to inform a series of short videos. Jack Buckskin will host six workshops in the city to inform the content of these videos. The format of the workshops will empower people to ask questions and seek answers, fostering a shared journey towards a more informed and knowledgeable community.

The next phase of the Kaurna Knowledge Project, including the short video series, may form part of NAIDOC Week or Reconciliation Week programming in 2025.

The Kaurna Knowledge Project will be linked to the Kaurna Voices project on the City of Adelaide website.

A man with a beard and a headband stands in the center of the frame. He is wearing a traditional Indigenous garment, a large orange-brown shawl or cape draped over his shoulders and secured with a sash. He is also wearing a loincloth with long, thin tassels hanging down. The background is a vibrant sunset or sunrise, with a gradient of orange, yellow, and blue. The sky is clear, and the horizon is visible. The overall mood is serene and contemplative.

KNOWLEDGE PROJECT

Foundational Knowledge for Deeper Understanding

WHAT IS THE KNOWLEDGE PROJECT?

The Knowledge Project is an ongoing free resource aimed at increasing foundational knowledge of Kaurna culture, history, and language.

It was co-founded by Jack Buckskin of Kuma Kaaru and Chris Kellett of Nucleus. The project has been developed in partnership with the City of Adelaide.

Project Purpose

To provide accessible, engaging content that fills gaps in public knowledge, fostering better, more informed conversations between Aboriginal and non-Aboriginal Australians.



HOW IT STARTED

The project began with a simple conversation where Jack was asked, “What do you wish people knew?”

Jack expressed frustration at how much of his time was spent covering the same basics of Kaurna history and culture.

From that question, we envisioned a resource that could serve as a baseline for community knowledge, allowing for more nuanced and impactful dialogue to follow.

PROJECT GOALS

Building Foundational Knowledge

- Aim to improve the community's basic understanding of Kurna history, culture, and language.
- By increasing this foundational knowledge, we hope to lay the groundwork for more meaningful and nuanced conversations.

Creating a Judgment-Free Space

- Encourage people to ask questions in a safe, non-judgmental environment.

Fostering Collaboration and Community Engagement

- Promote ongoing conversations between Aboriginal and non-Aboriginal communities.
- Break down barriers for people engaging with difficult or uncomfortable topics.
- Champion collaboration by involving the wider public in shaping future content and conversations.

AN EVOLVING PROJECT

The Knowledge Project is in ongoing development, designed to respond and follow up questions that arise from viewers engaging with the initial resources.

The goal here is to have a conversation where we listen to feedback and questions that the community has, recognizing that different groups have different questions, and we may not immediately know the content people are looking for.



1

Current Status

The first two videos on Modern History and Spirituality are live, providing critical insights.

2

Year 2 Focus

Expand the library with videos based on community feedback and collaboration.

3

Year 3 Focus

Deepen community engagement through continued support of resources and in-person appearances to share the resource and encourage the community to continue the conversation.

FUTURE HOPES FOR THE PROJECT



LONG-TERM VISION

A community where foundational knowledge about Kurna history and culture is widespread, enabling more complex, respectful, and productive discussions between Aboriginal and non-Aboriginal people.

IMMEDIATE IMPACT

This resource aims to provide information in a format that is engaging, concise manner, which values the time of the viewer and provides foundational knowledge that is immediately conducive to better conversations.

CALL TO ACTION

We invite local leaders, educational institutions, and community groups to champion this project and help make it an enduring educational tool for generations to come. We encourage members of the community to use the website to ask questions they may otherwise not feel comfortable asking, so that we can learn and grow together.

Reconciliation Action Plan 2024-2027 for Endorsement

Wednesday, 4 December 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 seek the Reconciliation Committee's endorsement of the Stretch Reconciliation Action Plan 2024-2027 (the RAP).

On 11 June 2024, the Council endorsed the draft Stretch Reconciliation Action Plan 2024-2027 (the draft RAP) for the purposes of seeking the conditional approval of Reconciliation Australia and public consultation ([Link 1](#)).

The consultation on the draft RAP was open for three weeks from 28 October to 18 November 2024. Five *Our Adelaide* survey submissions were received. A summary of the consultation is provided in **Attachment A**.

Key themes arising from the consultation are:

- The importance of sharing local Aboriginal and Torres Strait Islander histories and amplifying the voices of Elders.
- Prioritising initiatives that support the emotional and mental wellbeing of City of Adelaide employees and Aboriginal communities.
- Transparent reporting on Reconciliation Action Plan progress and outcomes, with opportunities for community feedback.
- The need for action on systemic racism, health inequities, and justice reform.

The draft RAP has been updated to reflect consultation feedback. A version of the draft RAP with track changes is provided for ease of reference in [Link 2](#).

The RAP, contained in **Attachment B**, replaces the City of Adelaide's Stretch Reconciliation Action Plan 2021- 2024.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Receives the draft Stretch Reconciliation Action Plan 2024-2027 consultation summary as contained in Attachment A to Item 6.1 on the Agenda for the meeting of the Reconciliation Committee held on 4 December 2024.
2. Endorses the Stretch Reconciliation Action Plan 2024-2027 as contained in Attachment B to Item 6.1 on the Agenda for the meeting of the Reconciliation Committee held on 4 December 2024.
3. Approves that the Stretch Reconciliation Action Plan 2024- 2027 as contained in Attachment B to Item 6.1 on the Agenda for the meeting of the Reconciliation Committee held on 4 December 2024, replaces the Stretch Reconciliation Action Plan 2021 – 2024.
4. Notes that Reconciliation Australia is the ultimate endorser of the Stretch Reconciliation Action Plan 2024- 2027 which will occur after Council endorsement.
5. Authorises the Chief Executive Officer, or delegate, to finalise the Stretch Reconciliation Action Plan 2024- 2027 as contained in Attachment B to Item 6.1 on the Agenda for the meeting of the Reconciliation Committee held on 4 December 2024, incorporating any further feedback to achieve Reconciliation Australia compliance and final endorsement.

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	It is a target of the 2024-2028 Strategic Plan to establish and deliver a new Stretch Reconciliation Action Plan by 2024. The draft RAP replaces the City of Adelaide’s Stretch Reconciliation Action Plan 2021-2024.
Consultation	The draft RAP was developed through an internal consultation process facilitated by Reconciliation SA. Public consultation occurred through the <i>Our Adelaide</i> website.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The development of the City of Adelaide’s 4 th Stretch RAP and 11 th RAP demonstrates an ongoing commitment towards reconciliation.
24/25 Budget Allocation	The City of Adelaide’s 2024/25 Annual Business Plan and Budget includes \$150,000 for implementation of the Stretch Reconciliation Action Plan 2024-2027.
Proposed 25/26 Budget Allocation	A budget proposal will be submitted for implementation of the Stretch Reconciliation Action Plan 2024-2027 as a part of the 2025/2026 Annual Business Planning and Budget Process.
Life of Project, Service, Initiative or (Expectancy of) Asset	The Stretch Reconciliation Action Plan will be in place from 2024-2027.
24/25 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. On 11 June 2024 Council endorsed the draft Reconciliation Action Plan (the draft RAP) ([Link 1](#)) for the purposes of providing it to Reconciliation Australia for conditional endorsement and public consultation.
2. The draft RAP actions are aligned to the four themes required by Reconciliation Australia to achieve a Stretch Reconciliation Action Plan. Under each theme is a focus area for the next three years as well as actions, deliverables, timeframes and responsibility to lead implementation.
 - 2.1. Theme 1: Relationships
 - 2.1.1. Building meaningful relationships supports the Council to meet the aspirations of local Aboriginal and Torres Strait Islander communities.
 - 2.2. Theme 2: Respect
 - 2.2.1. Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.
 - 2.3. Theme 3: Opportunities
 - 2.3.1. Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.
 - 2.4. Theme 4: Governance
 - 2.4.1. Tracking progress and reporting.

Public Consultation

3. Public consultation on the draft RAP opened from 28 October to 18 November 2024. In summary five *Our Adelaide* submissions were received.
4. The consultation summary report is contained in **Attachment A**.
5. Key themes arising from the consultation are:
 - 5.1. The importance of sharing local Aboriginal histories and amplifying the voices of Elders.
 - 5.2. Prioritising initiatives that support the emotional and mental wellbeing of City of Adelaide employees and Aboriginal communities.
 - 5.3. Transparent reporting on Reconciliation Action Plan progress and outcomes, with opportunities for community feedback.
 - 5.4. The need for action on systemic racism, health inequities, and justice reform.
6. Consultation feedback is addressed through the actions in the draft RAP particularly:
 - 6.1. Action 4 to *'Promote positive race relations through anti-discrimination strategies'*.
 - 6.2. Action 5 to *'Create engagement protocols that enable the representation and partnership of the Kaurna People'*.
 - 6.3. Action 13 to *'Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development'*.
 - 6.4. Actions 18, 19, 20 a focus area whereby *'City of Adelaide's policies and procedures embed reconciliation practices that support implementation of the RAP'*.

Reconciliation Australia endorsement process:

7. Reconciliation Australia is the final endorser of a Reconciliation Action Plan. Reconciliation Australia has reviewed the draft RAP. The changes made to it were primarily to align with the current Reconciliation Australia template.
8. A key addition to the draft RAP, as required by Reconciliation Australia, is the addition and establishment of a Reconciliation Working Group (RWG). The establishment of a RWG ensures that the process of implementing the draft RAP is inclusive, structured, and guided by a dedicated team of individuals responsible for driving and monitoring progress.
 - 8.1. The objectives of the RWG are to:
 - 8.1.1. Provide implementation updates to the Reconciliation Committee.
 - 8.1.2. Provide leadership and strategic direction in the creation and implementation of the RAP.

8.1.3. Track the progress of the RAP against established goals and milestones.

8.1.4. Seek input from Aboriginal and Torres Strait Islander Communities.

RAP Artwork

9. A new RAP artwork has been developed alongside the draft RAP. We Create Print Deliver was appointed following an expression of interest process from Aboriginal Artists.
10. Stephen Warrior (a Kurna community member) was engaged to ensure a Kurna storyline and collaboration throughout the development of the artwork.
11. The City of Adelaide retains both a physical and a digital version of the artwork for display. [Link 3](#) includes a comprehensive package featuring the artwork, its description, and potential applications.

Next Steps

12. Pending Council decision, the final Reconciliation Action Plan 2024-2027 will be submitted to Reconciliation Australia for final approval.
13. Reconciliation Australia is anticipated to make a decision in early 2025. Based on this timing, the launch of the Reconciliation Action Plan 2024-2027 could occur from late January 2025.

DATA AND SUPPORTING INFORMATION

Link 1 – [Draft RAP endorsed by Council on 11 June 2024 for public consultation and to be submitted to Reconciliation Australia](#)

Link 2 – [City of Adelaide Stretch Reconciliation Action Plan 2024 - 2027 - track changes](#)

Link 3 – [RAP Artwork - We Create Print Deliver](#)

ATTACHMENTS

Attachment A – Draft Stretch Reconciliation Action Plan 2024-2027 Consultation Summary Report

Attachment B – Stretch Reconciliation Action Plan 2024-2027 for endorsement

- END OF REPORT -

City of Adelaide
Draft Reconciliation Action Plan 2024-2027
Consultation Summary
November 2024

Background

A Stretch Reconciliation Action Plan (Stretch RAP) requires organisations to embed reconciliation efforts into their core business strategies, making them a fundamental part of daily operations. Over a three-year period, the Stretch RAP focuses on making impactful commitments with clearly defined, measurable targets and objectives.

Reconciliation Australia established the RAP initiative in 2006, and finalised RAPs are registered with Reconciliation Australia. Having a RAP is not a legislative requirement but is a valuable tool for an organisation and community committed to progressing reconciliation.

The City of Adelaide has developed a draft Stretch RAP 2024-2027 (draft Stretch RAP) through a series of workshops with its Administration led by Reconciliation SA, as well as with the Reconciliation Committee and Kauna Yerta Aboriginal Corporation (KYAC).

The City of Adelaide publicly engaged on the draft Stretch RAP to:

- Inform the community of the City of Adelaide's strategic direction and priorities for reconciliation.
- Seek feedback and suggestions to inform the final Stretch RAP.
- Promote awareness of the draft Stretch RAP among the community and businesses.

Stakeholder groups were notified directly including the City of Adelaide Reconciliation Committee, KYAC and Reconciliation SA.

Public Consultation and Responses

Consultation on the draft Stretch RAP opened on 28 October 2024 to 18 November 2024. During the two-week consultation period five Our Adelaide submissions were received.

Themes arising from consultation

- The importance of sharing local Aboriginal histories and amplifying the voices of Elders.
- Prioritising initiatives that support the emotional and mental wellbeing of City of Adelaide employees and Aboriginal communities.
- Transparent reporting on RAP progress and outcomes, with community feedback loops.
- The need for action on systemic racism, health inequities, and justice reform.

Table 1: Summary of key themes arising from the community consultation

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>Do you believe the proposed ‘Relationships’ actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – all Feedback 2: Yes – some Feedback 3: No Feedback 4: No Feedback 5: No</p>	Noted
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <ul style="list-style-type: none"> • Feedback 1: More talking to the Elders to get their opinions very important. • Feedback 2: At least some if not all. It depends on the strength of your existing relationships and commitment by your executive and management teams as to whether all this is possible. • Feedback 3: Blank • Feedback 4: Recent events such as the US election and result of the Voice referendum should be considered. Believe this effort is divisive (moderated comment). 	<p>The City of Adelaide executive and management are committed to strengthening existing relationships through protocols and practices. This is embodied in the draft Stretch RAP and includes a nominated senior leadership RAP Champion.</p> <p>A strong emphasis on the importance of consulting with Elders and ensuring their perspectives are identified within the draft Stretch RAP.</p>
<p>Do you believe the proposed ‘Respect’ actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – all Feedback 2: Yes – some Feedback 3: No Feedback 4: No Feedback 5: No</p>	Noted

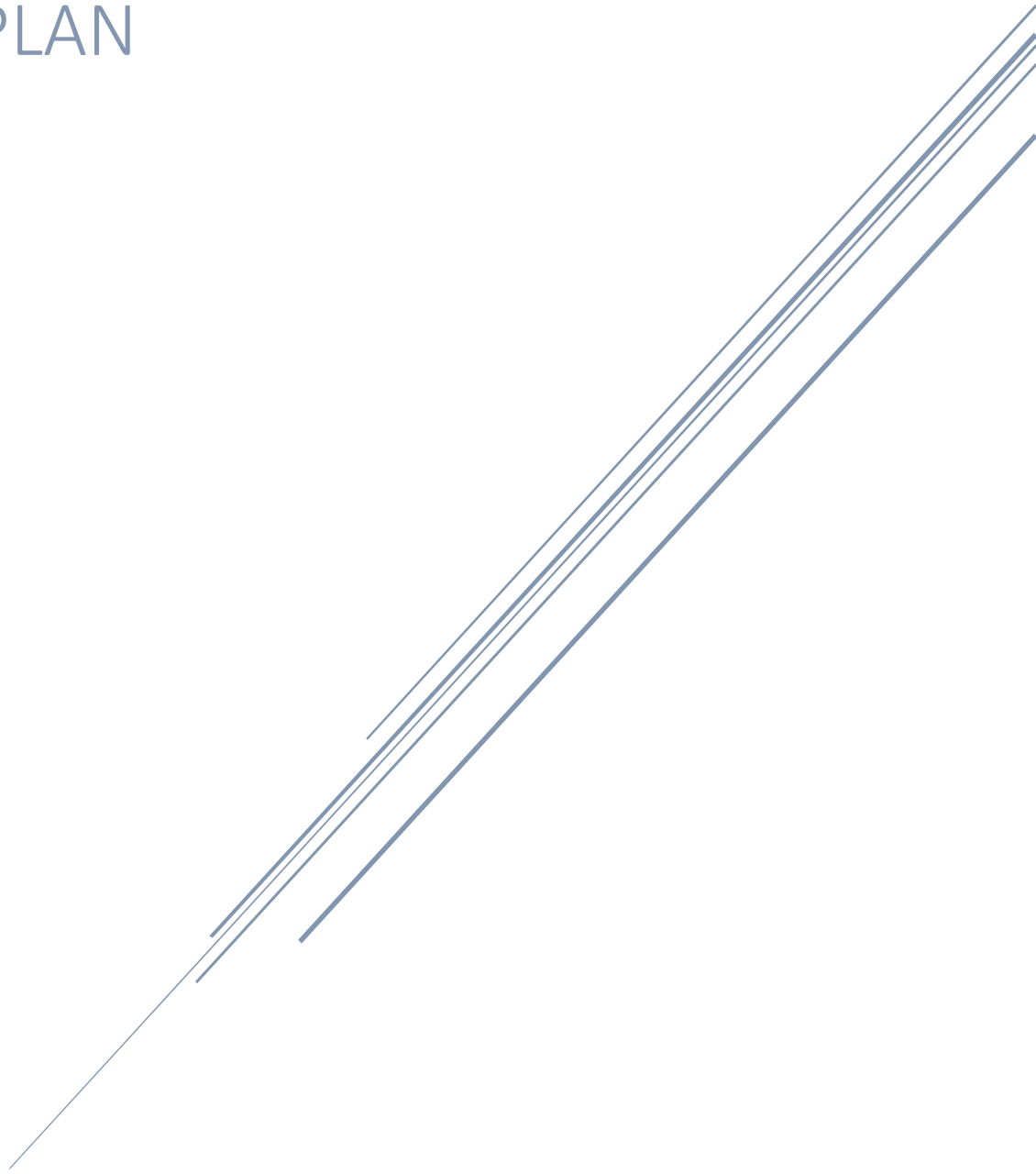
Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: None</p> <p>Feedback 2: my comments are the same for all.</p> <p>Feedback 3: Blank</p> <p>Feedback 4: Read previous answer</p>	Noted
<p>Do you believe the proposed 'Opportunities' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – some</p> <p>Feedback 2: Yes – some</p> <p>Feedback 3: No</p> <p>Feedback 4: No</p> <p>Feedback 5: No</p>	Noted
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: It needs to be handled correctly</p> <p>Feedback 2: As previous comment</p> <p>Feedback 3: Blank</p> <p>Feedback 4: see above</p>	Through Actions 18, 19 and 20 the draft Stretch RAP commits to regular monitoring, ongoing engagement with Aboriginal stakeholders, and transparent reporting to achieve successful implementation and create lasting change.
<p>Do you believe the proposed 'Governance' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – some</p> <p>Feedback 2: Yes – some</p> <p>Feedback 3: No</p> <p>Feedback 4: No</p> <p>Feedback 5: No</p>	Noted

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: Don't know</p> <p>Feedback 2: As previous</p> <p>Feedback 3: Blank</p> <p>Feedback 4: Same</p>	<p>Through Actions 18, 19 and 20 the draft Stretch RAP commits to regular monitoring, ongoing engagement with Aboriginal stakeholders, and transparent reporting to achieve successful implementation and create lasting change.</p>
<p>Do you have any other comments about how the City of Adelaide can build upon its commitment to Reconciliation?</p> <ul style="list-style-type: none"> • Feedback 1: Please consult the Elders and ask them for suggestions • Feedback 2: Wondering about actions to 'close the gap'. Are there particular health and wellbeing goals that you are addressing? • Feedback 3: Blank • Feedback 4: Yes, bring in real people not Uni elitists with cushy jobs that don't have a clue on the real world. Adelaide is a great city - sure work in progress but if it wants to help low income people, support proven charities who know how to assist the under-privileged. • Feedback 5: Smoking Ceremony, Welcome to Country, and Cultural burns. Council requires Aboriginal and Torres Strait Islander to get a burning permit to conduct Smoking Ceremonies, Welcome to Country and cultural burns. This demonstrates a failure to recognise Aboriginal and Torres Strait Islander as the owners of the land. Appears culturally insensitive to the intention and meaning of welcome to Country. <p>Additional support Provide culturally appropriate financial support for Aboriginal and Torres Strait Islander women right from the commencement of their employment. Provide ongoing culturally appropriate counselling/therapy for Aboriginal and Torres Strait Islander – different from the EAP so they know they are supported</p>	<ul style="list-style-type: none"> • The draft Stretch RAP commits to practical outcomes by working with community partners and ensuring cultural sensitivity in practices like Smoking Ceremonies. • The draft Stretch RAP includes Aboriginal employment targets. • The draft Stretch RAP includes Action 7 to “Promote positive race relations through anti-discrimination strategies” which includes 7 priority actions to ensure culturally appropriate policies, behaviours and actions within the organisation and in relationships with partners and the community. • Action 13 proposes to “Embed cultural burn practices” with a number of steps to achieve this action.

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>in a meaningful way when needed.</p> <p>Other Have conversations with all men, challenging them to treat women and children better.</p>	
<p>Please provide any additional feedback regarding the draft Stretch Reconciliation Action Plan 2024-2027.</p> <ul style="list-style-type: none"> • Feedback 1: Nil • Feedback 2: Nil • Feedback 5: City of Adelaide – employment conditions, work contracts and similar fail to recognise/acknowledge Aboriginal and Torres Strait Islander people have <ul style="list-style-type: none"> ○ Higher burden of disease and health issues ○ shorter life expectancy ○ Aboriginal and Torres Strait Islander women and children are overrepresented as victims and survivors of family and domestic violence (FDV) ○ Aboriginal and Torres Strait Islander men are overrepresented as perpetrators of FDV. City of Adelaide – employment conditions, work contracts and similar should be set up to limit the harm and impact from these scenarios including: <ul style="list-style-type: none"> ○ Council can have Aboriginal and Torres Strait Islander specific employment contracts, conditions, salaried agreements that provides: ○ Additional personal leave recognising the higher burden of disease. ○ Additional superannuation contributions that to limit the impact that statistically Aboriginal and Torres Strait Islander are likely to have shorter worker careers and flow on effect of likely lower superannuation balance at the end of their working life. ○ Additional paid annual leave to recognise the impact of multi-generational trauma and provide greater 	<ul style="list-style-type: none"> • The RAP includes Action 7 to “Promote positive race relations through anti-discrimination strategies” which includes 7 priority actions to ensure culturally appropriate policies, behaviours and actions within the organisation and in relationships with partners and the community and Action 13 to “Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development”.

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>opportunity for rest, recreation and enjoyable activities without any financial penalties.</p> <ul style="list-style-type: none"> • In acknowledgement of a shorter life expectancy – earlier access to superannuation and other age related financial and other supports. 	

STRETCH RECONCILIATION ACTION PLAN 2024 - 2027



Acknowledgement of Country

*City of Adelaide tampendi, ngadlu Kurna yertangga
banbabanbalyarnendi (inbarendi). Kurna meyunna yaitya mattanya
Womma Tarndanyako.*

*Parnako yaitya, parnuko tappa purruna, parnuko yerta ngadlu
tampendi. Yellaka Kurna meyunna 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 pay our respect to Elders past and present. We recognise and respect Kurna cultural heritage, beliefs and relationship with the land, water and seas. We acknowledge that they are of continuing importance to the Kurna people living today. And we also extend that respect to other Aboriginal and Torres Strait Islander Language Groups and other First Nations."

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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 Aunty 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 Aunty 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

The Right Honourable the Lord Mayor
Dr Jane Lomax-Smith

Dual Chairperson

Dual Chairperson

Our Vision for Reconciliation

City of Adelaide’s vision is for a community where the rich heritage of the Kurna People and the diverse cultures of all Aboriginal & Torres Strait Peoples are honoured, embraced, and fully integrated into a shared future for the city: One that is steeped in Kurna tradition and belonging to the Yarta, with a strong, harmonious and reconciled community.

The City of Adelaide is committed to deepening its ties with Aboriginal and Torres Strait Islander people and continuing our journey towards a shared future identity.

Together we will prioritise and embed reconciliation into our work, through innovation, collaboration and transparency.

We will honour Kurna People as the Traditional Custodians of the Adelaide Plains and respect their cultural protocols.

CoA CEO message



On behalf of the City of Adelaide Council Administration, I am honoured to present our 2024-2027 Stretch Reconciliation Action Plan (RAP).

Through countless milestones, years of effort, and the voices of many, we have come together to advance reconciliation within our city. The Kaurna people, Traditional Owners of the Adelaide Plains, have had their deep connection to this land formally recognised through a Native Title determination, underscoring the importance of respecting and honouring the rights of Indigenous communities in both rural and urban settings.

Building on the foundations of our previous RAPs, we have made significant progress in advancing reconciliation within our community. Our investment in cultural mapping has led to the development of a public tool that fosters understanding, while partnerships with local Aboriginal organisations and leaders have enabled the co-creation of community-driven projects.

As we look ahead, we are excited about the opportunities to further deepen our engagement with local Aboriginal and Torres Strait Islander communities. This RAP is a living document, and we are committed to continuously evolving and improving our approach to reconciliation to meet the needs of our community.

Together, I believe we can build a future where all people feel valued, included, and respected. Reconciliation is a shared journey, and I am confident that, through collaboration and shared commitment, we can achieve a future where all members of our community thrive in harmony.

Reconciliation Australia statement – CEO Karen Mundine

Our Business

The City of Adelaide is the capital of South Australia and the heart of the state's civic, cultural and commercial life. Comprising a Lord Mayor and 11 Council Members elected by the community, the Council represent the interests of Adelaide's approximately 26,000 residents and 390,000 daily city users.

The Council and Administration of the City of Adelaide carry out the duties and exercise powers as outlined in the *Local Government Act 1999* (SA) and other pertinent legislation. In response to the needs and opportunities of the city community, the Council delivers policies, programs, and services.

Additionally, under the *City of Adelaide Act 1998* (SA), 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. To support the City of Adelaide and the State Government in the protection, management, enhancement, and promotion of the Adelaide Park Lands, Adelaide's defining feature, *Kadaltilla / Adelaide Park Lands Authority* (Kadaltilla) is the advisory board. The Kaurna Yerta Aboriginal Corporation (KYAC), representing the Traditional Owners, is a member organisation of Kadaltilla.

In August 2024, the City of Adelaide has a workforce of 1034 employees, with nine individuals identifying as Aboriginal and/or Torres Strait Islander People, making up 0.87% of our total workforce.

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

On 12 December 2023 Council adopted the City of Adelaide Strategic Plan 2024 – 2028 as a roadmap for the future, both as a capital city and local government. It outlines what we want to achieve, the steps we need to take, and the direction we are heading.

Our Vision at the City of Adelaide: **Our Adelaide. Bold. Aspirational. Innovative.**

We aspire to strengthen what we know makes Adelaide one of the world's most liveable cities. We are leveraging our past and looking to the future to grow an exceptional capital city that all South Australians can be proud of.

The vision for the city is focussed through five aspirations:

- **Our Community:** Vibrant, connected and inclusive
- **Our Environment:** Resilient, protected and sustainable
- **Our Economy:** Growing, innovative and responsive
- **Our Places:** Interesting, purposeful and safe
- **Our Corporation:** High performing, customer-centric and bold

The Strategic Plan 2024-2028 seeks “**an inclusive, equitable and welcoming community where people feel a sense of belonging**”. Several of the targets to achieve this outcome link directly to our commitment to reconciliation and our RAP including increasing Aboriginal employment and opportunities to recognise and celebrate Aboriginal and Torres Strait Islander Peoples, cultures and connection to Country.

Our Journey

City of Adelaide's RAP

Creating our eleventh RAP has provided the City of Adelaide with an opportunity to reflect and build upon previous reconciliation plans, learnings and opportunities. The City of Adelaide has a strong and recognised history supporting reconciliation in South Australia and will continue to build on its commitment and leadership through this fourth Stretch RAP.

In 1997, the City of Adelaide began a reconciliation journey with local 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 City of Adelaide collaborates closely with the Kaurna Yerta Aboriginal Corporation (KYAC), serving as the principal body of cultural authority.

Recent Achievements, Learnings and Challenges

Key achievements from the RAP 2021-2024 are:

- Kaurna Voices – cultural mapping
- NAIDOC Week Annual Celebrations
- Handing back of Kaurna Artefacts – Ceremony at Pirltawardli
- Place of Reflection – Memorial to Stolen Generations
- The Late Aunty Shirley Peisley AM
- Adelaide Park Lands Cultural burn
- The Knowledge Project – An insight into Kaurna history, spirituality and language
- Kids on Country
- The Uluru Statement from the Heart – installed in the Adelaide Town Hall

These key achievements have provided learnings and challenges which have informed the development of, and commitments in, the Stretch RAP 2024-2027. Examples of achievements, learnings and challenges follow:

Pillar 1 Relationships - NAIDOC Week Annual Celebrations

The City of Adelaide proudly joins the nation in celebrating NAIDOC Week, a time dedicated to honouring the history, culture, and achievements of Aboriginal and Torres Strait Islander Peoples. The Lord Mayor hosts an annual awards event, and the City of Adelaide holds NAIDOC in the Mall with traditional performances, a celebrated commissioned artwork, and activities to bring together the community to celebrate the rich heritage of Aboriginal and Torres Strait Islander People. NAIDOC Week serves as a powerful reminder of the importance of reconciliation and the ongoing journey towards a more inclusive and united community. In 2024 Adelaide was the host city of the National NAIDOC 150 year celebrations which the City of Adelaide supported through sponsorship, senior Executive and

Council Member participation and hosting of the Royal Australian Mint's commemorative coin launch at the Adelaide Town Hall.

The 2024 events were a timely reminder of the importance of strong relationships and partnering in the delivery and celebration of reconciliation, including shared events involving the State and National Reconciliation Committees. The Stretch RAP 2024-2027 continues and builds upon these shared opportunities to recognise and celebrate the journey towards reconciliation together.

Pillar 2 Respect - Handing back of Kurna Artefacts Ceremony at Pirltawardli

After nearly two centuries, Kurna artefacts gifted to German missionaries have been returned to Kurna land. A handover smoking ceremony was held in Adelaide at Possum Park / Pirltawardli (Park 1), attended by Aboriginal Elders, Minister for Foreign Affairs, Senator the Hon Penny Wong, and Germany's Federal Minister for Foreign Affairs Annalena Baerbock. The four cultural heritage items—kathawirri (sword), tantanaku (club or bark peeler), wirnta (spear), and wikaty (net)—hold deep significance for the Kurna people and are over 180 years old. These artefacts are on display for the public at the Art Gallery of South Australia.

This momentous occasion was an opportunity for the City of Adelaide to Respect the leadership of the Kurna People in returning their cultural heritage artefacts to Kurna land. The Stretch RAP 2024-2027 provides new opportunities for the City of Adelaide to demonstrate Respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols. *"KYAC and the Kurna Community are thrilled that these precious items have found their way home. Home to where they were part of the lives of the Kurna People that created them and where they were such integral parts of our lives."* Mitzi Nam, Chairperson, Kurna Yerta Aboriginal Corporation (KYAC), 2024

Pillar 3 Opportunities - Adelaide Park Lands Cultural Burn

In November 2019, as the nation grappled with the onset of what would become one of Australia's most severe fire seasons, the City of Adelaide, State Government and members of the Kurna community convened in the city centre with traditional fire practitioner Victor Steffensen. A descendant of the Tagalaka people from Northern Queensland, Victor has dedicated the past 20 years to sharing his knowledge of cultural burning practices. The Cultural Burn was both historic and celebratory. It marked the first time the Kurna People could publicly practice their cultural burning techniques since many of their traditions were displaced following European colonisation. It also represented the first Cultural Burn conducted in an Australian capital city. Over 200 participants, including representatives from other Aboriginal groups and local residents, joined Kurna Elders and the Lord Mayor of the City of Adelaide for a moving Welcoming Ceremony that highlighted the event's significant cultural, ecological, and reconciliation impacts.

This groundbreaking project, which reintroduced traditional fire management practices to the Adelaide Park Lands for the first time in over 240 years, showcased the City of Adelaide's strong commitment to meaningful reconciliation. The burn focused on incorporating Kurna traditional knowledge into the management of biodiversity in the Adelaide Park Lands and influenced the revision of the Adelaide Park Lands Management Strategy – Towards 2036 to embed this knowledge.

"To be able to have fire in the City of Adelaide, what that does for me as an Aboriginal man, is it empowers me. It gives me strength, it lets me know that, hey we have a voice here and we're part of some of that decision making around what happens to our country on the Adelaide Plains." Alan Sumner, Kurna Yerta Aboriginal Corporation Director

Pillar 4 Governance – KYAC Pipeline

A recent focus for the City of Adelaide has been establishing governance arrangements to enable KYAC input into the City of Adelaide's policies, strategies and projects on Kurna land. In 2023 a new bi-monthly meeting was established to provide a forum for the City of Adelaide and KYAC to yarn on key projects. The City of Adelaide acknowledges that there is more work to do and has made new commitments to embed Traditional Owner perspectives and practices into planning, processes and decision making.

Our experience and learning during the implementation of our previous RAP show that developing strong external relationships has positively influenced new projects, initiatives, and infrastructure delivery,

prioritising the community's well-being in decision-making processes. The City of Adelaide will increase its efforts to ensure that internal relationships with Aboriginal and Torres Strait Islander employees are equally prioritised and strong to ensure a desirable and culturally safe workplace.

Ensuring consistent recruitment and retention of Aboriginal and Torres Strait Islander employees has proven to be a complex area for the City of Adelaide. We have recently appointed an Aboriginal Employment and Inclusion Coordinator, with positive improvements in Aboriginal and Torres Strait Islander employee engagement. This will remain a key priority as we continue to honour the commitments outlined in our RAP.

The Stretch RAP 2024-2027 acknowledges the importance of external and internal ownership, accountability, and progress towards implementation. Internal governance and relationships are addressed by establishing the RAP Working Group and reestablishing RAP Champions. The Stretch RAP 2024-2027 includes commitments to regular reporting to the Reconciliation Committee and Reconciliation Australia.

Our Commitment to the Five Dimensions of Reconciliation

The RAP is based on the five dimensions of reconciliation. The five dimensions of reconciliation set out a clear roadmap toward a just equitable and reconciled Australia. Whilst significant progress has been made in the past 25 years, much unfinished work remains. All sections of the community—governments, civil society, the private sector and Aboriginal and Strait Islander communities—have a role to play. The City of Adelaide's commitment to the five dimensions of reconciliation is outlined below and has flowed on to the commitments we have made under the four RAP pillars of relationships, respect, opportunities and governance.

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 organisation and the broader community. Through collaboration with the Aboriginal and Torres Strait Islander community, the focus is on implementing practical approaches to instigate change and to support Aboriginal and Torres Strait Islander priorities within the organisation.

Unity

The City of Adelaide actively acknowledges and respects Aboriginal and Torres Strait Islander cultures and heritage, recognising them as essential elements of the organisation'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.

Reconciliation 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 and Torres Strait Islander community and the other representing the non-Indigenous community. The Committee is comprised 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 Deanne 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

Attorney-General's Department, Aboriginal Affairs and Reconciliation

Proxies:

Ms Kveta Vlotman

Ms Lynette Crocker

Reconciliation Committee image to be updated at the next Reconciliation Committee meeting.

NEW PHOTO WITH CURRENT MEMBERS TO BE INSERTED

Legend with Reconciliation Committee Member names to be included

RAP Working Group

The RAP Working Group is a dedicated internal cross-organisational team focused on driving positive change and fostering unity within the City of Adelaide. The Working Group provides regular reports to the Reconciliation Committee and City of Adelaide Executive on RAP implementation initiatives and overall progress. The RAP Working Group includes employees who are focussed on developing, guiding, and implementing initiatives that address historical injustices and promote reconciliation within the community.

The Working Group includes the following positions:

- Director City Shaping (Executive RAP Champion)
- Team Leader Marketing and Communications
- Manager Creative City
- Coordinator Aboriginal Employment and Inclusion – identified role
- Team Leader People
- Lead, Media Relations
- Team Leader City Lifestyles
- Team Leader City Events
- Associate Director Governance and Strategy
- Leasing Coordinator, Rundle Mall
- Manager City Experience
- Business Investment Advisor
- Events and Activations Executive, Adelaide Central Market Authority
- Team Leader Social Planning and Reconciliation
- Reconciliation Officer – identified role
- Project Coordinator Social Planning and Reconciliation – targeted role

Stretch RAP: Reconciliation Leadership

A Stretch RAP involves a more extended, strategic perspective with goals spanning three years. The City of Adelaide has the motivation, capability and capacity to deliver a Stretch RAP and significantly strengthen our reconciliation commitments.

To maintain focus and momentum towards the targets and commitments in the Stretch RAP, implementation is supported by a network of RAP champions at senior employee, Team Leader and Manager level. Progress reports on implementation are shared with the Reconciliation Committee and Council throughout the calendar year, so that the City of Adelaide is accountable and the commitments are publicly communicated. The monitoring of actions is overseen by our Reconciliation Officer.

The Stretch RAP requires organisations to embed reconciliation efforts into their core business strategies, making them a fundamental part of daily operations. Over a three-year period, the Stretch RAP focuses on making impactful commitments with clearly defined, measurable targets and objectives.

Our Stretch RAP signifies a genuine and deepening engagement with Aboriginal and Torres Strait Islander communities, moving beyond symbolic gestures to implement real, transformative actions.

By setting a higher standard, the Stretch RAP demonstrates leadership and inspires other organisations to adopt similar ambitious goals.

Development of the RAP

This 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 supported the City of Adelaide in its engagement and analysis to inform the development of this Stretch RAP. Workshops with key internal and external stakeholders including KYAC were held over a six-week period. Engagement activities were tailored to the audience and included engagement with existing City of Adelaide Aboriginal employees.

Workshop participants explored opportunities and actions under four RAP 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.

The themes and opportunities from the consultation which have shaped the actions and deliverables under each of the four RAP pillars included:

Leadership

- Genuine relationships are evident between the City of Adelaide and the Kaurna community and should be broadened across the organisation.

Building capability

- Induction processes and ongoing cultural awareness for all City of Adelaide employees of First Nations protocols and relationships will improve project outcomes.

Procurement

- The City of Adelaide can leverage its procurement spending to support Aboriginal and Torres Strait Islander businesses in a genuine approach to reconciliation.

Engagement

- Engagement protocols with Aboriginal and Torres Strait Islander People are required to respect the demands on the community and Kaurna People for cultural engagement, advice and participation.

Strategic

- There is an economy of scale and increased benefits to be achieved by collaborating and partnering with other organisations on reconciliation and an opportunity for the City of Adelaide to lead across the local government sector.

Engagement with the wider community and Aboriginal and Torres Strait Islander community identified the following themes:

- The importance of sharing local Aboriginal and Torres Strait Islander Peoples histories and amplifying the voices of Elders.
- Prioritising initiatives that support the emotional and mental wellbeing of City of Adelaide employees and Aboriginal communities.
- Transparent reporting on progress and outcomes of the RAP, with opportunities for community feedback.
- The need for action on systemic racism, health inequities, and justice reform.

City of Adelaide's Major Initiatives

Kaurna Voices – cultural mapping

In partnership with the Kaurna Yerta Aboriginal Corporation, the City of Adelaide has developed Kaurna Voices, a project to map the city and showcase culturally significant Kaurna sites through historical text, archival images, oral histories, and video interviews with Kaurna Elders and community leaders. The Kaurna Voices website was launched during National Reconciliation Week in 2024.

The site's research incorporates Tiati – truth-telling – to offer genuine Kaurna narratives, including stories of the destruction of Dreaming tracks and important cultural sites along River Torrens/Karrawirra Pari. The interactive map explores the sacred connections of the Kaurna People to the land now known as Adelaide and highlights significant historical events and experiences from early colonisation.



Uncle Jeffrey Newchurch (L–R) Corey Turner, Mitzi Nam, Isaiah Turner, Mearle Sampson, Lewis O'Brien, Yvonne Agius, Rosalind Coleman, Tim Agius, Lynette Crocker, Frank Wanganeen, Jeffrey Newchurch and Phillip Saunders.

1995 Annual Aboriginal Flag Raising Ceremony on Adelaide Town Hall	2015 Unveiling of permanent install and commissioned artwork by artist Donald 'Bluey' Roberts, titled Reconciliation Spirit Tree.
1997 Reconciliation Vision Statement	
1998 National Sorry Day Acknowledgement	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
2001 Permanent flying of Aboriginal Flag in Victoria Square/Tarntanyangga	2016 Reconciliation Plaza flag banners
2002 Reconciliation Committee as a formal committee of Council	2017 Inaugural launch of NAIDOC in the Mall event
2002 Kaurna Recognition at Council meetings with Acknowledgement of Country	2017 Tarntanyangga Cultural Marker opened
2002 Kaurna dual-naming of Adelaide Park Lands	2017 Lord Mayoral Civic Reception for 25 th Anniversary of the Mabo Decision 2017 Lord Mayoral Civic Reception to commemorate the 50 th anniversary of the 1967 Referendum
2005 Reconciliation Grants Program	2018 Lord Mayor Civic Reception to commemorate 10 th anniversary of the National Apology to the Stolen Generations
2006 Doris Graham commemorative plaque	2018 Inaugural launch of Kids on Country event
2007 Flying of Aboriginal and Torres Strait Islander flags in Grote Street	2018 First Smoking Ceremony in Adelaide Town Hall to mark the Investiture of the newly elected Council
2007 Interpretative Information Audio Bollards on Aboriginal Flagpole in Victoria Square/ Tarntanyangga	2019 Launch of Lord Mayor's NAIDOC Award
2008 First annual Reconciliation Action Plan	2019 Installation of a Kaurna Shield and Acknowledgement of Country in the City of Adelaide Customer Centre 2019 Ngadlu Padninthi Kumangka cultural marker unveiled in Pakapakanthi/Victoria Park (Park 16)
2008 Aboriginal Employment Policy	2019 Opening of Gladys Elphick Park
2008 Kaurna remains found within Frome Road car park and reburial ceremony organised	2020 Kardi Munta (Emu Net) cultural marker unveiled in Pityarilla/Park 19
2010 Two pieces from South Australian Museum – Kadlitpinna and Kuri Dance 19 th Century aquarelle paintings by George French Angas unveiled in Queen Adelaide Room	2021 Laneway renaming to No Fixed Address Laneway as part of the City of Music Laneways project
2012 Council reaffirms its commitments with revised Reconciliation Vision Statement and National Sorry Day Acknowledgement	2021 First capital city to conduct an official Cultural Burn Project in partnership with Traditional Owners
2012 Kaurna dual-naming of city squares and two city footbridges	2021 City of Adelaide launches our tenth RAP
2013 Naming of Reconciliation Plaza	2021 City of Adelaide Reconciliation Committee photo displayed in Colonel Light Room
2013 Protocol and Guidelines on Welcome to Country and Acknowledgement of Country	2022 Establishment of new Reconciliation Membership
2013 Commemorative plaque on the Adelaide Town Hall	2023 Lord Mayors NAIDOC Awards
2013 Lord Mayoral Civic Reception for the Recognise Long Walk campaign	2023 NAIDOC in the Mall event
2014 Alice Dixon Memorial tree replanting	2023 Aunty Shirley Peisley Portrait displayed in the Council Chambers
2015 Opening of the Mankurri-api Kuu/Reconciliation Room in the Adelaide Town Hall (first of such in any Council nationwide)	

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

2023 Uluru Statement from the Heart displayed in the Adelaide Town Hall

2023 Kids on Country event

2024 Kaurna Voices cultural mapping tool launch

2024 Support for KYAC's Kaurna Artefact Ceremony at Possum Park / Pirltawardli (Park 1)

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.

	Action	Deliverable	Timeline	Responsibility
1.	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		1.2 Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	December 2026	Team Leader, Social Planning and Reconciliation
		1.3 Establish and maintain two formal partnerships with Aboriginal and Torres Strait Islander organisations including: <ul style="list-style-type: none"> • Yanun Project Services • Kuma Kaaru. 	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
2.	Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation' Australia's National Reconciliation Week (NRW) resources and reconciliation materials to all employees.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.2 RAP Working Group members to participate in two external NRW events.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
		2.3 Encourage and support employees and senior leaders to participate in at least two external events to recognise and celebrate NRW.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.4 Organise at least one internal NRW event, including at least one organisation-wide NRW event, each year.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.5 Register all our NRW events on the Reconciliation Australia website NRW website.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.6 The City of Adelaide commits to organising at least one NRW event each year at the Adelaide Central Market or Rundle Mall.	27 May – 3 June 2025, 2026, 2027	Manager, City Experience General Manager, Adelaide Central Market Authority Events and Activations Executive, Rundle Mall Management
3.	Promote reconciliation through our sphere of influence.	3.1 Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce.	December 2025	Team Leader, Social Planning and Reconciliation
		3.2 Communicate our commitment to reconciliation publicly.	December 2025, 2026, 2027	Chief Executive Officer
		3.3 Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	December 2025	Team Leader, Social Planning and Reconciliation
		3.4 Collaborate with two RAP and other like-minded organisations to	June 2027	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
		implement innovative approaches to advance reconciliation.		
		3.5 Prominently display the Reconciliation Committee photo in Town Hall.	February 2025	Manager, Creative City
		3.6 Continue to share news about reconciliation achievements and profile Aboriginal and Torres Strait Islander employees in employee newsletters.	December 2025, 2026, 2027	Manager, People
		3.7 Host two Aboriginal and Torres Strait Islander-led community reconciliation activities outside of National Reconciliation Week to engage the wider community in reconciliation	December 2025, 2026, 2027	Manager, City Experience
4.	Promote positive race relations through anti-discrimination strategies.	4.1 Continuously improve HR policies and procedures concerned with anti-discrimination.	December 2026	Manager, People
		4.2 Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	December 2026	Manager, People
		4.3 Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2026	Manager, People
		4.4 Senior leaders to publicly endorse and support anti-discrimination campaigns, initiatives, and stances.	June 2025	Manager, People
		4.5 Provide ongoing education for senior leaders and managers on the effects of racism to allow a public stance against racism.	December 2025	Manager, People

	Action	Deliverable	Timeline	Responsibility
		4.6 Investigate mechanisms that can be used to identify the possible impact of Council activities on Aboriginal and Torres Strait Islander People e.g. Impact assessments.	June 2027	City Planning and Heritage
5.	Co-design engagement protocols with KYAC that formalise and strengthen the existing partnership	5.1 Invite Kurna representation on the Kadaltilla Board as a KYAC strategic representative.	Provide report: June 2025, 2026, 2027	Associate Director, Governance and Strategy
		5.2 Invite Kurna representation on the Reconciliation Committee as a KYAC strategic representative.	January 2025, 2026, 2027	City Planning and Heritage
		5.3 With KYAC co-design the <i>Kurna Yerta Aboriginal Engagement Protocol</i> detailing preferred methods for collaborating with City of Adelaide.	June 2025	City Planning and Heritage
		5.4 Investigate opportunities to embed Kurna cultural heritage advice within Council resourcing.	June 2027	City Planning and Heritage
6.	Build relationships with the SA Voice to Parliament representatives to ensure open communication	6.1 Amend the Terms of Reference of the Reconciliation Committee to enable a strategic Voice representative of the Voice to South Australian Parliament to become a strategic representative on the Committee.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		6.2 Investigate opportunities to engage with the Central Voice representatives to ensure two-way communication.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation

The South Australian Voice to Parliament is a pioneering initiative aimed at enhancing the participation of Aboriginal and Torres Strait Islander peoples in the political processes that affect their communities. Established in 2023, it provides a direct, formal channel for Indigenous South Australians to advise the South Australian Parliament and government on matters of policy, legislation, and resource allocation.

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.

	Action	Deliverable	Timeline	Responsibility
7	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	7.1 Conduct a review of the cultural learning needs within our organisation.	June 2025 June 2026	Manager, People
		7.2 Consult local Traditional Owners and the Reconciliation Committee on the implementation of a Cultural Learning Strategy.	June 2026	Manager, People
		7.3 Implement and communicate Cultural Learning Strategy to all employees.	December 2025	Manager, People
		7.4 All RAP Working Group members, HR Managers, senior executive group and all new employees to undertake formal and structured Cultural Learning	December 2025	Manager, People,
		7.5 100% of employees undertake formal and structured face-to-face Cultural Learning training on commencement at the organisation and refresher within a 3 year period.	June 2025, 2026, 2027	Manager, People
		7.6 Collaborate with Local Government Association to co-design with Aboriginal and Torres Strait Islander Peoples a Local Government Cultural Learning package tailored for the local government sector.	June 2027	Manager, People

	Action	Deliverable	Timeline	Responsibility
8.	Demonstrate Respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols	8.1 Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2025	Team Leader, Social Planning and Reconciliation
		8.2 Review and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	June 2025	Team Leader, Social Planning and Reconciliation
		8.3 Invite local Traditional Owners to provide a Welcome to Country at a minimum of 15 significant events.	June 2025, 2026, 2027	Manager, Creative City
		8.4 Council Members, senior leaders and employees provide an Acknowledgement of Country or other appropriate protocols at all meetings and public events.	December 2025	Team Leader, Social Planning and Reconciliation
		8.5 Display Acknowledgment of Country plaques in our Customer Service Centre, Libraries, and Community Centres.	December 2025	Team Leader, Social Planning and Reconciliation
		8.6 Consult with Traditional Owners to rename the primary conference, meeting, and training rooms at the Colonel Light Centre with 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	December 2026	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
		and Torres Strait Islander communities.		
		8.7 Provide First Nations led workshops for Council Members and Senior Leaders to learn an Acknowledgement of Country in Kaurna.	February 2025	Associate Director, Governance and Strategy
		8.8 Develop a Sitting Fees Procedure for targeted community engagement with Aboriginal and Torres Strait Islander persons so community members are appropriately remunerated.	December 2025	Associate Director, Governance and Strategy
9.	Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	9.1 RAP Working Group members to participate in an external NAIDOC week event(s).	July 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		9.2 Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	June 2025	Manager, People
		9.3 Support employees to participate in NAIDOC Week events in our local area, including: <ul style="list-style-type: none"> • NAIDOC in the Mall • Lord Mayors NAIDOC Awards NAIDOC artwork commissioning.	July 2025, 2026, 2027	Office Manager, Office of the Lord Mayor
		9.4 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day.	July 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		9.5 Officially recognise the recipient of the annual Lord Mayor's NAIDOC Award on both the website and social media platforms.	July 2025, 2026, 2027	Office Manager, Office of the Lord Mayor

	Action	Deliverable	Timeline	Responsibility
		9.6 Provide an internal and external CEO NAIDOC week message.	July 2025, 2026, 2027	Chief Executive Officer
10.	Increase awareness, understanding and visibility of Kurna as the Traditional Owners through physical interpretation throughout the city.	10.1 Secure funding and establish key locations across the CBD, including cultural landmarks, public spaces, and transport hubs, to promote the Kurna Native Title Determination through state grants, council budget allocation, corporate sponsorship, federal funding, and philanthropic partnerships.	June 2027	Team Leader, Social Planning and Reconciliation
		10.2 In consultation with Traditional Owners review renaming of city laneways to represent ancestral Kurna families.	June 2026	Manager, Creative City
		10.3 In co-design with Kurna Traditional Owners develop a Kurna welcome art installation on Sir Donald Bradman Drive and West Terrace (from airport).	December 2026	Manager, Creative City
11.	With Traditional Owners develop a process for repatriation of ancestral remains	11.1 In consultation with Traditional Owners design a Repatriation of ancestral remains protocol in partnership with KYAC.	December 2026	Manager, Park Lands and Sustainability
		11.2 Review and design a record keeping tool to ensure ongoing monitoring and maintenance of repatriated ancestral remains	June 2027	Manager, Park Lands and Sustainability

3. Opportunities

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist a council in its goal of being a socially inclusive city involves fostering active engagement, partnership, and co-design with Indigenous peoples.

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 and Torres Strait Islander communities to amplify cultural tourism opportunities in the city.

	Action	Deliverable	Timeline	Responsibility
12.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	12.1 Engage with Aboriginal and Torres Strait Islander employees to consult on the effectiveness of our recruitment, retention and professional development strategy.	June 2025	Manager, People
		12.2 Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	December 2025	Manager, People
		12.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander candidates.	December 2025	Manager, People
		12.4 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the workplace.	December 2025	Manager, People
		12.5 Aboriginal and Torres Strait Islander employees to be supported to take on management and senior-level positions by providing professional and career development pathways.	June 2025	Manager, People

	Action	Deliverable	Timeline	Responsibility
		12.6 Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees by 2027.	June 2027	Manager, People
		12.7 Investigate graduate, traineeship and internship programs as an entry pathway into the organisation.	December 2025, 2026, 2027	Manager, People
		12.8 Conduct a comprehensive review of cultural leave and other workplace policies to ensure that cultural load is minimised, creating an inclusive environment that supports the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander employees.	June 2025	Manager, People
		12.9 Conduct a comprehensive review of cultural leave and other workplace policies to ensure that cultural load is minimised, creating an inclusive environment that supports the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander employees.	June 2025	Manager, People
13.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	13.1 Develop and implement an Aboriginal and Torres Strait Islander Business Procurement Strategy.	December 2026	Team Leader, Procurement and Contract Management
		13.2 Maintain Supply Nation membership.	December 2027	Team Leader, Procurement and Contract Management
		13.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal	December 2026	Team Leader, Procurement and Contract Management

	Action	Deliverable	Timeline	Responsibility
		and Torres Strait Islander businesses to employees.		
		13.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2026	Team Leader, Procurement and Contract Management
		13.5 Maintain commercial relationships with two Aboriginal and/or Torres Strait Islander businesses.	December 2025, 2026, 2027	Team Leader, Procurement and Contract Management
		13.6 Train all relevant employees in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.		Team Leader, Procurement and Contract Management
		13.7 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
		13.8 Maintain the Kurna Register on the City of Adelaide website promoting Kurna performers, educators, and tourism experts.	December 2025	Lead, Web and User Experience
14.	Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices	14.1 In partnership with cultural experts conduct a cultural burn each year on the Adelaide Park Lands.	December 2025, 2026, 2027	Manager, Park Lands and Sustainability
		14.2 Develop an internal process (standard operating procedure) for conducting a cultural burn led by	June 2027	Manager, Park Lands and Sustainability

	Action	Deliverable	Timeline	Responsibility
		Aboriginal and Torres Strait Islander people.		
		14.3 Review City of Adelaide’s burn permit process to ensure no barriers to Aboriginal and Torres Strait Islander participation.	June 2027	Manager, City Safety
15.	Strengthen management of the Adelaide Park Lands, waterways and land practices through Kaurna collaboration	15.1 Recruit the inaugural Aboriginal Ranger position to oversee cultural land management practices in the Adelaide Park Lands.	June 2025	Manager, Park Lands and Sustainability
		15.2. Collaborate with the Kaurna 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	Manager, Park Lands and Sustainability
16.	Review community building leasing and event procedures to remove barriers for Aboriginal and Torres Strait Islander participation	16.1 Investigate community building leasing arrangements of Council facilities to promote Aboriginal and Torres Strait Islander business participation.	June 2026	Manger, City Lifestyles
		16.2 Conduct a review of event procedures and guidelines to identify opportunities to encourage organisers to engage more in reconciliation.	June 2026	Manager, City Experience
17.	Strengthen existing and explore new partnerships with community-controlled organisations to address the social determinants of health	17.1 Investigate partnerships to deliver community-controlled housing.	June 2027	Property Development
		17.2 Develop strategies for addressing the drivers of violence against women.	June 2027	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
		17.3 Develop programs aimed to support Aboriginal and Torres Strait Islander people’s social and emotional wellbeing through increased participation in City of Adelaide Community Centres and libraries.	June 2027	Manager, City Lifestyles
		17.4 Review community grants funding programs to ensure the process capture data, funding and support for Aboriginal and Torres Strait Islander led programs.	June 2027	Manager, City Lifestyles

4. Governance

Tracking progress and reporting.

Focus area

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

	Action	Deliverable	Timeline	Responsibility
18.	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	18.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		18.2 Develop Terms of Reference for the RWG	June 2025	Team Leader, Social Planning and Reconciliation
		18.3 Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December 2025, 2026, 2027	Associate Director, Governance and Strategy
		18.4 Demonstrate leadership in reconciliation by setting performance targets for leaders aligned to RAP activity.	April 2025, 2026, 2027	Chief Executive Officer
19.	Provide appropriate support for effective implementation of the RAP commitments.	19.1 Embed resource needs for RAP implementation.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		19.2 Embed key RAP actions in performance expectations of senior management and employees.	June 2025	Chief Executive Officer
		19.3 Embed appropriate systems and capability to track, measure and report on RAP commitments.	June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		19.4 Maintain an internal RAP Champion from senior management.	June 2025, 2026, 2027	Chief Executive Officer
		19.5 Include RAP as a standing agenda item at senior management meetings.	January 2025	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
20.	Build accountability and transparency through reporting RAP achievements, challenges, and learnings, both internally and externally.	20.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence (June Annually).	June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.2 Contact Reconciliation Australia to request unique link to access online RAP impact Survey.	August 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.4 Report RAP progress to employees and senior leaders quarterly.	March, June, September, December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.5 Publicly report against RAP commitments annually, outlining achievements, challenges and learnings.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.6 Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	February 2026	Team Leader, Social Planning and Reconciliation
		20.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	December 2027	Team Leader, Social Planning and Reconciliation
		20.8 Develop an annual video progress report on Reconciliation activity each calendar year to share publicly.	December 2025, 2026, 2027	Team Leader, Customer and Marketing
		20.9 Review Terms of Reference for the Reconciliation Committee at the end of every Council term.	January 2027	Associate Director, Governance and Strategy

	Action	Deliverable	Timeline	Responsibility
21	Continue our reconciliation journey by developing our next RAP	21.1 Register via Reconciliation Australia’s website to begin developing the next RAP.	June 2027	Team Leader, Social Planning and Reconciliation

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Final page

Artwork explanation