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## Reconciliation Committee

Meeting to be held on Wednesday, 25 February 2026, 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 Eleanor Freeman, Councillor Janet Giles and Councillor Dr Mark Siebentritt

Strategic Agency Representatives:

Jason Downs and Ian Liddy

Kaurna Yerta Aboriginal Corporation Representative:

Tim Agius

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)

Allan Sumner (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, 25 February 2026, at 2.30 pm  
in the Colonel Light Room, Adelaide Town Hall

## Agenda

**1. Welcome and Apologies**

**2. Acknowledgement of Country**

*'The City of Adelaide Reconciliation Committee acknowledges that we are meeting on traditional Country of the 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 3 December 2025, be taken as read and be confirmed as an accurate record of proceedings.

View public 3 December 2025 Minutes [here](#).

**5. Declaration of Conflict of Interest**

**6. Reports**

6.1	National Reconciliation Week and NAIDOC Week Activity for 2026	4 - 10
6.2	Updated Acknowledgement and Welcome to Kurna Yarta Protocol	11 - 29
6.3	World Heritage Bid - Free, Prior and Informed Consent (FPIC) Update	30 - 34
6.4	Stretch Reconciliation Action Plan 2024-2027 Quarter 2 (2025/2026) Progress Update	35 - 41
6.5	Revised Cultural Learning Model and Aboriginal Employment Update	42 - 54

**7. Any Other Business**

**8. Next Meeting**

Wednesday 6 May 2026, 2.30 pm – 4.30 pm

**9. Closure**

## National Reconciliation Week and NAIDOC Week Activity for 2026

Strategic Alignment - Our Community

Public

**Program Contact:**

Sarah Gilmour, Associate  
Director, Park Lands, Policy &  
Sustainability

**Approving Officer:**

Ilia Houridis, Director City  
Shaping

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## EXECUTIVE SUMMARY

The purpose of this report is to communicate the City of Adelaide's (CoA) planned activities to celebrate:

- National Reconciliation Week (NRW), 27 May 2026 to 3 June 2026 ([Link 1](#)), and
- National NAIDOC Week, 5 July 2026 to 12 July 2026 ([Link 2](#)).

The theme for the 2026 NRW is *All In*. Action 2.6 of the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) commits to organising at least one NRW event each year at the Adelaide Central Market and/or Rundle Mall. CoA's planned activities are two cooking demonstrations in the Adelaide Central Market, which will include a merchandising collaboration with the Aboriginal Artist Exhibition in the Adelaide Town Hall.

The theme for the 2026 National NAIDOC Week is *50 Years of Deadly*. CoA's planned activities are NAIDOC in the Mall and the annual Lord Mayor's NAIDOC Award event.

CoA also supports the SA NAIDOC Committee's annual march from Victoria Square / Tarntanyangga to Rymill Park / Murlawirrapurka (Park 14), Family Fun Day in Rymill Park / Murlawirrapurka (Park 14), and activities that showcase the city.

Implementation of CoA's NRW and NAIDOC Week activities deliver on the 'Relationships' and 'Respect' focus areas in CoA's Stretch RAP.

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## RECOMMENDATION

The following recommendation will be presented to Council on 10 March 2026 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Notes the City of Adelaide's proposed activities to celebrate the 2026:
    - 1.1. National Reconciliation Week, between 27 May 2026 and 3 June 2026, and
    - 1.2. National NAIDOC Week, between 5 July 2026 and 12 July 2026.
-

## IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<b>Strategic Alignment – Our Community</b> An inclusive, equitable and welcoming community where people feel a sense of belonging.
Policy	Stretch Reconciliation Action Plan 2024-2027 Action 2: Build relationships through celebrating NRW. Action 9: Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
Consultation	Consultation occurred with the Aboriginal and Torres Strait Islander members of the Reconciliation Committee at Panpapanpalya on 11 February 2026.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	CoA's Reconciliation Team is staying abreast of the SA NAIDOC Committee discussions regarding opportunities for collaboration.
25/26 Budget Allocation	CoA's Annual Business Plan includes \$20,000 for NRW 2026 activities. Delivery of the NAIDOC Week 2026 activities is funded through CoA's operating budget.
Proposed 26/27 Budget Allocation	A budget proposal of \$30,000 to deliver NRW activities in 2027 will be considered as part of the 2026/2027 Annual Business Plan and Budget process, subject to Council decision.
Life of Project, Service, Initiative or (Expectancy of) Asset	The current report relates to NRW and NAIDOC Week activities and celebrations in 2026.
25/26 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

## National Reconciliation Week (NRW) 2026

1. NRW is held annually from 27 May to 3 June and is a time for all Australians to learn about shared histories, cultures and achievements, and recommit to reconciliation and First Nations justice.
2. The week recognises two significant milestones in Australia's reconciliation journey: 1. the successful 1967 referendum; and 2. the High Court Mabo decision.
3. The NRW 2026 theme, *All In*, calls for all Australians to commit wholeheartedly to reconciliation every single day ([Link 1](#)).
4. The theme reminds us that reconciliation and advancing Aboriginal and Torres Strait Islander peoples' rights is a collective responsibility.
5. Banners and flagpoles throughout the city will display designs provided by Reconciliation Australia, reinforcing a cohesive and visual message of the NRW theme.
6. The City of Adelaide's (CoA's) activities for NRW are summarised in the table below:

	Activity	Date (2026)	Stretch Reconciliation Action Plan 2024-2027 Alignment
1	<p><b>Event details: Cooking Demonstrations</b></p> <p>Location: Adelaide Central Market (event) – Community Kitchen.</p> <p>Format: Informal, free event, no tickets required.</p> <p>Presented by:</p> <ul style="list-style-type: none"> <li>• Creative Native</li> <li>• Cooee Native Superfood.</li> </ul> <p>Additional Information:</p> <p>Prior to each event there will be a Welcome to Country, performed by a local Kaurna cultural leader.</p> <p>An Aboriginal musician (to be confirmed), will be onsite to provide entertainment between 7pm – 8:45pm Friday, 29 May 2026.</p> <p>The CoA will be developing supporting promotional and engagement resources as a gift with purchase, including:</p> <ul style="list-style-type: none"> <li>• Postcards</li> <li>• Tea towels</li> <li>• Shopping bags.</li> </ul>	<p>Friday, 29 May 2026</p> <p>2 sessions:</p> <ul style="list-style-type: none"> <li>• Lunchtime: 12:00pm – 1:00pm</li> <li>• Evening: 6:00pm – 7:00pm</li> </ul>	<p>2.6 CoA commits to organising at least one NRW event each year at the Adelaide Central Market and/or Rundle Mall.</p>
2	<p><b>Artist Exhibition</b></p> <p>Location: Adelaide Town Hall.</p> <p>Format: A photographic exhibition curated and organised by CoA with artwork to be displayed throughout NRW.</p> <p>Presented by:</p> <ul style="list-style-type: none"> <li>• Local Aboriginal artist Colleen Strangways.</li> </ul> <p>Additional Information:</p> <p>The exhibition will run concurrently with NRW activities.</p>	<p>Wednesday, 27 May to Wednesday, 3 June</p>	<p>2. Build relationships through celebrating NRW.</p>

	Activity	Date (2026)	Stretch Reconciliation Action Plan 2024-2027 Alignment
3	<p><b>Flagpoles and Banners</b></p> <p>Location:</p> <ul style="list-style-type: none"> <li>• King William Street, Adelaide</li> <li>• Currie Street, Adelaide</li> <li>• Gouger Street, Adelaide</li> <li>• Victoria Square / Tarntanyangga, Adelaide.</li> </ul> <p>Format: CoA flagpoles and banners to be display NRW.</p>	Monday, 18 May 2026 to Sunday, 21 June 2026	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to all employees.
4	<p><b>Social Media</b></p> <p>External communication of NRW through social media posts.</p> <p>Internal CoA communication via CEO message, and internal communication in 'The Next Edition'.</p>	Commencing Wednesday, 27 May 2026	3.2 Communicate our commitment to reconciliation publicly.
5	<p><b>Reconciliation SA Breakfast</b></p> <p>Location: Adelaide Convention Centre.</p> <p>Format: CoA purchase of two tables at the Reconciliation SA Breakfast, Wednesday, 27 May 2026.</p> <p>Additional Information:</p> <p>Invites for the CoA's hosted tables will be offered to:</p> <ul style="list-style-type: none"> <li>• Reconciliation Committee Members</li> <li>• Council Members</li> <li>• CoA Executive</li> <li>• Reconciliation leaders.</li> </ul>	Wednesday, 27 May 2026	2.3 Encourage and support employees and senior leaders to participate in at least two external events to recognise and celebrate NRW.

### National NAIDOC Week (NAIDOC Week) 2026

7. 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. NAIDOC Week runs from Sunday, 5 July 2026 to Sunday, 12 July 2026.
9. The 2026 theme, *50 Years of Deadly*, is a marker, not just of time passed, but of the momentum still building. It's a tribute to the people who built this movement: the Elders who stood firm, the organisers who made space, the artists who turned resistance into expression, and the communities who keep showing up, year after year.
10. To embody the 2026 NAIDOC week theme, the CoA will embed the theme *50 Years of Deadly* in the delivery as follows:
  - 10.1. Activities, speeches and content across the week will highlight the vital role and voice of young people. Through storytelling, digital media, and public speaking, we will showcase young people's achievements, creativity, and connection to Country, ensuring their perspectives are heard and valued.
  - 10.2. Engaging a young First Nations artist to deliver an artwork that brings the theme *50 Years of Deadly* to life.
  - 10.3. Banners and flagpoles will feature designs that are supplied by NAIDOC Australia.
  - 10.4. Speeches throughout the week will reflect on how the NAIDOC Week theme resonates within our city, emphasising its local relevance and impact.

11. The 2024-2027 Stretch Reconciliation Action Plan commits to the following events during NAIDOC week:
- 11.1. Lord Mayor’s NAIDOC Award
- 11.1.1. Lord Mayor’s NAIDOC Award 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 towards reconciliation in the City of Adelaide.
- 11.2. NAIDOC In the Mall
- 11.2.1. NAIDOC in the Mall is a community event enabling the public to participate in NAIDOC week celebrations.
- 11.2.2. The 2026 event is scheduled for Tuesday, 7 July 2026, between 10:00 am and 1:00 pm under the Gawler Place Canopy in Rundle Mall.
- 11.2.3. The event will consist of various Aboriginal business market stalls, activities for all ages, light refreshments, and entertainment throughout.
- 11.2.4. CoA, with the support of an Aboriginal artist, will develop an artwork based on the NAIDOC theme to be displayed on the CoA website and publicly in Rundle Mall.
12. Events organised by the SA NAIDOC Committee will be held on Friday, 10 July 2026 as follows:
- 12.1. The NAIDOC March from Victoria Square / Tarntanyangga to Rymill Park / Murlawirrapurka (Park 14).
- 12.2. Family Fun Day (location to be determine).
- 12.3. CoA supports the SA NAIDOC Committee events through traffic and street management, flag waivers for the community and general NAIDOC resources on display through King William Street, Adelaide.
13. The table below details the NAIDOC Week activities.

	<b>Activity</b>	<b>Date (2026)</b>	<b>Organiser</b>	<b>Stretch Reconciliation Action Plan 2024-2027 Alignment</b>
1	<p><b>Flagpoles and Banners</b></p> <ul style="list-style-type: none"> <li>King William Street, Adelaide</li> <li>Currie Street, Adelaide</li> <li>Gouger Street, Adelaide</li> <li>Victoria Square / Tarntanyangga, Adelaide.</li> </ul> <p>Format: Format: CoA flagpoles and banners to be display NAIDOC.</p>	Sunday, 21 June 2026 to Sunday, 26 July 2026	CoA	Ongoing commitment.
2	<p><b>Social Media</b></p> <p>Social Media campaign including storytelling content that brings to life the 2026 National NAIDOC theme.</p> <p>External communication of NAIDOC through social media posts.</p> <p>Internal CoA communication via CEO message, and internal communication in ‘The Next Edition’.</p>	Sunday, 5 July 2026 to Sunday, 12 July 2026	CoA	3.2 Communicate our commitment to reconciliation publicly.
3	<p><b>NAIDOC in the Mall</b></p> <p>Location: Rundle Mall.</p> <p>Format: Community event with activities showcasing Aboriginal businesses and entertainment.</p>	Tuesday, 7 July 2026	CoA	<p>9.3 Deliver and support employees to participate in NAIDOC Week events in our local area, including:</p> <ul style="list-style-type: none"> <li>NAIDOC in the Mall</li> <li>Lord Mayors NAIDOC Awards</li> <li>NAIDOC artwork.</li> </ul>

	<b>Activity</b>	<b>Date (2026)</b>	<b>Organiser</b>	<b>Stretch Reconciliation Action Plan 2024-2027 Alignment</b>
4	<p><b>NAIDOC Artwork Commission</b> Location: Artwork to be displayed on:</p> <ul style="list-style-type: none"> <li>• CoA website.</li> <li>• Publicly in Rundle Mall at the NAIDOC in the Mall event.</li> </ul> <p>Format: CoA, with the support of an Aboriginal artist, will develop an artwork based on the NAIDOC theme.</p>	Tuesday, 7 July 2026	CoA	9.3 Support employees to participate in NAIDOC Week events in our local area, including: <ul style="list-style-type: none"> <li>• NAIDOC in the Mall</li> <li>• Lord Mayors NAIDOC Awards</li> <li>• NAIDOC artwork commissioning.</li> </ul>
5	<p><b>Lord Mayor's NAIDOC Award Ceremony</b> Location: Adelaide Town Hall, Banquet Room. Format: Morning tea and award presentation.</p>	Wednesday, 8 July 2026	CoA	9.5 Officially recognise the recipient of the annual Lord Mayor's NAIDOC Award on both the website and social media platforms.
6	<p><b>NAIDOC March</b> Location: Commences Victoria Square / Tarntanyangga, Adelaide. Format: March from Victoria Square / Tarntanyangga along King William Street to Parliament House. Additional Information: CoA supports with street closures, permitted use of relevant spaces, and purchasing 3000 flag hand holders.</p>	Friday, 10 July 2026	SA NAIDOC Committee	9.4 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day.
7	<p><b>NAIDOC Family Fun Day</b> Location: location to be determined. Format: community event with food, stalls and entertainment.</p>	Friday, 10 July 2026	SA NAIDOC Committee	9.4 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day.
8	<p><b>Flag Raising Ceremony</b> Lord Mayor Flag raising ceremony with a potential video or ceremony.</p>	Monday, 6 July 2026 (Monday morning)	CoA	9.6 Provide an internal and external CEO NAIDOC week message.
9	<p><b>NAIDOC Ball</b> Location: Adelaide Convention Centre Format: Formal dinner with entertainment.</p>	Thursday, 9 July 2026	SA NAIDOC Committee	9.4 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day.

### Next Steps

14. The Reconciliation Committee will be updated on NRW and NAIDOC Week activities via email and at the next Reconciliation Committee meeting on Wednesday, 6 May 2026.

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## DATA AND SUPPORTING INFORMATION

**Link 1** – [Reconciliation Australia website – NRW theme 2026](#)

**Link 2** – [National NAIDOC Week | NAIDOC](#)

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## ATTACHMENTS

Nil

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- END OF REPORT -

## Updated Acknowledgement and Welcome to Kurna Yarta Protocol

Wednesday, 25 February 2026  
Reconciliation Committee

Strategic Alignment - Our Community

Public

**Program Contact:**

Sarah Gilmour, Associate  
Director Park Lands, Policy &  
Sustainability

**Approving Officer:**

Ilia Houridis, Director City  
Shaping

## EXECUTIVE SUMMARY

This report presents the updated Acknowledgement and Welcome to Kurna Yarta Protocol (the updated Protocol) (**Attachment A**) for approval following feedback from the Reconciliation Committee on 3 December 2025.

In December 2025 the Committee asked for a statement that acknowledges the enduring presence, culture and governance of the Kurna People prior to the establishment of Native Title. Accordingly, the Protocol has been amended to include:

- A Kurna History section highlighting the enduring connection Kurna people have to Country. This includes references to generations of care for Country, ongoing relationship with Country and the addition of an image depicting the River Torrens / Karrawirra Parri from 1850.
- A new map of the Kurna Native Title determination area to improve readability and user friendliness.
- An illustration which details the distinction between Welcome and Acknowledgement of Country.
- Updated decision tree graphic on when a Welcome or Acknowledgement of Country is appropriate, to reflect graphic design of the updated Protocol.
- A QR code that references the City of Adelaide's public website and provides resources (resources pack) to support implementation of the updated Protocol.

Per discussions at the Reconciliation Committee meeting in December 2025 the updated Protocol has been graphically designed, the website content has been updated ([Link 1](#)), and a supporting resources pack (**Attachment B**) has been developed to assist Administration with consistent and culturally respectful application of the updated Protocol.

This report seeks endorsement of the updated Protocol document for use across the organisation. Pending the Reconciliation Committee's advice, the updated Protocol will progress to Council for decision on 10 March 2026.

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## RECOMMENDATION

The following recommendation will be presented to Council on 10 March 2026 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Approves the Acknowledgement and Welcome to Kurna Yarta Protocol as contained in **Attachment A** to Item 6.2 on the Agenda for the Reconciliation Committee held on 25 February 2026, to replace the Welcome to Country and Acknowledgement of Country Protocol adopted by Council on 26 June 2012.
2. Notes the associated resources as contained in **Attachment B** to Item 6.2 on the Agenda for the Reconciliation Committee held on 25 February 2026, to support implementation of the Acknowledgement and Welcome to Kurna Yarta Protocol.
3. Authorises the Chief Executive Officer, or delegate, to make minor typographical, technical and other amendments to the document as contained in Attachment A to Item 6.2 on the Agenda for the Reconciliation Committee held on 25 February 2026.

## IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<b>Strategic Alignment – Our Community</b> An inclusive, equitable and welcoming community where people feel a sense of belonging.
Policy	This report proposes to replace the Welcome to Country and Acknowledgement of Country Protocol adopted by Council on 26 June 2012 ( <a href="#">Link 2</a> ) with an updated Protocol ( <b>Attachment A</b> ). The proposal aligns with the Stretch Reconciliation Action Plan 2024 – 2027, as follows: 8.1 Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 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.
Consultation	The updated Protocol was discussed at the Reconciliation Committee meeting on 3 December, with advice provided to inform its further development.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Not as a result of this report
25/26 Budget Allocation	Budget allocation of \$30,000 from the Stretch Reconciliation Action Plan 2024 – 2027 implementation budget.
Proposed 26/27 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	The updated Protocol will be reviewed in four years.
25/26 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

## Purpose

1. This report presents the updated Acknowledgement and Welcome to Kurna Yarta Protocol (the updated Protocol) (**Attachment A**) for approval following feedback from the Reconciliation Committee on 3 December 2025.
2. The Committee provided the following advice to inform the Protocol's further development:
  - 2.1. Include a Kurna history statement that acknowledges and reflects the enduring presence, culture and governance of Kurna People prior to the establishment of Native Title, recognising their continuous connection to Kurna Yarta.
  - 2.2. Develop supporting resources and guidance materials to assist Administration, Council Members and the public on the consistent and culturally respectful application of the Protocol.
  - 2.3. Table the updated Protocol and associated resources at the 25 February 2026 Reconciliation Committee meeting for endorsement and subsequent presentation to Council on 10 March 2026.

## Key amendments to the updated Protocol

3. Key amendments to the protocol since it was last considered by the Reconciliation Committee on 3 December 2025, include:
  - 3.1. A Kurna History section highlighting the enduring connection Kurna people have to Country. This includes references to generations of care for Country, ongoing relationship with Country and the addition of an image depicting the River Torrens / Karrawirra Parri from 1850 (refer to page 3 of the updated Protocol).
  - 3.2. A new map of the Kurna Native Title determination area to improve readability and user friendliness (refer to page 5 of the updated Protocol).
  - 3.3. An illustration which details the distinction between Welcome and Acknowledgement of Country (Page 11).
  - 3.4. Updated decision tree graphic on when a Welcome or Acknowledgement of Country is appropriate, to reflect graphic design of the updated Protocol (refer to page 13 of the updated Protocol).
  - 3.5. A QR code that references the City of Adelaide's public website and provides resources (resources pack) to support implementation of the updated Protocol (refer to page 18 of the updated Protocol).
4. The updated Protocol has been graphically designed by We Create Print Deliver, the designers responsible for developing the Stretch Reconciliation Action Plan (RAP) 2024–2027 artwork.
5. The design of the Protocol draws directly from this artwork, ensuring visual alignment with the City of Adelaide's broader reconciliation branding and reinforcing a consistent identity across reconciliation-related documents and materials.

## Supporting materials

6. Supporting materials and information sources have been updated to reflect the updated Protocol, as follows:
  - 6.1. Updates to the visual presentation of the City of Adelaide's website to align with the graphic design and branding of the updated Protocol, ensuring consistency across digital and print materials.
  - 6.2. Revisions to the language and structure of the City of Adelaide's website content to improve clarity, accessibility and cultural appropriateness.
  - 6.3. Updates to the Acknowledgement of Country content, including the inclusion of a Kurna language Acknowledgement, developed to support respectful and accurate use.
  - 6.4. The inclusion of links to the updated Protocol and supporting resources, while retaining access to the previous Protocol for reference and transparency.

## Resources pack includes

7. A comprehensive resources pack (**Attachment B**) has been developed to support Administration and stakeholders in the consistent and culturally respectful implementation of the updated Protocol. The pack includes:
  - 7.1. The graphically designed updated Protocol document, available in print, reflecting the artwork and branding of the Stretch Reconciliation Action Plan 2024–2027.

- 7.2. An email signature template, with a link on the City of Adelaide website to the resource, to enable Administration to include an Acknowledgement of Country in their digital communications.
- 7.3. A double-sided Acknowledgement of Country “A-frame” card, designed for display in City of Adelaide offices, meeting spaces, and public areas to reinforce the recognition of the Kaurna People as Traditional Custodians of Kaurna Yarta.
- 7.4. A personalisation postcard, allowing Administration to engage with the Protocol in a meaningful and accessible way, supporting awareness and understanding of cultural protocols.

### Communications

8. To support the implementation of the updated Protocol and ensure clear, consistent messaging across the organisation and the broader community, comprehensive communications plans have been developed.
  - 8.1. Internal communications plan: An internal communications plan has been prepared to guide how the updated Protocol and supporting resources are introduced and promoted to Administration and Council Members. This plan outlines key messaging, timing, and channels including ENews, The Next Edition and SharePoint.
  - 8.2. External communications plan: An external communications plan has been prepared to inform the community, stakeholders, and partner organisations of the updated Protocol. This plan ensures that the City of Adelaide communicates its commitment to reconciliation and its respect for Kaurna People in a consistent and culturally appropriate manner, using its website and social media platforms.

### Training

9. As discussed at the December 2025 Reconciliation Committee meeting, training will be offered to Council Members to support them in delivering an Acknowledgement of Country, including how to personalise the Acknowledgement and how to deliver it in the Kaurna language.
10. Administration will be supported to personalise Acknowledgements through a training video available on the intranet.

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## DATA AND SUPPORTING INFORMATION

**Link 1** – [City of Adelaide – Acknowledgement and Welcome to Kaurna Yarta Website](#)

**Link 2** – [City of Adelaide – Welcome to Country and Acknowledgement of Country Guideline](#)

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## ATTACHMENTS

**Attachment A** – Acknowledgement and Welcome to Kaurna Yarta Protocol 2026

**Attachment B** – Acknowledgement and Welcome to Kaurna Yarta Protocol 2026 – Resources Pack

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- END OF REPORT -



Attachment A

Attachment A



CITY OF  
ADELAIDE

# Acknowledgement & Welcome to Kaurna Yarta Protocol

## Acknowledgement of Country

City of Adelaide acknowledges the Kurna People of the Adelaide Plains as the Traditional Custodians of the land on which we live, work and gather. We acknowledge and honour their spiritual and cultural stewardship of this Country and recognise the deep and enduring relationship with its lands, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present and recognise the important role of emerging leaders in sustaining and strengthening culture.

**City of Adelaide tampinhi, ngadlu Kurna yartangka panpapanpalyarrinhi (inparrinhi). Kurna Miyurna yaitya mathanya Wama Tarntanyaku. Parnaku yaitya, parnaku tapa purruna, parnaku yarta, ngadlu tampinhi. Yalaka Kurna miyurna ithu yaitya, tapa purruna, yarta, kawi, ngayirda kuma puru martinhi, puru warri-apinghi, puru tangka martulayinhi. Kumartarna yaitya miyurna iyangka yalaka ngadlu tampinhi.**

## Kurna History



'A tribe of natives on the banks of the River Torrens, Adelaide' c1850, Alexander Schramm, Adelaide.

The Kurna Miyurna (people) are the First Peoples of the Adelaide Plains, with a cultural presence that stretches back many thousands of years. Their Yarta (Country) extends inland from Lower Light to Myponga, this vast landscape of dunes, plains, wetlands and forested ranges is integral to Kurna identity and story.

For countless generations Kurna families lived, cared for and moved through this Country, maintaining a deep relationship with its waterways, grasslands, forests and coastlines. Their society was organised into distinct regional groups and smaller family clans who travelled within well-known areas, coming together for ceremony, cultural responsibilities and trade. This enduring connection to land continues today.

As custodians of this region, Kurna People also welcomed visitors from other Aboriginal Language Groups, offering safe passage through their lands, particularly as people travelled between the lakes, rivers, plains and the sea for ceremony or trade.

Despite the devastating impacts of colonisation, which displaced many Kurna People and disrupted cultural practices, Kurna culture, language and identity have never disappeared. Today Kurna People remain strong custodians of their Country. The revitalisation of Kurna language, the recognition of Kurna Native Title in 2018, and growing cultural visibility across the region reflect this unbroken continuity.

Kurna People have always been here and continue to play a central role in the cultural, environmental and community life of the Adelaide region.

## Kurna Yerta Aboriginal Corporation and Native Title Determination

On 21 March 2018 the Kurna People were recognised as Native Title holders for lands around Adelaide. That event was a significant milestone in Adelaide's history, marking progress towards reconciliation and justice. Recognising and respecting the rights of Aboriginal peoples is crucial, and acknowledging the Kurna People's Native Title was a step in the right direction.

This decision marks the first positive recognition of Native Title over a capital city area since the enactment of the Federal Native Title Act in 1993. It highlights the ongoing efforts to address historical injustices and honour the deep connections the Kurna community has with their traditional lands. Justice Mortimer's ruling granted Native Title rights across 17 land parcels stretching from Lower Light to Myponga. This marks the culmination of an 18-year journey since the initial filing of the Kurna claim. The boundaries of the city are situated at the heart of Kurna Country. City of Adelaide acknowledges the Kurna community as the traditional custodians of the lands and the Adelaide Plains.

The Kurna Yerta Aboriginal Corporation (KYAC) was established in 2018 and has been providing advice and advocacy across multiple South Australian Government, Local Government and Non-Government Departments since its formation. The City of Adelaide is committed to deepening our relationship with KYAC through a process of reconciliation.

**Please note:** the correct spelling is Yarta (with an 'a'). The variation Yerta (with an 'e') is used only by KYAC.



**Kurna Peoples Native Title Determination Area**

▭ Kurna Peoples Native Title Determination Area
 ▭ City of Adelaide / Tarndanya

## A note on terminology

In this protocol, we use the term *Aboriginal people* to refer to *Aboriginal and Torres Strait Islander peoples* and *Aboriginal and/or Torres Strait Islander people* (with *and/or* recognising that some individuals identify as both).

The term *Indigenous* should be used with care. Wherever possible, it is preferable to use more specific terms such as *Aboriginal and Torres Strait Islander peoples* or the name of the relevant Nation or language group.

The term *First Nations* can be used interchangeably with other collective terms where appropriate, particularly in community-facing or cross-cultural contexts. Some Aboriginal and Torres Strait Islander people prefer First Nations because it acknowledges sovereignty, self-determination, and the existence of multiple distinct Nations across Australia.

Terms such as *Aboriginal*, *Torres Strait Islander* and *First Nations*, should always be capitalised. Where appropriate, plural forms (for example, *peoples*) should be used to reflect the diversity of cultures, languages, and identities that exist across Australia.

We use 'community' or 'communities' to refer collectively to Aboriginal and Torres Strait Islander communities.

Cultural Authority refers to individuals or groups who hold the recognised right and responsibility to speak on cultural matters for their community, Country, or Nation. Cultural Authority is about knowledge, connection, and community recognition—not age or job title.

Elders in Aboriginal and Torres Strait Islander cultures are respected people who are acknowledged for their wisdom, cultural knowledge, and leadership. Elders are not necessarily older in years; they are recognised for their experience, guidance, and standing within the community.

### The meaning of Country, from Professor Mick Dodson

*“Country” encompasses both land, inland waterways and seas, reflecting the deep spiritual connection Aboriginal and/or Torres Strait Islander peoples have with the environment, where Country serves as both a teacher and a source”.*

Some Aboriginal people and custodians reject the Western legal concept of ownership, which implies possession and control. Instead, they embrace *Custodianship*, which emphasises a deep, reciprocal relationship and responsibility for caring for the land while acknowledging that the land is not “owned” but cared for across generations.

Custodianship encompasses stewardship, respect, and the responsibility to protect Country for future generations. This concept is rooted in Aboriginal lore and culture and differs fundamentally from the transactional concept of ownership under Western property law.

## Message from the CEO

City of Adelaide is proud to work in genuine partnership with the Kurna Yarta Aboriginal Corporation (KYAC) and City of Adelaide Reconciliation Committee to strengthen our shared commitment to reconciliation. Together they have led and endorsed the development of the Acknowledgement and Welcome to Kurna Yarta Protocol, a guiding framework that ensures important cultural practices are carried out with respect, integrity, and authenticity.

As the registered Native Title body for Kurna Yarta, KYAC provides leadership, guidance, and endorsement on matters relating to cultural protocols, including Welcome and Acknowledgement of Country, ensuring all practices are grounded in Kurna values and traditions.

This partnership reflects our shared goal of ensuring that all protocols within City of Adelaide are respectful, accurate, and aligned with Kurna cultural values and governance, supporting a consistent and meaningful approach to cultural recognition across our city.

City of Adelaide also reaffirms its commitment to the Uluru Statement from the Heart, recognising it as a powerful call for truth, justice, and self-determination for Aboriginal and Torres Strait Islander peoples.

We are dedicated to embedding its principles into our policies, practices, and reconciliation initiatives—working together towards a future built on recognition, empowerment, and partnership with First Nations communities.

## Introduction

The delivery of an Acknowledgement of Country and Welcome to Country holds profound cultural, spiritual, and historical significance for Aboriginal People. It is not merely a “tick-box” exercise followed by a ceremonial formality but an important expression that recognises the enduring connection between Aboriginal peoples and their connection to lands, waters, and the skies. These practices embody respect, responsibility, and relationship-building, providing an opportunity for all Australians to acknowledge the traditional custodians of the land and their unceded sovereignty.

## Historical protocols and their contemporary adaptation

Historically, Aboriginal protocols surrounding entering and welcoming people onto Country were detailed and prescriptive. Visitors were required to seek permission, state their purpose, negotiate access to resources such as water, food, and shelter, and abide by cultural laws and responsibilities during their time on the land.

These protocols included complex ceremonies such as smoking, dance, song and language, which demonstrated respect, hospitality, and the transfer of knowledge. Welcome ceremonies were vital cultural practices that ensured safety, spiritual protection, and mutual respect.

Modern Acknowledgements of Country should seek to retain and embed these essential elements while adapting respectfully to contemporary contexts. This involves acknowledging the history and purpose of protocol, not reducing them to brief, perfunctory statements detached from their cultural meaning.

Embedding historical context into Acknowledgements provides the audience with a richer understanding of the cultural significance of the land and Aboriginal peoples’ continuing custodianship. It invites people to engage thoughtfully with the narratives of sovereignty, survival and reconciliation.

## What is the difference between an Acknowledgement of Country and a Welcome to Country on Kurna Yarta?

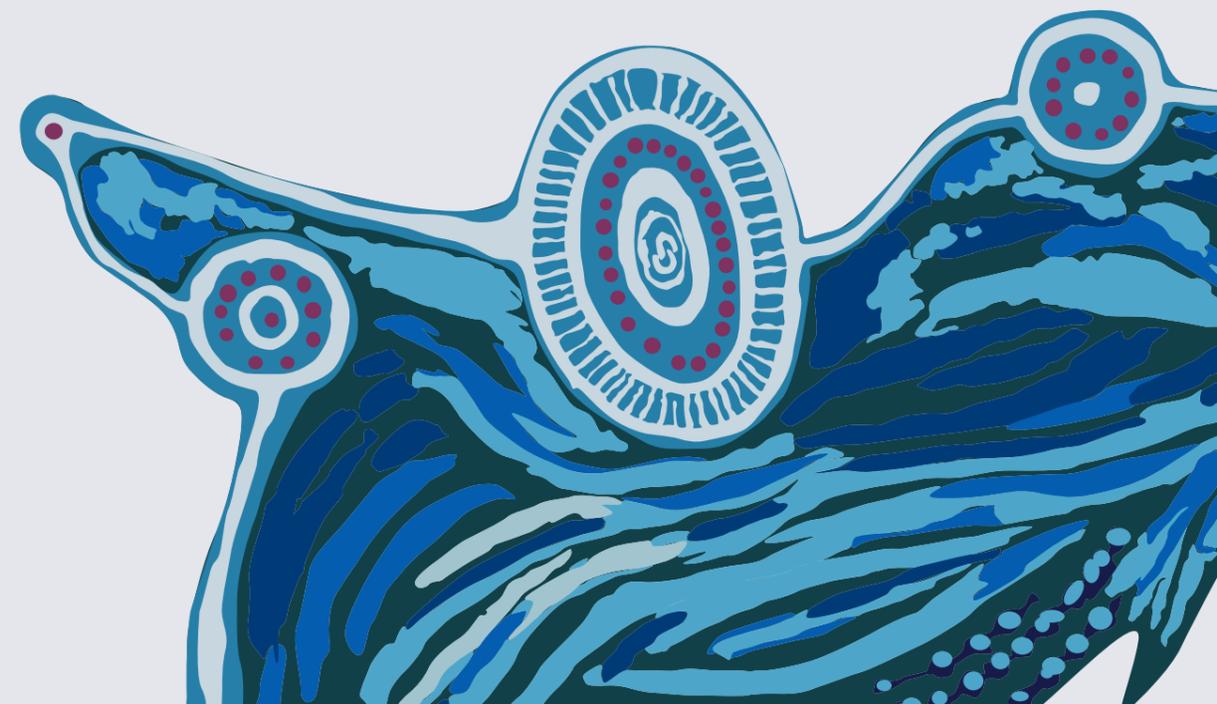
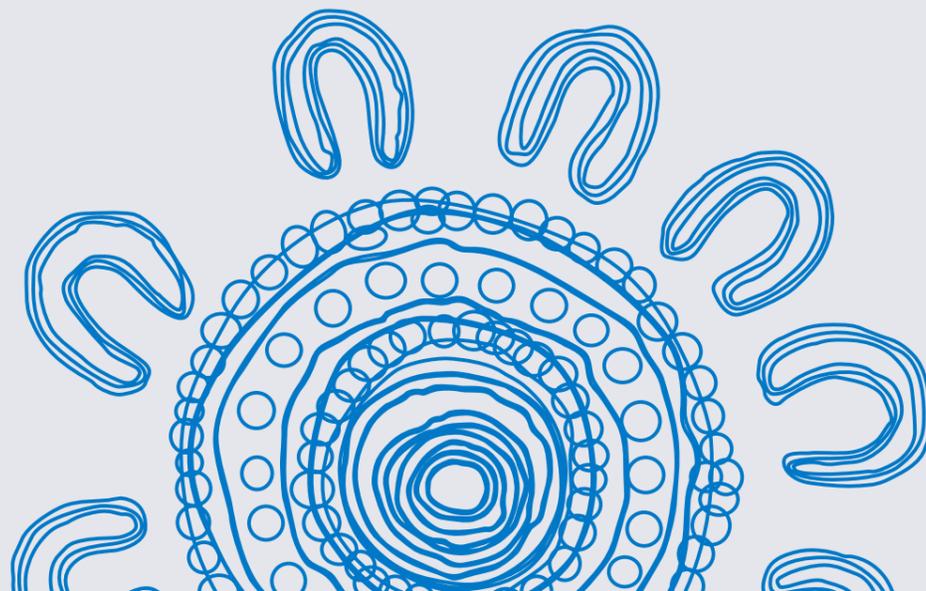
**Acknowledging Kurna People and Country** is a way to show respect for Kurna People, their culture, and their ongoing connection to the land.

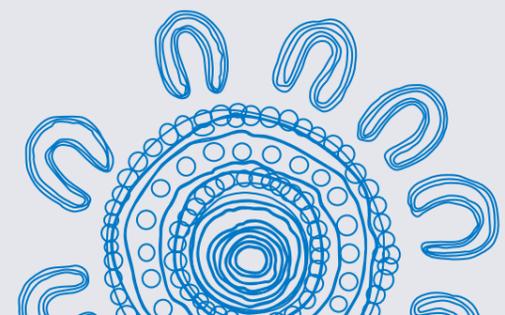
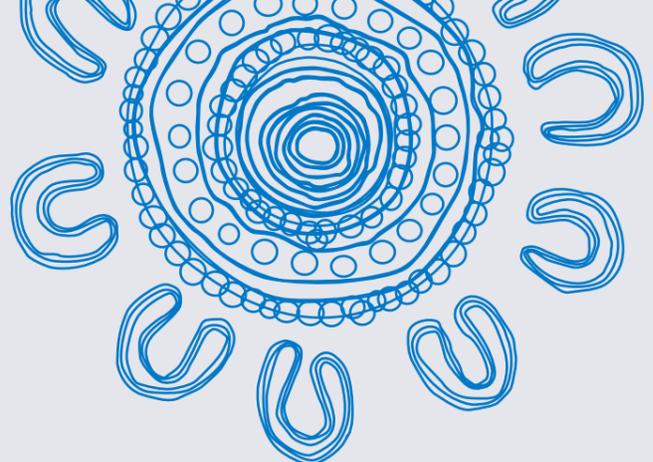
An Acknowledgement can be shared by anyone participating in an event, meeting, or gathering. It honours the Kurna People as the Traditional Custodians of the lands, waters, and skies of the Adelaide Plains and surrounding areas.

Acknowledging Kurna Country recognises both traditional custodianship and the continuing cultural and spiritual connection Kurna People have with their Country. Many organisations and community groups now include this practice at events, ceremonies, and meetings as a meaningful act of respect.

A **Welcome to Country on Kurna Yarta** is delivered by Kurna cultural leaders or other recognised Kurna authority bearers, respected community members of any age, who hold the knowledge and community-given authority to speak for their Country and culture.

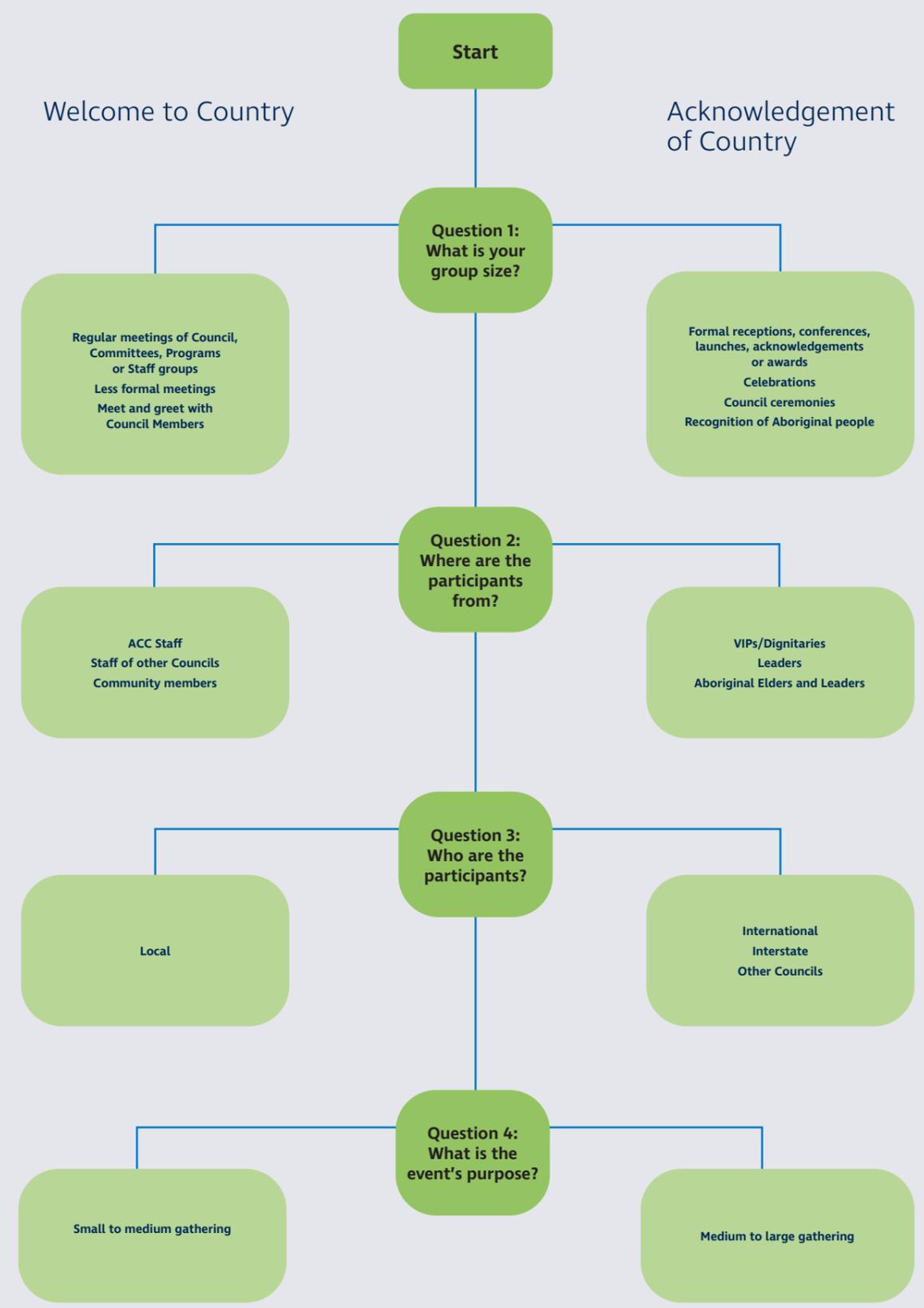
Only Kurna People can perform a Welcome to Country on Kurna Country. Where a Welcome to Country is being shared, this ceremony always takes place at the beginning of an event and is the finest item on the program. One or more Kurna People may conduct the ceremony, which can include a speech, activity, song, dance, ritual, or a combination of these.





To decide if an Acknowledgement or Welcome is appropriate, follow the decision map.

### Decision Map



# The Acknowledgement of Country

Acknowledgement of Country is deeply embedded in Aboriginal cultural practices and protocols. It is a formal recognition of the enduring connection that Aboriginal peoples maintain with their traditional lands and waters — relationships shaped over tens of thousands of years. The Kurna People of the Adelaide Plains articulate this connection through spiritual, social, and environmental dimensions that include the land itself, the sea, the sky, and all living beings.

City of Adelaide is committed to treating the Acknowledgement of Country as a living, evolving practice. We will ensure that guidelines and documents grow over time, incorporating input from the Kurna community and reflecting contemporary cultural context. Language, format, and delivery methods will be regularly reviewed to maintain cultural relevance, and innovative approaches—including multimedia, visual storytelling, and non-linear formats. Representatives of City of Adelaide will be supported to deliver Acknowledgements in a personalised, authentic way while upholding cultural integrity and respect.

When City of Adelaide meets on the lands of other Aboriginal and Torres Strait Islander Nations, employees, Council Members, and representatives should acknowledge the Traditional Custodians by naming them and delivering an appropriate Acknowledgment of Country. You may want to use the Acknowledgment below as a guide:

***I'm joining today from Kurna Country in Adelaide. I pay my respects to Kurna Elders past and present. I also acknowledge the Traditional Custodians of the lands where others are today — including INSERT LOCATION/s — and honour the continuing connection First Nations peoples hold to their lands, waters, and cultures.***

## Acknowledgement of Country

City of Adelaide's Acknowledgement of Country for meeting follows, noting this can be updated to personalise the Acknowledgement of Country.

***City of Adelaide acknowledges the Kurna People of the Adelaide Plains as the Traditional Custodians of the land on which we meet today. We acknowledge and honour their spiritual and cultural stewardship of this Country and recognise their deep and enduring relationship with its lands, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present and recognise the important role of emerging leaders in sustaining and strengthening culture.***

## Personalising an Acknowledgement of Country

For members of the Administration and Council that wish to provide a personalised Acknowledgement of Country, the following guidance is provided.

An Acknowledgement of Country is most meaningful when it reflects the speaker's own connection, understanding, and respect for the land and its Traditional Custodians. While standard wording can be used, personalising your Acknowledgement conveys sincerity and deepens audience engagement.

When preparing your own Acknowledgement, consider the following:

- **Reflect on place:** Consider your relationships with the land. Have you experienced its landscapes, waterways, plants, animals, or seasonal changes?
- **Acknowledge cultural connections:** Recognise the deep, ongoing spiritual and cultural relationships Aboriginal peoples have with their Country, and the responsibilities that come with custodianship.
- **Share personal respect:** Speak from the heart about why you value this connection and what it means to you.
- **Use storytelling and reflection:** Personal stories or observations can engage audiences on a deeper level and create moments of pause, fostering respect and learning.
- **Avoid tokenism:** Ensure your words are not rushed or recited without thought; take a moment to truly acknowledge.

By embracing personalisation, storytelling, and heartfelt reflection, an Acknowledgement moves beyond protocol, honouring the enduring custodianship of Aboriginal peoples, deepening audience engagement, and reinforcing respect, responsibility, and connection to Country.

## Incorporating Kurna Language

Integrating Kurna language into an Acknowledgement of Country and other communications is a meaningful way to strengthen cultural visibility and support the ongoing revitalisation of the language. Kurna language use not only honours the Traditional Custodians but also encourages all participants and audiences to engage more deeply with Aboriginal culture.

## Guide to personalise your Acknowledgement:

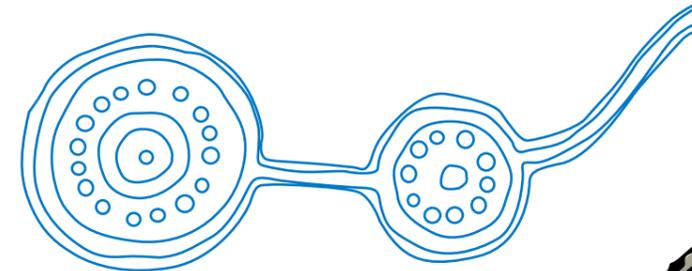
You could start with: *I acknowledge the Traditional Custodians of the land on which we meet, the Kurna People, and their deep spiritual relationship with the land.*

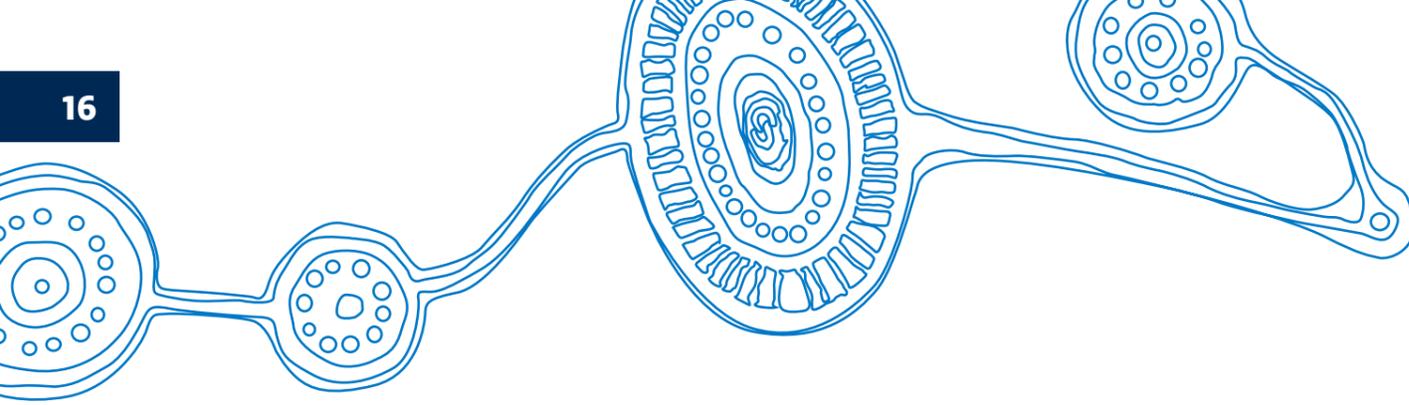
When giving your own Acknowledgement, take a moment to reflect on what this Country means to you. Have you walked its paths, swum in its waters, or watched its sunsets and seasons shift? How do you see and feel the connection the Kurna People have nurtured for thousands of years? What responsibilities do you carry in caring for this place into the future? Let these reflections guide your words, so your Acknowledgement is genuine and from the heart.

Key approaches to embedding Kurna language:

- A short acknowledgement in Kurna:
 

**Marni ngadlu tampinthe ngadlu Kurna yartangka inparrinthe**  
[marni nudlu thamp-in-thi nudlu Gurna yartanka in-par-in-thi]  
Good that we acknowledge we are all here meeting on Kurna land
- Use in an Acknowledgement: Incorporate Kurna words or phrases in spoken and written Acknowledgements. This might include greetings, the name of the land, or terms that reflect spiritual or cultural connections.





### Some words you can use are:

Kurna Word	Meaning/Context	Suggested Usage
Kurna (Gaurna)	Name of the local Aboriginal people of the Adelaide Plains	"We acknowledge the Kurna People, the Traditional Custodians of this land."
Tarntanya (tarn-tanya)	Adelaide (place name) - Big Red Kangaroo	Reference the city's Kurna name in signage or Acknowledgements.
Yarta (Yarrta)	Land, Country	"We pay respect to the Kurna Yarta we are meeting on today."
Miyurna (me-yur-na)	People/mob	Inclusive reference to Aboriginal communities.
Kardla (gard-la)	Fire	Could be used symbolically or when describing cultural practices like smoking ceremonies.
Pari (paree)	River, waterway	Useful in acknowledging waterways and their significance.
Tirntu (turn-too)	Sun	Can be included in descriptions of spiritual or natural elements.
Ngadlu (ngad-loo)	We/us	Helps personalise language in Acknowledgements.

Below are examples of Acknowledgements of Country, noting these can be updated to personalise the Acknowledgement of Country. Where a document warrants a tailored Acknowledgement of Country this can be crafted in consultation with the Reconciliation Team.

#### CoA Documents:

City of Adelaide acknowledges the Kurna People of the Adelaide Plains as the Traditional Custodians of the land on which we live, work and gather. We acknowledge and honour their spiritual and cultural stewardship of this Country, and recognise their deep and enduring relationship with its land, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present, and recognise the important role of emerging leaders in sustaining and strengthening culture.

#### Meetings and Video-Conferencing:

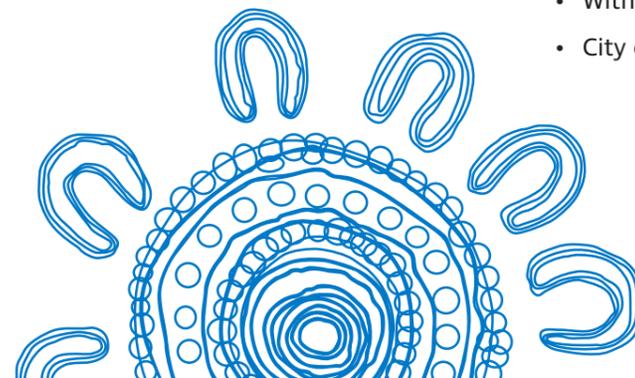
City of Adelaide acknowledges the Kurna People of the Adelaide Plains as the Traditional Custodians of the land on which we meet today. We acknowledge and honour their spiritual and cultural stewardship of this Country, and recognise their deep and enduring relationship with its lands, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present, and recognise the important role of emerging leaders in sustaining and strengthening culture.

#### Incorporation of Kurna language:

City of Adelaide acknowledges the Kurna Miyurna (People) of the Adelaide Plains as the Traditional Custodians of the Yarta (Land) on which we live, work and gather. We acknowledge and honour the Kurna People's spiritual and cultural stewardship of this Country and recognise their deep and enduring relationship with its lands, waters, sky and all living things. We pay our respects to Kurna Purka (Elders) past and present and recognise the important role of emerging leaders in sustaining and strengthening culture.

#### Short Tagline Options:

- On Kurna Country
- Respecting Kurna Elders past, present and emerging
- With respect to Kurna People, Custodians of the Adelaide Plains
- City of Adelaide acknowledges Kurna People as Traditional Custodians.



## Welcome to Country on Kurna Yarta

Welcoming visitors to Country is also an act of sharing and responsibility. Traditional protocols required that visitors seek permission to enter, stating their purpose and duration, respecting the sovereignty and custodianship of the Traditional Custodians.

Cultural leaders, or cultural authority bearers, are recognised by their community as having the right and responsibility to speak for their Country and culture. In a Welcome to Country, they bring deep cultural knowledge, connection to ancestral lands, and community-granted authority. Their role is determined by cultural standing and trust, not age, enabling them to share language, stories, and protocols that honour the Traditional Custodians and the ongoing relationship between people, land, and culture.

City of Adelaide Aboriginal Business Register is a curated directory of businesses owned, operated, or led by Aboriginal people. It provides a valuable resource for promoting economic participation, supporting Aboriginal entrepreneurship, and fostering connections between councils, organisations, and Aboriginal-owned enterprises.

**You may be able to locate a Kurna Welcome to Country provider and get supporting resources through the register:**



## Do I need a Welcome? Welcome to Country Checklist

### Planning

- Do you need to include a Welcome to Country in your event?  
*Refer to the Decision Map on page 13.*
- Have you sought advice on the appropriate Kurna Cultural Authority to deliver the Welcome to Country?  
*City of Adelaide Aboriginal Business Register may assist.*
- Have you ensured the person is a Traditional Custodian for Kurna Country?

### Contact & Agreement

- Make initial contact well in advance.
- Confirm correct contact details and preferred title.
- Discuss and agree on costs/remuneration (travel, accommodation, preparation).

### Written Request

- When preparing your formal written request after initial contact, be sure to include:
  - The scheduled date and start time of the event or activity.
  - The event's name, theme, or purpose.
  - The venue details, including address, accessibility, and parking options.
  - An invitation for the Welcome to Country speaker to bring a support person if needed.
  - Information about the expected audience or attendees.
  - Whether the event includes Aboriginal content or has a specific Aboriginal focus.
  - Confirmation of whether Aboriginal community members are likely to attend.
  - A commitment to maintain ongoing communication in the lead-up to the event.
  - Clear agreement on payment, including any costs for travel, accommodation, or preparation.
- Share details on attendees, Aboriginal focus, and likely Aboriginal presence.
- Confirm regular communication and agreed remuneration.
- Confirm final arrangements before the event.



# Resource Package

## City of Adelaide

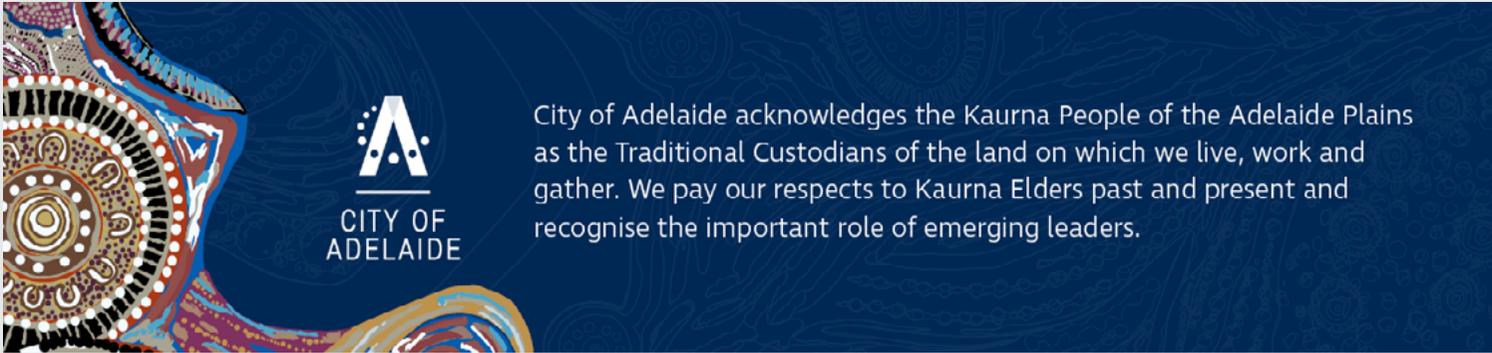
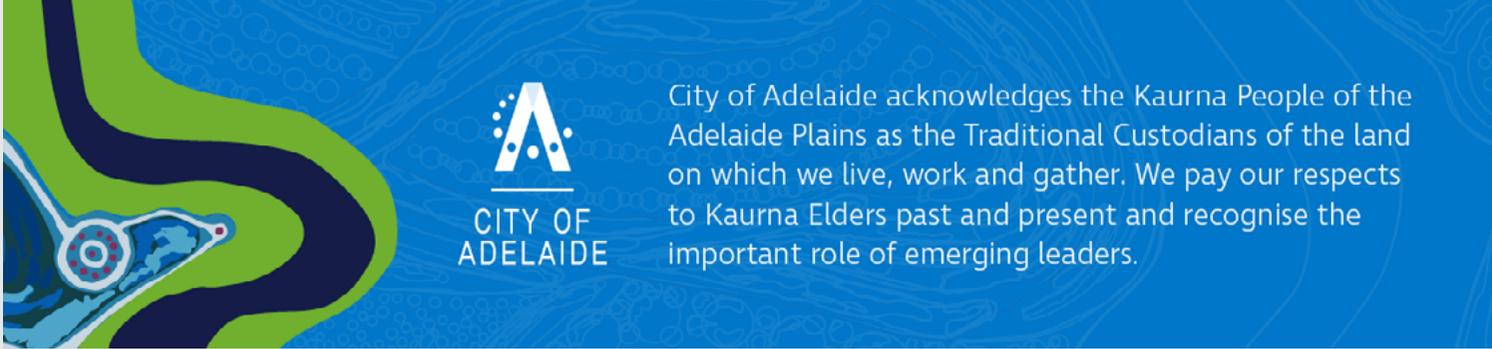


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Diversity &  
Infrastructure  
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CITY OF  
ADELAIDE

## Acknowledgement

City of Adelaide acknowledges the Kurna People of the Adelaide Plains as the Traditional Custodians of the land in which we live, work and gather. We acknowledge and honour their spiritual and cultural stewardship of this Country and recognise their deep and enduring relationship with its lands, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present and recognise the important role of emerging leaders in sustaining and strengthening culture.



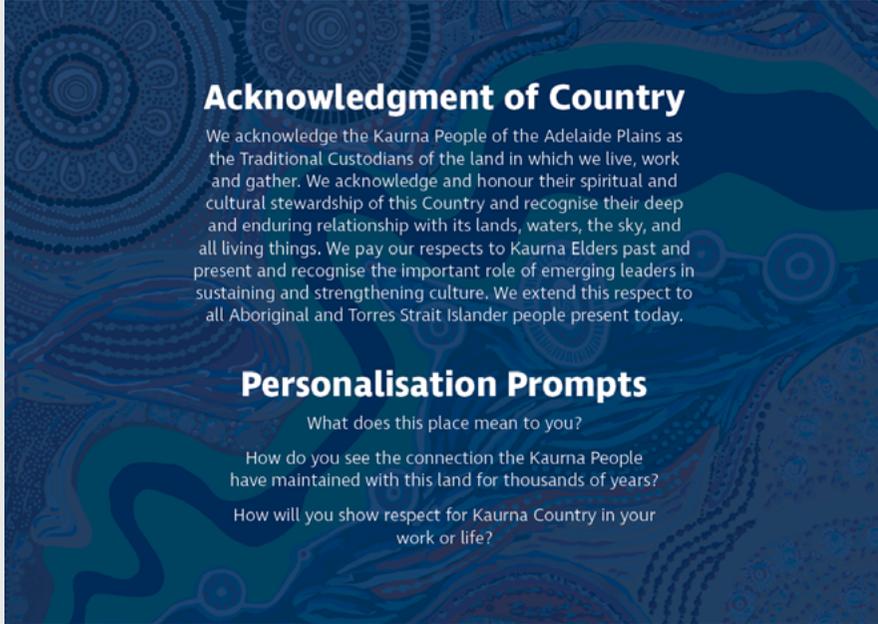
CITY OF  
ADELAIDE

## Personalisation

Take a moment to reflect: how does this place connect to you, and how can you personally acknowledge and honour the Kurna People and their Country today?

Reflection prompts:

- What does this Country mean to you?
- How do you show respect when you are on Kurna Country?
- This place matters to me because...



## Acknowledgment of Country

We acknowledge the Kurna People of the Adelaide Plains as the Traditional Custodians of the land in which we live, work and gather. We acknowledge and honour their spiritual and cultural stewardship of this Country and recognise their deep and enduring relationship with its lands, waters, the sky, and all living things. We pay our respects to Kurna Elders past and present and recognise the important role of emerging leaders in sustaining and strengthening culture. We extend this respect to all Aboriginal and Torres Strait Islander people present today.

### Personalisation Prompts

What does this place mean to you?

How do you see the connection the Kurna People have maintained with this land for thousands of years?

How will you show respect for Kurna Country in your work or life?



You can start by saying: "I acknowledge the Kurna People as the Traditional Custodians of the Adelaide Plains" then follow with:

- Today I acknowledge Kurna Country by...
- This place is special to me because...
- I see the Kurna People's connection to this land through...
- I will show respect by...

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## World Heritage Bid - Free, Prior and Informed Consent (FPIC) Update

Strategic Alignment - Our Places

Public

**Program Contact:**

Sarah Gilmour, Associate  
Director Park Lands, Policy &  
Sustainability

**Approving Officer:**

Ilia Houridis, Director City  
Shaping

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## EXECUTIVE SUMMARY

The purpose of this report is to provide an update on the progress of the Tentative List Submission for the World Heritage Bid for Adelaide and its Rural Settlement Landscapes (Tentative List Submission) since the last update on 5 March 2025 ([Link 1](#)).

The Tentative List submission was being prepared in 2025 and was targeting submission to the Federal Government in early 2026. The timeframe is now aiming to coincide with the end of the 2025/26 financial year to support Traditional Owner engagement and Consent processes.

The report focuses on processes being established to enable consultation with Traditional Owners about the World Heritage Bid in line with the principles of Free, Prior, and Informed Consent (FPIC). A short explanation of the FPIC process is provided in [Link 2](#).

The World Heritage Bid aligns with the City of Adelaide's Stretch Reconciliation Action Plan 2024–2027 (RAP) Action 5.4: *'Investigate opportunities to embed Kaurna cultural heritage advice within Council resourcing'*.

Additional background to these tasks was provided to the Reconciliation Committee on 5 March 2025 ([Link 1](#)).

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## RECOMMENDATION

The following recommendation will be presented to Council on 10 March 2026 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Notes the progress update on implementation of the Free, Prior and Informed Consent Process in relation to the World Heritage Bid for Adelaide and its Rural Settlement Landscapes (Tentative List Submission).

# IMPLICATIONS AND FINANCIALS

<p>City of Adelaide 2024-2028 Strategic Plan</p>	<p><b>Strategic Alignment – Our Environment</b> <i>Achieve world heritage listing of our Park Lands, and protect their national heritage listing status and pursue State Heritage listing to strengthen protections</i></p>
<p>Policy</p>	<p><b>Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP)</b> <i>Action 1 - Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</i> <i>Action 5 - Create engagement protocols that enable the representation and partnership of the Kurna People</i></p> <p><b>Adelaide Park Lands Management Strategy</b> <i>Strategy 3.1 Recognise, promote and protect sites of Kurna cultural heritage and significance and work with Kurna people to provide education to the community about these sites.</i> <i>Strategy 3.16 Progress World Heritage Listing of the Adelaide Park Lands and City Layout.</i></p> <p><b>Heritage Strategy 2021-2036 and Action Plan</b> <i>1.9 Prepare tentative bid for World Heritage List nomination</i> <i>3.1 Work with Aboriginal and Torres Strait Islander peoples to support, promote and share their cultural heritage and modern stories, and recognise the Kurna people as the traditional owners.</i></p>
<p>Consultation</p>	<p>The City of Adelaide has been working with the State Government, other local government bid partners, the Federal Government and Kadaltilla for several years. Following a Council decision on 12 March 2024, the City of Adelaide elected to lead and fund the preparation of a Tentative List Submission. Engagement with Traditional Owners commenced in June 2024 with the support of SA Native Title Services (SANTS). The Kurna Yerta Aboriginal Corporation (KYAC) has indicated a lead role in the FPIC process for the World Heritage Bid and has provided early consent for the project.</p>
<p>Resource</p>	<p>Not as a result of this report</p>
<p>Risk / Legal / Legislative</p>	<p>Not as a result of this report</p>
<p>Opportunities</p>	<p>Opportunities for reconciliation created through World Heritage listing include creating a shared narrative about First Nations culture and history that aligns with colonial settlement. The FPIC process aligns with the Stretch RAP as it progresses governance and engagement protocols that enable representation and partnership with Kurna and Aboriginal and Torres Strait Islander people. Other opportunities include:</p> <ul style="list-style-type: none"> <li>• Strengthening trust and inclusivity with Traditional Owners.</li> <li>• FPIC is a principle enshrined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Applying FPIC will position the City of Adelaide as a leader in reconciliation and ethical governance</li> <li>• Utilising the World Heritage Tentative List submission as a catalyst for truth-telling and greater recognition.</li> </ul>
<p>25/26 Budget Allocation</p>	<p>The City of Adelaide’s 2025/26 Annual Business Plan and Budget includes a strategic project allocation of \$178,000 for the Tentative List submission phase of the World Heritage Project.</p>
<p>Proposed 26/27 Budget Allocation</p>	<p>Administration has prepared a budget submission to progress the next stage of the World Heritage project, which will be subject to the progress and approval of the Tentative Bid List Submission.</p>

Life of Project, Service, Initiative or (Expectancy of) Asset	Not as a result of this report
25/26 Budget Reconsideration (if applicable)	An additional \$80,000 has been reallocated from within the PLPS Program to complete programmed FPIC engagement in 2025/26.
Ongoing Costs (eg maintenance cost)	Not as result of this report
Other Funding Sources	<p>In August 2025, the City of Adelaide was successful in securing a grant of \$167,710 under the Federal Government's First Nations Heritage Grants Program Round 2 for a project to update the National Heritage Values of the Adelaide Park Lands and City Layout to include Kaurna heritage values. Once complete, this work will inform the World Heritage Bid (post Tentative List Submission) and strengthen National heritage protections for Aboriginal and Torres Strait Islander heritage.</p> <p>The project will commence once Administration receives a decision from KYAC as to their preferred consultant.</p>

# DISCUSSION

## Purpose

1. The purpose of this report is to provide an update on the progress of the Tentative List Submission for the World Heritage Bid for Adelaide and its Rural Settlement Landscapes (Tentative List Submission) since the last update on 5 March 2025 ([Link 1](#)).

## Background

2. The City of Adelaide's (CoA) Strategic Plan 2024-2028 has a commitment to pursuing a World Heritage listing for the Adelaide Park Lands, City Layout and its Rural Settlement Landscapes.
3. The areas considered for World Heritage listing will demonstrate colonial settlement from the 1830s to 1870s, including the experience of settlement by First Nations people.
4. These areas extend beyond the City of Adelaide local government area and incorporate the rural settlement landscapes which reflect how South Australia was surveyed and settled by European colonisers.
5. Further information regarding the World Heritage Project is available on the project webpage ([Link 3](#)).
6. The World Heritage project is seeking to engage with multiple Aboriginal language groups that are the Traditional Owners of these areas.
7. This report focuses on processes being established by the CoA to enable consultation with Traditional Owners using the principles of Free, Prior, and Informed Consent (FPIC). A short explanation of the FPIC process is provided in [Link 2](#).
8. The Australian Heritage Council and the Federal Government require the World Heritage Bid to gain consent from First Nations groups through the FPIC process before they will consider submitting a nomination to UNESCO for inclusion on the Tentative List for World Heritage.

## World Heritage Bid – Tentative List Submission

9. The remaining tasks required prior to submission of the Tentative List Submission to the State Government are:
  - 9.1. Review, amend and approve the portions of the Tentative List Submission relating to Aboriginal and Torres Strait Islander history by First Nations communities.
  - 9.2. Document the process to engage with First Nations communities applying the FPIC principles.
  - 9.3. Seek support to lodge the Tentative List Submission from the Aboriginal and Torres Strait Islander communities whose lands may one day form part of the World Heritage property.
10. On 4 October 2024, KYAC directors confirmed KYAC as the primary Consenting body for the World Heritage Tentative List Submission and in-principal support for further development and engagement with other Aboriginal Traditional Owners.
11. To undertake the required tasks, Administration is continuing to work with SA Native Title Services (SANTS) who are facilitating engagement with Traditional Owners, namely:
  - 11.1. Kurna Yerta Aboriginal Corporation (KYAC)
  - 11.2. First Peoples of the River Murray and Mallee #2
  - 11.3. Ngadjuri Nation Aboriginal Corporation
  - 11.4. Ngarrindjeri Aboriginal Corporation
  - 11.5. Peramangk Aboriginal Corporation
  - 11.6. River Murray and Mallee Aboriginal Corporation
  - 11.7. Narungga Nation Aboriginal Corporation.
12. Administration is working through SANTS to support Traditional Owner engagement and as far as is practicable achieve the 30 June 2026, submission of the Tentative List Submission to the State Government.

## First Nations Engagement

13. On 17 June 2025, SANTS, on behalf of the CoA, facilitated an information session with representatives of Aboriginal communities within the identified World Heritage Bid areas. Narungga Nation Aboriginal Corporation was invited to attend the information session however was unavailable.

- 13.1. The session was attended in part by members of the Administration to provide an overview of the project including a briefing from Duncan Marshall AM on the global context of UNESCO World Heritage and FPIC as it relates to World Heritage.
14. On 30 September 2025 SANTS, on behalf of the CoA, facilitated a second meeting with First Nations communities.
  - 14.1. At this meeting Jason Downs, CEO of Reconciliation SA provided an information session regarding national approaches to truth telling.
  - 14.2. This was followed by a presentation from CoA on the World Heritage Bid process and provided a statement of commitments on how we will engage and work with First Nations communities.
15. Following the second meeting, the First Nations communities requested the following next steps:
  - 15.1. A meeting for First Nations communities with the Lord Mayor and Chief Executive Officer
  - 15.2. A workshop to develop First Nations Project Governance and Engagement Framework
  - 15.3. Administration to provide a Project Plan and Timeframe
  - 15.4. Develop a Truth-telling Framework for the Bid
  - 15.5. Develop an Aboriginal Narrative through a First Nations led, collaborative process.
16. To undertake these next steps, Administration engaged the national Indigenous-owned and led advisory and consulting company, *Indigenous 2 Indigenous* (i2i) to support in developing an FPIC Engagement Plan for the project.
17. On 17 February 2026, SANTS, on behalf of the City of Adelaide, facilitated a third meeting with Traditional Owners. The meeting progressed the agreed next steps from the second meeting (outlined above at paragraph 15), principally:
  - 17.1. Meeting with the Chief Executive Officer.
  - 17.2. Development of an FPIC Governance and Engagement Plan for the Bid (led by consultants i2i)
  - 17.3. Consideration of consultants to assist Traditional Owner groups in preparing the Aboriginal Narrative and the Truth Telling Framework.

#### **Next Steps**

18. The Tentative List submission was being prepared in 2025 and was targeting submission to the Federal Government in early 2026.
19. The timeframe is now aiming to coincide with the end of the 2025/26 financial year to support Traditional Owner engagement and Consent processes.

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## DATA AND SUPPORTING INFORMATION

**Link 1** – [Reconciliation Committee Meeting – Agenda - 5 March 2025](#)

**Link 2** – [Free, Prior and Informed Consent \(FPIC\): World Heritage Bid](#)

**Link 3** – [City of Adelaide World Heritage project webpage](#)

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## ATTACHMENTS

Nil

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- END OF REPORT -

## Stretch Reconciliation Action Plan 2024-2027 - Quarter 2 (2025/2026) Progress Update

Strategic Alignment - Our Community

Public

Wednesday, 25 February 2026  
Reconciliation Committee

**Program Contact:**

Sarah Gilmour, Associate  
Director Park Lands, Policy &  
Sustainability

**Approving Officer:**

Ilia Houridis, Director City  
Shaping

## EXECUTIVE SUMMARY

The purpose of the report is to provide a progress update on the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) for Quarter 2 of 2025/2026 (1 October 2025 to 31 December 2025).

The Stretch RAP ([Link 1](#)) was endorsed by the Reconciliation Committee at its meeting on 4 December 2024 and was subsequently endorsed by Council on 10 December 2024.

The Stretch RAP priorities for 2025/2026 were noted by the Reconciliation Committee at its meeting held on 3 December 2025 ([Link 2](#)).

The progress of actions delivered between 1 October 2025 and 31 December 2025 is provided in **Attachment A**.

Key achievements under the Stretch RAP in Quarter 2 include:

- Cultural Burn in Victoria Park/Pakapakanthi on 2 October 2025.
- Workshops and site visits held with Kurna Elders and members of the Kurna Firesticks Team to explore the integration of cultural land management practices and Caring for Country principles into the management of Key Biodiversity Areas in the Adelaide Park Lands.
- The 'Aboriginal Engagement Framework - Free Prior and Informed Consent', co-designed by Yamagigu and City of Adelaide, was endorsed by the Reconciliation Committee on 3 December 2025.
- Consultants, Indigenous 2 Indigenous (i2i) engaged to develop a Free Prior and Informed Consent (FPIC) strategy for the World Heritage Bid, Tentative List Submission stage.
- Two workshops with Traditional Owners, facilitated by South Australian Native Title Services (SANTS), for the World Heritage Bid, Tentative List Submission stage.
- City of Adelaide's Acknowledgment and Welcome to Kurna Yarta Protocol approved by the Reconciliation Committee on 3 December 2025 (subject to minor amendments and graphic design).
- Initial investigations for a concept plan for a Kurna Welcome Art Installation project.
- Quarterly meeting of the Reconciliation Action Plan Working Group (RWG).
- Members of the RWG participated in a two-day Anti-racism workshop, led by Reconciliation SA.

## RECOMMENDATION

The following recommendation will be presented to Council on 10 March 2026 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Notes the Stretch Reconciliation Action Plan 2024-2027 Quarter 2 Progress Update for the period 1 October 2025 to 31 December 2025 as contained in **Attachment A** to Item 6.4 on the Agenda for the meeting of the Reconciliation Committee held on 25 February 2026.

## IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<b>Strategic Alignment – Our Community</b> Establish and deliver a new Stretch Reconciliation Plan by 2024.
Policy	This report provides the Quarter 2 (2025/2026) progress update for the Stretch Reconciliation Action Plan 2024-2027.
Consultation	Not as a result of this report
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Work is in progress addressing commitments in the Stretch Reconciliation Action Plan 2024-2027.
25/26 Budget Allocation	The Stretch Reconciliation Action Plan 2024-2027 is delivered through the City of Adelaide's operating budget. Funding for initiatives above existing service levels are determined annually by the Council through the City of Adelaide's Annual Business Plan and Budget process.
Proposed 26/27 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	The Stretch Reconciliation Action Plan 2024-2027 is a strategic document outlining key goals, actions and milestones over three years.
25/26 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

## Purpose

1. The purpose of this report is to provide a progress report against the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) for Quarter 2 (2025/2026) from 1 October 2025 to 31 December 2025.
2. The Stretch RAP priorities for 2025/2026 were noted by the Reconciliation Committee at its meeting held on 3 December 2025 ([Link 2](#)).

## Background

3. The Stretch RAP ([Link 1](#)) is a three-year plan to guide reconciliation actions from 2024-2027 with actions and deliverables across four key areas: Relationships, Respect, Opportunities and Reporting.
4. The Stretch RAP was endorsed by the Reconciliation Committee on 4 December 2024 and was subsequently endorsed by Council at its meeting on 10 December 2024.
5. The Stretch RAP was endorsed by Reconciliation Australia on 15 July 2025.

## Quarter 2 Progress Report (1 October 2025 - 31 December 2025)

6. The progress of actions delivered between 1 October 2025 and 31 December 2025 is provided in **Attachment A**.
7. Key Achievements under the Stretch RAP in Quarter 2 include:
  - 7.1. Cultural Burn in Victoria Park/Pakapakanthi on 2 October 2025.
  - 7.2. Workshops and site visits held with Kurna Elders and members of the Kurna Firesticks Team to explore the integration of cultural land management practices and Caring for Country principles into the management of Key Biodiversity Areas in the Adelaide Park Lands.
  - 7.3. The 'Aboriginal Engagement Framework - Free Prior and Informed Consent', co-designed by Yamagigu and City of Adelaide, was endorsed by the Reconciliation Committee on 3 December 2025.
  - 7.4. Consultants, Indigenous 2 Indigenous (i2i) engaged to develop a Free Prior and Informed Consent (FPIC) strategy for the World Heritage Bid, Tentative List Submission stage.
  - 7.5. Two workshops with Traditional Owners, facilitated by South Australian Native Title Services (SANTS), for the World Heritage Bid, Tentative List Submission stage.
  - 7.6. City of Adelaide's Acknowledgment and Welcome to Kurna Yarta Protocol approved by the Reconciliation Committee on 3 December 2025 (subject to minor amendments and graphic design) (see separate Item in this Agenda).
  - 7.7. Initial investigations for a concept plan for a Kurna Welcome Art Installation project.
  - 7.8. Quarterly meeting of the Reconciliation Action Plan Working Group (RWG).
  - 7.9. Members of the RWG participated in a two-day Anti-racism workshop, led by Reconciliation SA.

## Next Steps

8. In 2025/26, the Administration will continue to provide quarterly (three-month) implementation progress updates on the Stretch RAP to document key actions, successes and any challenges encountered, allowing for adjustments and strategic improvements in delivering the Stretch RAP.

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# DATA AND SUPPORTING INFORMATION

**Link 1** – [Stretch Reconciliation Action Plan 2024-2027](#)

**Link 2** – [Stretch Reconciliation Action Plan 2024-2027 Priorities 2025/2026](#)

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# ATTACHMENTS

**Attachment A** – Quarter 2 (2025/2026) Progress Update – Stretch Reconciliation Action Plan 2024-2027

## Year 2 (2025/26) Implementation – Progress update 1 October – 31 December 2025

The City of Adelaide is committed to deepening our ties with First Nations people and 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.

### Themes

Relationships, Respect, Opportunities, Governance

**Icon Key:** ✓ Complete | ● In progress | ● In progress (behind schedule) | ◆ Not due to commence

2025/26 Commitments	Progress Update
Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.	● The City of Adelaide continues regular promotion of reconciliation initiatives and stories across Council media and communications channels. A video update on Stretch Reconciliation Action Plan (RAP) progress (Deliverable 20.8) is due for release in Quarter 3. Preparations to report to Reconciliation Australia are complete with reporting due annually.
Build relationships through celebrating National Reconciliation Week (NRW).	◆ Planning is due to begin in January 2026 for the May 2026 National Reconciliation Week.
Build relationships with the SA Voice to Parliament to ensure open communication.	◆ Contact will be made with the Secretariat once established.
Co-design engagement protocols with Kaurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.	● The 'Aboriginal Engagement Framework - Free Prior and Informed Consent' co-designed by Yamagigu and City of Adelaide was endorsed by the Reconciliation Committee on 3 December 2025. The Reconciliation team is investigating methods for introducing this framework into the organisation.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	● The 'Aboriginal Engagement Framework - Free Prior and Informed Consent', co-designed by Yamagigu and City of Adelaide, was endorsed by the Reconciliation Committee on 3 December 2025. The Reconciliation team is investigating methods for introducing this framework into the organisation.  The City of Adelaide's Acknowledgement and Welcome to Country Protocol was endorsed by the Reconciliation Committee on 3 December 2025. It was agreed that further historical context will be added to the document and the revised draft will be returned to the first Reconciliation Committee meeting in 2026. The process to graphically design the document has commenced using elements of the 'Connection at the Centre' artwork by Pat Caruso (the Stretch RAP 2024-27 artwork).  There have been a minimum of four Welcome to Country ceremonies in Quarter 2 2025/26 for events delivered by the City of Adelaide:

### Acknowledgement of Country

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

# Stretch Reconciliation Action Plan 2024-2027

2025/26 Commitments	Progress Update
Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<p>✓ This commitment was completed in July 2025.</p> <p>Preliminary planning commenced in Quarter 2 for NAIDOC Week 2026. The 2026 NAIDOC week theme will be announced in January 2026. Substantial planning for 2026 NAIDOC week will take place in Quarter 3.</p>
Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	<p>✓ The RWG met on 11 November 2025 for their quarterly meeting. In Quarter 2 the RWG meeting dates for 2026 annual year were set. Members of the RWG participated in a two-day Anti-racism workshop, led by Reconciliation SA. This workshop was delivered as a pilot to test suitability before broader implementation to senior leaders. This activity meets leadership performance targets (RAP Deliverable 18.4) and coincides with RAP Action 4 - Promote positive race relations through anti-discrimination strategies.</p>
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<p>● In Quarter 2 the City of Adelaide has maintained beneficial relationships with the following Aboriginal and Torres Strait Islander stakeholders and organisations:</p> <ul style="list-style-type: none"> <li>• Firesticks Alliance - Cultural Burn</li> <li>• Yamagigu - FPIC implementation</li> <li>• Indigenous 2 Indigenous (i2i) - FPIC strategy for the World Heritage Bid</li> <li>• Colleen Raven Strangways - Art Exhibition</li> <li>• Yanun Services - Visitor Information Centre</li> <li>• Aboriginal Urban Design - Infrastructure projects</li> <li>• We Create Print Deliver - Graphic for Acknowledgement and Welcome to Country Protocol document.</li> </ul>
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<p>● The Quarter 2 rate of Aboriginal and Torres Strait Islander employees is 0.9% (8 individuals of 872 employees) and trainees is 3.4% (1 individual). Recruitment was completed for the graduate position in the Reconciliation team with commencement due in Quarter 3.</p>
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<p>● The City of Adelaide Procurement team is reviewing current systems and will provide an update to the Reconciliation team in Quarter 3.</p>
Increase awareness, understanding and visibility of Kaurna as the Traditional Owners through physical interpretation throughout the city.	<p>● The concept of a Kaurna Welcome Art Installation project was presented to the Reconciliation Committee on 3 December 2025 seeking four cultural advisors from the Committee to be nominated to participate in a project steering group.</p>
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.	<p>● The Cultural Learning Framework was presented to the Executive team on 13 October 2025. The Executive team supported the framework with the request for further Aboriginal engagement on the proposed model. The Framework is scheduled to be tabled for Reconciliation Committee endorsement on 25 February 2025.</p>

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# Stretch Reconciliation Action Plan 2024-2027

2025/26 Commitments	Progress Update
Promote positive race relations through anti-discrimination strategies.	<p>● In Quarter 2 members from the RWG attended an Anti-racism workshop, led by Reconciliation SA. The workshop took place over two sessions across a three-week period. It was used as a pilot program for the RWG to test suitability before the training is implemented more broadly to senior leadership.</p>
Promote reconciliation through our sphere of influence.	<p>● Processes for Aboriginal engagement, including with the Reconciliation Committee, Panpapanpalya and Kurna Yerta Aboriginal Corporation, are being documented for completion in Quarter 3. The City of Adelaide engaged consultancy, Indigenous 2 Indigenous (i2i), to develop a Free Prior and Informed Consent (FPIC) strategy for the World Heritage Bid tentative list submission.</p>
Provide appropriate support for effective implementation of the RAP commitments.	<p>● In Quarter 2 the Reconciliation team continued regular engagements with relevant teams responsible for RAP actions to build a shared understanding of the RAP across the organisation.</p> <p>The RWG met on 11 November 2025 for their quarterly meeting</p>
Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.	<p>● Exploration of the barriers to participation will commence in Quarter 3 (previously Quarter 2).</p>
Strengthen existing and explore new partnerships with community controlled organisations to address the social determinants of health.	<p>● The City of Adelaide commenced consultation on development of a Community Wellbeing Strategy. Information was presented to the Reconciliation Committee on 3 December 2025 for feedback.</p> <p>The City of Adelaide Community Grants program re-opened on 30 October 2025. The program supports free and affordable community-led initiatives that foster a vibrant, connected and inclusive city. First Nations grants are available, and the following Reconciliation initiatives are noted for funding priority:</p> <ul style="list-style-type: none"> <li>• Reconciliation and truth telling - honour Kurna culture and support First Nations-led arts and cultural initiatives.</li> <li>• Reconciliation - celebrate and preserve Aboriginal and Kurna culture.</li> </ul>
Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.	<p>✓ A Cultural Burn took place in Victoria Park/Pakapakanthi (Park 16) Conservation Area on 2 October 2025 in collaboration with Firesticks. Members of the Aboriginal community, Kurna Elders, City of Adelaide, Kadaltilla/Adelaide Park Lands Authority, Council, Green Adelaide and Firesticks representatives attended the community focused event.</p>

## Acknowledgement of Country

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# Stretch Reconciliation Action Plan 2024-2027

2025/26 Commitments	Progress Update
<p>Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kurna collaboration.</p>	<p>● Workshops and site visits were held with Kurna Elders and members of the Kurna Firesticks team. The workshops explored how to integrate cultural land management practices and Caring for Country principles in Key Biodiversity Areas. The City of Adelaide was successful in obtaining a Commonwealth Government First Nations Heritage Grant to identify Kurna Values in the Adelaide Park Lands.</p>
<p>With Traditional Owners, develop a process for repatriation of ancestral remains.</p>	<p>◆ Planning on internal processes are due to commence in January 2026 and is earmarked as a research project for the Reconciliation team Graduate position.</p>

## Acknowledgement of Country

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## Revised Cultural Learning Model and Aboriginal Employment Update

Wednesday, 25 February 2026

Reconciliation Committee

Strategic Alignment - Our Corporation

**Program Contact:**

Louise Williams, Associate  
Director People

Public

**Approving Officer:**

Anthony Spartalis, Chief  
Operating Officer

### EXECUTIVE SUMMARY

This report seeks the Reconciliation Committee's feedback on a revised Cultural Learning Model (**Attachment A**). The revised Cultural Learning Model seeks to enhance the organisation's cultural capability, with the aim of continuing to foster a respectful, inclusive and culturally safe work environment and further grow and stretch engagement with Aboriginal employees and communities. Consultation feedback from Panpapanpalya in February 2026 has highlighted to the Administration:

- The draft model appears strong and aligns well with the Stretch RAP
- It is important that Cultural Learning is mandatory for all employees, including Aboriginal and Torres Strait Islander employees.
- Step 1 'Cultural Awareness and Sensitivity' should be delivered face to face, with refresher training being considered as more appropriate for an online format
- Consider additional learning requirements for managers and people leaders to support working with Aboriginal staff and engaging respectfully with the community
- Co-design to strengthen local and cultural authority and leadership is important
- It is important to integrate measurement of competency and accountability for applying learning into practice.

The City of Adelaide's Stretch Reconciliation Action Plan 2024-2027 and Strategic Plan 2024-2028 outline a commitment to achieving an Aboriginal and Torres Strait Islander employment rate of at least 2%.

An update on current Aboriginal and Torres Strait Islander employment and recruitment at the City of Adelaide is also provided.

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### RECOMMENDATION

#### THAT THE RECONCILIATION COMMITTEE

1. Notes the presentation to Panpapanpalya on the Aboriginal Cultural Learning Model as contained in Attachment A to Item 6.5 on the agenda for the Reconciliation Committee held on 25 February 2026.
2. Notes work undertaken to develop a new Cultural Learning Model and provides the following feedback:
  - 2.1. \_\_\_\_\_
  - 2.2. \_\_\_\_\_
3. Notes progress towards Council's commitment to Aboriginal employment.

## IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<a href="#">Alignment – Our Corporation</a> The report outlines progress towards the City of Adelaide's strategic target of achieving an Aboriginal and Torres Strait Islander employment rate of 2%.
Policy	The Aboriginal Employment Rate and the Aboriginal Cultural Learning Model align with commitments in the City of Adelaide's Stretch RAP 2024-2027.
Consultation	Following consultation with Aboriginal employees and engagement with Panpapanpalya, the CoA is consulting with the Reconciliation Committee on the design of a Cultural Learning Model.
Resource	The City of Adelaide will engage an external provider for the delivery of Cultural Learning.
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The development and implementation of a revised Cultural Learning Model provides an opportunity to enhance the CoA's cultural capability, with the aim of continuing to foster a respectful, inclusive and culturally safe work environment and further grow and stretch engagement with Aboriginal employees and communities.
25/26 Budget Allocation	0.8 full time equivalent (FTE) in the position of Aboriginal Employment and Inclusion Coordinator
Proposed 26/27 Budget Allocation	1.0 FTE Aboriginal Employment and Inclusion Coordinator
Life of Project, Service, Initiative or (Expectancy of) Asset	Not as a result of this report
25/26 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

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## DISCUSSION

### **Aboriginal Cultural Learning Model**

1. Action 7 of the Stretch Reconciliation Action Plan (Stretch RAP) 2024–2027 is “Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through Cultural Learning”.
2. Deliverables 7.1 to 7.5 of this action align with the development and implementation of an organisational approach to Cultural Learning:
  - 2.1. Conduct a review of the cultural learning needs within our organisation (deliverable 7.1)
  - 2.2. Consult local Traditional Owners and the Reconciliation Committee on the implementation of a Cultural Learning Strategy (deliverable 7.2)
  - 2.3. Implement and communicate the Cultural Learning Strategy to all employees (deliverable 7.3)
  - 2.4. All RAP Working Group members, HR Managers, senior executive group and all new employees to undertake formal and structured Cultural Learning (deliverable 7.4)
  - 2.5. 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 (deliverable 7.5).
3. The CoA currently delivers one-day, in person, Aboriginal Cultural Sensitivity and Respect training. There is very strong (92%) agreement from participants that the current program improves understanding of Aboriginal and Torres Strait islander history and culture. Feedback also suggests there is an opportunity to enhance the training through an additional focus on:
  - 3.1. How individuals can better support Aboriginal people in the workplace
  - 3.2. How to meaningfully advocate and be an ally for Aboriginal people.
4. In 2025, the Administration undertook a review of CoA’s existing Cultural Learning practices and researched the structure and design of Cultural Learning models embedded in other organisations including State Government, and councils both in South Australia and interstate. This work, alongside insights gained through engagement with Aboriginal and Torres Strait Islander employees has resulted in a proposed new Cultural Learning Model aimed at further enhancing the CoA’s cultural capability and safety.
5. The proposed Cultural Learning Model aims to expand upon the existing training to create a more collaborative, blended learning approach for all CoA employees.
6. The proposed Cultural Learning Model is guided by the expertise of respected Adnyamathanha Elder Talitha Coulthard, former Director Aboriginal Strategy from the Office for Public Sector Employment, and Aboriginal Elders from differing language groups.
7. The proposed Cultural Learning Model has three key steps, which, in alignment with deliverable 7.5 of the Stretch RAP the Executive team has endorsed as being mandatory for all CoA employees:
  - 7.1. Step 1 - Online Cultural Awareness and Sensitivity Program
  - 7.2. Step 2 - Face to face half-day workshop on Reconciliation & Allyship
  - 7.3. Step 3 - Face to face half-day workshop on Cultural Refresher every three years
8. To uphold the principles of self-determination and cultural empowerment, all Aboriginal and Torres Strait Islander employees will have the choice to voluntarily participate in Cultural Learning activities. This approach ensures that cultural education is a personal and empowering journey, respecting individual autonomy and cultural identity.
9. In February 2026, Administration sought feedback from Panpapanpalya on a series of questions relating to the proposed Cultural Learning approach (**Attachment A**):
  - 9.1. What are the most important capability gaps Cultural Learning should address?
  - 9.2. Are there common topics that are overlooked when developing Cultural Learning?
  - 9.3. What would successful Cultural Learning look like from your perspective?
  - 9.4. What elements would you consider as being critical in the design and structure of effective Cultural Learning?

- 9.5. What delivery methods have you found most and least effective for Cultural Learning, and why?
- 9.6. What mistakes have you seen organisations make in the design and delivery of Cultural Learning?
- 10. Panpapanpalya provided rich insights and guidance on the recommended content and format of Cultural Learning. Key themes reflected in the feedback included:
  - 10.1. The draft model appears strong and aligns well with the Stretch RAP
  - 10.2. It is important that Cultural Learning is mandatory for all employees, including Aboriginal and Torres Strait Islander employees.
  - 10.3. Step 1 'Cultural Awareness and Sensitivity' should be delivered face to face, with refresher training being considered as more appropriate for an online format
  - 10.4. Consider additional learning requirements for managers and people leaders to support working with Aboriginal staff and engaging respectfully with the community
  - 10.5. Co-design to strengthen local and cultural authority and leadership is important
  - 10.6. It is important to integrate measurement of competency and accountability for applying learning into practice.
- 11. The Administration invites any further feedback from the Reconciliation Committee to inform the design and implementation of a revised Cultural Learning model.

**Aboriginal Employment update - current employment**

- 12. The City of Adelaide (CoA) has a target to achieve an Aboriginal and Torres Strait Islander employment rate of 2%, inclusive of hosted apprentices and trainees. The target of 2% currently equates to 18 employees.
  - 12.1. As of 31 December 2025, eight of 876 employees identified as Aboriginal or Torres Strait Islander.
  - 12.2. As of 31 December 2025, one of 28 trainees and apprentices identified as Aboriginal or Torres Strait Islander.
  - 12.3. CoA's overall Aboriginal and Torres Strait Islander employment rate as of 31 December 2025 was 1%.
- 13. Of the CoA's Aboriginal and Torres Strait Islander employees
  - 13.1. Three identify as female and five as male.
  - 13.2. Four are engaged on a permanent full-time basis, two are engaged on a permanent part time basis, one is engaged on a fixed term full time contract, and one is a casual employee.
  - 13.3. The average length of service is 8.9 years, with one employee having commenced within the last 12 months. The average length of service for all CoA employees is 8.8 years.
  - 13.4. Excluding casuals, based on a full time equivalent, the average base salary of Aboriginal and Torres Strait Islander employees is \$93,856 per annum with the average full time equivalent base salary for all CoA employees being \$105,192.

**Aboriginal Employment update - recruitment**

- 14. To increase reach and promote employment opportunities to Aboriginal and Torres Strait Islander people, all external CoA vacancies are circulated to CoA's Reconciliation Officer, Tauondi Aboriginal Community College, Job Prospects Senior Aboriginal Employment Mentor, Turkindi, Workskil's Specialist Employment Mentor, and Adelaide University Indigenous Employment Officer. This is in addition to usual advertising mechanisms including SEEK and LinkedIn.
- 15. Unfortunately, to date in 2025/26 two Aboriginal employees have resigned from CoA. Of these, one individual was employed in an identified position, and one individual was employed as part of a targeted recruitment initiative.
- 16. CoA has had an offer of employment accepted by an Aboriginal candidate for a position commencing in early February 2026, and recruitment to the vacant Coordinator Aboriginal Employment and Inclusion position commenced in January 2026.
- 17. Whilst the position of Coordinator Aboriginal Employment and Inclusion is vacant, the Administration is continuing to progress Aboriginal employment actions, with particular focus on a review of Cultural Learning and the development of an Aboriginal Employment Action Plan.
- 18. Engagement on a draft Aboriginal Employment Action Plan will occur with the Reconciliation Committee later in 2025/26.

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## ATTACHMENTS

**Attachment A** – Presentation to Panpapanpalya on the Aboriginal Cultural Learning Model

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- END OF REPORT -

# Aboriginal Cultural Learning Model



# Introduction



## Strategic Alignment

- Supports Focus Area 2 (Respect), Action 7 of the Stretch Reconciliation Action Plan

*Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through Cultural Learning.*

- Contributes to a culturally safe work environment, in turn supporting CoA's target of achieving an Aboriginal and Torres Strait Islander Employment rate of greater than 2%.
- Supports CoA's continued commitment to building a respectful and inclusive workplace that celebrates all cultures.

## Work to Date

- Draft Cultural learning Model developed by Aboriginal Employment & Inclusion Coordinator, in consultation with Reconciliation Team Leader.
- To support principles of self-determination and enable engagement with the Aboriginal and Torres Strait Islander community, we are now pleased to be presenting the draft model to Panpapanpalya and the Reconciliation Committee.

# Review of Current Cultural Learning Model

CoA's current program is a one-day Aboriginal Cultural Sensitivity and Respect Training delivered face to face.

92%

of participants **agreed or strongly agreed** that it improved their understanding of Aboriginal and Torres Strait Islander history and culture

92%

of participants **agreed or strongly agreed** that they would recommend the program to their colleagues

## Improvement Opportunity

While overall feedback from employees has been positive, participants would welcome more:

- discussions around how they can better support Aboriginal people in the workplace and the community and
- more exploration of what advocacy and allyship looks like for CoA.

Further, Aboriginal and Torres Strait Islander employees have shared instances with the Aboriginal Employment & Inclusion Coordinator where they have experienced behaviours that are culturally unsafe.

# Proposed Model

Through a new Cultural Learning Model CoA seeks to:

- Adopt an approach that is guided by best practice and Aboriginal and Torres Strait Islander expertise, and which places CoA as an organisation that is considered a leader in its approach to cultural learning.
- Position cultural learning as a shared journey towards respect, understanding, reconciliation and cultural safety for current and future Aboriginal and Torres Strait Islander employees.
- Demonstrate the importance of cultural learning by incorporating Cultural Learning as a mandatory training activity on commencement, and after three years.

# Proposed Model

Through a new Cultural Learning Model CoA seeks to:

- Utilise a variety of methods and channels to drive engagement and participation.
- Introduce more opportunities for reflection and consideration of how cultural learning can be applied in everyday work and personal lives.
- Uphold the principles of self-determination and cultural empowerment, by enabling Aboriginal and Torres Strait Islander employees to voluntarily participate in Cultural Learning activities.
- Emphasise visible leadership and commitment from Executive and other people leaders.



## Cultural Awareness and Sensitivity Program

**Program summary:**

This foundational online program develops foundational knowledge of Aboriginal and Torres Strait Islander cultures and histories and discusses the impact of colonisation and recognises intergenerational trauma and its relevance to contemporary Indigenous experiences.

Methodology: online  
Target audience: All employees

Program duration: TBA



## Reconciliation and Allyship

**Program summary:**

Building on Step 1, this four-hour face to face program empowers staff to become active allies for Aboriginal and Torres Strait Islander peoples within their roles and the wider community, guiding them to translate knowledge into tangible actions that support Reconciliation efforts.

Methodology: face to face

Target audience:

All employees.

A targeted session for Executive and Senior Leadership Team.

Program duration: 4 hours



## Cultural Refresher (Sustaining the Journey)

**Program summary:**

This four-hour face to face session, reinforces key learnings from Step 1 and 2 and ensures continuous cultural competency beyond specific awareness weeks.

Methodology: face to face  
Target audience: All employees

Program duration: 4 hours

# Aboriginal Cultural Learning Model

# Timeframes

January '26 Commence recruitment for Coordinator,  
Aboriginal Employment and Inclusion

February '26 Engage with Panpapanpalya and  
Reconciliation Committee

May '26 Commence procurement for Cultural Learning  
provider(s)

September '26 Implement new Cultural Learning Model

# Discussion and Questions

We seek the experience and feedback of Panpanpalya on the following:

- What are the most important capability gaps Cultural Learning should address?
- Are there common topics that are overlooked when developing Cultural Learning?
- What would successful Cultural Learning look like from your perspective?
- What elements would you consider as being critical in the design and content of effective Cultural Learning?
- What delivery methods have you found most and least effective for Cultural Learning, and why?
- What mistakes have you seen organisations make in the design and delivery of Cultural Learning?

Plus.....anything else you think will support the design and implementation of a revised Cultural Learning Model.