

Stretch Reconciliation Action Plan 2021-2024 Review

Wednesday, 29 November 2023
Reconciliation Committee

Strategic Alignment - Dynamic City Culture

Program Contact:
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Public

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Shaping

EXECUTIVE SUMMARY

The purpose of this report is to provide information to the Reconciliation Committee about implementation progress against the Stretch Reconciliation Action Plan 2021-2024 (RAP), including key highlights.

The report also details a review of the RAP for the period 1 June 2021 to 31 October 2023 to inform development of the RAP for 2024-2027. In summary the RAP is 47% complete with 26% of actions for consideration as part of the next RAP development, and 5% of actions identified for further assessment by the Committee as to whether they remain a priority for implementation.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE

1. Receives the Stretch Reconciliation Action Plan 2021-2024 implementation progress update including review of existing action items to inform development of the Reconciliation Action Plan 2024-2028.
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IMPLICATIONS AND FINANCIALS

City of Adelaide 2020-2024 Strategic Plan	Strategic Alignment – Dynamic City Culture Aboriginal and Torres Strait Islander peoples and cultures strongly represented in city life. Support, promote and share Aboriginal and Torres Strait Islander cultures and pay homage to the Kaurna people as traditional owners
Policy	The Stretch Reconciliation Action Plan 2021-2024 (RAP) is the organisation's commitment to Reconciliation. Oversight of the RAP is the remit of the Reconciliation Committee.
Consultation	Significant input has been received from the Reconciliation Leads across the organisation to develop a progress report for the three-year period. To date, City of Adelaide has 18 employees currently identified as a Reconciliation Lead across a range of teams including Marketing and Communications, Creative City, Culture and Leadership, People, Community Lifestyle, Customer and Marketing, City Events, Governance, Information Management, City Experience, Social Planning and Reconciliation, Park Lands and Sustainability, and Adelaide Economic Development Agency including Rundle Mall Management.
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
23/24 Budget Allocation	The reconciliation budget for 2023/24 covers Reconciliation Committee sitting fees. Individual actions in the RAP are funded from the budgets of teams with functional responsibility for delivering the action items.
Proposed 24/25 Budget Allocation	A budget proposal for the 2024/25 financial year will be prepared for delivery of a new RAP and priority initiatives in the current RAP.
Life of Project, Service, Initiative or (Expectancy of) Asset	The Stretch Reconciliation Action Plan 2021-2024 is scheduled for completion on 30 June 2024.
23/24 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

DISCUSSION

1. The Stretch Reconciliation Action Plan (RAP) 2021-2024 is a four-year plan developed by the City of Adelaide (CoA) Reconciliation Committee with quarterly implementation reporting to the Committee.
2. The RAP is separated into four pillars: Relationships, Respect, Opportunities and Reporting.
3. The RAP concludes on 30 June 2024 and the current review has been completed to assess progress with delivery and priority actions to be delivered over the next 6 months.
4. The CoA committed to implementing 106 actions over the 2021-2024 period. Of the 106 actions, 49 are complete (47% of actions), 22 are on track for delivery on timeframe (22% of actions), 28 are being considered for extension into the next RAP (26% of actions), and 5 identified for further assessment by the Committee as to whether they remain a priority for implementation (5% of actions).
 - 4.1. Relationship pillar contains 28 actions, of which:
 - 4.1.1. 18 actions are complete
 - 4.1.2. 3 actions are on track
 - 4.1.3. 5 actions for consideration in the next RAP
 - 4.1.4. 2 actions for further consideration as to whether they remain a priority.
 - 4.2. Respect pillar contains 47 actions, of which:
 - 4.2.1. 18 actions are complete
 - 4.2.2. 10 actions are on track
 - 4.2.3. 17 actions for consideration in the next RAP
 - 4.2.4. 2 actions for further consideration as to whether they remain a priority.
 - 4.3. Opportunities pillar contains 31 actions, of which:
 - 4.3.1. 13 actions are complete
 - 4.3.2. 11 actions are on track
 - 4.3.3. 6 actions for consideration in the next RAP
 - 4.3.4. 1 action for further consideration as to whether it remain a priority.
5. Highlights delivered under the RAP 2021-2024 to date, include:
 - 5.1. Kids on Country hosted annually in the Adelaide Park Lands as a day of Kaurna culture, activity and learning, enabling Aboriginal children to walk on country and share their culture with non-Aboriginal students.
 - 5.2. Puti on Kaurna Yerta as a culturally lead response to supporting remote and regional visitors in the City of Adelaide during Covid-19.
 - 5.3. Kaurna Voices cultural mapping project which was most recently reported to the Reconciliation Committee on 6 September 2023 following a presentation on 3 May 2023 of a web-based interactive map which presents information to encourage greater understanding and awareness of Kaurna Culture and relationship with Country, specifically in the area known as the Adelaide Park Lands.
 - 5.4. City of Adelaide contemporary artwork from local artists and provision of grants to support professional development of Aboriginal and Torres Strait Islander artists.
 - 5.5. City of Music Laneways project, No Fixed Address, which named an Adelaide laneway after music identities and the first Aboriginal reggae rock group in Australia and the first Aboriginal band to tour overseas.
 - 5.6. NAIDOC week activities and celebrations held annually in the City of Adelaide including cultural activities, Aboriginal and Torres Strait Islander Art Exhibitions, Lord Mayor NAIDOC Awar and function, and NAIDOC in the (Rundle) Mall.
 - 5.7. City of Adelaide's NAIDOC language snake has been incorporated into the Acknowledgment of Country entry signage installed at the Adequate Aquatic Centre as an Acknowledgment of Country.

- 5.8. Place of Reflection artwork led by respected Elder and artist Aunty Yvonne Koolmatrie, who created the artwork in collaboration with artist / designer Karl Meyer, supported by Exhibition Studios and officially unveiled on 14 September 2023 as an opportunity for the community to heal, reflect and acknowledge the strength and resilience of the Stolen Generations.
- 5.9. Placement of the Uluru Statement from the Heart in the Adelaide Town Hall.
- 5.10. Official portrait of Ngarrindjeri, Boandik Elder, Aunty Shirley Peisley AM completed by leading Aboriginal artist Dr. Ali Gumillya Baker including formal portrait unveiling event and display of the portrait in the City of Adelaide Council Chamber.
- 5.11. Celebration of First Nations culture at the Adelaide Central Market including mural by Aboriginal artist Shane Cook at Gouger Street entrance, programs and showcases of local Aboriginal food products, and Aboriginal people featured in marketing materials, photography, social media.
- 5.12. First Nations representatives on City of Adelaide Committees, Panels and Subsidiary Boards including membership of Reconciliation Committee, Access and Inclusion Panel, Kadaltilla / Adelaide Park Lands Authority.
- 5.13. 294 City of Adelaide employees have attended face-to-face cultural awareness and learning opportunities through mandatory induction training.
- 5.14. Update of the City of Adelaide website to include specific content on City of Adelaide's Reconciliation Committee, RAP, commitments and initiatives.
- 5.15. Advice to Council on important corporate governance matters and external submissions including Local Government Elections, Riverbank Code Amendment, Voice to Parliament, and Adelaide Park Land Dry Area Regulations
- 5.16. Engagement with Kaurna Yerta Aboriginal Corporation on major City of Adelaide projects and key strategic documents including Community Land Management Plan for the Adelaide Park Lands, Adelaide Park Lands Management Strategy, National Heritage Management Plan for the Adelaide Park Lands and City Layout, City of Adelaide - City Plan, Botanic Creek restoration, North Adelaide Gold course.
6. At Panpanpalya held on 8 November 2023, Committee Members requested detailed information about items contained in the current RAP which could be considered for inclusion in the RAP 2024-2028. This information is provided in an assessment table – [Link 1](#).
7. The five actions for further consideration by the Committee as to their priority, follows:
 - 7.1. Action 8.1 Enable partnership opportunities with the Indigenous Marathon Foundation (IMF) that encourages and supports wider Aboriginal and Torres Strait Islander participation in the CBD.
 - 7.2. Action 9.3 – Build Kaurna capacity to support young people and develop emerging leaders by engaging Kaurna Yerta Aboriginal Corporation to develop and facilitate an 'Elder in Residence' program at a City of Adelaide facility (e.g. Libraries or Community Centres).
 - 7.3. Action 12.4 - Determine funding opportunities to install a memorial to Sir Douglas Nicholls, in the vicinity of the Adelaide Oval.
 - 7.4. Action 14.1 - Support 2 opportunities for other SA Language Groups to maintain, develop and teach their cultures in the CBD.
 - 7.5. Action 26.1 - Engage with Aboriginal and Torres Strait Islander musicians and music businesses in the review of the Live Music Action Plan.

Next Steps

8. The development of the 2024-2028 RAP will be informed by the review of actions contained in this report and feedback from Committee Members.
9. In addition to the review an employee and key stakeholder survey is scheduled to determine the success of, and engagement with the RAP.
10. At its meeting on 6 September 2023, the Reconciliation Committee considered a report on the approach and timeframe for development of the 2024-2027 RAP with the new version to be developed and implemented from 1 July 2024.
11. Phase 1 of the RAP Development includes focused engagement with community and developing a new artwork for the RAP. These outcomes were to be presented to the Reconciliation Committee in December 2023 but as the Committee meeting in December has been cancelled, will be a key focus for the first meeting of the Committee in 2024 (28 February 2024).

12. A preliminary meeting between Council's Reconciliation Officer and Chief Executive of Reconciliation SA (Reconciliation Committee Member) has been held regarding development of the next RAP.
13. An annual RAP impact measurement questionnaire is the external reporting mechanism to Reconciliation Australia. Internal reporting via the completion of the review is scheduled for June of 2024.

DATA AND SUPPORTING INFORMATION

Link 1 – Stretch Reconciliation Action Plan (RAP) Items for Consideration in the Next RAP (ACC2023/165248)

ATTACHMENTS

Nil

- END OF REPORT -