

Draft Stretch Reconciliation Action Plan 2024-2027 for Endorsement

Wednesday, 8 May 2024
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

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

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

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

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

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

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

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE ADVISES COUNCIL:

That the Reconciliation Committee:

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

IMPLICATIONS AND FINANCIALS

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

DISCUSSION

Background

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

RAP Development Process

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

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

RAP Artwork

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

Next steps

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

DATA AND SUPPORTING INFORMATION

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

Link 2 – [We Create Print Deliver](#)

ATTACHMENTS

Attachment A – Draft Reconciliation Action Plan 2024-2027