



## Engagement Plan

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**Project Title:** Draft Reconciliation Action Plan

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### Approval sign off

	Name	Signature	Date
Approver (Manager / Associate Director)	.....	.....	.../.../2024
Engagement Officer	.....	.....	.../.../2024

Version: 1.0  
 Prepared by: (Project Manager or Project Initiator)  
 Date: 15 May 2024  
 Status: Draft

## PURPOSE OF YOUR ENGAGEMENT

Community engagement will inform the development of a Reconciliation Action Plan (RAP) for the City of Adelaide. The RAP guides annual actions across Council to progress reconciliation. It will build on the achievements of previous RAPs including the current City of Adelaide RAP 2021-2024.

We are now seeking approval to consult on the draft RAP with the general community, stakeholders and businesses regarding the goals and priorities contained in the draft RAP. The engagement will seek to encourage feedback from Aboriginal and Torres Strait Islander people and organisations as well as the broader community.

## BACKGROUND INFORMATION

The goal of a RAP is to turn good intentions into measurable actions that support Aboriginal and Torres Strait Islander people achieve equality in all aspects of life—a goal which benefits the entire community. Having a RAP is not a legislative requirement but is considered mandatory for an organisation and community who are committed to progressing reconciliation. The RAP initiative was established by Reconciliation Australia in 2006, with finalised RAPs registered with Reconciliation Australia.

City of Adelaide has been developing a new RAP through a series of workshops with staff led by Reconciliation SA, as well as with the Reconciliation Committee and Kurna Yerta Aboriginal Corporation (KYAC).

Council will now publish and engage on the draft RAP to:

- Inform the community of Council's strategic direction and priorities for reconciliation.
- Seek feedback and suggestions to further develop the draft RAP, to final version.
- Promote awareness of the draft RAP among the community and businesses.

Stakeholder groups will also be notified directly including the City of Adelaide Reconciliation Committee, KYAC, Reconciliation SA and others outlined below.

## STRATEGIC LINK

City of Adelaide's Strategic Plan 2024-2028 includes the following overarching strategic direction and actions to support this engagement:

Our Community - An inclusive, equitable and welcoming community where people feel a sense of belonging.

*Outcome 3 – Establish and deliver a new Stretch Reconciliation Action Plan by 2024*

## LEGISLATIVE REQUIREMENTS

- There is no legislative requirement but the RAP assists Council in its responsibility to uphold the intent of the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)*, *Racial Discrimination Act 1975 (Cth)*, *Council for Aboriginal Reconciliation Act 1991 (Cth)*, *Equal Opportunity Act 1984 (SA)*.

## TIMEFRAMES

Timeframes	Action	Comment
8 May 2024	Report to Reconciliation Committee	Identify key opportunities for change to Council policy and strategic direction.
4 June 2024	Report to Committee	Identify key opportunities for change to Council policy and strategic direction.

11 June 2024	Decision of Council	Approval to release for public consultation
14 June	Submitted to Reconciliation Australia	Endorsement process can take from 4-8 weeks
14 July	Public Engagement	<p>A range of tools will be used to communicate and seek feedback these include:</p> <p>Social and digital platforms</p> <p>Engagement Pack with Survey (hardcopy and online)</p> <p>Targeted stakeholder engagement including government agencies, city service providers, local government networks and with key resident and precinct groups</p> <p>Emails and website</p> <p>Dedicated person to take phone calls</p>
4 September	Reconciliation Committee	Endorsement of final with all feedback included
17 September	City Finance and Governance Committee	Recommendation to Council for endorsement of the final plan
24 September	Council	Final endorsement

## LEVEL OF ENGAGEMENT

The level of engagement with City of Adelaide's employees and Access and Inclusion Advisory Panel was at the INVOLVE level. The public consultation process will be at the CONSULT level.

Level of Engagement	Inform	Consult	Involve	Collaborate	Empower
<b>Goal</b>	<b>One way communication</b> to provide balanced and objective information to assist understanding about something that is going to happen or has already happened.	Two way communications designed to obtain feedback on ideas, alternatives and proposals to inform <b>our decision making</b> .	Participatory process designed to help identify issues and views to ensure that concerns and aspirations are understood and considered prior to <b>our decision making</b> .	Working together to develop an understanding of all issues and interests to work out alternatives and identify preferred solutions for <b>joint decision making</b> .	We may facilitate the process and/or upskill community. <b>Places final decision-making in the hands of the community.</b>
<b>Approach</b>	We will <b>share information</b> about a decision or direction.	We will <b>explore options</b> , gain feedback and an understanding of your concerns and preferences.	We will <b>involve you</b> in the process so your ideas, concerns and aspirations are reflected in the alternatives developed or the final decision.	We will <b>collaborate with you</b> so your advice, innovation and recommendations are included in the final decision that we make together.	We will implement, or support you to <b>implement what you decide</b> .
<b>Role of Stakeholder/Community</b>	<b>Listen</b>	<b>Contribute</b>	<b>Participate</b>	<b>Partner</b>	<b>Decide</b>

## EVALUATION PLAN

The consultation will be evaluated with the following performance indicators:

- Culturally safe opportunities for engagement.
- Timeframes and budget were delivered.

## **TARGETED STAKEHOLDERS FOR ENGAGEMENT**

Aboriginal Community Housing Ltd (Tika Tirka)

Aboriginal Drug & Alcohol Council of South Australia

Aboriginal Sobriety Group Indigenous Corporation

Aboriginal Sobriety Group Indigenous Corporation - MAP Bus

Attorney Generals Department – Aboriginal Affairs and Reconciliation

Department of Human Services

Fire Sticks

Green Adelaide

Kaurna Yerta Aboriginal Corporation

Kuma Kaaru

Reconciliation SA

South Australian Health & Medical Research Institute

SA Network of Drug & Alcohol Services

South Australian Native Title Services

South Australian Stolen Generations Aboriginal Corporation

Wirltu Yarlur – University of Adelaide

Yungkurintha - Flinders University