

Reconciliation Action Plan 2024-2027 for Endorsement

Wednesday, 4 December 2024
Reconciliation Committee

Strategic Alignment - Our Community

Program Contact:
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Public

Approving Officer:
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Shaping

EXECUTIVE SUMMARY

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

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

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

Key themes arising from the consultation are:

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

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

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

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL THAT COUNCIL

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

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Community An inclusive, equitable and welcoming community where people feel a sense of belonging.
Policy	It is a target of the 2024-2028 Strategic Plan to establish and deliver a new Stretch Reconciliation Action Plan by 2024. The draft RAP replaces the City of Adelaide’s Stretch Reconciliation Action Plan 2021-2024.
Consultation	The draft RAP was developed through an internal consultation process facilitated by Reconciliation SA. Public consultation occurred through the <i>Our Adelaide</i> website.
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The development of the City of Adelaide’s 4 th Stretch RAP and 11 th RAP demonstrates an ongoing commitment towards reconciliation.
24/25 Budget Allocation	The City of Adelaide’s 2024/25 Annual Business Plan and Budget includes \$150,000 for implementation of the Stretch Reconciliation Action Plan 2024-2027.
Proposed 25/26 Budget Allocation	A budget proposal will be submitted for implementation of the Stretch Reconciliation Action Plan 2024-2027 as a part of the 2025/2026 Annual Business Planning and Budget Process.
Life of Project, Service, Initiative or (Expectancy of) Asset	The Stretch Reconciliation Action Plan will be in place from 2024-2027.
24/25 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

DISCUSSION

Background

1. On 11 June 2024 Council endorsed the draft Reconciliation Action Plan (the draft RAP) ([Link 1](#)) for the purposes of providing it to Reconciliation Australia for conditional endorsement and public consultation.
2. The draft RAP actions are aligned to the four themes required by Reconciliation Australia to achieve a Stretch Reconciliation Action Plan. Under each theme is a focus area for the next three years as well as actions, deliverables, timeframes and responsibility to lead implementation.
 - 2.1. Theme 1: Relationships
 - 2.1.1. Building meaningful relationships supports the Council to meet the aspirations of local Aboriginal and Torres Strait Islander communities.
 - 2.2. Theme 2: Respect
 - 2.2.1. Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.
 - 2.3. Theme 3: Opportunities
 - 2.3.1. Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.
 - 2.4. Theme 4: Governance
 - 2.4.1. Tracking progress and reporting.

Public Consultation

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

Reconciliation Australia endorsement process:

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

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

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

RAP Artwork

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

Next Steps

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

DATA AND SUPPORTING INFORMATION

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

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

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

ATTACHMENTS

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

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

- END OF REPORT -