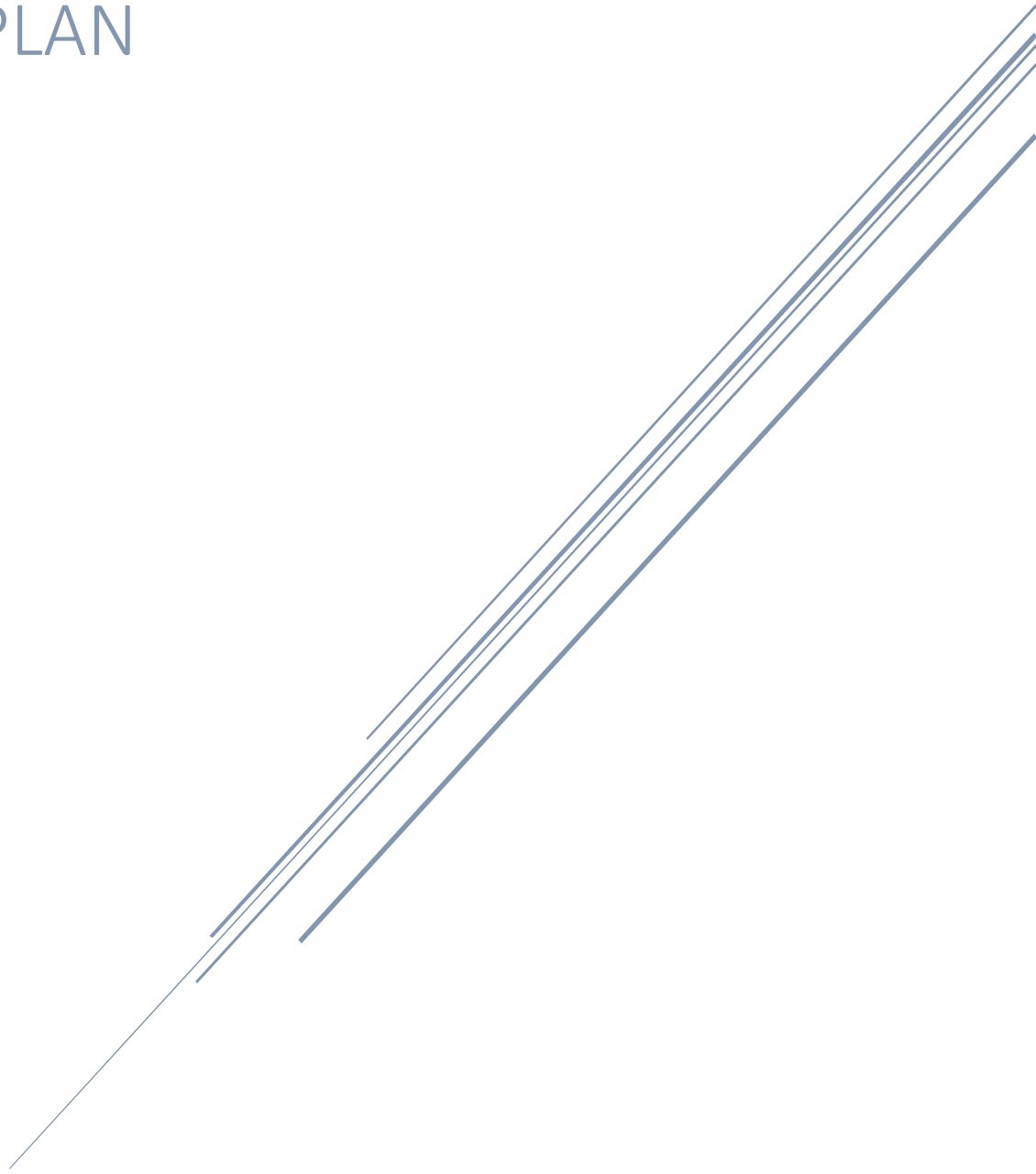


# STRETCH RECONCILIATION ACTION PLAN 2024 - 2027



Acknowledgement of Country

*City of Adelaide tampendi, ngadlu Kurna yertangga  
banbabanbalyarnendi (inbarendi). Kurna meyunna yaitya mattanya  
Womma Tarndanyako.*

*Parnako yailtya, parnuko tappa purruna, parnuko yerta ngadlu  
tampendi. Yellaka Kurna meyunna itto yailtya, tappa purruna, yerta  
kuma burro martendi, burro warriappendi, burro tangka martulyaiendi.  
Kumarta yaitya miyurna iyangka yalaka ngadlu tampinhi.*

"City of Adelaide acknowledges that we are meeting on the Traditional Country of the Kurna people of the Adelaide Plains and pay our respect to Elders past and present. We recognise and respect Kurna cultural heritage, beliefs and relationship with the land, water and seas. We acknowledge that they are of continuing importance to the Kurna people living today. And we also extend that respect to other Aboriginal and Torres Strait Islander Language Groups and other First Nations."

**Contents**

Reconciliation Committee Dual-Chairpersons Message.....	4
Our Vision for Reconciliation.....	5
CoA CEO message.....	6
Reconciliation Australia statement – CEO Karen Mundine.....	7
Our Business .....	8
Our Journey .....	9
City of Adelaide’s RAP .....	9
Our Commitment to the Five Dimensions of Reconciliation .....	12
Reconciliation Governance .....	13
RAP Working Group.....	15
Stretch RAP: Reconciliation Leadership .....	16
Development of the RAP .....	16
City of Adelaide’s Major Initiatives .....	18
Kaurna Voices – cultural mapping.....	18
<b>1. Relationships.....</b>	<b>21</b>
<b>2. Respect .....</b>	<b>25</b>
<b>3. Opportunities.....</b>	<b>29</b>
<b>4. Governance .....</b>	<b>34</b>

## Reconciliation Committee Dual-Chairpersons Message



*We are pleased to present the City of Adelaide’s Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP).*

*This is the City of Adelaide’s eleventh RAP and fourth Stretch RAP. It sets out a three-year roadmap toward reconciliation.*

*As a Council, we are proud of our progressive history of embracing reconciliation.*

*This Stretch RAP builds on the recent unveiling of Aunty Shirley Peisley’s portrait in the Council Chambers and the display of the Uluru Statement from the Heart in the Adelaide Town Hall.*

*The Adelaide Park Lands are the location for the Place of Reflection – a Memorial to Stolen Generations presented as a bronze sculpture created by renowned Ngarrindjerri weaver Aunty Yvonne Koolmatrie, is an important acknowledgement of our shared history.*

*Embodying the principles of respect, relationship-building, opportunity creation, and sound governance, this Stretch RAP strives to progress First Nations employment, an all-encompassing procurement blueprint, and an intensified focus on Kaurna engagement and support.*

*Implementing these goals not only reaffirms our unwavering dedication to reconciliation but cements the City of Adelaide as leaders within Local Government.*

*For more than 20 years, the City of Adelaide’s Reconciliation Committee has led pivotal organisational and city-wide change.*

*“It has been an honour and pleasure to work with the City of Adelaide for over 10 years. How they recognise the trauma we have been through since colonisation and how they treat our people is uplifting to be a part of.” Ms Yvonne Agius*

*As co-chairs of the Committee it is our privilege to continue to steward the organisation’s journey of reconciliation.*

Ms Yvonne Agius

The Right Honourable the Lord Mayor  
Dr Jane Lomax-Smith

Dual Chairperson

Dual Chairperson

## Our Vision for Reconciliation

**City of Adelaide’s vision is for a community where the rich heritage of the Kurna People and the diverse cultures of all Aboriginal & Torres Strait Peoples are honoured, embraced, and fully integrated into a shared future for the city: One that is steeped in Kurna tradition and belonging to the Yarta, with a strong, harmonious and reconciled community.**

The City of Adelaide is committed to deepening its ties with Aboriginal and Torres Strait Islander people and continuing our journey towards a shared future identity.

Together we will prioritise and embed reconciliation into our work, through innovation, collaboration and transparency.

We will honour Kurna People as the Traditional Custodians of the Adelaide Plains and respect their cultural protocols.

## CoA CEO message



On behalf of the City of Adelaide Council Administration, I am honoured to present our 2024-2027 Stretch Reconciliation Action Plan (RAP).

Through countless milestones, years of effort, and the voices of many, we have come together to advance reconciliation within our city. The Kaurna people, Traditional Owners of the Adelaide Plains, have had their deep connection to this land formally recognised through a Native Title determination, underscoring the importance of respecting and honouring the rights of Indigenous communities in both rural and urban settings.

Building on the foundations of our previous RAPs, we have made significant progress in advancing reconciliation within our community. Our investment in cultural mapping has led to the development of a public tool that fosters understanding, while partnerships with local Aboriginal organisations and leaders have enabled the co-creation of community-driven projects.

As we look ahead, we are excited about the opportunities to further deepen our engagement with local Aboriginal and Torres Strait Islander communities. This RAP is a living document, and we are committed to continuously evolving and improving our approach to reconciliation to meet the needs of our community.

Together, I believe we can build a future where all people feel valued, included, and respected. Reconciliation is a shared journey, and I am confident that, through collaboration and shared commitment, we can achieve a future where all members of our community thrive in harmony.

## Reconciliation Australia statement – CEO Karen Mundine

## Our Business

The City of Adelaide is the capital of South Australia and the heart of the state's civic, cultural and commercial life. Comprising a Lord Mayor and 11 Council Members elected by the community, the Council represent the interests of Adelaide's approximately 26,000 residents and 390,000 daily city users.

The Council and Administration of the City of Adelaide carry out the duties and exercise powers as outlined in the *Local Government Act 1999* (SA) and other pertinent legislation. In response to the needs and opportunities of the city community, the Council delivers policies, programs, and services.

Additionally, under the *City of Adelaide Act 1998* (SA), the City of Adelaide has broader responsibilities in overseeing the city centre and the Adelaide Park Lands for the benefit of all residents, workers, students, and visitors. To support the City of Adelaide and the State Government in the protection, management, enhancement, and promotion of the Adelaide Park Lands, Adelaide's defining feature, *Kadaltilla / Adelaide Park Lands Authority* (Kadaltilla) is the advisory board. The Kaurna Yerta Aboriginal Corporation (KYAC), representing the Traditional Owners, is a member organisation of Kadaltilla.

In August 2024, the City of Adelaide has a workforce of 1034 employees, with nine individuals identifying as Aboriginal and/or Torres Strait Islander People, making up 0.87% of our total workforce.

Our operations are spread across multiple sites, including the Colonel Light Centre, Eagle Chambers/Adelaide Town Hall, the North Adelaide Golf Course, the London Road Depot, Adelaide Central Markets, the Nursery, City Libraries, Community Centres, Adelaide Bus Station, Archives, and the Prince Alfred Lane Bunker.

On 12 December 2023 Council adopted the City of Adelaide Strategic Plan 2024 – 2028 as a roadmap for the future, both as a capital city and local government. It outlines what we want to achieve, the steps we need to take, and the direction we are heading.

Our Vision at the City of Adelaide: **Our Adelaide. Bold. Aspirational. Innovative.**

We aspire to strengthen what we know makes Adelaide one of the world's most liveable cities. We are leveraging our past and looking to the future to grow an exceptional capital city that all South Australians can be proud of.

The vision for the city is focussed through five aspirations:

- **Our Community:** Vibrant, connected and inclusive
- **Our Environment:** Resilient, protected and sustainable
- **Our Economy:** Growing, innovative and responsive
- **Our Places:** Interesting, purposeful and safe
- **Our Corporation:** High performing, customer-centric and bold

The Strategic Plan 2024-2028 seeks “**an inclusive, equitable and welcoming community where people feel a sense of belonging**”. Several of the targets to achieve this outcome link directly to our commitment to reconciliation and our RAP including increasing Aboriginal employment and opportunities to recognise and celebrate Aboriginal and Torres Strait Islander Peoples, cultures and connection to Country.



## Our Journey

### City of Adelaide's RAP

Creating our eleventh RAP has provided the City of Adelaide with an opportunity to reflect and build upon previous reconciliation plans, learnings and opportunities. The City of Adelaide has a strong and recognised history supporting reconciliation in South Australia and will continue to build on its commitment and leadership through this fourth Stretch RAP.

In 1997, the City of Adelaide began a reconciliation journey with local Aboriginal and Torres Strait Islander communities. In May 2008, the Council endorsed its inaugural Reconciliation Action Plan, serving as a framework for implementing the Council's Reconciliation Vision Statement and recognising National Sorry Day.

The City of Adelaide maintains a longstanding, positive collaborative partnership with the Kaurna community, who are recognised as the Traditional Owners and Custodians of the Adelaide Plains, where the city is situated. The City of Adelaide collaborates closely with the Kaurna Yerta Aboriginal Corporation (KYAC), serving as the principal body of cultural authority.

### Recent Achievements, Learnings and Challenges

Key achievements from the RAP 2021-2024 are:

- Kaurna Voices – cultural mapping
- NAIDOC Week Annual Celebrations
- Handing back of Kaurna Artefacts – Ceremony at Pirltawardli
- Place of Reflection – Memorial to Stolen Generations
- The Late Aunty Shirley Peisley AM
- Adelaide Park Lands Cultural burn
- The Knowledge Project – An insight into Kaurna history, spirituality and language
- Kids on Country
- The Uluru Statement from the Heart – installed in the Adelaide Town Hall

These key achievements have provided learnings and challenges which have informed the development of, and commitments in, the Stretch RAP 2024-2027. Examples of achievements, learnings and challenges follow:

#### Pillar 1 Relationships - NAIDOC Week Annual Celebrations

The City of Adelaide proudly joins the nation in celebrating NAIDOC Week, a time dedicated to honouring the history, culture, and achievements of Aboriginal and Torres Strait Islander Peoples. The Lord Mayor hosts an annual awards event, and the City of Adelaide holds NAIDOC in the Mall with traditional performances, a celebrated commissioned artwork, and activities to bring together the community to celebrate the rich heritage of Aboriginal and Torres Strait Islander People. NAIDOC Week serves as a powerful reminder of the importance of reconciliation and the ongoing journey towards a more inclusive and united community. In 2024 Adelaide was the host city of the National NAIDOC 150 year celebrations which the City of Adelaide supported through sponsorship, senior Executive and

Council Member participation and hosting of the Royal Australian Mint's commemorative coin launch at the Adelaide Town Hall.

The 2024 events were a timely reminder of the importance of strong relationships and partnering in the delivery and celebration of reconciliation, including shared events involving the State and National Reconciliation Committees. The Stretch RAP 2024-2027 continues and builds upon these shared opportunities to recognise and celebrate the journey towards reconciliation together.

### Pillar 2 Respect - Handing back of Kurna Artefacts Ceremony at Pirltawardli

After nearly two centuries, Kurna artefacts gifted to German missionaries have been returned to Kurna land. A handover smoking ceremony was held in Adelaide at Possum Park / Pirltawardli (Park 1), attended by Aboriginal Elders, Minister for Foreign Affairs, Senator the Hon Penny Wong, and Germany's Federal Minister for Foreign Affairs Annalena Baerbock. The four cultural heritage items—kathawirri (sword), tantanaku (club or bark peeler), wirnta (spear), and wikatyi (net)—hold deep significance for the Kurna people and are over 180 years old. These artefacts are on display for the public at the Art Gallery of South Australia.

This momentous occasion was an opportunity for the City of Adelaide to Respect the leadership of the Kurna People in returning their cultural heritage artefacts to Kurna land. The Stretch RAP 2024-2027 provides new opportunities for the City of Adelaide to demonstrate Respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols. *“KYAC and the Kurna Community are thrilled that these precious items have found their way home. Home to where they were part of the lives of the Kurna People that created them and where they were such integral parts of our lives.” Mitzi Nam, Chairperson, Kurna Yerta Aboriginal Corporation (KYAC), 2024*

### Pillar 3 Opportunities - Adelaide Park Lands Cultural Burn

In November 2019, as the nation grappled with the onset of what would become one of Australia's most severe fire seasons, the City of Adelaide, State Government and members of the Kurna community convened in the city centre with traditional fire practitioner Victor Steffensen. A descendant of the Tagalaka people from Northern Queensland, Victor has dedicated the past 20 years to sharing his knowledge of cultural burning practices. The Cultural Burn was both historic and celebratory. It marked the first time the Kurna People could publicly practice their cultural burning techniques since many of their traditions were displaced following European colonisation. It also represented the first Cultural Burn conducted in an Australian capital city. Over 200 participants, including representatives from other Aboriginal groups and local residents, joined Kurna Elders and the Lord Mayor of the City of Adelaide for a moving Welcoming Ceremony that highlighted the event's significant cultural, ecological, and reconciliation impacts.

This groundbreaking project, which reintroduced traditional fire management practices to the Adelaide Park Lands for the first time in over 240 years, showcased the City of Adelaide's strong commitment to meaningful reconciliation. The burn focused on incorporating Kurna traditional knowledge into the management of biodiversity in the Adelaide Park Lands and influenced the revision of the Adelaide Park Lands Management Strategy – Towards 2036 to embed this knowledge.

*“To be able to have fire in the City of Adelaide, what that does for me as an Aboriginal man, is it empowers me. It gives me strength, it lets me know that, hey we have a voice here and we're part of some of that decision making around what happens to our country on the Adelaide Plains.” Alan Sumner, Kurna Yerta Aboriginal Corporation Director*

### Pillar 4 Governance – KYAC Pipeline

A recent focus for the City of Adelaide has been establishing governance arrangements to enable KYAC input into the City of Adelaide's policies, strategies and projects on Kurna land. In 2023 a new bi-monthly meeting was established to provide a forum for the City of Adelaide and KYAC to yarn on key projects. The City of Adelaide acknowledges that there is more work to do and has made new commitments to embed Traditional Owner perspectives and practices into planning, processes and decision making.

Our experience and learning during the implementation of our previous RAP show that developing strong external relationships has positively influenced new projects, initiatives, and infrastructure delivery,

prioritising the community's well-being in decision-making processes. The City of Adelaide will increase its efforts to ensure that internal relationships with Aboriginal and Torres Strait Islander employees are equally prioritised and strong to ensure a desirable and culturally safe workplace.

Ensuring consistent recruitment and retention of Aboriginal and Torres Strait Islander employees has proven to be a complex area for the City of Adelaide. We have recently appointed an Aboriginal Employment and Inclusion Coordinator, with positive improvements in Aboriginal and Torres Strait Islander employee engagement. This will remain a key priority as we continue to honour the commitments outlined in our RAP.

The Stretch RAP 2024-2027 acknowledges the importance of external and internal ownership, accountability, and progress towards implementation. Internal governance and relationships are addressed by establishing the RAP Working Group and reestablishing RAP Champions. The Stretch RAP 2024-2027 includes commitments to regular reporting to the Reconciliation Committee and Reconciliation Australia.

## Our Commitment to the Five Dimensions of Reconciliation

The RAP is based on the five dimensions of reconciliation. The five dimensions of reconciliation set out a clear roadmap toward a just equitable and reconciled Australia. Whilst significant progress has been made in the past 25 years, much unfinished work remains. All sections of the community—governments, civil society, the private sector and Aboriginal and Strait Islander communities—have a role to play. The City of Adelaide's commitment to the five dimensions of reconciliation is outlined below and has flowed on to the commitments we have made under the four RAP pillars of relationships, respect, opportunities and governance.

### Race Relations

The City of Adelaide highly values the cultures, rights, and experiences of Aboriginal and Torres Strait Islander Peoples as well as non-Indigenous communities. This dedication cultivates enhanced relationships founded on trust and respect, fostering an environment devoid of racism.

### Equality and Equity

The City of Adelaide commits to ensure equal participation for Aboriginal and Torres Strait Islander Peoples in various life opportunities. Additionally, the distinct rights of Aboriginal and Torres Strait Islander communities will be acknowledged and upheld.

### Institutional Integrity

The City of Adelaide is committed to actively promoting reconciliation, aiming for both systemic and cultural transformations within the organisation and the broader community. Through collaboration with the Aboriginal and Torres Strait Islander community, the focus is on implementing practical approaches to instigate change and to support Aboriginal and Torres Strait Islander priorities within the organisation.

### Unity

The City of Adelaide actively acknowledges and respects Aboriginal and Torres Strait Islander cultures and heritage, recognising them as essential elements of the organisation's identity.

### Historical acceptance

The City of Adelaide is committed to acknowledging and understanding the historical injustices and their enduring impact on Aboriginal and Torres Strait Islander Peoples and present-day society.

## Reconciliation Governance

The City of Adelaide has established the Reconciliation Committee under section 41 of the *Local Government Act 1999 (SA)*, which is now entering its 22<sup>nd</sup> year of providing guidance to Council.

Council's Reconciliation Committee serves as an advisory body that supports the promotion of reconciliation in the city. Its responsibilities include crafting and overseeing the implementation of the City of Adelaide's Stretch Reconciliation Action Plan, contributing to policy formulation, and offering strategic advice to the Council on matters that may affect Aboriginal and Torres Strait Islander communities.

The Reconciliation Committee is led by Dual Chairpersons, with one representing the Aboriginal and Torres Strait Islander community and the other representing the non-Indigenous community. The Committee is comprised of representatives from the Council, strategic agencies, and includes members from the Kurna and other Aboriginal communities.

On 13 December 2022, the City of Adelaide Reconciliation Committee appointed members for the term of Council 2022-2026.

### **Appointments made:**

#### **Aboriginal and/or Torres Strait Islander representatives:**

Ms Yvonne Agius, Dual Chairperson

Ms Deanne Hanchant-Nichols

Mr Ivan Tiwu Copley OAM, JP

#### **Council Members:**

The Right Honourable the Lord Mayor Dr Jane Lomax-Smith and Dual Chairperson

Councillor Janet Giles

Councillor Dr Mark Siebentritt

Councillor David Elliott

#### **Strategic Agency Representatives:**

Chair Kurna Yerta Aboriginal Corporation

CEO Reconciliation South Australia

Attorney-General's Department, Aboriginal Affairs and Reconciliation

#### **Proxies:**

Ms Kveta Vlotman

Ms Lynette Crocker

**Reconciliation Committee image to be updated at the next Reconciliation Committee meeting.**

**NEW PHOTO WITH CURRENT MEMBERS TO BE INSERTED**

Legend with Reconciliation Committee Member names to be included

## RAP Working Group

The RAP Working Group is a dedicated internal cross-organisational team focused on driving positive change and fostering unity within the City of Adelaide. The Working Group provides regular reports to the Reconciliation Committee and City of Adelaide Executive on RAP implementation initiatives and overall progress. The RAP Working Group includes employees who are focussed on developing, guiding, and implementing initiatives that address historical injustices and promote reconciliation within the community.

The Working Group includes the following positions:

- Director City Shaping (Executive RAP Champion)
- Team Leader Marketing and Communications
- Manager Creative City
- Coordinator Aboriginal Employment and Inclusion – identified role
- Team Leader People
- Lead, Media Relations
- Team Leader City Lifestyles
- Team Leader City Events
- Associate Director Governance and Strategy
- Leasing Coordinator, Rundle Mall
- Manager City Experience
- Business Investment Advisor
- Events and Activations Executive, Adelaide Central Market Authority
- Team Leader Social Planning and Reconciliation
- Reconciliation Officer – identified role
- Project Coordinator Social Planning and Reconciliation – targeted role

## Stretch RAP: Reconciliation Leadership

A Stretch RAP involves a more extended, strategic perspective with goals spanning three years. The City of Adelaide has the motivation, capability and capacity to deliver a Stretch RAP and significantly strengthen our reconciliation commitments.

To maintain focus and momentum towards the targets and commitments in the Stretch RAP, implementation is supported by a network of RAP champions at senior employee, Team Leader and Manager level. Progress reports on implementation are shared with the Reconciliation Committee and Council throughout the calendar year, so that the City of Adelaide is accountable and the commitments are publicly communicated. The monitoring of actions is overseen by our Reconciliation Officer.

The Stretch RAP requires organisations to embed reconciliation efforts into their core business strategies, making them a fundamental part of daily operations. Over a three-year period, the Stretch RAP focuses on making impactful commitments with clearly defined, measurable targets and objectives.

Our Stretch RAP signifies a genuine and deepening engagement with Aboriginal and Torres Strait Islander communities, moving beyond symbolic gestures to implement real, transformative actions.

By setting a higher standard, the Stretch RAP demonstrates leadership and inspires other organisations to adopt similar ambitious goals.

## Development of the RAP

This Stretch RAP has been developed through a rigorous consultation process with the City of Adelaide's employees and members of the Reconciliation Committee and Kaurna Yerta Aboriginal Corporation.

Reconciliation SA supported the City of Adelaide in its engagement and analysis to inform the development of this Stretch RAP. Workshops with key internal and external stakeholders including KYAC were held over a six-week period. Engagement activities were tailored to the audience and included engagement with existing City of Adelaide Aboriginal employees.

Workshop participants explored opportunities and actions under four RAP themes:

### 1. Relationships

*Building meaningful relationships supports the Council meet the aspirations of local Aboriginal and Torres Strait Islander communities.*

### 2. Respect

*Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.*

### 3. Opportunities

*Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.*

### 4. Governance

*Tracking progress and reporting.*



The themes and opportunities from the consultation which have shaped the actions and deliverables under each of the four RAP pillars included:

### **Leadership**

- Genuine relationships are evident between the City of Adelaide and the Kaurna community and should be broadened across the organisation.

### **Building capability**

- Induction processes and ongoing cultural awareness for all City of Adelaide employees of First Nations protocols and relationships will improve project outcomes.

### **Procurement**

- The City of Adelaide can leverage its procurement spending to support Aboriginal and Torres Strait Islander businesses in a genuine approach to reconciliation.

### **Engagement**

- Engagement protocols with Aboriginal and Torres Strait Islander People are required to respect the demands on the community and Kaurna People for cultural engagement, advice and participation.

### **Strategic**

- There is an economy of scale and increased benefits to be achieved by collaborating and partnering with other organisations on reconciliation and an opportunity for the City of Adelaide to lead across the local government sector.

Engagement with the wider community and Aboriginal and Torres Strait Islander community identified the following themes:

- The importance of sharing local Aboriginal and Torres Strait Islander Peoples 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 progress and outcomes of the RAP, with opportunities for community feedback.
- The need for action on systemic racism, health inequities, and justice reform.

## City of Adelaide's Major Initiatives

### Kaurna Voices – cultural mapping

In partnership with the Kaurna Yerta Aboriginal Corporation, the City of Adelaide has developed Kaurna Voices, a project to map the city and showcase culturally significant Kaurna sites through historical text, archival images, oral histories, and video interviews with Kaurna Elders and community leaders. The Kaurna Voices website was launched during National Reconciliation Week in 2024.

The site's research incorporates Tiati – truth-telling – to offer genuine Kaurna narratives, including stories of the destruction of Dreaming tracks and important cultural sites along River Torrens/Karrawirra Pari. The interactive map explores the sacred connections of the Kaurna People to the land now known as Adelaide and highlights significant historical events and experiences from early colonisation.



Uncle Jeffrey Newchurch (L–R) Corey Turner, Mitzi Nam, Isaiah Turner, Mearle Sampson, Lewis O'Brien, Yvonne Agius, Rosalind Coleman, Tim Agius, Lynette Crocker, Frank Wanganeen, Jeffrey Newchurch and Phillip Saunders.

1995 Annual Aboriginal Flag Raising Ceremony on Adelaide Town Hall

1997 Reconciliation Vision Statement

1998 National Sorry Day Acknowledgement

2001 Permanent flying of Aboriginal Flag in Victoria Square/Tarntanyangga

2002 Reconciliation Committee as a formal committee of Council

2002 Kaurna Recognition at Council meetings with Acknowledgement of Country

2002 Kaurna dual-naming of Adelaide Park Lands

2005 Reconciliation Grants Program

2006 Doris Graham commemorative plaque

2007 Flying of Aboriginal and Torres Strait Islander flags in Grote Street

2007 Interpretative Information Audio Bollards on Aboriginal Flagpole in Victoria Square/ Tarntanyangga

2008 First annual Reconciliation Action Plan

2008 Aboriginal Employment Policy

2008 Kaurna remains found within Frome Road car park and reburial ceremony organised

2010 Two pieces from South Australian Museum – Kadlitpinna and Kuri Dance 19th Century aquarelle paintings by George French Angas unveiled in Queen Adelaide Room

2012 Council reaffirms its commitments with revised Reconciliation Vision Statement and National Sorry Day Acknowledgement

2012 Kaurna dual-naming of city squares and two city footbridges

2013 Naming of Reconciliation Plaza

2013 Protocol and Guidelines on Welcome to Country and Acknowledgement of Country

2013 Commemorative plaque on the Adelaide Town Hall

2013 Lord Mayoral Civic Reception for the Recognise Long Walk campaign

2014 Alice Dixon Memorial tree replanting

2015 Opening of the Mankurri-api Kuu/Reconciliation Room in the Adelaide Town Hall (first of such in any Council nationwide)

2015 Unveiling of permanent install and commissioned artwork by artist Donald 'Bluey' Roberts, titled Reconciliation Spirit Tree.

2015 Unveiling of permanent install and commissioned artwork by artist, Paul Herzich 'My Country, Our State' recognises and celebrates the diversity of Aboriginal cultures in South Australia

2016 Reconciliation Plaza flag banners

2017 Inaugural launch of NAIDOC in the Mall event

2017 Tarntanyangga Cultural Marker opened

2017 Lord Mayoral Civic Reception for 25<sup>th</sup> Anniversary of the Mabo Decision 2017 Lord Mayoral Civic Reception to commemorate the 50<sup>th</sup> anniversary of the 1967 Referendum

2018 Lord Mayor Civic Reception to commemorate 10<sup>th</sup> anniversary of the National Apology to the Stolen Generations

2018 Inaugural launch of Kids on Country event

2018 First Smoking Ceremony in Adelaide Town Hall to mark the Investiture of the newly elected Council

2019 Launch of Lord Mayor's NAIDOC Award

2019 Installation of a Kaurna Shield and Acknowledgement of Country in the City of Adelaide Customer Centre 2019 Ngadlu Padninthi Kumangka cultural marker unveiled in Pakapakanthi/Victoria Park (Park 16)

2019 Opening of Gladys Elphick Park

2020 Kardi Munta (Emu Net) cultural marker unveiled in Pityarilla/Park 19

2021 Laneway renaming to No Fixed Address Laneway as part of the City of Music Laneways project

2021 First capital city to conduct an official Cultural Burn Project in partnership with Traditional Owners

2021 City of Adelaide launches our tenth RAP

2021 City of Adelaide Reconciliation Committee photo displayed in Colonel Light Room

2022 Establishment of new Reconciliation Membership

2023 Lord Mayors NAIDOC Awards

2023 NAIDOC in the Mall event

2023 Auntie Shirley Peisley Portrait displayed in the Council Chambers

2023 Launch of the Place of Reflection – Memorial to Stolen Generations

2023 Uluru Statement from the Heart displayed in the Adelaide Town Hall

2023 Kids on Country event

2024 Kaurna Voices cultural mapping tool launch

2024 Support for KYAC's Kaurna Artefact Ceremony at Possum Park / Pirltawardli (Park 1)

**1. Relationships**

*Building meaningful relationships supports the Council meet the aspirations of local Aboriginal and Torres Strait Islander communities.*

Focus area

Recognising and collaborating with the Traditional Owners, the Kaurna People, and wider Aboriginal and Torres Strait Islander communities to foster connection and engagement, enhance relationships, boost the participation of Aboriginal and Torres Strait Islander communities in council initiatives, and collaborate with community groups and organisations to commemorate significant cultural milestones.

	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
1.	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		1.2 Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	December 2026	Team Leader, Social Planning and Reconciliation
		1.3 Establish and maintain two formal partnerships with Aboriginal and Torres Strait Islander organisations including: <ul style="list-style-type: none"> <li>• Yanun Project Services</li> <li>• Kuma Kaaru.</li> </ul>	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
2.	Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation' Australia's National Reconciliation Week (NRW) resources and reconciliation materials to all employees.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.2 RAP Working Group members to participate in two external NRW events.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation

	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
		2.3 Encourage and support employees and senior leaders to participate in at least two external events to recognise and celebrate NRW.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.4 Organise at least one internal NRW event, including at least one organisation-wide NRW event, each year.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.5 Register all our NRW events on the Reconciliation Australia website NRW website.	27 May – 3 June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		2.6 The City of Adelaide commits to organising at least one NRW event each year at the Adelaide Central Market or Rundle Mall.	27 May – 3 June 2025, 2026, 2027	Manager, City Experience  General Manager, Adelaide Central Market Authority  Events and Activations Executive, Rundle Mall Management
3.	Promote reconciliation through our sphere of influence.	3.1 Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce.	December 2025	Team Leader, Social Planning and Reconciliation
		3.2 Communicate our commitment to reconciliation publicly.	December 2025, 2026, 2027	Chief Executive Officer
		3.3 Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	December 2025	Team Leader, Social Planning and Reconciliation
		3.4 Collaborate with two RAP and other like-minded organisations to	June 2027	Team Leader, Social Planning and Reconciliation

	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
		implement innovative approaches to advance reconciliation.		
		3.5 Prominently display the Reconciliation Committee photo in Town Hall.	February 2025	Manager, Creative City
		3.6 Continue to share news about reconciliation achievements and profile Aboriginal and Torres Strait Islander employees in employee newsletters.	December 2025, 2026, 2027	Manager, People
		3.7 Host two Aboriginal and Torres Strait Islander-led community reconciliation activities outside of National Reconciliation Week to engage the wider community in reconciliation	December 2025, 2026, 2027	Manager, City Experience
4.	Promote positive race relations through anti-discrimination strategies.	4.1 Continuously improve HR policies and procedures concerned with anti-discrimination.	December 2026	Manager, People
		4.2 Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	December 2026	Manager, People
		4.3 Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2026	Manager, People
		4.4 Senior leaders to publicly endorse and support anti-discrimination campaigns, initiatives, and stances.	June 2025	Manager, People
		4.5 Provide ongoing education for senior leaders and managers on the effects of racism to allow a public stance against racism.	December 2025	Manager, People

	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
		4.6 Investigate mechanisms that can be used to identify the possible impact of Council activities on Aboriginal and Torres Strait Islander People e.g. Impact assessments.	June 2027	City Planning and Heritage
5.	Co-design engagement protocols with KYAC that formalise and strengthen the existing partnership	5.1 Invite Kurna representation on the Kadaltilla Board as a KYAC strategic representative.	Provide report: June 2025, 2026, 2027	Associate Director, Governance and Strategy
		5.2 Invite Kurna representation on the Reconciliation Committee as a KYAC strategic representative.	January 2025, 2026, 2027	City Planning and Heritage
		5.3 With KYAC co-design the <i>Kurna Yerta Aboriginal Engagement Protocol</i> detailing preferred methods for collaborating with City of Adelaide.	June 2025	City Planning and Heritage
		5.4 Investigate opportunities to embed Kurna cultural heritage advice within Council resourcing.	June 2027	City Planning and Heritage
6.	Build relationships with the SA Voice to Parliament representatives to ensure open communication	6.1 Amend the Terms of Reference of the Reconciliation Committee to enable a strategic Voice representative of the Voice to South Australian Parliament to become a strategic representative on the Committee.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		6.2 Investigate opportunities to engage with the Central Voice representatives to ensure two-way communication.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation

The South Australian Voice to Parliament is a pioneering initiative aimed at enhancing the participation of Aboriginal and Torres Strait Islander peoples in the political processes that affect their communities. Established in 2023, it provides a direct, formal channel for Indigenous South Australians to advise the South Australian Parliament and government on matters of policy, legislation, and resource allocation.



## 2. Respect

*Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.*

### Focus area

Recognising the Traditional Owners of the land, the Kaurna People, displaying the Aboriginal and Torres Strait Islander flags, enhancing community awareness and engagement, and advocating for reconciliation.

	Action	Deliverable	Timeline	Responsibility
7	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	7.1 Conduct a review of the cultural learning needs within our organisation.	June 2025 June 2026	Manager, People
7.2 Consult local Traditional Owners and the Reconciliation Committee on the implementation of a Cultural Learning Strategy.		June 2026	Manager, People	
7.3 Implement and communicate Cultural Learning Strategy to all employees.		December 2025	Manager, People	
7.4 All RAP Working Group members, HR Managers, senior executive group and all new employees to undertake formal and structured Cultural Learning		December 2025	Manager, People,	
7.5 100% of employees undertake formal and structured face-to-face Cultural Learning training on commencement at the organisation and refresher within a 3 year period.		June 2025, 2026, 2027	Manager, People	
7.6 Collaborate with Local Government Association to co-design with Aboriginal and Torres Strait Islander Peoples a Local Government Cultural Learning package tailored for the local government sector.		June 2027	Manager, People	

	Action	Deliverable	Timeline	Responsibility
8.	Demonstrate Respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols	8.1 Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2025	Team Leader, Social Planning and Reconciliation
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.		June 2025	Team Leader, Social Planning and Reconciliation	
8.3 Invite local Traditional Owners to provide a Welcome to Country at a minimum of 15 significant events.		June 2025, 2026, 2027	Manager, Creative City	
8.4 Council Members, senior leaders and employees provide an Acknowledgement of Country or other appropriate protocols at all meetings and public events.		December 2025	Team Leader, Social Planning and Reconciliation	
8.5 Display Acknowledgment of Country plaques in our Customer Service Centre, Libraries, and Community Centres.		December 2025	Team Leader, Social Planning and Reconciliation	
8.6 Consult with Traditional Owners to rename the primary conference, meeting, and training rooms at the Colonel Light Centre with co-names honouring significant Aboriginal and Torres Strait Islander leaders in South Australia. These names will be selected in collaboration with the Reconciliation Committee and broader members of the Aboriginal		December 2026	Team Leader, Social Planning and Reconciliation	

	Action	Deliverable	Timeline	Responsibility
		and Torres Strait Islander communities.		
		8.7 Provide First Nations led workshops for Council Members and Senior Leaders to learn an Acknowledgement of Country in Kaurna.	February 2025	Associate Director, Governance and Strategy
		8.8 Develop a Sitting Fees Procedure for targeted community engagement with Aboriginal and Torres Strait Islander persons so community members are appropriately remunerated.	December 2025	Associate Director, Governance and Strategy
9.	Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	9.1 RAP Working Group members to participate in an external NAIDOC week event(s).	July 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		9.2 Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	June 2025	Manager, People
		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> </ul> NAIDOC artwork commissioning.	July 2025, 2026, 2027	Office Manager, Office of the Lord Mayor
		9.4 Collaborate with the SA NAIDOC Committee to support celebrations in the CBD including the NAIDOC March and Family Fun Day.	July 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		9.5 Officially recognise the recipient of the annual Lord Mayor's NAIDOC Award on both the website and social media platforms.	July 2025, 2026, 2027	Office Manager, Office of the Lord Mayor

	Action	Deliverable	Timeline	Responsibility
		9.6 Provide an internal and external CEO NAIDOC week message.	July 2025, 2026, 2027	Chief Executive Officer
10.	Increase awareness, understanding and visibility of Kurna as the Traditional Owners through physical interpretation throughout the city.	10.1 Secure funding and establish key locations across the CBD, including cultural landmarks, public spaces, and transport hubs, to promote the Kurna Native Title Determination through state grants, council budget allocation, corporate sponsorship, federal funding, and philanthropic partnerships.	June 2027	Team Leader, Social Planning and Reconciliation
		10.2 In consultation with Traditional Owners review renaming of city laneways to represent ancestral Kurna families.	June 2026	Manager, Creative City
		10.3 In co-design with Kurna Traditional Owners develop a Kurna welcome art installation on Sir Donald Bradman Drive and West Terrace (from airport).	December 2026	Manager, Creative City
11.	With Traditional Owners develop a process for repatriation of ancestral remains	11.1 In consultation with Traditional Owners design a Repatriation of ancestral remains protocol in partnership with KYAC.	December 2026	Manager, Park Lands and Sustainability
		11.2 Review and design a record keeping tool to ensure ongoing monitoring and maintenance of repatriated ancestral remains	June 2027	Manager, Park Lands and Sustainability

### 3. Opportunities

*Providing opportunities for Aboriginal and Torres Strait Islander communities to assist a council in its goal of being a socially inclusive city involves fostering active engagement, partnership, and co-design with Indigenous peoples.*

#### Focus area

Enhancing the employment and retention of Aboriginal and Torres Strait Islander employees at the City of Adelaide, extending financial support to community groups and organisations, and partnering with Kaurna and broader Aboriginal and Torres Strait Islander communities to amplify cultural tourism opportunities in the city.

	Action	Deliverable	Timeline	Responsibility
12.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	12.1 Engage with Aboriginal and Torres Strait Islander employees to consult on the effectiveness of our recruitment, retention and professional development strategy.	June 2025	Manager, People
12.2 Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.		December 2025	Manager, People	
12.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander candidates.		December 2025	Manager, People	
12.4 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the workplace.		December 2025	Manager, People	
12.5 Aboriginal and Torres Strait Islander employees to be supported to take on management and senior-level positions by providing professional and career development pathways.		June 2025	Manager, People	

	Action	Deliverable	Timeline	Responsibility
		12.6 Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees by 2027.	June 2027	Manager, People
		12.7 Investigate graduate, traineeship and internship programs as an entry pathway into the organisation.	December 2025, 2026, 2027	Manager, People
		12.8 Conduct a comprehensive review of cultural leave and other workplace policies to ensure that cultural load is minimised, creating an inclusive environment that supports the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander employees.	June 2025	Manager, People
		12.9 Conduct a comprehensive review of cultural leave and other workplace policies to ensure that cultural load is minimised, creating an inclusive environment that supports the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander employees.	June 2025	Manager, People
13.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	13.1 Develop and implement an Aboriginal and Torres Strait Islander Business Procurement Strategy.	December 2026	Team Leader, Procurement and Contract Management
		13.2 Maintain Supply Nation membership.	December 2027	Team Leader, Procurement and Contract Management
		13.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal	December 2026	Team Leader, Procurement and Contract Management

	Action	Deliverable	Timeline	Responsibility
		and Torres Strait Islander businesses to employees.		
		13.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2026	Team Leader, Procurement and Contract Management
		13.5 Maintain commercial relationships with two Aboriginal and/or Torres Strait Islander businesses.	December 2025, 2026, 2027	Team Leader, Procurement and Contract Management
		13.6 Train all relevant employees in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.		Team Leader, Procurement and Contract Management
		13.7 Explore collaboration opportunities with Kurna and other local Aboriginal and Torres Strait Islander tourism providers to create a continuous tourism product and/or provide cultural experiences in the city.	December 2025	Adelaide Economic Development Agency
		13.8 Maintain the Kurna Register on the City of Adelaide website promoting Kurna performers, educators, and tourism experts.	December 2025	Lead, Web and User Experience
14.	Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices	14.1 In partnership with cultural experts conduct a cultural burn each year on the Adelaide Park Lands.	December 2025, 2026, 2027	Manager, Park Lands and Sustainability
		14.2 Develop an internal process (standard operating procedure) for conducting a cultural burn led by	June 2027	Manager, Park Lands and Sustainability

	Action	Deliverable	Timeline	Responsibility
		Aboriginal and Torres Strait Islander people.		
		14.3 Review City of Adelaide's burn permit process to ensure no barriers to Aboriginal and Torres Strait Islander participation.	June 2027	Manager, City Safety
15.	Strengthen management of the Adelaide Park Lands, waterways and land practices through Kaurna collaboration	15.1 Recruit the inaugural Aboriginal Ranger position to oversee cultural land management practices in the Adelaide Park Lands.	June 2025	Manager, Park Lands and Sustainability
		15.2. Collaborate with the Kaurna community to explore possibilities for integrating First Nations perspectives on land and waterways management strategies and practices relating to the Adelaide Park Lands.	June 2025	Manager, Park Lands and Sustainability
16.	Review community building leasing and event procedures to remove barriers for Aboriginal and Torres Strait Islander participation	16.1 Investigate community building leasing arrangements of Council facilities to promote Aboriginal and Torres Strait Islander business participation.	June 2026	Manger, City Lifestyles
		16.2 Conduct a review of event procedures and guidelines to identify opportunities to encourage organisers to engage more in reconciliation.	June 2026	Manager, City Experience
17.	Strengthen existing and explore new partnerships with community-controlled organisations to address the social determinants of health	17.1 Investigate partnerships to deliver community-controlled housing.	June 2027	Property Development
		17.2 Develop strategies for addressing the drivers of violence against women.	June 2027	Team Leader, Social Planning and Reconciliation



	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
		17.3 Develop programs aimed to support Aboriginal and Torres Strait Islander people’s social and emotional wellbeing through increased participation in City of Adelaide Community Centres and libraries.	June 2027	Manager, City Lifestyles
		17.4 Review community grants funding programs to ensure the process capture data, funding and support for Aboriginal and Torres Strait Islander led programs.	June 2027	Manager, City Lifestyles

**4. Governance**

*Tracking progress and reporting.*

Focus area

City of Adelaide’s policies and procedures embed reconciliation practices that support implementation of the RAP.

	Action	Deliverable	Timeline	Responsibility
18.	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	18.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		18.2 Develop Terms of Reference for the RWG	June 2025	Team Leader, Social Planning and Reconciliation
		18.3 Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December 2025, 2026, 2027	Associate Director, Governance and Strategy
		18.4 Demonstrate leadership in reconciliation by setting performance targets for leaders aligned to RAP activity.	April 2025, 2026, 2027	Chief Executive Officer
19.	Provide appropriate support for effective implementation of the RAP commitments.	19.1 Embed resource needs for RAP implementation.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		19.2 Embed key RAP actions in performance expectations of senior management and employees.	June 2025	Chief Executive Officer
		19.3 Embed appropriate systems and capability to track, measure and report on RAP commitments.	June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		19.4 Maintain an internal RAP Champion from senior management.	June 2025, 2026, 2027	Chief Executive Officer
		19.5 Include RAP as a standing agenda item at senior management meetings.	January 2025	Team Leader, Social Planning and Reconciliation

	Action	Deliverable	Timeline	Responsibility
20.	Build accountability and transparency through reporting RAP achievements, challenges, and learnings, both internally and externally.	20.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence (June Annually).	June 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.2 Contact Reconciliation Australia to request unique link to access online RAP impact Survey.	August 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.4 Report RAP progress to employees and senior leaders quarterly.	March, June, September, December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.5 Publicly report against RAP commitments annually, outlining achievements, challenges and learnings.	December 2025, 2026, 2027	Team Leader, Social Planning and Reconciliation
		20.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Team Leader, Social Planning and Reconciliation
		20.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	December 2027	Team Leader, Social Planning and Reconciliation
		20.8 Develop an annual video progress report on Reconciliation activity each calendar year to share publicly.	December 2025, 2026, 2027	Team Leader, Customer and Marketing
		20.9 Review Terms of Reference for the Reconciliation Committee at the end of every Council term.	January 2027	Associate Director, Governance and Strategy

	<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
21	Continue our reconciliation journey by developing our next RAP	21.1 Register via Reconciliation Australia’s website to begin developing the next RAP.	June 2027	Team Leader, Social Planning and Reconciliation

**Name:** Talisha King

**Position:** Reconciliation Officer

**Phone:** 08 8203 7933

**Email:** [Reconciliation@cityofadelaide.com.au](mailto:Reconciliation@cityofadelaide.com.au)

**Final page**

**Artwork explanation**