

City of Adelaide
Draft Reconciliation Action Plan 2024-2027
Consultation Summary
November 2024

Background

A Stretch Reconciliation Action Plan (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.

Reconciliation Australia established the RAP initiative in 2006, and finalised RAPs are registered with Reconciliation Australia. Having a RAP is not a legislative requirement but is a valuable tool for an organisation and community committed to progressing reconciliation.

The City of Adelaide has developed a draft Stretch RAP 2024-2027 (draft Stretch RAP) through a series of workshops with its Administration led by Reconciliation SA, as well as with the Reconciliation Committee and Kauna Yerta Aboriginal Corporation (KYAC).

The City of Adelaide publicly engaged on the draft Stretch RAP to:

- Inform the community of the City of Adelaide's strategic direction and priorities for reconciliation.
- Seek feedback and suggestions to inform the final Stretch RAP.
- Promote awareness of the draft Stretch RAP among the community and businesses.

Stakeholder groups were notified directly including the City of Adelaide Reconciliation Committee, KYAC and Reconciliation SA.

Public Consultation and Responses

Consultation on the draft Stretch RAP opened on 28 October 2024 to 18 November 2024. During the two-week consultation period five Our Adelaide submissions were received.

Themes arising from consultation

- The importance of sharing local Aboriginal 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 RAP progress and outcomes, with community feedback loops.
- The need for action on systemic racism, health inequities, and justice reform.

Table 1: Summary of key themes arising from the community consultation

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>Do you believe the proposed 'Relationships' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – all Feedback 2: Yes – some Feedback 3: No Feedback 4: No Feedback 5: No</p>	Noted
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <ul style="list-style-type: none"> • Feedback 1: More talking to the Elders to get their opinions very important. • Feedback 2: At least some if not all. It depends on the strength of your existing relationships and commitment by your executive and management teams as to whether all this is possible. • Feedback 3: Blank • Feedback 4: Recent events such as the US election and result of the Voice referendum should be considered. Believe this effort is divisive (moderated comment). 	<p>The City of Adelaide executive and management are committed to strengthening existing relationships through protocols and practices. This is embodied in the draft Stretch RAP and includes a nominated senior leadership RAP Champion.</p> <p>A strong emphasis on the importance of consulting with Elders and ensuring their perspectives are identified within the draft Stretch RAP.</p>
<p>Do you believe the proposed 'Respect' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – all Feedback 2: Yes – some Feedback 3: No Feedback 4: No Feedback 5: No</p>	Noted

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: None</p> <p>Feedback 2: my comments are the same for all.</p> <p>Feedback 3: Blank</p> <p>Feedback 4: Read previous answer</p>	Noted
<p>Do you believe the proposed 'Opportunities' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – some</p> <p>Feedback 2: Yes – some</p> <p>Feedback 3: No</p> <p>Feedback 4: No</p> <p>Feedback 5: No</p>	Noted
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: It needs to be handled correctly</p> <p>Feedback 2: As previous comment</p> <p>Feedback 3: Blank</p> <p>Feedback 4: see above</p>	Through Actions 18, 19 and 20 the draft Stretch RAP commits to regular monitoring, ongoing engagement with Aboriginal stakeholders, and transparent reporting to achieve successful implementation and create lasting change.
<p>Do you believe the proposed 'Governance' actions and deliverables are realistic and achievable?</p> <p>Feedback 1: Yes – some</p> <p>Feedback 2: Yes – some</p> <p>Feedback 3: No</p> <p>Feedback 4: No</p> <p>Feedback 5: No</p>	Noted

Feedback Submission Summary (Key Themes)	Administration Response
General Comments	
<p>What potential challenges or barriers do you foresee in implementing these actions?</p> <p>Feedback 1: Don't know</p> <p>Feedback 2: As previous</p> <p>Feedback 3: Blank</p> <p>Feedback 4: Same</p>	<p>Through Actions 18, 19 and 20 the draft Stretch RAP commits to regular monitoring, ongoing engagement with Aboriginal stakeholders, and transparent reporting to achieve successful implementation and create lasting change.</p>
<p>Do you have any other comments about how the City of Adelaide can build upon its commitment to Reconciliation?</p> <ul style="list-style-type: none"> • Feedback 1: Please consult the Elders and ask them for suggestions • Feedback 2: Wondering about actions to 'close the gap'. Are there particular health and wellbeing goals that you are addressing? • Feedback 3: Blank • Feedback 4: Yes, bring in real people not Uni elitists with cushy jobs that don't have a clue on the real world. Adelaide is a great city - sure work in progress but if it wants to help low income people, support proven charities who know how to assist the under-privileged. • Feedback 5: Smoking Ceremony, Welcome to Country, and Cultural burns. Council requires Aboriginal and Torres Strait Islander to get a burning permit to conduct Smoking Ceremonies, Welcome to Country and cultural burns. This demonstrates a failure to recognise Aboriginal and Torres Strait Islander as the owners of the land. Appears culturally insensitive to the intention and meaning of welcome to Country. <p>Additional support Provide culturally appropriate financial support for Aboriginal and Torres Strait Islander women right from the commencement of their employment. Provide ongoing culturally appropriate counselling/therapy for Aboriginal and Torres Strait Islander – different from the EAP so they know they are supported</p>	<ul style="list-style-type: none"> • The draft Stretch RAP commits to practical outcomes by working with community partners and ensuring cultural sensitivity in practices like Smoking Ceremonies. • The draft Stretch RAP includes Aboriginal employment targets. • The draft Stretch RAP includes Action 7 to “Promote positive race relations through anti-discrimination strategies” which includes 7 priority actions to ensure culturally appropriate policies, behaviours and actions within the organisation and in relationships with partners and the community. • Action 13 proposes to “Embed cultural burn practices” with a number of steps to achieve this action.

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<p>in a meaningful way when needed.</p> <p>Other Have conversations with all men, challenging them to treat women and children better.</p>	
<p>Please provide any additional feedback regarding the draft Stretch Reconciliation Action Plan 2024-2027.</p> <ul style="list-style-type: none"> • Feedback 1: Nil • Feedback 2: Nil • Feedback 5: City of Adelaide – employment conditions, work contracts and similar fail to recognise/acknowledge Aboriginal and Torres Strait Islander people have <ul style="list-style-type: none"> ○ Higher burden of disease and health issues ○ shorter life expectancy ○ Aboriginal and Torres Strait Islander women and children are overrepresented as victims and survivors of family and domestic violence (FDV) ○ Aboriginal and Torres Strait Islander men are overrepresented as perpetrators of FDV. City of Adelaide – employment conditions, work contracts and similar should be set up to limit the harm and impact from these scenarios including: <ul style="list-style-type: none"> ○ Council can have Aboriginal and Torres Strait Islander specific employment contracts, conditions, salaried agreements that provides: ○ Additional personal leave recognising the higher burden of disease. ○ Additional superannuation contributions that to limit the impact that statistically Aboriginal and Torres Strait Islander are likely to have shorter worker careers and flow on effect of likely lower superannuation balance at the end of their working life. ○ Additional paid annual leave to recognise the impact of multi-generational trauma and provide greater 	<ul style="list-style-type: none"> • The RAP includes Action 7 to “Promote positive race relations through anti-discrimination strategies” which includes 7 priority actions to ensure culturally appropriate policies, behaviours and actions within the organisation and in relationships with partners and the community and Action 13 to “Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development”.

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<p>opportunity for rest, recreation and enjoyable activities without any financial penalties.</p> <ul style="list-style-type: none"> In acknowledgement of a shorter life expectancy – earlier access to superannuation and other age related financial and other supports. 	