

Stretch RAP 2024-2027 Progress Update

Wednesday, 5 March 2025
Reconciliation Committee

Strategic Alignment - Our Community

Public

Program Contact:

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EXECUTIVE SUMMARY

The purpose of this report is to provide a progress update on the implementation of the Stretch Reconciliation Action Plan 2024–2027 (Stretch RAP).

The Stretch RAP was endorsed by the Reconciliation Committee at its meeting on 4 December 2024 ([Link 1](#)) and was subsequently endorsed by the Council at its meeting on 10 December 2024.

The City of Adelaide's 2024/25 Annual Business Plan and Budget includes \$150,000 for year-one implementation of the Stretch Reconciliation Action Plan 2024-2027.

Attachment A provides an overview of the actions delivered between 1 July 2024 and 31 December 2024.

Key achievements under the Stretch RAP 2024-2027 include:

- A review of the Procurement Policy and Guidelines is in progress to support Aboriginal and Torres Strait Islander employment.
- Adoption of the revised Terms of Reference which included meeting procedures for the Reconciliation Committee and provisions to enable a live stream of the meetings.
- A joint meeting was held with the Reconciliation Committees of Renewal SA and the City of Adelaide on the Tapangka development.
- Recruitment of an Aboriginal Ranger Program Coordinator is in progress. The Aboriginal Ranger Program will identify opportunities to return cultural land management practices to the management of the Adelaide Park Lands and waterways.
- Two Aboriginal and Cultural Respect employee workshop sessions were held for 47 employees and 14 people participated in a lunchtime cultural walk.
- An internal Aboriginal Employment Coordinator was appointed and is working on the development of strategies and implementation plans to increase, retain and develop our Aboriginal and Torres Strait Islander employees.
- A Reconciliation Action Plan Development Working Group was established for the development of the Stretch Reconciliation Action Plan 2024–2027.
- The Reconciliation Action Plan 2021–2024 Outcomes Report was presented to the Reconciliation Committee in September 2024. Key achievements between 2021–2024 included: Kaurna Voices – cultural mapping project; NAIDOC Week annual celebrations; handing back of Kaurna Artefacts Ceremony at Pirltawardli; Place of Reflection Memorial to the Stolen Generations; the late Aunty Shirley Peisley AM portrait; Adelaide Park Lands cultural burn; the Knowledge Project, an insight into Kaurna history, spirituality and language; and Kids on Country.

The Stretch RAP has received conditional endorsement from Reconciliation Australia and is in the final stages of external endorsement processes for the designed version of the document.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE

1. Receives the Stretch Reconciliation Action Plan 2024-2027 progress implementation update for the period 1 July 2024 and 31 December 2024, as contained in Attachment A to Item 5.5 on the Agenda for the meeting of the Reconciliation Committee held on 5 March 2025.
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IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment – Our Community Establish and deliver a new Stretch Reconciliation Action Plan by 2024
Policy	This report provides a six-month implementation progress update on the Stretch Reconciliation Action Plan by 2024 – 2027.
Consultation	Not as a result of this report
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Not as a result of this report
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 2024-2027 is a strategic document outlining key goals, actions, and milestones over three-years.
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. The Stretch Reconciliation Action Plan 2024–2027 (Stretch RAP) was endorsed by the Reconciliation Committee at its meeting on 4 December 2024 ([Link 1](#)), and was subsequently endorsed by the Council at its meeting on 10 December 2024.
2. The Stretch RAP actions are aligned to the four themes required by Reconciliation Australia to achieve a Stretch Reconciliation Action Plan.
 - 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.
3. The Stretch RAP is a three-year plan designed to guide reconciliation efforts from 2024 to 2027.
4. The City of Adelaide's 2024/25 Annual Business Plan and Budget includes \$150,000 for year-one (2024/25) implementation of the Stretch RAP.

Progress implementation update

5. The purpose of this report is to provide a progress update on the implementation of the Stretch Reconciliation Action Plan 2024–2027 (RAP).
6. Administration will provide six-monthly implementation progress updates to document key actions, successes, and any challenges encountered, allowing for adjustments and strategic improvements in delivering the Stretch RAP.
7. **Attachment A** provides an overview of the actions delivered between 1 July 2024 and 31 December 2024.
8. Key achievements under the Stretch RAP include:
 - 8.1. A review of the Procurement Policy and Guidelines is in progress to support Aboriginal and Torres Strait Islander employment with finalisation due in early 2025.
 - 8.2. Adoption of the revised Terms of Reference which included meeting procedures for the Reconciliation Committee and procedures to enable live stream of the meetings.
 - 8.3. A joint meeting was held with the Reconciliation Committees of Renewal SA and the City of Adelaide on the Tapangka development.
 - 8.4. Recruitment of an Aboriginal Ranger Program Coordinator is in progress. The Aboriginal Ranger Program will identify opportunities to return cultural land management practices to the management of the Adelaide Park Lands and waterways.
 - 8.5. Two Aboriginal and Cultural Respect employee workshop sessions were held for 47 employees and 14 people participated in a lunchtime cultural walk.
 - 8.6. An internal Aboriginal Employment Coordinator was appointed and is working on the development of strategies and implementation plans to increase, retain and develop our Aboriginal and Torres Strait Islander employees.
 - 8.7. A Reconciliation Action Plan Development Working Group was established for the development of the Stretch Reconciliation Action Plan 2024–2027.
9. The Reconciliation Action Plan 2021–2024 Outcomes Report was presented to the Reconciliation Committee in September 2024. Key achievements between 2021–2024 included:
 - 9.1. Kurna Voices – cultural mapping project

- 9.2. NAIDOC Week annual celebrations
 - 9.3. Handing back of Kaurna Artefacts Ceremony at Pirltawardli
 - 9.4. Place of Reflection Memorial to the Stolen Generations
 - 9.5. The late Aunty Shirley Peisley AM portrait
 - 9.6. Adelaide Park Lands cultural burn
 - 9.7. The Knowledge Project an insight into Kaurna history, spirituality and language
 - 9.8. Kids on Country.
10. A summary of progress against the Stretch RAP has been included in the City of Adelaide Annual Business Plan and Budget report for Quarter 2 of 2024/25.

Next Steps

11. The progress implementation update on the Stretch Reconciliation Action Plan 2024-2027 will be made available on the City of Adelaide website [Reconciliation initiatives | City of Adelaide \(Link 2\)](#).
12. The Stretch RAP has received conditional endorsement from Reconciliation Australia and is in the final stages of external endorsement processes for the designed version of the document.
13. Pending the final external endorsement of the Stretch RAP, the document will be launched publicly in the current financial year.

DATA AND SUPPORTING INFORMATION

Link 1 – [Reconciliation Committee Agenda – Wednesday, 4 December 2024](#)

Link 2 – City of Adelaide Website – RAP reporting - [Reconciliation initiatives | City of Adelaide](#)

ATTACHMENTS

Attachment A – Progress update on implementation of the Stretch Reconciliation Action Plan 2024-2027

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