

Stretch Reconciliation Action Plan 2024-2027

Year 1 (2024/25) Implementation – Progress update 1 April – 30 June 2025

The City of Adelaide is committed to deepening our ties with First Nations People, prioritising reconciliation through innovation, collaboration and visibility. We will honour Kaurna People as the Traditional Custodians and work together to embed reconciliation into our work and empower cultural protocols.

This summary sets out achievements for Year 1 of the 3-year Stretch Reconciliation Action Plan and aligns with the City of Adelaide Annual Business Plan and Budget 2024/25.

Themes

Relationships, Respect, Opportunities, Governance

Icon Key: ✓ Complete | ● In progress (to be completed in 2025/26) | ◆ Not proceeding

2024/25 Commitments		Progress Update
Design an Aboriginal Rangers Program for the Adelaide Park Lands to support traditional land management practices	●	Recruitment for the Aboriginal Ranger Program Coordinator was completed in mid 2025. The Program Coordinator will identify opportunities to return cultural land management practices to the management of the Adelaide Park Lands and waterways.
Establish a Protocol for Aboriginal Engagement	●	The City of Adelaide engaged consultants Yamagigu to update current engagement protocols to include the principles of Free, Prior and Informed Consent (FPIC).
Review the Procurement Policy and Guidelines to support circular economy, climate resilience, Aboriginal and Torres Strait Islander employment and local sourcing by 2024	✓	Council adopted an updated Procurement Policy on 18 February 2025 that embedded principles for the use of local goods and services, social enterprise engagement, environmental, cultural, circular economy, and Aboriginal and Torres Strait Islander support across all procurements.
Deliver Iparrrityi Art Commission for Whitmore Square	◆	This project is part of the endorsed Masterplan for Whitmore Square/Iparrrityi. The consultation and concept design process were initiated in Quarter 4 of 2024/25. The endorsed Masterplan for Whitmore Square/Iparrrityi has been deferred. In the meantime, several initiatives celebrating Iparrrityi's contributions are progressing. These include the Women in the Chamber portrait project, a public display at the Adelaide Town Hall, and a suite of online resources that share her story and highlight her enduring significance.
Reconciliation Committee convenes quarterly to offer guidance and make recommendations to Council	✓	The Reconciliation Committee met on 7 May 2025, and previously in September 2024, December 2024 and March 2025. The Reconciliation Committee continues to operate under updated Terms of Reference which align with other Committees of the Council.

Acknowledgement of Country

City of Adelaide acknowledges the traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today. And we also extend that respect to other Aboriginal Language Groups and other First Nations.

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2024/25 Commitments		Progress Update
Build relationships through celebrating National Reconciliation Week (NRW)	●	National Reconciliation Week ran from 27 May to 3 June 2025 with banners and flag being flown on King William Street and Gouger Street, Adelaide. National Reconciliation Artwork Commission by Brooke Rigney-Lively was unveiled at the Community Kitchen, Adelaide Central Market on 23 May 2025. Brooke's artwork speaks to the spirit of Reconciliation Week 2025—celebrating First Nations culture, storytelling, and strength.
City of Adelaide is dedicated to creating engagement protocols that enable the representation and partnership of the Kaurna people	●	The City of Adelaide engaged consultants Yamagigu to update current engagement protocols to include the principles of Free, Prior and Informed Consent (FPIC).
Creating an anti-racism approach to become leaders in the space	●	The City of Adelaide is in discussion with Reconciliation SA regarding an anti-racism training package for consideration in 2025/26.
Collaboration on management of the Adelaide Park Lands waterways and land practices	●	Recruitment for the Aboriginal Ranger Program Coordinator was completed in mid-2025. The Program Coordinator will identify opportunities to return cultural land management practices to the management of the Adelaide Park Lands and waterways.
Build relationships with the SA Voice to Parliament to ensure open communication	●	An exploratory phase of engagement was held with the First Nations Voice Secretariat to consider how the City of Adelaide's Reconciliation Committee might build meaningful links with the Voice to Parliament.
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through Cultural Learning	●	The City of Adelaide ran four cultural learning sessions, one per quarter, which are mandatory for all new employees to attend. In Quarter 4, 48 employees attended the face-to-face sessions
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	●	The City of Adelaide engaged consultants Yamagigu to update current engagement protocols to include the principles of Free, Prior and Informed Consent (FPIC).
Celebrate NAIDOC week and provide opportunities for participation and education	✓	NAIDOC Week 2024 was delivered in Quarter 1. Adelaide hosted the 50th anniversary of NAIDOC week. The Lord Mayor hosted the Royal Australian Mint's release of a commemorative 50-cent coin to celebrate the 50th anniversary. Celebrations included a combined Lord Mayor and SA NAIDOC Awards event held on 8 July 2024, and NAIDOC in the Mall on 9 July 2024. Uncle Frank Wangutya Wanganeen received the Lord Mayor's NAIDOC Award. Final planning stages were undertaken for the 2025 NAIDOC Week, including the Lord Mayor's NAIDOC Awards and NAIDOC in the Mall. This event will unveil the 2025 NAIDOC Artwork.

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Increase, retain and develop our Aboriginal and Torres Strait Islander employees	●	The Quarter 4 rate of Aboriginal and Torres Strait Islander employees is 1.1% (9 individuals). Significant effort is still needed to reach the goal of 2%.
Improve economic participation of Aboriginal and Torres Strait Islander businesses	✓	<p>The Council adopted an updated Procurement Policy on 18 February 2025 that embedded principles for the use of local goods and services, social enterprise engagement, environmental, cultural, circular economy, and Aboriginal and Torres Strait Islander support across all procurements.</p> <p>The City of Adelaide strengthened its commitment to supporting Aboriginal-owned businesses through partnerships with: We Create Print Deliver, Kuma Kaaru, KSJ Consulting, and service providers committed to supporting Aboriginal communities throughout South Australia which include: Yamagigu, and South Australian Native Title Services (SANTS).</p>
Embed cultural burn practices	●	<p>A cultural burn permit review has been completed.</p> <p>The development of a new process to embed and support cultural burning practices will be finalised in 2025/26.</p>
Establish and maintain an effective RAP implementation group to drive activity for the plan	✓	<p>This project was completed by Quarter 2.</p> <p>A Reconciliation Action Plan (RAP) Development Working Group was established to guide and support the creation of the Stretch Reconciliation Action Plan 2024–2027.</p> <p>The Working Group plays a key role in providing implementation direction, identifying opportunities for meaningful action, and helping to embed reconciliation principles across all areas of Council operations.</p>
Provide appropriate support for effective implementation of RAP commitments	✓	<p>This project was completed by Quarter 2.</p> <p>The 2024/25 RAP commitments were funded. This included the appointment of a Project Coordinator in the Social Planning and Reconciliation team to support the delivery of RAP commitments.</p>
Enhance accountability and transparency by reporting on RAP accomplishments, challenges, and insights, both internally and externally	✓	<p>Key highlights in 2024/25 are the National Reconciliation Week 2025 Artwork, NAIDOC in the Mall 2024 Artwork unveiling and the 2024-2027 Stretch Reconciliation Action Plan Branding.</p> <p>The 2024/25 Annual Report against the 2024-2027 Stretch Reconciliation Action Plan is in progress. This report will be published and made a public record to support accountability and transparency by reporting on the outcomes and highlights of the implementation of the RAP in Quarter 1 of 2025/26.</p>
Recognise the contributions and promote continuous support for the ongoing development of the Reconciliation Committee	✓	The Reconciliation Committee is operating under updated Terms of Reference which align with other Committees of the Council.

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