

Year 2 (2025/26) Implementation – Progress update 1 October – 31 December 2025

The City of Adelaide is committed to deepening our ties with First Nations people and 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.

Themes

Relationships, Respect, Opportunities, Governance

Icon Key: ✓ Complete | ● In progress | ● In progress (behind schedule) | ◆ Not due to commence

2025/26 Commitments	Progress Update
Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.	● The City of Adelaide continues regular promotion of reconciliation initiatives and stories across Council media and communications channels. A video update on Stretch Reconciliation Action Plan (RAP) progress (Deliverable 20.8) is due for release in Quarter 3. Preparations to report to Reconciliation Australia are complete with reporting due annually.
Build relationships through celebrating National Reconciliation Week (NRW).	◆ Planning is due to begin in January 2026 for the May 2026 National Reconciliation Week.
Build relationships with the SA Voice to Parliament to ensure open communication.	◆ Contact will be made with the Secretariat once established.
Co-design engagement protocols with Kaurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.	● The 'Aboriginal Engagement Framework - Free Prior and Informed Consent' co-designed by Yamagigu and City of Adelaide was endorsed by the Reconciliation Committee on 3 December 2025. The Reconciliation team is investigating methods for introducing this framework into the organisation.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	● The 'Aboriginal Engagement Framework - Free Prior and Informed Consent', co-designed by Yamagigu and City of Adelaide, was endorsed by the Reconciliation Committee on 3 December 2025. The Reconciliation team is investigating methods for introducing this framework into the organisation. The City of Adelaide's Acknowledgement and Welcome to Country Protocol was endorsed by the Reconciliation Committee on 3 December 2025. It was agreed that further historical context will be added to the document and the revised draft will be returned to the first Reconciliation Committee meeting in 2026. The process to graphically design the document has commenced using elements of the 'Connection at the Centre' artwork by Pat Caruso (the Stretch RAP 2024-27 artwork). There have been a minimum of four Welcome to Country ceremonies in Quarter 2 2025/26 for events delivered by the City of Adelaide:

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.

Stretch Reconciliation Action Plan 2024-2027

2025/26 Commitments	Progress Update
Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<p>✓ This commitment was completed in July 2025.</p> <p>Preliminary planning commenced in Quarter 2 for NAIDOC Week 2026. The 2026 NAIDOC week theme will be announced in January 2026. Substantial planning for 2026 NAIDOC week will take place in Quarter 3.</p>
Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	<p>✓ The RWG met on 11 November 2025 for their quarterly meeting. In Quarter 2 the RWG meeting dates for 2026 annual year were set. Members of the RWG participated in a two-day Anti-racism workshop, led by Reconciliation SA. This workshop was delivered as a pilot to test suitability before broader implementation to senior leaders. This activity meets leadership performance targets (RAP Deliverable 18.4) and coincides with RAP Action 4 - Promote positive race relations through anti-discrimination strategies.</p>
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<p>● In Quarter 2 the City of Adelaide has maintained beneficial relationships with the following Aboriginal and Torres Strait Islander stakeholders and organisations:</p> <ul style="list-style-type: none"> • Firesticks Alliance - Cultural Burn • Yamagigu - FPIC implementation • Indigenous 2 Indigenous (i2i) - FPIC strategy for the World Heritage Bid • Colleen Raven Strangways - Art Exhibition • Yanun Services - Visitor Information Centre • Aboriginal Urban Design - Infrastructure projects • We Create Print Deliver - Graphic for Acknowledgement and Welcome to Country Protocol document.
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<p>● The Quarter 2 rate of Aboriginal and Torres Strait Islander employees is 0.9% (8 individuals of 872 employees) and trainees is 3.4% (1 individual). Recruitment was completed for the graduate position in the Reconciliation team with commencement due in Quarter 3.</p>
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<p>● The City of Adelaide Procurement team is reviewing current systems and will provide an update to the Reconciliation team in Quarter 3.</p>
Increase awareness, understanding and visibility of Kaurna as the Traditional Owners through physical interpretation throughout the city.	<p>● The concept of a Kaurna Welcome Art Installation project was presented to the Reconciliation Committee on 3 December 2025 seeking four cultural advisors from the Committee to be nominated to participate in a project steering group.</p>
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.	<p>● The Cultural Learning Framework was presented to the Executive team on 13 October 2025. The Executive team supported the framework with the request for further Aboriginal engagement on the proposed model. The Framework is scheduled to be tabled for Reconciliation Committee endorsement on 25 February 2025.</p>

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Stretch Reconciliation Action Plan 2024-2027

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Promote positive race relations through anti-discrimination strategies.	<p>● In Quarter 2 members from the RWG attended an Anti-racism workshop, led by Reconciliation SA. The workshop took place over two sessions across a three-week period. It was used as a pilot program for the RWG to test suitability before the training is implemented more broadly to senior leadership.</p>
Promote reconciliation through our sphere of influence.	<p>● Processes for Aboriginal engagement, including with the Reconciliation Committee, Panpapanpalya and Kurna Yerta Aboriginal Corporation, are being documented for completion in Quarter 3. The City of Adelaide engaged consultancy, Indigenous 2 Indigenous (i2i), to develop a Free Prior and Informed Consent (FPIC) strategy for the World Heritage Bid tentative list submission.</p>
Provide appropriate support for effective implementation of the RAP commitments.	<p>● In Quarter 2 the Reconciliation team continued regular engagements with relevant teams responsible for RAP actions to build a shared understanding of the RAP across the organisation.</p> <p>The RWG met on 11 November 2025 for their quarterly meeting</p>
Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.	<p>● Exploration of the barriers to participation will commence in Quarter 3 (previously Quarter 2).</p>
Strengthen existing and explore new partnerships with community controlled organisations to address the social determinants of health.	<p>● The City of Adelaide commenced consultation on development of a Community Wellbeing Strategy. Information was presented to the Reconciliation Committee on 3 December 2025 for feedback.</p> <p>The City of Adelaide Community Grants program re-opened on 30 October 2025. The program supports free and affordable community-led initiatives that foster a vibrant, connected and inclusive city. First Nations grants are available, and the following Reconciliation initiatives are noted for funding priority:</p> <ul style="list-style-type: none"> • Reconciliation and truth telling - honour Kurna culture and support First Nations-led arts and cultural initiatives. • Reconciliation - celebrate and preserve Aboriginal and Kurna culture.
Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.	<p>✓ A Cultural Burn took place in Victoria Park/Pakapakanthi (Park 16) Conservation Area on 2 October 2025 in collaboration with Firesticks. Members of the Aboriginal community, Kurna Elders, City of Adelaide, Kadaltilla/Adelaide Park Lands Authority, Council, Green Adelaide and Firesticks representatives attended the community focused event.</p>

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Stretch Reconciliation Action Plan 2024-2027

2025/26 Commitments	Progress Update
<p>Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kurna collaboration.</p>	<p>● Workshops and site visits were held with Kurna Elders and members of the Kurna Firesticks team. The workshops explored how to integrate cultural land management practices and Caring for Country principles in Key Biodiversity Areas. The City of Adelaide was successful in obtaining a Commonwealth Government First Nations Heritage Grant to identify Kurna Values in the Adelaide Park Lands.</p>
<p>With Traditional Owners, develop a process for repatriation of ancestral remains.</p>	<p>◆ Planning on internal processes are due to commence in January 2026 and is earmarked as a research project for the Reconciliation team Graduate position.</p>

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