

Stretch Reconciliation Action Plan 2021-2024 Progress Update

Wednesday, 4 May 2022
Reconciliation Committee

Strategic Alignment - Thriving Communities

Program Contact:
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Public

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EXECUTIVE SUMMARY

On 8 June 2021 Council approved the Stretch Reconciliation Action Plan (RAP) 2021-2024. The Stretch RAP was launched and took effect on 7 July 2021 at the Lord Mayor's NAIDOC Luncheon.

The Stretch Reconciliation Action Plan 2021-2024 is a shared vision for the delivery of meaningful reconciliation between the City of Adelaide and Aboriginal and Torres Strait Islander peoples.

Reconciliation Action Plan delivery is monitored internally by a Reconciliation Action Plan Team that meets quarterly. Updates provided at these meetings form the basis of 6 monthly update reports to the Reconciliation Committee, to Council and to Reconciliation Australia. Reconciliation Australia who is the manager of the RAP program also monitors the City of Adelaide Stretch RAP 2021-2024 implementation via an annual progress report. Implementation of City of Adelaide Stretch RAP 2021- 2024 actions delivered between July 2021 and April 2022 are outlined in this report.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

That Council

1. Notes the report on implementation of City of Adelaide Stretch RAP 2021- 2024 for the period July 2021 and April 2022 as shown at Attachment A to Item 5.1 on the Agenda for the meeting of the Reconciliation Committee held on 4 May 2022.
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IMPLICATIONS AND FINANCIALS

City of Adelaide 2020-2024 Strategic Plan	<p>Strategic Alignment – Thriving Communities</p> <p>4.5.05 'Promote and showcase multiculturalism and Aboriginal culture and support local organisations to express this heritage.'</p> <p>Strategic Alignment – Dynamic City Culture</p> <p>3.1 Support, promote and share Aboriginal and Torres Strait Islander cultures and pay homage to the Kaurna people as traditional owners.</p>
Policy	Not as a result of this report
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	Multiple opportunities for City of Adelaide to demonstrate a commitment to meaningful Reconciliation with Aboriginal and Torres Strait Islander peoples.
21/22 Budget Allocation	Not as a result of this report
Proposed 22/23 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	The City of Adelaide's Stretch RAP 2021- 2024 has a lifespan of four years.
21/22 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

1. The Stretch Reconciliation Action Plan (Stretch RAP) 2021-2024 ([Link 1](#)) was launched during NAIDOC Week 2021.
2. The Stretch RAP 2021-2024 builds on the legacy of previous City of Adelaide RAPs in guiding Council's vision for meaningful reconciliation with Aboriginal and Torres Strait Islander peoples in the city and more widely.
3. The City of Adelaide (CoA) is recognised by Reconciliation Australia as the first local government in Australia to reach the milestone of 10 consecutive RAPs.
4. This Stretch RAP was jointly created by incorporating the opportunities identified during the community engagement process, and was drafted in direct consultation with:
 - 4.1. The CoA Reconciliation Committee, allowing oversight and Aboriginal and Torres Strait Islander community endorsement of such significant cultural content.
 - 4.2. The Kurna Yerta Aboriginal Corporation (KYAC), including Kurna youth.
 - 4.3. The broader Aboriginal and Torres Strait Islander community in South Australia.
 - 4.4. The Administration to ensure accountability regarding commitment to deliverables, a responsible officer (internal RAP champion), resourcing and timelines of delivery.
 - 4.5. CoA Marketing and Communications team to support the launch and the design of the Stretch RAP 2021-2024. The design encompasses our Language Snake utilising the earthy pastel colour palette from our 2020 NAIDOC in the Mall artwork.
5. On 26 October 2021, the City of Adelaide's internal Reconciliation Action Plan Team (RAPT) was formed and inducted into the role that each staff member plays in promoting Reconciliation at the City of Adelaide.
6. The RAPT is made up of "champions" – key staff who hold responsibility for delivery of actions within the Stretch RAP 2021-2024.
7. At its meeting of 23 February 2022, the Reconciliation Committee recommended to Council that progress reports of the Stretch Reconciliation Action Plan 2021-2024 will be presented to the Reconciliation Committee for noting every May and December. This replaces the previous quarterly progress reports to the Committee.
8. The Stretch RAP 2021-2024 Implementation Progress Report (**Attachment A**) outlines the progress of actions from 1 July 2021 to 30 April 2022.
9. Overall progress on actions within the Stretch RAP 2021-2024 is on track for it's first year. Planning and budgeting for future projects and deliverables has been incorporated in City of Adelaide's service planning process.
 - 9.1. Key Highlights in the first 9 months of the Stretch RAP 2021-2024 include:
 - 9.1.1. Action 18: Aboriginal and Torres Strait Islander Cultural Awareness and Protocols. Completed the Deliverable, 'Acknowledgment of Country embedded in all corporate templates and documents to ensure all employees and Senior Leadership provide an Acknowledgment of Country upon commencement of business'.
 - 9.1.2. Action 20: Aboriginal and Torres Strait Islander Employment. The Office of Lord Mayor and other Council Programs have supported an Aboriginal internship that has resulted in opportunities to continue an internship program going forward.

The current Aboriginal and Torres Strait Islander employment rate at City of Adelaide is 0.98%. The Stretch RAP target is 2% by June 2024.
 - 9.1.3. Action 22: Community Wellbeing. The City of Adelaide worked closely with Department of Human Services, Kurna Yerta Aboriginal Corporation, Iwiri Aboriginal Corporation, Toward Home Homelessness Alliance and various other agencies and services to trial a culturally led hub in the South Park Lands to support many people from remote communities who come to Adelaide. The outcomes from this trial informed culturally safe responses for individuals and families who came to Adelaide to isolate while positive to COVID-19.

- 9.2. The Stretch RAP 2021-2024 has 30 Actions and 116 Deliverables. Of these deliverables:
 - 9.2.1. 104 are on track for delivery as per the agreed timeframe.
 - 9.2.2. 6 have been completed within the agreed timeframe
 - 9.2.3. 3 have a delayed start due to a change in governance, resourcing and/or priority at this time
 - 9.2.4. 2 have commenced progress but have not as yet been completed on time (pending)
 - 9.2.5. 1 is ongoing work.
10. City of Adelaide and the Reconciliation Committee are leaders in promoting meaningful reconciliation. As part of this leadership role, over the next reporting period, the Committee will consider opportunities to showcase achievements through the reporting of its Stretch RAP.

DATA AND SUPPORTING INFORMATION

Link 1 – Stretch Reconciliation Action Plan 2021-2024

ATTACHMENTS

Attachment A – Stretch Reconciliation Action Plan 2021-2024 Implementation Progress Report July 2021 – April 2022

END OF REPORT -