

Year 2 (2025/26) Implementation – Q3 Progress update 1 January – 31 March 2026

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 Kurna 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 Reconciliation Action Plan (RAP) achievements, challenges and learnings, both internally and externally.	● A reporting system is in place for the Stretch Reconciliation Action Plan (RAP) which includes quarterly and annual reporting. The Reconciliation Committee received a quarterly update report at its meeting in February 2026 and requested a review into the effectiveness of its current Stretch Reconciliation Action Plan 2024-2027 to support the development of the next Stretch Reconciliation Action Plan. The Reconciliation Team attended the Reconciliation Australia Leadership Circle held in Adelaide in March 2026 and provided feedback on the RAP process.
Build relationships through celebrating National Reconciliation Week (NRW).	● Planning is underway for a NRW event at the Adelaide Central Market, including cooking demonstrations by Creative Native and Cooee Native Superfood and merchandise designed by Aboriginal artist, Colleen Strangways. Promotion of NRW will be provided through flagpole and banners at several community events.
Build relationships with the SA Voice to Parliament to ensure open communication.	● An approach has been made to the Voice Secretariat and a response is pending.
Co-design engagement protocols with Kurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.	● KYAC representatives were re-appointed to the Reconciliation Committee and Kadaltila / Adelaide Park Lands Authority for the 2026 calendar year following the KYAC annual election process. The City of Adelaide is working with KYAC on arrangements for a 'pipeline' meeting with Terms of Reference to be finalised..
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	● The City of Adelaide's Acknowledgement and Welcome to Country Protocol was endorsed by Council on 10 March 2026. The Protocol and communications plan are scheduled to 'go live' on 1 May 2026. Welcome to Country ceremonies were held at the following the City of Adelaide events: <ul style="list-style-type: none"> • 22 March 2026 – Harmony Week Event: One City Many Cultures - North Adelaide Community Centre - Universal Welcome to Country and Smoking Ceremony by Spirit in Unity. • 13 February 2026 – Between the Archives: Artist Talk with Crista Bradshaw – ART POD - Welcome to Country: Bryce Cawte (Kurna, Ngarrindjeri, Wirangu, Kokatha, and Mirning peoples).

Acknowledgement of Country

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Stretch Reconciliation Action Plan 2024-2027

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Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<p>● Planning for NAIDOC Week 2026 (in 2026/27) is in progress including the NAIDOC in the Mall event. The 2026 NAIDOC week theme is 50 Years Deadly. Promotion of NAIDOC Week is underway through flagpole and banners, and the Lord Mayor's NAIDOC award nomination. On 25 February 2026, the Reconciliation Committee requested the NAIDOC celebration include acknowledgement of Aboriginal People who have made a significant contribution in the last 50 years aligned with the 50-year anniversary.</p>
Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	<p>✓ The Reconciliation Working Group held its quarterly meeting on 17 March 2026 with discussions focussed on progressing the Aboriginal Workforce Plan.</p>
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<p>● 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"> ● Kuma Kaaru - Kurna Language Support ● Nik&Co - RAP design training ● Indigenous 2 Indigenous (i2i) - FPIC strategy for the World Heritage Bid ● Colleen Raven Strangways - National Reconciliation Week ● Yanun Services - Visitor Experience 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>● In Quarter 3, the City of Adelaide's Aboriginal and Torres Strait Islander employees represented 1.04% of the workforce (9 of 867 employees), while trainees and apprentices represented 3.6% (1 of 28). A graduate commenced in a targeted role within the Reconciliation Team on 2 February 2026.</p>
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<p>● The City of Adelaide continues to maintain Supply Nation membership and multiple commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</p>
Increase awareness, understanding and visibility of Kurna as the Traditional Owners through physical interpretation throughout the city.	<p>● The Kurna Welcome Art Installation Project Steering Group was formed following the nomination of Aboriginal members at the 3 December 2025 Reconciliation Committee meeting.</p>
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.	<p>● The Aboriginal Cultural Learning Framework was endorsed by the Reconciliation Committee on 25 February 2026.</p>
Promote positive race relations through anti-discrimination strategies.	<p>● A new Anti-Racism Operating Guideline was developed with feedback from the Reconciliation Team and broader workforce consultation in March 2026. Anti-discrimination messaging was included in Australia Day/Day of Mourning and Harmony Week celebrations and will feature as part of NAIDOC Week, and National Reconciliation Week activities. The effect of racism is being incorporated into the delivery of the Aboriginal Cultural Learning Framework.</p>

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Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> ● The City of Adelaide continues to support the Reconciliation SA Breakfast event which will be held in Quarter 4. Planning is underway to use the City of Adelaide's social media platforms to promote National Reconciliation Week 2026 and NAIDOC Week 2026, with a dedicated social media campaign for NAIDOC's 2026 50 Years Deadly campaign.
Provide appropriate support for effective implementation of the RAP commitments.	<ul style="list-style-type: none"> ● Development of the 2026/27 Business Plan and Budget is in progress with the inclusion of the RAP resourcing. A Reconciliation Team member attended a RAP co-design training workshop with Nik&Co Aboriginal Consultants.
Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.	<ul style="list-style-type: none"> ● The City of Adelaide Event Guideline encourages event organisers to acknowledge Traditional Owners in events and festivals held on Country, including conducting Acknowledgment of Country, facilitating Welcome to Country and use of appropriate Kurna place names in promotion and marketing. Consultation and engagement with Kurna community organisations is encouraged, particularly for major events and festivals.
Strengthen existing and explore new partnerships with community-controlled organisations to address the social determinants of health.	<ul style="list-style-type: none"> ● The City of Adelaide is conducting consultation on its draft Community Wellbeing Strategy including a discussion with Aboriginal members of the Reconciliation Committee on 11 February 2026.
Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.	<ul style="list-style-type: none"> ✓ The Cultural Burn Operating Guideline was noted as part of the Q1 update at Reconciliation Committee on 3 December 2025, with the recommendations adopted by Council on 10 March 2026. This completes this action for the life of the RAP.
Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kurna collaboration.	<ul style="list-style-type: none"> ● The Reconciliation Team provided input into the development of a draft Stormwater Management Plan for the City of Adelaide.
With Traditional Owners, develop a process for repatriation of ancestral remains.	<ul style="list-style-type: none"> ● A research project has commenced looking at best-practice models for the repatriation of ancestral remains, including engagement with Traditional Custodians and consultation with other councils and key stakeholders.

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