

Stretch Reconciliation Action Plan 2024-2027 - Annual Report 2025/26

Wednesday, 9 September 2026
Reconciliation Committee

Strategic Alignment - Our Community

Public

Program Contact:

Sarah Gilmour, Associate
Director Park Lands, Policy &
Sustainability

Approving Officer:

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Shaping

EXECUTIVE SUMMARY

The purpose of the report is to provide an Annual Report of progress against the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) 2025/26 Implementation Plan (**Attachment A**).

The Stretch RAP was endorsed by the Reconciliation Committee at its meeting on 4 December 2024 ([Link 1](#)) and was subsequently endorsed by Council on 10 December 2024. The Stretch RAP priorities for 2025/26 were noted by the Committee at its meeting held on 3 December 2025 ([Link 2](#)).

Key achievements under the Stretch RAP 2024-2027 in 2025/26 include:

- The Family Portrait Project was delivered as part of the NAIDOC in the Mall artwork program.
 - The City of Adelaide launched an updated Acknowledgment and Welcome to Kaurna Yarta Protocol.
 - The City of Adelaide reviewed its Cultural Learning Model in partnership with Aboriginal employees and community members.
 - The Project Steering Group for the Kaurna Welcome Art installation was established and met twice to determine the Terms of Reference for the group and participate in the scoping study facilitated by Aboriginal Urban Design.
 - Aboriginal employment remained at 1.1%, though positive progress was made with the approval of an Aboriginal Employment Action Plan and increased workforce promotion and engagement during Reconciliation and NAIDOC week. An additional eight Aboriginal workers will achieve the 2% workforce target.
 - The cultural burn permit review was completed, leading to the development of a new process to embed and support cultural burn practices.
 - The City of Adelaide made significant progress toward the development of a comprehensive Aboriginal Workforce Strategy, built on pillars which include talent attraction, equitable recruitment, initiatives for retention and career progression, and prioritising cultural and psychological safety, alongside clear accountability for the strategy's success.
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RECOMMENDATION

The following recommendation will be presented to Council on 22 September 2026 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Approves the Stretch Reconciliation Plan 2024-2027 Annual Report 2025/26 for the period 1 July 2025 to 30 June 2026 as contained in **Attachment A** to Item 6.4 on the Agenda for the meeting of the Reconciliation Committee held on 9 September 2026.
 2. Notes the Chief Executive Officer, or delegate, may make minor editorial, technical, typographical and other edits to the document contained in Attachment A to item 6.4 on the Agenda for the meeting of the Reconciliation Committee held on 9 September 2026, for the purposes of finalising the document.
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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 Plan by 2024
Policy	This report provides the 2025/26 Annual Report for the City of Adelaide Stretch Reconciliation Action Plan (RAP) 2024-2027 (Stretch RAP) (Link 1).
Consultation	Not as a result of this report
Resource	The Stretch RAP was delivered through the City of Adelaide's operating budget in 2025/26.
Risk / Legal / Legislative	Not as a result of this report
Opportunities	The 2025/26 Annual Report is a demonstration of the City of Adelaide's commitment to implementing its Stretch RAP and deepening its ties with Aboriginal and Torres Strait Islander People and continuing our journey towards reconciliation.
26/27 Budget Allocation	Not as a result of this report
Proposed 26/27 Budget Allocation	Not as a result of this report
Life of Project, Service, Initiative or (Expectancy of) Asset	The Stretch RAP 2024-2027 is a strategic document outlining key goals, actions and milestones over three years, concluding December 2027.
25/26 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

Purpose

1. The purpose of the report is to provide an Annual Report of progress against the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) 2025/26 Implementation Plan (**Attachment A**).

Background

2. The Stretch RAP ([Link 1](#)) was endorsed by the Committee on 4 December 2024 and was subsequently endorsed by Council on 10 December 2024.
3. The Stretch RAP priorities for 2025/26 were noted by the Committee at its meeting on 3 December 2025 ([Link 2](#)).
4. The Stretch RAP was endorsed by Reconciliation Australia on 15 July 2025 and aligns with the four themes required by Reconciliation Australia to achieve a Stretch RAP:
 - 4.1. Theme 1: Relationships
Building meaningful relationships supports the City of Adelaide to meet the aspirations of local Aboriginal and Torres Strait Islander communities
 - 4.2. Theme 2: Respect
Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.
 - 4.3. Theme 3: Opportunities
Providing opportunities for Aboriginal and Torres Strait Islander communities to assist the City of Adelaide in its goal of being a socially inclusive city.
 - 4.4. Theme 4: Governance
Tracking progress and reporting.

Annual Report 2025/26

5. Achievements across the financial year are detailed in the Stretch RAP Annual Report 2025/26 contained in **Attachment A**.
6. Of the 20 commitments identified in the implementation plan. The following assessment of status is provided:
 - 6.1. 12 are complete
 - 6.2. 8 are progressing for completion in 2026/27.
7. Of the four focus areas in the Stretch RAP, the City of Adelaide has delivered or substantially progressed delivery against all focus areas.
8. Project highlights included:
 - 8.1. The Family Portrait Project was delivered as part of the NAIDOC in the Mall artwork program.
 - 8.2. The City of Adelaide launched an updated Acknowledgment and Welcome to Kaurna Yarta Protocol.
 - 8.3. The City of Adelaide reviewed its Cultural Learning Model in partnership with Aboriginal employees and community members.
 - 8.4. The Project Steering Group for the Kaurna Welcome Art installation was established and met twice to determine the Terms of Reference for the group and participate in the scoping study facilitated by Aboriginal Urban Design.
 - 8.5. Aboriginal employment remained at 1.1%, though positive progress was made with the approval of an Aboriginal Employment Action Plan and increased workforce promotion and engagement during Reconciliation and NAIDOC week. An additional eight Aboriginal workers will achieve the 2% workforce target.
 - 8.6. The cultural burn permit review was completed, leading to the development of a new process to embed and support cultural burn practices.
 - 8.7. Governance obligations for the Reconciliation Committee were met with meetings held in December 2025, February 2026 and May 2026. Panpapanpalya was held in August 2025, February 2026 and April 2026.

- 8.8. The City of Adelaide celebrated National Reconciliation Week 2026 with banners and flagpoles on King William Road and Gouger Street.
- 8.9. Reconciliation Committee Members, Executive, Aboriginal employees and the RAP working group attended the Reconciliation SA, Reconciliation Week Breakfast.
- 8.10. The City of Adelaide ran four cultural learning sessions, one per quarter, which are mandatory for all new employees to attend.
- 8.11. The City of Adelaide made significant progress toward the development of a comprehensive Aboriginal Workforce Strategy, built on pillars which include talent attraction, equitable recruitment, initiatives for retention and career progression, and prioritising cultural and psychological safety, alongside clear accountability for the strategy's success.
- 8.12. The Reconciliation and Park Lands Teams were successful in recruitment to a targeted graduate position.
- 8.13. Initiated a collaborative process with Traditional Owners to establish protocols for the repatriation of ancestral remains.

Next Steps

9. The Annual Report 2025/26 on the Stretch RAP (**Attachment A**) will be made available on the City of Adelaide's website.
10. Administration will continue to provide quarterly progress updates on Stretch RAP implementation, documenting key actions, successes and challenges to allow for ongoing adjustment and improvement.

DATA AND SUPPORTING INFORMATION

Link 1 – [Stretch Reconciliation Action Plan 2024-2027](#)

Link 2 – [Stretch Reconciliation Action Plan 2024-2027 – Year 2 \(2025/26\) Implementation Plan](#)

ATTACHMENTS

Attachment A – Reconciliation Action Plan 2024-2027 – Annual Report 2025/26

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