

City of Adelaide
Stretch Reconciliation Action Plan 2024 to 2027
2025/26 Annual Report



Acknowledgement of Country

City of Adelaide tampinhi, ngadlu Kurna
yartangka panpapanpalyarrinhi (inparrinhi).

Kurna Miyurna yaitya mathanya Wama
Tarntanyaku. Parnaku yailtya, parnaku tapa
purruna, parnaku yarta, ngadlu tampinhi.

Yalaka Kurna miyurna ithu yailtya, tapa purruna,
yarta, kawi, ngayirda kuma puru martinhi, puru
warri-apinhi, puru tangka martulayinhi.

Kumartarna yaitya miyurna iyangka yalaka ngadlu
tampinhi.

The City of Adelaide acknowledges the Kurna
People of the Adelaide Plains as the Traditional
Custodians of the land on which we live, work and
gather. We acknowledge and honour their spiritual
and cultural stewardship of this Country and
recognise their deep and enduring relationship with
its lands, waters, the sky, and all living things. We
pay our respects to Kurna Elders past and present
and recognise the important role of emerging
leaders in sustaining and strengthening culture.

Snapshot

The impact of the City of Adelaide Stretch Reconciliation Action Plan 2025/26.

The City of Adelaide's vision is for a community where the rich heritage of the Kaurna People and the diverse cultures of all Aboriginal and Torres Strait Peoples are honoured, embraced and fully integrated into a shared future for the city: One that is steeped in Kaurna tradition and belonging to the Yarta, with a strong, harmonious and reconciled community.

The City of Adelaide is committed to deepening its ties with Aboriginal and Torres Strait Islander People and continuing our journey towards a shared future identity.

Together we will prioritise and embed reconciliation into our work, through innovation, collaboration and transparency.

We will honour Kaurna People as the Traditional Custodians of the Adelaide Plains and respect their cultural protocols.

The Stretch Reconciliation Action Plan 2024-2027 (RAP) is based on four pillars, each with a focus area:

1. Relationships

Building meaningful relationships supports the City of Adelaide to meet the aspirations of local Aboriginal and Torres Strait Islander communities.

2. Respect

Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.

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. Governance

Defines the roles and responsibilities of key stakeholders, including the City of Adelaide leadership, staff and external partners, ensuring accountability, transparency and effective oversight throughout the RAP's implementation.

The Stretch RAP is delivered through the City of Adelaide's operating budget. Funding for initiatives above existing service levels are determined annually by the Council through the City of Adelaide's Annual Business Plan and Budget process.

An annual one-page implementation plan sets out the commitments for each financial year. Twenty commitments were identified to deliver against year two of the plan in 2025/26. This report provides highlights and an annual statement of achievement against the 2025/26 commitments.

Of the 20 commitments identified in the implementation plan, the following assessment of status is provided:

- Twenty are complete
- Eight are progressing for completion in 2026/27.

The City of Adelaide delivered or substantially progressed delivery against all four RAP focus areas.



1. Relationships

Focus area

Recognising and collaborating with the Traditional Owners, the Kurna People, and wider Aboriginal and Torres Strait Islander communities to foster connection and engagement, enhance relationships, boost the participation of Aboriginal and Torres Strait Islander communities in council initiatives, and collaborate with community groups and organisations to commemorate significant cultural milestones.

Project highlights

National Reconciliation Week 2026 Celebration

From 27 May to 3 June 2026, the Adelaide Central Market and the City of Adelaide proudly celebrated National Reconciliation Week (NRW).

Two free cooking demonstrations were held at the Adelaide Central Market Community Kitchen on Friday 29 May. Presented by Creative Native and Cooee Native Superfood, the sessions celebrated Aboriginal culture through native ingredients, food knowledge and storytelling. Each demonstration commenced with a Welcome to Country by local Kurna cultural leader, Robert Taylor, followed by a live performance from Aboriginal musician, Rob Edwards. OzHarvest and Kakadu Kitchen hosted a pop-up alcohol-free bar during the week.

On Saturday 30 May, Adelaide City Libraries supported storytime with Ben Tyler featuring reading, craft and song. Market goers enjoyed music from Scott Rathman Jr throughout the day.

The City of Adelaide developed promotional materials and offered a gift with purchase throughout National Reconciliation Week, featuring a tea towel designed by Colleen Strangways, supported by Uncle Mickey O'Brien. Postcards showcasing artwork from the Adelaide Town Hall exhibition, Wathlu Anthunda (My World), were included with the gift as a cross-promotional initiative. Additional tea towels were available for purchase supporting our commitment to partner with Aboriginal businesses.



Key achievements 2025/26

- ✓ The Reconciliation Committee convened in December 2025, February 2026 and May 2026.
- ✓ Panpapanpalya was held in August 2025, February 2026 and April 2026.
- ✓ The City of Adelaide celebrated National Reconciliation Week 2026 with banners and flagpoles on King William Road and Gouger Street.
- ✓ Reconciliation Committee Members, Executive, Aboriginal employees and the RAP Working Group (RWG) attended the Reconciliation SA Reconciliation Week Breakfast.
- ✓ A National Reconciliation Week (NRW) event was held at the Adelaide Central Market for the second consecutive year.
- ✓ An Anti-racism Operating Guideline was developed and endorsed by the Chief Executive Officer for all City of Adelaide employees.
- ✓ Kurna representative strategic appointments were completed for the Reconciliation Committee and the Kadaltilla / Adelaide Park Lands Authority.



Colleen Strangways and Uncle Mickey O'Brien showcasing Colleen's 2026 NRW gift with purchase tea towels

2. Respect

Focus area

Recognising the Traditional Owners of the land, the Kaurna People, displaying the Aboriginal and Torres Strait Islander flags, enhancing community awareness and engagement, and advocating for reconciliation.

Key achievements 2025/26

- ✓ The City of Adelaide ran four cultural learning sessions, one per quarter, which are mandatory for all new employees to attend.
- ✓ Delivered the first Family Portrait Project as part of the NAIDOC in the Mall artwork program.
- ✓ Updated and launched a new Acknowledgment and Welcome to Kaurna Yarta Protocol.
- ✓ The City of Adelaide led a review into the 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 on two occasions to determine its Terms of Reference and participate in a project scoping conversation, facilitated by Aboriginal Urban Design.



2025 Lord Mayor's NAIDOC Award Winner, Craig Rigney, with Yvonne Agius and Lord Mayor, Dr Jane Lomax-Smith



Project highlights

2025 NAIDOC Week Annual Celebrations

The 2025 Lord Mayor's NAIDOC Awards continued to recognise outstanding contributions to the community.

The 2025 recipient was Craig Rigney, acknowledged for his leadership and commitment to advancing Aboriginal and Torres Strait Islander wellbeing and community outcomes.

The 2025 NAIDOC in the Mall event brought the community together to celebrate and engage with First Nations culture through Aboriginal suppliers, entertainment and interactive activities for all ages. As part of the celebrations, the City of Adelaide commissioned the Aboriginal and Torres Strait Islander Family Portrait Project by photographer Colleen Strangways, showcasing multi-generational families and their rich cultural heritage. The resulting portraits were displayed throughout Rundle Mall, promoting visibility and recognition of Aboriginal and Torres Strait Islander peoples and culture.



NAIDOC in the Mall – 2025 Artwork Unveiling

3. Opportunities



Focus area

Enhancing the employment and retention of Aboriginal and Torres Strait Islander employees at the City of Adelaide, extending financial support to community groups and organisations, and partnering with Kurna and broader Aboriginal and Torres Strait Islander communities to amplify cultural tourism opportunities in the city.

Key achievements 2025/26

- ✓ 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.
- ✓ The City of Adelaide continues to use various advertising channels, including Turkindi, to promote job opportunities.
- ✓ The City of Adelaide appointed an Aboriginal person to its Graduate program to work across reconciliation and Adelaide Park Lands planning initiatives.
- ✓ The City of Adelaide is committed to achieving at least two percent Aboriginal representation in its workforce, though significant effort is still needed to lift the current employment rate from 1.1% (8 individuals).
- ✓ Following the development of a process for assessing and implementing cultural burns in the Adelaide Park Lands, a cultural burn was held in Victoria Park / Pakapakanthi (Park 16).
- ✓ Caring for Country was embedded into a review of the Key Biodiversity Area Management Plan in the Adelaide Park Lands.

Project Highlights

Cultural Burn 2025

A cultural burn took place in Victoria Park / Pakapakanthi (Park 16) Conservation Area on 2 October 2025 in collaboration with Firesticks and the Kurna community. Members of the Aboriginal community, Kurna Elders, City of Adelaide employees, Kadaltilla/Adelaide Park Lands Authority Board Members, Council Members, Green Adelaide and Firesticks representatives attended the Kurna community focussed event.

The Cultural Burn Operating Guideline was noted at the Reconciliation Committee on 3 December 2025 and by Council on 10 March 2026.



Uncle "Moogy" Sumner, Kurna Elder, Pakapakanthi Cultural Burn October 2025

4. Governance



Focus area

City of Adelaide's policies and procedures embed reconciliation practices that support the implementation of the Reconciliation Action Plan (RAP).

2025/26 Commitments

- ✓ Build accountability and transparency through reporting Reconciliation Action Plan (RAP) achievements, challenges, and learnings, both internally and externally.
- ✓ Build relationships through celebrating National Reconciliation Week (NRW).
- Build relationships with the SA Voice to Parliament to ensure open communication.
- ✓ Co-design engagement protocols with Kurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.
- ✓ Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
- ✓ Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
- ✓ Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).
- ✓ Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
- ✓ Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
- Increase awareness, understanding and visibility of Kurna as the Traditional Owners through physical interpretation throughout the city.
- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.
- ✓ Promote positive race relations through anti-discrimination strategies.
- ✓ Promote reconciliation through our sphere of influence.
- ✓ Provide appropriate support for effective implementation of the RAP commitments.
- Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.
- Strengthen existing and explore new partnerships with community-controlled organisations to address the social determinants of health.
- ✓ Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.
- Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kurna collaboration.
- With Traditional Owners, develop a process for repatriation of ancestral remains.

Icon Key: ✓ Complete | ● In progress (for completion in 2026/27)



City of Adelaide
25 Pirie Street
Adelaide SA 5000
P (08) 8203 7203
W cityofadelaide.com.au