

Stretch Reconciliation Action Plan 2024-2027

Year 2 (2025/26) Implementation – Progress update 1 April – 30 June 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 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 (for completion in 2026/27) | ◆ 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.	✓	Quarterly reporting processes have been established and are operating effectively. The internal Reconciliation Action Plan Working Group meets bi-monthly and is an effective forum for information sharing and progressing RAP actions. RAP Working Group members participated in the Reconciliation Australia leadership forums to deepen their knowledge.
Build relationships through celebrating National Reconciliation Week (NRW).	✓	National Reconciliation Week (NRW) resources were distributed to employees, supporting organisation-wide engagement. Reconciliation Action Plan Working Group members and senior leaders participated in NRW activities, including the NRW Breakfast. NRW events at the Adelaide Central Market were promoted through Reconciliation Australia's national events calendar which included cooking Demonstrations presented by Creative Native, and Cooee Native Superfood.
Build relationships with the SA Voice to Parliament to ensure open communication.	●	Initial contact has been made with the Voice Secretariat, with no further updates received during this reporting period.
Co-design engagement protocols with Kaurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.	●	The City of Adelaide and Kaurna Yerta Aboriginal Corporation (KYAC) agreed Terms of Reference for a Pipeline meeting to support information exchange about projects on Country.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	✓	In Quarter 4 the City of Adelaide updated and implemented its Acknowledgement and Welcome to Kaurna Yarta Protocol. Jack Buckskin facilitated a training session for Council Members to support the personalisation of Acknowledgement of Country statements. Internal resources including prompts to deliver an Acknowledgement of Country and training was delivered.
Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	✓	This commitment was completed in July 2025 for 2025/26. Planning for NAIDOC Week 2026 is complete, including Cedric Varcoe's Deadly Dome installation and the NAIDOC in the Mall event. Final preparations for the Lord Mayor's NAIDOC Awards are underway. A comprehensive update on all NAIDOC Week activities and outcomes will be provided in Quarter 1 of 2026/27.

Acknowledgement of Country

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Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	✓	The Reconciliation Action Plan Working Group held its quarterly meeting on 18 June 2026 with discussions focussed on Acknowledgement and Welcome to Kurna Yarta Protocol, Room Renaming Project, National Reconciliation Week Reflections, London Road Flag Opportunities and the 2026 NAIDOC March preparations.
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	✓	The City of Adelaide has maintained beneficial relationships with the following Aboriginal and Torres Strait Islander stakeholders and organisations: • Kuma Kaaru - Kurna Language Support • Indigenous 2 Indigenous (i2i) - World Heritage Bid project • Colleen Raven Strangways - National Reconciliation Week collateral • Polymorphic and Aboriginal artist Cedric Varcoe • Aboriginal Urban Design - Kurna Welcome Art Installation • We Create Print Deliver - Printing resources for Acknowledgement and Welcome to Country Protocol documents • Creative Native - National Reconciliation Week cooking demonstrations • Ben Tyler - National Reconciliation Week storytelling • Scott Ratham - National Reconciliation Week community workshop • Clifffy Wilson - National Reconciliation Week artefact making • Rob Edwards - National Reconciliation Week entertainment • Rob Taylor - National Reconciliation Week Welcome to Country • Jack Buckskin - Acknowledgement and Welcome to Country Protocol training.
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	●	Aboriginal employment has remained at 1.1% . Positive progress has however been made with the approval of an Aboriginal Employment Action Plan and increased workforce promotion and engagement during Reconciliation and NAIDOC week, including staff participation in Adelaide's NAIDOC March and a smoking ceremony held at the London Road depot as part of the City Operations quarterly program meeting. An additional eight Aboriginal workers are needed to meet the 2% target.
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	✓	The City of Adelaide continues to maintain Supply Nation membership and multiple commercial relationships with Aboriginal and/or Torres Strait Islander businesses, including Kuma Kuru, Indigenous 2 Indigenous (i2i) and We Create Print Deliver.
Increase awareness, understanding and visibility of Kurna as the Traditional Owners through physical interpretation throughout the city.	●	The Kurna Welcome Art Installation Project Steering Group's inaugural meeting took place on 24 April 2026 with the second meeting held on 17 June 2026. AUD have been engaged to complete the scoping study with workshops facilitated throughout June 2026 to determine exact location and thematics for artist.

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Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.	●	In Quarter 4 the People Experience team worked with the Procurement team to finalise the Request for Quote for Cultural Learning.
Promote positive race relations through anti-discrimination strategies.	✓	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.
Promote reconciliation through our sphere of influence.	✓	The City of Adelaide was represented by two tables at the Reconciliation SA Breakfast event on 27 May 2026, which included senior leaders, Reconciliation Action Plan Working Group members and associated employees.
Provide appropriate support for effective implementation of the RAP commitments.	✓	Quarterly reporting on the Reconciliation Action Plan (RAP) was completed throughout 2025/26. The 2026/27 Business Plan and Budget includes strategic project funding to develop the next City of Adelaide (RAP) and rename meeting rooms in the Colonel Light Centre (City of Adelaide's primary building).
Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.	●	The City of Adelaide has included a provision in the Draft Park Lands Leasing and Licensing Policy that would allow Council to grant Kurna Yerta Aboriginal Corporation (or equivalent organisation) a lease or license in the Adelaide Park Lands without having to go through the Expression of Interest process. The clause allows Council to enter into direct negotiations with a relevant organisation if there is interest in taking up a lease in a facility within the Adelaide Park Lands. The public consultation for the Draft Policy opened on 12 June and closed on 2 July 2026.
Strengthen existing and explore new partnerships with community-controlled organisations to address the social determinants of health.	●	The City of Adelaide supported Aboriginal and Torres Strait Islander wellbeing through participation in 'Many Hands, One Community' across multiple community buildings during National Reconciliation Week (27 May - 3 June 2026). This session was designed for participants to explore culture and connection through storytelling, artefacts, music and movement.
Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.	✓	This commitment was completed on 2 October 2025 with a Cultural Burn taking place in Victoria Park / Pakapakanthi (Park 16) Conservation Area on 2 October 2025.
Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kurna collaboration.	●	Mapping has commenced on internal platforms to detail sites of cultural significance. This layer will support teams to follow the appropriate process around land and waterway management in collaboration with the Kurna community.
With Traditional Owners, develop a process for repatriation of ancestral remains.	●	A research project is continuing to look at best-practice models for the repatriation of ancestral remains. Discussion with Traditional Custodians have commenced to determine the priorities of community.

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