

Stretch Reconciliation Action Plan 2021-2024

RELATIONSHIPS:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Reconciliation Leadership							
1	City of Adelaide Reconciliation Committee meets quarterly to provide advice and recommendations to Council	Convene quarterly meetings and achieve quorum	February, May, September, December 2021-2024	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	Quarterly meetings are scheduled at the beginning of each year and any recommendations forward to Council for decision making.
		Provide Council with cultural advice and recommendations after meetings				Ongoing	
Reconciliation Leadership							
2	Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials throughout the organisation	27 May to 3 June, 2022, 2023, 2024	Reconciliation Officer	Park Lands, Policy & Sustainability	On track	NAIDOC Week 2023 planning is underway.
		RAPT members to participate in two external NRW events		Reconciliation Officer	Park Lands, Policy & Sustainability	On track	
		Encourage and support employees and senior leaders to participate in two external events to recognise and celebrate NRW, including Reconciliation SA's Annual NRW Breakfast		Reconciliation Officer	Park Lands, Policy & Sustainability	On track	
		Provide educational and promotional opportunities during NRW by working in partnership and empowering Aboriginal and Torres Strait Islander providers to host a minimum of three Reconciliation programs/activities in the City of Adelaide Community Centres and Libraries		Team Leader Arts and Culture	City Culture	On track	
		Register all our NRW events on Reconciliation Australia's NRW website		Reconciliation Officer & Team Leader Arts and Culture	Park Lands, Policy & Sustainability & City Culture	On track	
Reconciliation Leadership							
3	Work with other levels of government to enable greater Aboriginal and Torres Strait Islander delivery of and participation in RAP activities in the City of Adelaide	Work with Reconciliation SA to support educational and promotional opportunities throughout the year, for example, funding through Council to convene reconciliatory events/programs	June 2022	Reconciliation Officer	Park Lands, Policy & Sustainability	Complete	The Community Impact Grants Program is available to support reconciliation events and programs
		Work with Reconciliation SA to develop and host an annual Adelaide city RAP cluster workshop to identify collaborative opportunities for between RAP organisations in the city	May 2022	Reconciliation Officer	Park Lands, Policy & Sustainability	Delayed	CoA is working with external partners to deliver.
Kaurna Cultural Awareness & Protocols							
4	City of Adelaide is committed to raising the awareness of our Traditional Owners so employees are more aware of their behaviours and environment	Engage Kaurna trained facilitators to deliver two Kaurna specific education and awareness training available to all employees as official learning and development opportunities via the People team (HR), to strengthen ongoing relationship building between the City of Adelaide and the wider Kaurna community	June 2023	Team Leader, People Experience	People & Park Lands, Policy & Sustainability	On track	CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities. City of Prospect has established a Kaurna community group.
		Explore new and or emerging collaborative opportunities with other Council's to support common goals as agreed by Kaurna		Reconciliation Officer		On track	
Aboriginal & Torres Strait Islander Awareness							
5	Update City of Adelaide public reconciliatory declarations	Develop new Reconciliation Vision Statement in Mankurri-Api Kuu and Customer Centre	June 2023	Team Leader, Customer Experience	Customer & Marketing	On track	
		Develop new National Sorry Day Statement in Mankurr-Apii Kuu and Customer Centre				On track	

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RELATIONSHIPS:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Media							
6	Develop partnership with mainstream and Aboriginal media to cover Aboriginal events/initiatives in the CBD to influence reconciliation	Identify opportunities to influence the ways in which Aboriginal peoples and stories are told in the media by sharing good news stories and achievements with local media outlets	June 2022 June 2023 June 2024	Media & PR Advisor	Customer & Marketing	Complete	A photographic portfolio has been prepared for City of Adelaide marketing, promotions and media channels. These images have been used for campaigns including the recent Central Market Authority campaign.
		Encourage local media outlets to use Kaurna names for Park Lands and Squares through City of Adelaide Media Releases				Ongoing	Ongoing
		Develop annual proactive media plan to engage local/national media in showcasing Aboriginal and Torres Strait Islander Reconciliation activity in the City of Adelaide	December 2022 December 2023 December 2024			On track	Comprehensive media plan to be prepared to showcase the final year of the Stretch RAP.
		Develop proactive media plan to share Stretch RAP delivery milestones				On track	
Kaurna Land Management							
7	Utilise the Kaurna cultural mapping project to capture sites of significance in the city and North Adelaide	Develop an agreed process between Kaurna and the City of Adelaide that determines when, in the project design process, Kaurna will be consulted in decisions about land use in the City of Adelaide	June 2023	Associate Director	Infrastructure	Complete	City of Adelaide and Kaurna Yerta Aboriginal Corporation have agreed to a regular ongoing meeting (approximately every two months) to discuss City of Adelaide projects. CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities.
		Work with Kaurna to identify opportunities to incorporate First Nations understanding of land and waterways management strategies and practices that can be used in the Park Lands	June 2022	Senior Sustainability Advisory (Biodiversity)	Park Lands, Policy & Sustainability	Complete	
		Incorporate appropriate Kaurna land management strategies and practices into business as usual, including specific opportunities for Kaurna employment	June 2024			On track	
		Work with Kaurna to build their capacity to feed into City of Adelaide project design processes and build employee capacity to utilise Kaurna advice		Project Lead, Community Lifestyle	City Culture	On track	
Community Wellbeing							
8	Work with organisations to enable greater Aboriginal and Torres Strait Islander delivery of and participation in recreation activities in the City of Adelaide	Enable partnership opportunities with the Indigenous Marathon Foundation (IMF) that encourages and supports wider Aboriginal and Torres Strait Islander participation in the CBD	June 2022	Project Lead, Community Lifestyle	City Culture	Delayed	CoA is working with external partners to deliver.
		Share City of Adelaide grant opportunities with specific Aboriginal and Torres Strait Islander sport and recreational community groups and organisations	June 2022 June 2023 June 2024			Ongoing	Grant opportunities have been provided to Aboriginal and Torres Strait Islander community groups.
Kaurna Leadership							
9	Support Kaurna capacity	Continue to develop opportunities to support the establishment of a Kaurna community hub in the City of Adelaide	December 2023	Project Lead, Community Lifestyle	City Culture	On track	CoA supported use of Edwards Park as a location for First Nations people to gather in the Adelaide Park Lands during summer and periods of increased visitation.
		Provide administrative support for recurring meetings with Kaurna Chairperson	June 2022 June 2023 June 2024	Team Leader, Social Planning & Reconciliation	Park Lands, Policy & Sustainability	Complete	CoA and Kaurna Yerta Aboriginal Corporation have agreed to a regular ongoing meeting (approximately every two months) to discuss City of Adelaide projects.
		Build Kaurna capacity to support young people and develop emerging leaders by engaging Kaurna Yerta Aboriginal Corporation to develop and facilitate an 'Elder in Residence' program at a City of Adelaide facility (e.g. Libraries or Community Centres)	June 2023	Team Leader, Arts and Culture	City Culture	On track	CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities.

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RELATIONSHIPS:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
	Representation and Governance						
10	City of Adelaide is committed to raising awareness of Aboriginal and Torres Strait Islander engagement protocols	Review and develop Aboriginal and Torres Strait Islander Consultation Protocol document to establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	June 2023	Reconciliation Officer	Park Lands, Policy & Sustainability	On track	Protocols are established internally and involve consultation with the Reconciliation Officer for cultural advice. This action will be extended until June 2024 to enable documentation and further development of protocols.
		Develop a Communication Strategy to support Aboriginal and Torres Strait Islander protocols and non-Aboriginal understanding and awareness, using existing protocols that exist within community				On track	

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RESPECT:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Reconciliation Leadership							
11	Promote positive race relations through anti-discrimination strategies	Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy	June 2022 June 2024	Manager, People & Reconciliation Officer	People & Park Lands, Policy & Sustainability	Ongoing	Ongoing
		Implement and communicate an anti-discrimination policy for our organisation	June 2023			Ongoing	CoA has a Code of Conduct for Council employees.
		Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism	June 2022 June 2023 June 2024			Ongoing	CoA has an established Access and Inclusion panel to advise on inclusionary practices. CoA is leading a range of gender equality initiatives including public campaigns, training and advocacy.
		Provide ongoing education opportunities for senior leaders and managers on the effects of racism	June 2022 June 2023 June 2024			Ongoing	CoA provides Aboriginal Cultural Awareness and Sensitivity training for employees.
Kaurna Visibility							
12	Review physical landscape to enhance Kaurna visibility throughout the CBD	Identify opportunities for Kaurna street naming in the CBD and North Adelaide	June 2023	Manager, Technical Services	Infrastructure	On track	
		Determine location and funding and partnership opportunities to create a statue of Queen Iparrityi in the CBD	June 2022	Team Leader, Arts and Culture	City Culture	Delayed	Funding is yet to be secured. This is continuing to be pursued.
		Install the Queen Iparrityi Statue in the CBD	June 2024			Pending	
		Determine funding opportunities to install a memorial to Sir Douglas Nicholls, in the vicinity of the Adelaide Oval	December 2022	Team Leader, Arts and Culture	City Culture	Delayed	Funding is yet to be secured. This is continuing to be pursued.
Aboriginal & Torres Strait Islander Cultural Awareness & Protocols							
13	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by understanding cultural protocols.	Ensure Aboriginal & Torres Strait Islander Cultural Awareness & Protocols are included in the review of the Park Lands Events Management Plan (Guidelines)	June 2022	Strategic Project Lead & Team Leader Events	City Experience and City Events	Complete	The recently endorsed Adelaide Event Guidelines acknowledges the Kaurna people as the traditional owners and encourages event organisers to engage with Kaurna and include cultural protocols into their event planning.
		Encourage event organisers (internal and external) to use Kaurna place names and engage in appropriate protocols such as Acknowledgement of Country in delivery of city events				Complete	
Aboriginal and Torres Strait Islander Cultures							
14	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Support 2 opportunities for other SA Language Groups to maintain, develop and teach their cultures in the CBD	June 2024	Team Leader, Arts and Culture	City Culture	On track	
		Support the delivery of annual Kaurna Cultural experiences facilitated by Kaurna Yerta Aboriginal Corporation/Kaurna Elders /Kaurna community members to be delivered in libraries and community centres	June 2022 June 2023 June 2024			On track	CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities.
		Include programs that teach Aboriginal Cultures in the Library Out and About Program				On track	
		Celebrate one 'new' significant date celebrated in each calendar year outside of NRW and NAIDOC Week	Marketing Business Partner & Reconciliation Officer	Customer & Marketing and Park Lands, Policy & Sustainability	Complete	CoA celebrated the 30th anniversary of Mabo Day on 3 June 2022.	
		Share City of Adelaide grants program with Torres Strait Islander communities and organisations to support event/programming opportunities	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	Ongoing	

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RESPECT:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
		Advocate and support Local Government Association SA to create cultural awareness content and experiences in Council member induction	June 2022	Manager Governance & Reconciliation Officer	Governance and Park Lands, Policy & Sustainability	Delayed	CoA is working with external partners to deliver.
Aboriginal and Torres Strait Islander Cultural Awareness & Protocols							
15	Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Provide educational and promotional opportunities during NAIDOC Week and throughout the year, by working in partnership and empowering others to provide reconciliation programs/ activities in Community Centres and Libraries in the city and North Adelaide	June 2022 June 2023 June 2024	Project Lead, Creative City	City Culture	On track	NAIDOC Week 2023 planning is underway.
		Deliver NAIDOC in the Mall event in consultation with the Reconciliation Committee and wider Aboriginal and Torres Strait Islander stakeholders, providers and Emerging Artists				On track	
		Support employees (inc. the RAPT) to participate in 2 NAIDOC Week events in our local area, including: The Lord Mayors NAIDOC Morning Tea NAIDOC in the Mall NAIDOC SA March or NAIDOC Family Fun Day		Brands and Activations Coordinator & Reconciliation Officer	Rundle Mall Management Authority and Park Lands, Policy & Sustainability	On track	
		Publicly acknowledge the annual Lord Mayors NAIDOC Award recipient through the website and social media		Marketing Business Partner	Customer & Marketing	On track	
		Provide an internal and external CEO NAIDOC Week message		Executive Manager	Office of the CEO	On track	
Aboriginal and Torres Strait Islander Languages							
16	Include Kaurna language in everything that we do	Investigate the use of Kaurna park names first and then English translation second in all internal and external documents	December 2022	Principal Park Lands Planner	Park Lands, Policy & Sustainability	Complete	This will be re-offered to Council Members following the local government election in November 2022.
		Investigate the option of including Kaurna spellcheck of Kaurna names in City of Adelaide's use of Microsoft Office	June 2022	Senior Business Partner, Projects and Partnering	Information Management	Complete	
		Investigate the option of incorporating an autocorrect to dual naming when Park Land numbers or names are used in Microsoft Office	December 2023			On track	
		Commit to the use of Kaurna name first when using dual names in all City of Adelaide writing guides, marketing templates and report templates	June 2024	Customer and Marketing	Customer and Marketing	On track	
		Elected Members and Office of CEO to attend Kaurna language lessons with Kaurna Warra Pintyanthi (KWP)	June 2022	Civics Coordinator and Executive Manager	Office of the Lord Mayor and Office of the CEO	Delayed	
City of Adelaide to host a KWP introductory language session for Mayors and Elected Members from councils located on Kaurna Country	Civics Coordinator	Office of the Lord Mayor		Delayed			
Kaurna Visibility							
17	Increase the profiling of Kaurna Yerta Aboriginal Corporation	Promote on the City of Adelaide website a profile of board members of the Kaurna Yerta Aboriginal Corporation	June 2022	Team Leader, Marketing and Communications	Customer and Marketing	Delayed	CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities.
		Support with providing professional images of Kaurna Yerta Aboriginal Corporation Board members				Pending	
		Include information online for educative purposes on the significant 2018 Kaurna Native Title Determination	December 2021			Complete	
Aboriginal and Torres Strait Islander Cultural Awareness & Protocol							
		Implement, communicate and review a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country	June 2023	Reconciliation Officer	Park Lands, Policy & Sustainability	On track	Protocols are established internally and involve consultation with the Reconciliation Officer for cultural advice. This action will be extended until June 2024 to enable documentation and further development of protocols.

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RESPECT:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
18	Increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	June 2022 June 2023 June 2024	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	CoA provides Aboriginal Cultural Awareness and Sensitivity training for employees.
		Acknowledgement of Country embedded in all corporate templates and documents to ensure all employees and Senior Leadership provide an Acknowledgement of Country upon commencement of business	September 2021	Team Leader, Marketing and Communications	Customer and Marketing	Complete	All corporate templates now include an Acknowledgment of Country.
		Invite a local Kaurna Elder/group or community member/s to provide a Welcome to Country or other appropriate cultural protocol at 10 significant events each year	June 2022 June 2023 June 2024	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	Recent events include a smoking ceremony for the Place of Reflection artwork.
		Investigate and understand how the City of Adelaide venues and facilities (Adelaide Aquatic Centre and North Adelaide Golf Course) can be more culturally inclusive and welcoming to our First Nations cultures by consulting with Kaurna and wider Aboriginal communities	May 2022	Centre Manager, Aquatic Centre	City Culture	On track	City of Adelaide's NAIDOC language snake has been incorporated into the Acknowledgment of Country entry signage installed at the Adequate Aquatic Centre as an Acknowledgment of Country. Discussions are underway on opportunities for the Adelaide Aquatic Centre and taking into consideration the future directions for the Centre.
		Investigate the dual naming of facilities	May 2022			Delayed	
		Incorporate Acknowledgment of Country in entry points of City of Adelaide facilities	May 2022			Complete	
		Rename main City of Adelaide conference/meeting/training rooms with dual-names of significant Aboriginal & Torres Strait Islander leaders in SA, determined in consultation with the Reconciliation Committee and wider Aboriginal and Torres Strait Islander community members	June 2022	Senior Business Partner, Projects and Partnering	Information Management	Delayed	CoA is working with internal partners to pursue this opportunity.
Aboriginal and Torres Strait Islander Cultural Awareness							
19	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning	Work with the People team (HR) to identify mandatory versus optional attendance for face to face cultural awareness training for all Council employees	June 2024	Team Leader, People Experience	People	Complete	Preference for face-to-face training to be maintained.
		Quarterly face to face Cultural Awareness Training provided for all employees, minimum 60% all staff completion per annum for both online or face to face training. Priority is identified for all new council employees within first 6 months of commencement	June 2022 June 2023 June 2024			Ongoing	Quarterly Cultural Awareness Training has been scheduled for 2023.
		Online refresher Cultural Awareness Training is offered every two years to all employees	June 2023			On track	
		Dedicated suite of Cultural Awareness training scheduled annually for wider public participation delivered in City of Adelaide Community Centres	June 2022 June 2023 June 2024	Project Lead, Creative City	City Culture	On track	Community based Cultural Awareness Training is schedule for June 2023.
		Provide information to City of Adelaide employees through the Customer Experience Strategy on how to consider culturally inclusive strategies including language, behaviours, attitudes and needs when working with Aboriginal and Torres Strait Islander customers to ensure a positive experience	June 2023	Team Leader, Customer Experience	Customer and Marketing	On track	
		Conduct a review of cultural learning needs within our organisation	March 2022	Manager, People Experience & Reconciliation Officer	Customer and Marketing and Park lands, Policy and Sustainability	Pending	A cultural learning review has commenced and is expected to be completed in 2023.
		Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy	August 2022			Pending	
		Implement and communicate a cultural learning strategy for our employees	February 2023			On track	
Commit all RAPT members, People (HR) managers, senior executive group and all new staff to undertake formal and structured cultural learning	June 2023	On track					

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OPPORTUNITIES:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Aboriginal and Torres Strait Islander Employment							
20	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention, and professional development strategy	June 2022 June 2023 June 2024	Coordinator, Culture and Leadership	People	Ongoing	
		Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	June 2023			On track	
		Ensure Aboriginal and Torres Strait Islander employees are supported to take on management and senior level positions				Ongoing	As per established Performance Development Conversations.
		Develop a program for supporting Aboriginal and Torres Strait Islander internships across relevant City of Adelaide programs	June 2022	Manager, People	People	Complete	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.
		Ensure the Aboriginal and Torres Strait Islander Recruitment Toolkit is consulted during recruitment activities to ensure that selection processes are culturally inclusive and diverse				Pending	
		Celebrate the successes of our Aboriginal and Torres Strait Islander employees by showcasing their success stories				Complete	
		Work with the Reconciliation Officer to improve awareness of employment opportunities in the Aboriginal and Torres Strait Islander communities				Ongoing	
		Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees				June 2024	Pending
		Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	June 2022 June 2023 June 2024	Talent Acquisition Advisor	People	Ongoing	
Kaura Land Management							
21	Incorporate First Nations understandings of sustainability and native biodiversity management	Build on Cultural Burn pilot project to initiate ongoing cultural processes in park land management and expand to key biodiversity sites	June 2022	Senior Sustainability Advisor	Park Lands, Policy & Sustainability	Complete	CoA is currently engaging with Kaurna Yerta Aboriginal Corporation to identify opportunities.
		Seek out agreed opportunities with Kaurna Yerta Aboriginal Corporation to maintain cultural practices in park land management	June 2023 June 2024	Team Leader, Infrastructure Maintenance and Project Lead Community Lifestyle	City Operations and City Culture	On track	

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OPPORTUNITIES:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Community Wellbeing							
22	Advocate for better outcomes for Aboriginal and Torres Strait Islander experiences with other levels of Government	Work with Aboriginal Community controlled organisations, non-government and government organisations to identify opportunities to support the delivery of programs to community involving health, housing and social wellbeing	July 2022 July 2023 July 2024	Team Leader, Social Planning and Reconciliation	Park Lands, Policy & Sustainability	Ongoing	CoA actively works with stakeholders through the Adelaide Zero Project and Safety and Wellbeing Taskforce to address health, housing and social wellbeing for Aboriginal people in the city.
		Develop existing working relationship opportunities with State Government Departments to collectively develop and support strategies in addressing homelessness and the safety of remote visitors in the city	March 2022			Ongoing	CoA worked closely with Department for Human Services, Kaurna 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 then informed culturally safe responses for individuals and families who came to Adelaide to isolate while positive to COVID-19.
Aboriginal & Torres Strait Islander Representation							
23	Ensure a diversity of Aboriginal and Torres Strait Islander archival materials, images and stories are appropriately used across Council business and its subsidiaries	Review current imagery on stock to ensure cultural sensitivities are adhered before continued use	December 2021	Team Leader, Marketing and Communications	Customer and Marketing	Complete	A photographic portfolio has been prepared for City of Adelaide marketing, promotions and media channels. These images have been used for campaigns
		Work with Reconciliation Officer to seek out and promote talent opportunities for a photography session to enable inclusive and current images to be included in all City of Adelaide marketing, promotion and media channels				Complete	
		Develop a policy that provides guidance regarding the collection, storage, display and use Aboriginal and Torres Strait Islander archival materials, images and stories	June 2023	Team Leader, Archives	Information Management	On track	
		Work with Kaurna and SA Museum for a display by the City of Adelaide of the historical Letters Patent 1836 document in a prominent space in City Library and/or Adelaide Town Hall for wider education				On track	
City of Adelaide to display the official ULURU statement from the heart in a prominent space in Adelaide Town Hall for educative purposes	December 2021	Team Leader, Arts and Culture & Civics Coordinator	City Culture and Office of the Lord Mayor	Delayed	This deliverable is currently being actioned in 2023.		
Aboriginal & Torres Strait Islander Events							
24	Explore alternative grant processes for Aboriginal and Torres Strait Islander applicants	Explore more streamlined processes for grant applications and acquittals	March 2022	Coordinator, Grants Program	City Culture	Complete	Community Impact Grants Guidelines now includes Reconciliation and engagement with Kaurna as a priority for funding opportunities.
		Formalise Kaurna Yerta Aboriginal Corporation communication requirement throughout grant application process regarding events hosted on Kaurna Country to ensure the recognition and consultation with Traditional Owners				Complete	

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OPPORTUNITIES:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Economic Development							
25	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Council subsidiaries to review their policies and procedures to reflect opportunities for Aboriginal and Torres Strait Islander peoples and businesses	June 2022	General Manager	Adelaide Central Market Authority	Delayed	CoA is working with subsidiaries to deliver.
		Seek opportunities to partner with both Kaurna and other local Aboriginal and Torres Strait Islander tourism providers to develop a tourism product and/or offer cultural experiences in the city on an ongoing basis	June 2022 June 2023 June 2024	Executive Manager, Visitor Economy	Adelaide Economic Development Authority	Ongoing	
		Engage LGA procurement cluster to develop shared procurement strategies that support Aboriginal and Torres Strait Islander businesses	May 2022 May 2024	Team Leader, Procurement and Contract Management	Finance and Procurement	On track	
		Report annually to the Reconciliation Committee on social procurement outcomes for Aboriginal Businesses	May 2022 May 2023 May 2024			Delayed	This deliverable will be addressed after a change of key staff.
		Promote the State Government Business Register to internal procurers in the City of Adelaide	June 2022 June 2023			On track	
		Deliver a program to feature or showcase local Aboriginal food products and providers in the Adelaide Central Market	June 2022 June 2023 June 2024	General Manager	Adelaide Central Market Authority	Complete	
		Seek out partnerships that support resource and mentoring opportunities to support Aboriginal and Torres Strait Islander businesses	June 2022 June 2023 June 2024	Executive Manager, Business and Investment	Adelaide Economic Development Authority	Ongoing	
		Meet regularly with Reconciliation Officer to identify leasing opportunities to support Aboriginal and Torres Strait Islander businesses	December 2021 June 2022 December 2022 June 2023 December 2023 June 2024	Manager, Strategic Property	Strategic Property and Commercial	Delayed	This deliverable is continuing to be pursued.
		Develop and maintain commercial relationships with a minimum of five Aboriginal and/or Torres Strait Islander businesses	June 2022 June 2023 June 2024	Manager, Strategic Property	Strategic Property and Commercial	Delayed	This deliverable is continuing to be pursued.
Aboriginal & Torres Strait Islander Cultures							
26	Support Aboriginal and Torres Strait Islander musicians and music businesses opportunities to perform and thrive in the Adelaide music industry	Engage with Aboriginal and Torres Strait Islander musicians and music businesses in the review of the Live Music Action Plan	June 2022 June 2023	Strategic Project Lead, City Experience	City Culture	Complete	
		Ensure Aboriginal and Torres Strait Islander musicians are represented in at least five Council run events throughout the calendar year	June 2024	Team Leader, Place and Event Experience	City Culture	Ongoing	Ongoing

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GOVERNANCE, TRACKING PROGRESS AND REPORTING:				Responsibility			
#	Action	Deliverable	Timeline	Role	Program	Status	Progress Update
Reconciliation Australia							
27	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	September 2022 September 2023 September 2024	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	Completed annually
		Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2022			Complete	
		Summary of the Stretch RAP outcomes and impact will be included in the Council's annual report which will be made available to the public	December 2022 December 2023 December 2024			Ongoing	Completed annually
Reconciliation Australia							
28	Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	October 2023	Reconciliation Officer	Park Lands, Policy & Sustainability	On track	Pending budget bid
		Communicate the scheduling of the consecutive RAP 2024–2027 to ensure budget allocation for build (community engagement process) and implementation (twelve months prior to RAP expiry date)	June 2023			On track	Pending budget bid
Reconciliation Leadership							
29	City of Adelaide Reconciliation Action Plan Team (RAPT) meets quarterly to actively monitor RAP implementation	Convene quarterly RAPT meetings to monitor RAP progress. Establish a Terms of Reference for the RAPT, specifying the Reconciliation Officer continues facilitating to ensure both oversight and First Nations representation on the RAPT	June 2022 June 2023 June 2024	Reconciliation Officer	Park Lands, Policy & Sustainability	Ongoing	Reconciliation Action Plan Team has been convened and regular update meetings and sessions scheduled with the Reconciliation Officer.
		Provide Reconciliation Committee and Council a regular report that updates RAP implementation				Ongoing	Reports occurring six-monthly with updates each quarter.
Representation & Governance							
30	Acknowledge the contributions and support the ongoing development of the Reconciliation Committee	Implement an Honour Roll Board to display names of both past, present, and future Reconciliation Committee members in prominent Town Hall location adjacent Elected Members Honour Roll Board	December 2021	Civics Coordinator	Office of the Lord Mayor	Delayed	This deliverable is continuing to be pursued.
		Review Terms of Reference for the Reconciliation Committee at the end of every term	July 2022	Team Leader, Council Governance	Governance	Complete	ToR reviewed before the recruitment of the Committee post the local government election.
		Explore and implement an opportunity for a designated, Aboriginal & Torres Strait Islander Health & Wellbeing representative on the City of Adelaide Reconciliation Committee	December 2022	Team Leader, Council Governance	Governance	Complete	Will be implemented for the new term of the Reconciliation Committee commencing in 2023.