

City of Adelaide
Stretch Reconciliation Action Plan 2024 to 2027
2024/25 Report



Acknowledgement of Country

Ngai tampinhi, ngadlu Kurna yartangga
panpapanpalyarrinhi (inparrinhi).

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

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

Kumartarna yaitya miyurna iyangka yalaka ngadlu
tampinhi.

City of Adelaide acknowledges that we are located
on the Traditional Country of the Kurna People of
the Adelaide Plains and pay our respect to Elders
past and present.

We recognise and respect Kurna cultural
heritage, beliefs and relationship with the land,
water and seas. We acknowledge that they are of
continuing importance to the Kurna People
living today.

And we also extend that respect to other
Aboriginal and Torres Strait Islander Language
Groups and other First Nations.

*City of Adelaide Cultural Burn 2021
Partners: Green Adelaide and Firesticks Alliance*

Snapshot

The impact of the City of Adelaide Stretch Reconciliation Action Plan 2024/25.

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 Islander 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 (Stretch 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. In 2024/25 20 commitments were identified and \$100,000 project funding was allocated to deliver against year one the plan. This report provides highlights and an annual statement of achievement against the 2024/25 commitments.

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

- Nine are complete,
- Ten are progressing for completion in 2025/26.

The City of Adelaide remains committed to honouring Iparityi's enduring legacy and cultural significance, the project which forms part of the endorsed Masterplan for Whitmore Square/Iparityi. has been deferred.

In the meantime, several initiatives celebrating Iparityi's contributions are progressing. These include the Women in the Chamber portrait project, a public display at the Adelaide Town Hall, and a suite of online resources that share her story and highlight her enduring significance.

Of the four focus areas in the RAP, the City of Adelaide delivered or substantially progressed delivery against all focus areas.



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.

Key achievements 2024/25

- ✓ The Reconciliation Committee convened in September 2024, December 2024, March 2025 and May 2025.
- ✓ Panpapanpalya was held in August 2024, February 2025 and April 2025.
- ✓ The Knowledge Project with Kuma Kaaru held sessions with City of Adelaide employees and the community.
- ✓ City of Adelaide celebrated National Reconciliation Week 2025 with banners and flagpoles on King William Road and Gouger Street.
- ✓ Reconciliation Committee Members, Executive, Aboriginal employees and the Stretch RAP working group attended the Reconciliation SA Reconciliation Week Breakfast.
- ✓ The City of Adelaide has worked closely with Yamagigu to commence the development of an Aboriginal Engagement Strategy grounded in Free, Prior and Informed Consent (FPIC) principles.
- ✓ In collaboration with SA Native Title Services and other key stakeholders, the City of Adelaide is working to ensure the World Heritage Bid Tentative List submission is informed by community input and that all engagement remains community-led, respectful, and aligned with the principles of FPIC.

Project highlights



National Reconciliation Week 2025 Artwork

The City of Adelaide, with the support of the Adelaide Central Market Authority, proudly unveiled the National Reconciliation Artwork Commission by Brooke Rigney-Lively at the Community Kitchen, Adelaide Central Market on 23 May 2025 during National Reconciliation Week (NRW).

The 2025 NRW theme – Bridging Now to Next speaks to the ongoing connection between past, present and future. It called on all Australians to step forward together, to look ahead and continue the push forward, guided by the lessons of the past.

Brooke's artwork speaks to the spirit of Reconciliation Week 2025—celebrating First Nations culture, storytelling and strength.



*"Kuko Kungarar" by Brooke Rigney-Lively
National Reconciliation Week Artwork, Adelaide Central Market*

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 2024/25

- ✓ The City of Adelaide completed research into cultural leave practices across various sectors which will be used to support future policy development, in consultation with Aboriginal employees, within the organisation.
- ✓ The City of Adelaide ran four cultural learning sessions, one per quarter, which are mandatory for all new employees to attend.
- ✓ An archaeological assessment of the Adelaide Park Lands was undertaken by the City of Adelaide with the support of archaeologist Alex Moss of Maritime Heritage Surveys and in collaboration with Heritage SA.
- ✓ The City of Adelaide, with the support of KSJ Consulting, has commenced a review of the existing Welcome to Country and Acknowledgment of Country protocols.
- ✓ Representatives from the City of Adelaide will attend Reconciliation SA's 'Kuru Wiya' Anti-Racism Training in 2025 to inform the development of the City of Adelaide's anti-racism approach.

Project highlights



2024 NAIDOC Week Annual Celebrations

Adelaide hosted the 50th anniversary of NAIDOC week. The Lord Mayor hosted the Royal Australian Mint's release of a commemorative 50-cent coin to celebrate the 50th anniversary. Celebrations included a combined Lord Mayor and SA NAIDOC Awards event held on 8 July 2024, and NAIDOC in the Mall on 9 July 2024.

Uncle Frank Wangutya Wanganeen received the Lord Mayor's NAIDOC Award in 2024.

NAIDOC Week serves as a powerful reminder of the importance of reconciliation and the ongoing journey towards a more inclusive and united community.



Aunty Yvonne Agius, Uncle Frank Wangutya Wanganeen and Lord Mayor Dr Jane Lomax-Smith, Lord Mayor's NAIDOC Awards 2024



Drew Kilner and Mali Isabel, NAIDOC in the Mall - 2024, Artwork Unveiling

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 2024/25

- ✓ Recruitment for the Aboriginal Ranger Program Coordinator was completed in mid 2025. The Program Coordinator will identify opportunities to return cultural land management practices to the management of the Adelaide Park Lands and waterways.
- ✓ 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.
- ✓ To further connect with Aboriginal candidates, a collaborative partnership has been established with the Aboriginal unit at the University of Adelaide.
- ✓ 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% (eight individuals).
- ✓ The City of Adelaide completed a review and an evaluation of the Adelaide Park Lands Dry Area Regulations, including consultation with multiple State Government agencies.
- ✓ Cultural burn permit review has been completed, leading to the development of a new six-month process to embed and support cultural burn practices to be finalized in 2025/26.

Project Highlights



Stretch RAP Branding

The artwork, created by Pat Caruso of We Create Print Deliver, depicts Karrawirra Parri (River Torrens) and highlights significant sacred sites along its course, reflecting the deep cultural and spiritual connection of the Kurna people to this Country. Pat and his team have been a valued creative partner in delivering the City of Adelaide's Stretch Reconciliation Action Plan (RAP) branding and collateral. They have worked closely with us to design and produce culturally respectful and visually engaging materials, including RAP artwork, custom lanyards, branded notebooks, and street sweeper graphics. Their collaborative approach and attention to detail ensures every item aligns with our brand while strengthening community engagement and cultural visibility.



Anthony Proctor, Leading Hand Cleansing, Noni Williams, Associate Director City Operations, and Michael Sedgman, Chief Executive Officer in front of the wrapped street sweeper.

Governance



Focus area

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

2024/25 Commitments

- Design an Aboriginal Rangers Program for the Adelaide Park Lands to support traditional land management practices.
- Establish a Protocol for Aboriginal Engagement.
- ✓ Review the Procurement Policy and Guidelines to support circular economy, climate resilience, Aboriginal and Torres Strait Islander employment and local sourcing by 2024.
- ◆ Deliver Iparritiyi Art Commission for Whitmore Square.
- ✓ Reconciliation Committee convenes quarterly to offer guidance and make recommendations to Council.
- ✓ Build relationships through celebrating National Reconciliation Week (NRW).
- City of Adelaide is dedicated to creating engagement protocols that enable the representation and partnership of the Kaurna People.
- Creating an anti-racism approach to become leaders in the space.
- Collaboration on management of the Adelaide Park Lands waterways and land practices.
- Build relationships with the SA Voice to Parliament to ensure open communication.
- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through Cultural Learning.
- Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.
- ✓ Celebrate NAIDOC week and provide opportunities for participation and education.
- Increase, retain and develop our Aboriginal and Torres Strait Islander employees.
- ✓ Improve economic participation of Aboriginal and Torres Strait Islander businesses.
- Embed cultural burn practices.
- ✓ Establish and maintain an effective RAP implementation group to drive activity for the plan.
- ✓ Provide appropriate support for effective implementation of RAP commitments.
- ✓ Enhance accountability and transparency by reporting on RAP accomplishments, challenges, and insights, both internally and externally.
- ✓ Recognise the contributions and promote continuous support for the ongoing development of the Reconciliation Committee.

Icon Key: ✓ Complete | ● In progress (to be completed in 2025/26) | ◆ Not proceeding



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