

Stretch Reconciliation Action Plan

Progress Report - Annual Report 2024/25 and Year 2 Achievements

Strategic Alignment - Our Community

Public

Wednesday, 3 December 2025

Reconciliation Committee

Program Contact:

Sarah Gilmour, Associate Director, Park Lands, Policy & Sustainability

Approving Officer:

Ilia Houridis, Director City Shaping

EXECUTIVE SUMMARY

The purpose of the report is to provide the Reconciliation Committee (the Committee) with a detailed progress report against the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) for Quarter 4 (1 April 2025 to 30 June 2025) and 2024/25 (Annual Report).

The Stretch RAP was endorsed by the Committee at its meeting on 4 December 2024 ([Link 1](#)) and was subsequently endorsed by Council on 10 December 2024.

An overview of the actions delivered between 1 April 2025 and 30 June 2025 is provided in **Attachment A**.

Key achievements under the Stretch RAP 2024-2027 in Quarter 4 include:

- Reconciliation Team established within the Park Lands, Policy and Sustainability Program.
- Aboriginal Ranger Program Coordinator appointed in June 2025.
- Commenced an Aboriginal Engagement Strategy embedding principles of Free, Prior and Informed Consent (FPIC).
- Commenced review of the City of Adelaide's Acknowledgment of Country and Welcome to Country Protocols.
- Hosted National Reconciliation Week 2025 events.
- Delivered two Aboriginal and Cultural Respect workshops for City of Adelaide employees.
- Facilitated three community workshops as part of the Kaurna Knowledge Project.
- Established the Reconciliation Action Plan (RAP) Working Group to oversee the Stretch RAP implementation.

Achievements across the financial year are detailed in the Stretch RAP Annual Report 2024/25 contained in **Attachment B**. Of the four focus areas in the Stretch RAP, the City of Adelaide delivered or substantially progressed delivery against all focus areas.

The City of Adelaide's Annual Business Plan and Budget 2025/26 includes an operating budget to deliver against the Stretch RAP priorities. A dedicated strategic project allocation has not been allocated for the second year of Stretch RAP implementation. The priorities for 2025/26 are provided in **Attachment C**.

The Stretch RAP was endorsed by Reconciliation Australia in July 2025 and is available to view on the City of Adelaide's Reconciliation Initiatives webpage ([Link 2](#)). A copy of the endorsed Stretch RAP is provided in **Attachment D**.

RECOMMENDATION

The following recommendation will be presented to Council on 9 December 2025 for consideration

THAT THE RECONCILIATION COMMITTEE RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Notes the Stretch Reconciliation Plan 2024-2027 Quarter 4 progress update for the period 1 April 2025 to 30 June 2025 as contained in **Attachment A** to Item 6.6 on the Agenda for the meeting of the Reconciliation Committee held on 3 December 2025.
2. Receives the Stretch Reconciliation Action Plan 2024-2027 Annual Report 2024/25 as contained in **Attachment B** to Item 6.6 for the meeting of the Reconciliation Committee held on 3 December 2025.
3. Notes the Stretch Reconciliation Plan 2024-2027 priorities for 2025/2026 as contained in **Attachment C** to Item 6.6 for the meeting of the Reconciliation Committee held on 3 December 2025.
4. Notes the Stretch Reconciliation Plan 2024-2027 as endorsed by Reconciliation Australia as contained in **Attachment D** to Item 6.6 for the meeting of the Reconciliation Committee held on 3 December 2025.
5. Authorises the Chief Executive Officer, or delegate to make minor technical, typographical and other amendments to the documents contained in **Attachment A** and **Attachment B** to Item 6.6 for the meeting of the Reconciliation Committee held on 3 December 2025, for the purposes of finalising the documents.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<p>Strategic Alignment – Our Community</p> <p>Establish and deliver a new Stretch Reconciliation Plan by 2024</p>
Policy	This report provides the Quarter 4 progress update and 2024/25 Annual Report for the Stretch RAP 2024-2027.
Consultation	Not as a result of this report
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Significant bodies of work are in the final stages of completion which will address multiple commitments in the Stretch RAP or support further work to achieve Stretch RAP commitments.
25/26 Budget Allocation	<p>The Stretch RAP is delivered through the City of Adelaide's operating budget. Funding for initiatives above existing service levels is determined annually by the Council through the City of Adelaide's Annual Business Plan and Budget process.</p> <p>In 2025/26 the Stretch RAP is being delivered within existing resources. The priorities for 2025/26 are provided in Attachment C.</p>
Proposed 25/26 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.
26/27 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 the Reconciliation Committee (the Committee) with a detailed progress report against the Stretch Reconciliation Action Plan 2024-2027 (Stretch RAP) for Quarter 4 (1 April 2025 to 30 June 2025) and 2024/25 (Annual Report).

Background

2. The Stretch RAP was endorsed by the Reconciliation Committee on 4 December 2024 ([Link 1](#)) and was subsequently endorsed by Council at its meeting on 10 December 2024.
3. Reconciliation Australia endorsed the Stretch RAP on 15 July 2025, as provided in Attachment D. The Plan aligns with the four key themes identified by Reconciliation Australia as essential for achieving a Stretch RAP:
 - 3.1. Theme 1: Relationships
 - 3.1.1. Building meaningful relationships supports the City of Adelaide to meet the aspirations of local Aboriginal and Torres Strait Islander communities.
 - 3.2. Theme 2: Respect
 - 3.2.1. Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.
 - 3.3. Theme 3: Opportunities
 - 3.3.1. Providing opportunities for Aboriginal and Torres Strait Islander communities to assist the City of Adelaide in its goal of being a socially inclusive city.
 - 3.4. Theme 4: Governance
 - 3.4.1. Tracking progress and reporting.
4. The Stretch RAP is a three-year plan to guide reconciliation actions from 2024-2027.

Quarter 4 Progress (1 April 2025 – 30 June 2025)

5. An overview of the actions delivered between 1 April 2025 and 30 June 2025 is provided in **Attachment A**.
6. Key achievements under the Stretch RAP 2024-2027 in Quarter 4 include:
 - 6.1. Formed a dedicated Reconciliation Team within the Park Lands, Policy and Sustainability Program to strengthen cultural initiatives and partnerships.
 - 6.2. Appointed an Aboriginal Ranger Program Coordinator in June 2025. The Coordinator will work in partnership with the Kaurna Yerta Aboriginal Corporation (KYAC) and the community to identify opportunities to reintegrate Kaurna cultural land management practices across the Adelaide Park Lands and waterways.
 - 6.3. Commenced an Aboriginal Engagement Strategy, with the support of Yamagigu Consulting, embedding the principles of Free, Prior and Informed Consent (FPIC) for significant projects.
 - 6.4. Commenced a review of the City of Adelaide's Acknowledgment of Country and Welcome to Country Protocol, with the support of KSJ Consulting Services, ensuring it is culturally respectful and up to date.
 - 6.5. Delivered two Aboriginal and Cultural Respect workshops for City of Adelaide employees to deepen cultural awareness and build internal capability.
 - 6.6. Facilitated three community workshops as part of the Kaurna Knowledge Project, engaging over 100 participants to share and learn about Kaurna perspectives and knowledge.
 - 6.7. Established the internal Reconciliation Action Plan (RAP) Working Group to guide and support the implementation of Stretch RAP commitments across the City of Adelaide.

Annual Report 2024/25

7. Achievements across the financial year are detailed in the Stretch RAP Annual Report 2024/25 contained in **Attachment B**.
8. In 2024/25, 20 commitments were identified, and \$100,000 project funding was allocated to deliver against year one of the plan.

9. Of the 20 commitments identified in the implementation plan, the following assessment of status is provided:
 - 9.1. Nine are complete.
 - 9.2. Ten are progressing for completion in 2025/26.
 - 9.3. Progress on the Ipparityi statue in Whitmore Square is currently paused while funding options continue to be explored. In the meantime, other initiatives that honour Ipparityi are advancing, including the Women in the Chamber portrait project, a public display in the Adelaide Town Hall, and online resources that share her story and significance.
10. Of the four focus areas in the Stretch RAP, the City of Adelaide delivered or substantially progressed delivery against all focus areas.
11. Project highlights included:
 - 11.1. Celebrated National Reconciliation Week 2025 with a community event at the Adelaide Central Market, featuring the unveiling of a commissioned artwork by Ngarrindjeri artist Brooke Kirra Rigney.
 - 11.2. 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.
 - 11.3. New artwork and branding for the Stretch RAP created by Pat Caruso of We Create Print Deliver, which depicts the Karrawirra Parri (River Torrens) and highlights significant sacred sites along its course, reflecting the deep cultural and spiritual connection of the Kaurna people to this Country.

Next Steps

12. The Annual Report 2024/25 on the Stretch RAP (**Attachment B**) will be made available on the City of Adelaide's website.
13. In 2025/26, the Administration will provide quarterly (three-month) implementation progress updates on the Stretch RAP to document key actions, successes and any challenges encountered, allowing for adjustments and strategic improvements in delivering the Stretch RAP.
14. Administration has prepared an annual one-page implementation plan setting out the commitments to be delivered in 2025/26 (**Attachment C**).

DATA AND SUPPORTING INFORMATION

[Link 1 – Reconciliation Committee Agenda – Wednesday, 4 December 2024](#)

[Link 2 – City of Adelaide Reconciliation Initiatives](#)

ATTACHMENTS

Attachment A – Year 1 (2024/25) Implementation – Quarter 4 Progress Update – 1 April to 30 June 2025

Attachment B – Annual Report 2024/25 - Reconciliation Action Plan 2024-2027

Attachment C – Year 2 (2025/26) Implementation Plan - Stretch Reconciliation Action Plan 2024-2027

Attachment D – Stretch Reconciliation Action Plan 2024-2027 endorsed by Reconciliation Australia

- END OF REPORT -