

Stretch Reconciliation Action Plan 2024-2027

Year 2 (2025/26) Implementation – Progress update 1 July – 30 September 2025

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 | ○ In progress (behind schedule) | ♦ Not due to commence

2025/26 Commitments	Progress Update
Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.	● Communication with Reconciliation Australia is ongoing, with reporting planning for 2025/26 occurring in Quarter 1.
Build relationships through celebrating National Reconciliation Week (NRW).	♦ Planning is due to begin in January 2026 for the May 2026 National Reconciliation Week.
Build relationships with the SA Voice to Parliament to ensure open communication.	♦ Contact will be made with the Secretariat once established.
Co-design engagement protocols with Kaurna Yerta Aboriginal Corporation (KYAC) that formalise and strengthen the existing partnership.	● The City of Adelaide and Yamagigu have co-designed an Aboriginal engagement framework which is grounded in the principles of Free, Prior and Informed Consent (FPIC). The draft findings and framework are now complete and will be presented for endorsement at the December 2025 Reconciliation Committee meeting.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	● The City of Adelaide and Yamagigu have co-designed an Aboriginal engagement framework which is grounded in the principles of Free, Prior and Informed Consent (FPIC). The framework reflects the City of Adelaide's commitment to ethical engagement, cultural integrity and supporting self-determination, ensuring Aboriginal voices remain. The City of Adelaide's Acknowledgement and Welcome to Country Protocol has been reviewed in consultation with representatives of the Reconciliation Committee and Kaurna Yerta Aboriginal Corporation. Both the Aboriginal Engagement Framework and Acknowledgement and Welcome to Country Protocol will be presented to the Reconciliation Committee in December 2025.

Acknowledgement of Country

City of Adelaide acknowledges the traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today. And we also extend that respect to other Aboriginal Language Groups and other First Nations.

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2025/26 Commitments

Progress Update

Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	✓	<p>The 2025 NAIDOC Week (6 July-13 July 2025) theme was "The Next Generation: Strength, Vision & Legacy" and celebrations included NAIDOC in the Mall and the Lord Mayor's NAIDOC Award.</p> <p>NAIDOC in the Mall was held on 8 July 2025 and provided the community with opportunities to celebrate and engage with First Nations culture. The event featured the unveiling of the Aboriginal and Torres Strait Islander Family Portrait Project. The project, undertaken by Colleen Strangways, invited Aboriginal and Torres Strait Islander families, spanning three or more generations to participate in a collaborative photography exhibition.</p> <p>The Lord Mayor's NAIDOC Award, held on 7 July 2025, continues to recognise outstanding contributions to the community. In 2025 Craig Rigney was the recipient for his dedication to improving community safety and wellbeing.</p>
Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the Reconciliation Action Plan (RAP).	✓	<p>The Reconciliation Action Plan Working Group (RWG) was established. Members of the RWG had opportunities to participate in the National RAP Leadership Gathering hosted by Reconciliation Australia.</p>
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	●	<p>The Kaurna Knowledge Project held four sessions which included three community workshops at Minor Works Building, North Adelaide Community Centre and the City Library. An additional session was held with the City Experience Team and Customer Centre.</p> <p>Kuma Kaaru have been engaged to provide cultural guidance and input through collaborative initiatives that incorporate Kaurna language, culturally guided interpretive signage and community-led cultural activities.</p>
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	●	<p>The Quarter 1 rate of Aboriginal and Torres Strait Islander employees is 0.9% (8 individuals) and trainees is 3.6% (1 individual). On 11 August 2025, a Graduate position for the Reconciliation Team was approved for recruitment.</p>
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	●	<p>The City of Adelaide Procurement Team is reviewing current systems and will provide an update to the Reconciliation Team in Quarter 2.</p>
Increase awareness, understanding and visibility of Kaurna as the Traditional Owners through physical interpretation throughout the city.	●	<p>The City of Adelaide's Acknowledgement and Welcome to Country Protocol has been updated. The Protocol strengthens respect for Kaurna cultural authority, ensuring that Acknowledgements are symbolic and educational, guiding respectful engagement with Country.</p> <p>Art activations, such as the NAIDOC Week installation in Rundle Mall and Reconciliation Week public art projects, have created highly visible opportunities for the wider community to engage with Kaurna and other First Nations culture and stories. These projects increase visibility of Aboriginal perspectives in the city's busiest public spaces and encourage ongoing dialogue about reconciliation.</p>

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Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people through cultural learning.	●	The Cultural Learning Framework has been developed for consideration by City of Adelaide Executive in Quarter 2.
Promote positive race relations through anti-discrimination strategies.	●	The City of Adelaide has engaged Reconciliation SA <i>Kuru Wiya</i> to pilot anti-racism training with the RAP Working Group in Quarter 2.
Promote reconciliation through our sphere of influence.	●	The World Heritage Bid project is an example of uniting key partners such as the SA Native Title Service and Traditional Owners to advance reconciliation and truth-telling. A culturally informed, community-driven approach that honours Traditional Owner sovereignty and upholds the principles of FPIC is being progressed. This collaborative work demonstrates collective commitment to achieving meaningful change through respectful engagement, deep listening and shared action.
Provide appropriate support for effective implementation of the RAP commitments.	●	The Reconciliation Team has developed a RAP Roadshow designed to build a shared understanding of the RAP across the organisation. This initiative coupled with the RWG will provide the Administration and stakeholders with consistent messaging, highlight key priorities, and create opportunities for open dialogue to strengthen engagement with reconciliation commitments.
Review community building leasing and event procedures to remove barriers to Aboriginal and Torres Strait Islander participation.	◆	Exploration of the barriers to participation will commence in Quarter 2.
Strengthen existing and explore new partnerships with community controlled organisations to address the social determinants of health.	◆	Project planning around opportunities to strengthen partnerships with community controlled organisations will commence in Quarter 2.
Strengthen land management practices by embedding cultural burn practices into City of Adelaide practices and undertake a cultural burn in the Adelaide Park Lands.	●	Planning and preparation for a Cultural Burn in Victoria Park/Pakapakanthi (Park 16) Conservation Area was completed in Quarter 1. The permit system has been reviewed and an online application form is in place.
Strengthen the management of the Adelaide Park Lands, waterways and land practices through Kaurna collaboration.	●	Consultants have been engaged to develop a Stormwater Management Plan for the City of Adelaide. A workshop was held on 18 September 2025 to set a vision, targets and objectives for the Stormwater Management Plan. Input from Kaurna People is being coordinated through Southern Cultural Immersion. In July 2025, the City of Adelaide updated its internal project management documentation and processes to provide guidance and advice on conducting Aboriginal heritage due diligence and ensure the requirements of the <i>Aboriginal Heritage Act 1988</i> (SA) are incorporated into capital projects.
With Traditional Owners, develop a process for repatriation of ancestral remains.	◆	Planning on internal processes is due to commence in January 2026 and is earmarked as a research project for the Reconciliation Team Graduate position.

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