

# City of Adelaide

# STRETCH RECONCILIATION ACTION PLAN

## 2018–2021



RECONCILIATION  
ACTION PLAN

STRETCH



CITY OF  
ADELAIDE



# ACKNOWLEDGMENT OF COUNTRY

**City of Adelaide tampendi, ngadlu Kurna yertangga banbabanbalyarnendi (inbarendi). Kurna meyunna yaitya mattanya Womma Tarndanyako.**

**Parnako yailtya, parnuko tappa purruna, parnuko yerta ngadlu tampendi. Yellaka Kurna meyunna itto yailtya, tappa purruna, yerta kuma burro martendi, burro warriappendi, burro tangka martulyaiendi.**

**Kumarta yaitya miyurna iyangka yalaka ngadlu tampinhi.**

City of Adelaide acknowledges that we are meeting on the traditional country of the Kurna 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 Kurna people living today.

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

You can also listen to this acknowledgement at: [cityofadelaide.com.au/your-community/culture-history/welcome-to-country/](http://cityofadelaide.com.au/your-community/culture-history/welcome-to-country/)



# RECONCILIATION COMMITTEE DUAL-CHAIRPERSONS' MESSAGE

## It gives us great pride to present City of Adelaide's Stretch Reconciliation Action Plan 2018–2021.

Our Stretch Reconciliation Action Plan (Stretch RAP) is a three-year plan that is reported on annually. This is Council's ninth RAP and second Stretch RAP. It builds on our achievements to date, and demonstrates our continued commitment to reconciliation.

After our most extensive consultation and collaboration to date, our new Stretch RAP focuses on the creation of stretch goals for recognising and celebrating Aboriginal and Torres Strait Islander cultures, projects and strategies for management

of our city's Park Lands that draw on Kaurna knowledge, recruitment and retention of Aboriginal and Torres Strait Islander people, and opportunities to support a range of Aboriginal and Torres Strait Islander owned and operated businesses.

Our plan is based on three core ingredients – respect, relationships and opportunities.

We are confident that together we will make an important contribution with respect to Reconciliation, and look forward to continuing our journey.



Martin Haese  
**Lord Mayor & Dual-Chairperson  
Reconciliation Committee**



Yvonne Agius  
**Dual-Chairperson  
Reconciliation Committee**



# CITY OF ADELAIDE STRETCH RECONCILIATION ACTION PLAN 2018–2021

## OUR VISION FOR RECONCILIATION

### City of Adelaide Reconciliation Vision Statement

**'The City of Adelaide values its culturally diverse community and is committed to extending the process of Aboriginal reconciliation in partnership with Aboriginal and Torres Strait Islander Peoples.'**

### The Six Guiding Principles

#### 1. Participation

The City of Adelaide will seek the advice and participation of Aboriginal and Torres Strait Islander Peoples on key issues of interest to the community, and will promote cooperative approaches on these issues between the City of Adelaide and Aboriginal and Torres Strait Islander Peoples.

#### 2. Negotiation

The City of Adelaide will enter into a process of negotiation to seek and record the views of local Aboriginal communities about reconciliation and other key issues.

#### 3. Communication and Public Awareness

The City of Adelaide will promote its support for reconciliation to increase public awareness and understanding of the reconciliation process and, in particular, to ensure that the mainstream community is aware of the culture and legitimate aspirations of Aboriginal and Torres Strait Islander Peoples.

#### 4. Service Provision

The City of Adelaide is committed to providing relevant community services and assistance to Aboriginal and Torres Strait Islander Peoples to minimise the disadvantages they suffer, where the responsibility to do so rests with the City of Adelaide, or to advocate for improved services to be provided by other levels of government. The City of Adelaide will develop a policy and programs to encourage the employment of Aboriginal and Torres Strait Islander Peoples.

#### 5. Cultural Identity and Heritage

The City of Adelaide acknowledges the continuing cultural and spiritual obligations the Kurna People have in their lands and seas, and will seek opportunities to recognise Kurna heritage through physical features of the City of Adelaide and by supporting community cultural activities.

#### 6. Commemoration

The City of Adelaide will work with the Kurna community to celebrate important Kurna celebrations and events linked to significant sites in the City of Adelaide.

## OUR BUSINESS

The City of Adelaide covers an area of 15.57 square kilometres, of which more than 30% is made up of Park Lands. A profile of the City of Adelaide includes an estimated resident population of 23,396 people, 117,600 city workers and an estimated 313,000 daily users. Outdoor activities are enjoyed by many in the Park Lands. Each year, City of Adelaide supports a wide range of Reconciliation events, festivals and activities, including the Adelaide Fringe, Spirit Festival, National Apology Day, National Sorry Day and NAIDOC March and Family Fun Day.

City of Adelaide has approximately 809\* employees, 10 employees identifying as Aboriginal and/or Torres Strait Islander (including trainees). This is approximately 1.2% representation. The city has a

\*As of 31st January 2018, headcount not including casuals

strong Aboriginal history and, today, has a strong and active community. The City of Adelaide falls within the traditional boundaries of the Kurna Peoples, the Traditional Owners and Custodians.

The elected Council and administration of the City of Adelaide perform functions and exercise powers prescribed by the *Local Government Act 1999 (SA)* and other relevant legislation. The City of Adelaide also has wider responsibilities (under the *City of Adelaide Act 1998*) in managing the city centre and the Park Lands on behalf of all those who live, work and study in, or visit, the City of Adelaide. In response to city community needs and opportunities, the Council provides policy, programs and services.



# OUR STRETCH RECONCILIATION ACTION PLAN

The City of Adelaide embarked on a journey of reconciliation with its Aboriginal and Torres Strait Islander community in 1997. A Reconciliation Vision Statement was developed through a process of negotiation and consultation with members of the local Aboriginal community.

The process was followed in 1998 in developing the National Sorry Day Acknowledgement. In May 2008, Council adopted its first Reconciliation Action Plan, which provided a framework for the implementation of Council's Reconciliation Vision Statement and National Sorry Day Acknowledgement.

The City of Adelaide has had a long standing, positive working relationship with the Kurna community as the Traditional Owners and Custodians of the Adelaide Plains, on which the city is located. Council works closely with the peak bodies of cultural authority: the Kurna Nation Cultural Heritage Committee and the Kurna Yerta Aboriginal Corporation as the peak bodies.

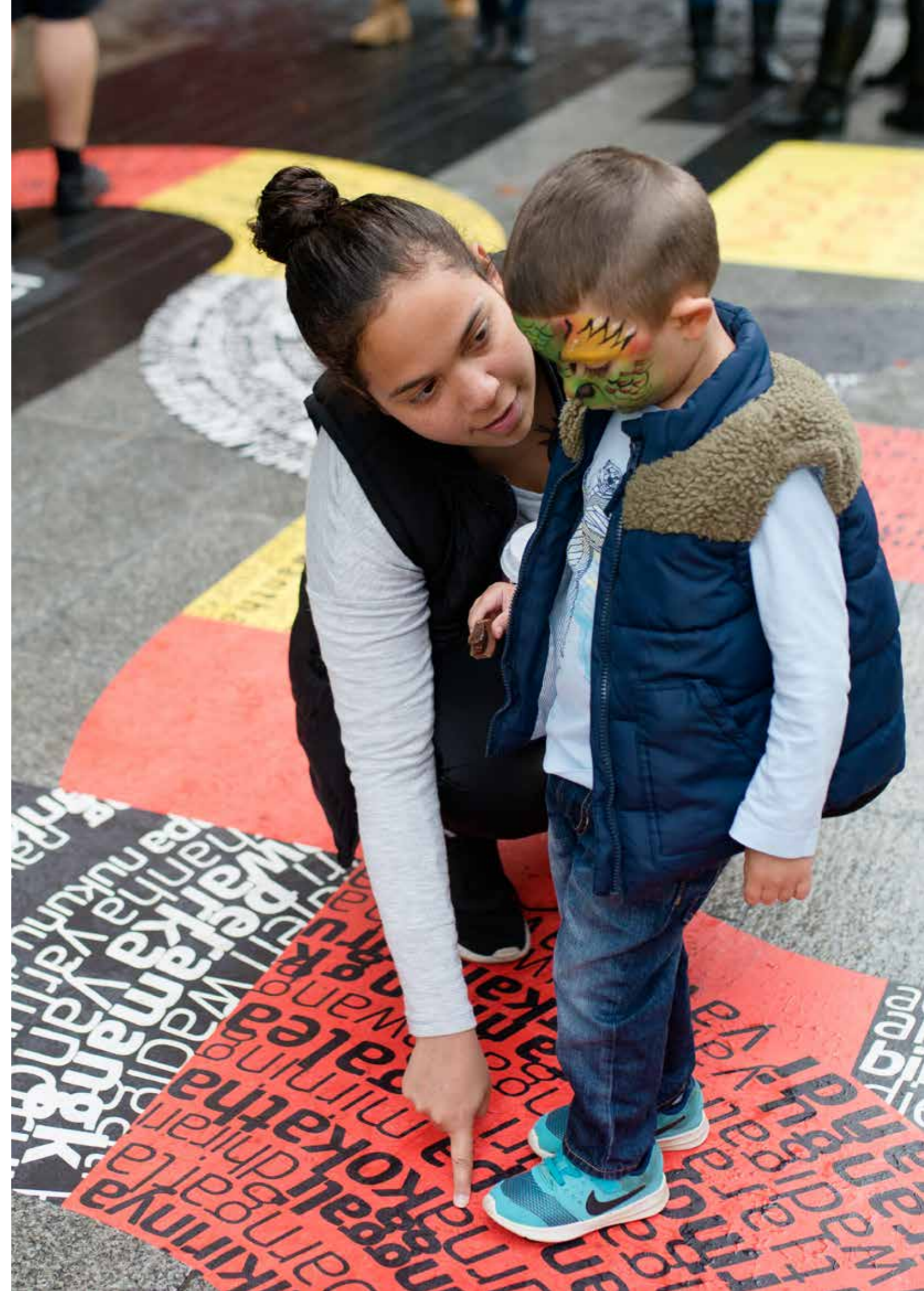
In addition, Council works in partnership with Aboriginal organisations such as Tandanya National Aboriginal Cultural Institute, Tauondi Aboriginal College, Journey of Healing South Australian, Nunukwarrin Yunti of South Australia, Stolen Generations Alliance, Kurruru Youth Performing Arts and Aboriginal Elders together with Reconciliation South Australia to progress reconciliation in the city. Together we have achieved many wonderful initiatives with positive outcomes, creating visual and physical landscapes that educate and raise awareness of Aboriginal people in the life of the city.

In May 2012, Council reaffirmed its commitment with the signing of a revised Reconciliation Vision Statement and National Sorry Day Acknowledgement. City of Adelaide has implemented seven annual Reconciliation Action Plans.

This is Council's second three-year Stretch Reconciliation Action Plan. Reconciliation Australia recognises the City of Adelaide as the first Local Government in Australia to commit to a long-term plan.

A Stretch RAP is a longer term, strategic approach with goals that stretch over three years. Annual actions are evaluated against these long-term goals, and successes are built on over time.

The Stretch RAP consolidates Council's long standing commitment to reconciliation with Aboriginal and Torres Strait Islander Peoples, developed in full consultation with the Reconciliation Committee.





### Council's Reconciliation Committee

**L-R standing:** Sean McNamara, Nicole Gollan, Trevor Lovegrove, Cllr David Slama, Deanne Hanchant-Nichols, Ribnga Green, Ivan-Tiwu Copley OAM, JP, Caro Mader

**L-R seated:** Vicky Welgraven, Yvonne Agius, Lord Mayor Martin Haese, Lynette Crocker

**Absent:** Cllr Susan Clearihan, Jeffrey Newchurch and Mandy Brown

## GOVERNANCE

Since 2002, the City of Adelaide has established a formal Reconciliation Committee under section 41 of the *Local Government Act 1999 (SA)*.

Council's Reconciliation Committee is an advisory committee responsible for advancing reconciliation in the city through developing and monitoring the City of Adelaide's Stretch Reconciliation Action Plan, providing input to policy development, and giving strategic advice to Council across areas likely to impact on Aboriginal and Torres Strait Islander peoples.

The Reconciliation Committee is dual-chaired by Aboriginal and non-Aboriginal people, and comprises representation from Council, strategic agency representatives, Kurna and other Aboriginal community members.

On 9 December 2014, the City of Adelaide Reconciliation Committee appointed membership for the term of Council 2014–2018.

### Appointments made:

**Kurna Nation Cultural Heritage Association Committee representative:** Mr Jeffrey Newchurch

**Aboriginal and/or Torres Strait Islander community representatives:** Ms Yvonne Agius, Dual-Chairperson; Mr Andrew Birtwistle-Smith, Deputy Chair and Mr Ivan-Tiwu Copley OAM, JP

**Council Members:** The Right Honourable The Lord Mayor Martin Haese and Dual-Chairperson; Councillor Susan Clearihan and Councillor David Slama

**Strategic Agency Representatives:** Mr Ribnga Green, Aboriginal Affairs and Reconciliation for the Department of State Development; Mr Trevor Lovegrove, Employment Programs Directorate for the Department of State Development and Ms Vicky Welgraven, Reconciliation South Australia

**Proxies:** Ms Lynette Crocker and Ms Deanne Hanchant-Nichols

During the course of the current Reconciliation Committee term, Mr Andrew Birtwistle-Smith tendered his resignation. Ms Mandy Brown successfully won the vacant position. Ivan Tiwu-Copley was elected to replace Mr Birtwistle-Smith as Deputy Chairperson.



## CITY OF ADELAIDE'S MAJOR INITIATIVES

- 1992** Alice Dixon tree planted
- 1995** Annual Aboriginal Flag Raising Ceremony on Adelaide Town Hall
- 1997** Reconciliation Vision Statement
- 1998** National Sorry Day Acknowledgement
- 2001** Permanent flying of Aboriginal Flag in Victoria Square/Tarntanyangga
- 2002** Reconciliation Committee as a formal committee of Council
- 2002** Kurna Recognition at Council meetings with Acknowledgement of Country
- 2002** Kurna dual-naming of Park Lands
- 2005** Reconciliation Grants Program
- 2006** Doris Graham commemorative plaque
- 2007** Flying of Aboriginal and Torres Strait Islander flags in Grote Street
- 2007** Interpretative Information Audio Bollards on Aboriginal Flagpole in Victoria Square/Tarntanyangga
- 2008** First annual Reconciliation Action Plan
- 2008** Aboriginal Employment Policy
- 2008** Kurna remains found within Frome Road car park and reburial ceremony organised
- 2010** Two pieces from South Australian Museum – Kadlitpinna and Kuri Dance 19th Century aquarelle paintings by George French Angas unveiled in Queen Adelaide Room
- 2012** Council reaffirms its commitments with revised Reconciliation Vision Statement and National Sorry Day Acknowledgement
- 2012** Kurna dual-naming of city squares and two city footbridges
- 2013** Naming of Reconciliation Plaza
- 2013** Protocol and Guidelines on Welcome to Country and Acknowledgement of Country
- 2013** Commemorative plaque on the Adelaide Town Hall
- 2013** Lord Mayoral Civic Reception for the Recognise Long Walk campaign
- 2014** Alice Dixon Memorial tree replanting
- 2016** Reconciliation Plaza flag banners
- 2017** NAIDOC in the Mall
- 2017** Tarntanyangga Cultural Marker opened
- 2017** Lord Mayoral Civic Reception for 25th Anniversary of the Mabo Decision
- 2017** Lord Mayoral Civic Reception to commemorate the 50th anniversary of the 1967 Referendum
- 2018** Lord Mayor Civic Reception to commemorate 10th anniversary of the National Apology to the Stolen Generations





## RELATIONSHIPS:

Meaningful relationships assist Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

### Focus area:

Acknowledging and working with the Traditional Owners, the Kurna people, and broader Aboriginal and Torres Strait Islander communities to facilitate connection and engagement, strengthen relationships, increase Aboriginal and Torres Strait Islander communities' involvement in Council activities, and partner with community groups and organisations to celebrate important cultural anniversaries.

## ENDURING COMMITMENTS:

- Consultations with Kurna Peoples are carried out regularly to ensure Council responds meaningfully to the advice and concerns of the Traditional Owners.
- Reconciliation initiatives and key significant dates are marketed and promoted across the Council to engage City of Adelaide and the community in reconciliation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Reconciliation Leadership</b> <b>1.</b> City of Adelaide Reconciliation Committee meets quarterly to provide advice and recommendations to Council	Convene quarterly meetings and achieve quorum Provide Council with advice and recommendations after meetings Gain endorsement of Stretch RAP from Council and register with Reconciliation Australia	September, November, February and May 2018–2021 June 2018	Reconciliation Officer, Community Culture
<b>Reconciliation Leadership</b> <b>2.</b> City of Adelaide Reconciliation Action Plan Team (RAPT) meets quarterly to actively monitor RAP implementation	Convene quarterly meetings Establish a Terms of Reference for the RAPT Monitor and report on RAP implementation	August, October, January, April 2018–2021	Reconciliation Officer, Community Culture
<b>Reconciliation Leadership</b> <b>3.</b> Celebrate National Reconciliation Week to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and non- Aboriginal and Torres Strait Islander staff	Provide educational and promotional opportunities during National Reconciliation Week and throughout the year, by working in partnership and empowering others to provide Reconciliation programs/activities in the City of Adelaide Community Centres and Libraries 5 programs/activities delivered each year	June 2019 June 2020 June 2021	Community Centre Coordinators, Community & Culture Library Coordinators, Community & Culture
	Register National Reconciliation Week events via Reconciliation Australia's National Reconciliation Week website	May 2019 May 2020	Reconciliation Officer, Community Culture
	Encourage staff and senior leaders to participate in external events to recognise and celebrate National Reconciliation Week	May 2021	Reconciliation Officer, Community Culture
	Encourage RAPT members to participate in National Reconciliation Week events each year		Reconciliation Officer, Community Culture
<b>Kurna Land Management</b> <b>4.</b> Incorporate First Nations understandings of native biodiversity management	Work with Kurna to identify opportunities to incorporate First Nations understanding of native biodiversity management strategies that can be used in the Park Lands	June 2019	Team Leader Sustainability, Sustainability
	Develop business case for future incorporation of appropriate Kurna native biodiversity management strategies into Business as Usual	December 2019	
	City of Adelaide to identify opportunities for Kurna to regularly share native biodiversity management information	June 2019	
	Incorporate appropriate Kurna native biodiversity management strategies into Business as Usual	June 2020	
<b>Kurna Land Management</b> <b>5.</b> Kurna cultural mapping	A Kurna cultural mapping project is undertaken to capture sites of significance in the city and North Adelaide from which informed decisions can be made by Council in relation to land use	June 2020	Associate Director Design & Strategy
	A process is agreed between Kurna and Council in relation to when in the project design process Kurna will be involved in decisions about land use in the City of Adelaide	June 2019	
	Options will be explored by Council and Kurna for building Kurna capacity to feed in to City of Adelaide project design processes	June 2019	
	Options will be explored for building capacity of City of Adelaide staff to enable and utilise Kurna advice in project design processes	June 2019	



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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Community Wellbeing</b> <b>6.</b> Work with other levels of government to enable greater Aboriginal and Torres Strait Islander delivery of and participation in recreation activities in the City of Adelaide (Action also proposed in SA Office for Recreation and Sport RAP)	Work with Reconciliation Officer to identify communication channels and processes of sharing recreational opportunities with Aboriginal and Torres Strait Islander sporting clubs	June 2019	Coordinator – Recreation Planning and Capacity Building Community & Culture
	Work with Reconciliation Officer and SA Office for Recreation and Sport to identify opportunities to encourage greater participation of potential and existing Aboriginal and Torres Strait Islander players in recreational activities in the city	June 2019	
	Understand existing cultural awareness training sessions offered to clubs through Office for Recreation and Sport 'Star Club' status	December 2018	
	Work with SA Office for Recreation and Sport to agree on ways to maximise access to cultural awareness training across governance roles and player grades in sporting clubs utilising City of Adelaide recreation facilities	June 2019	
	Work with SA Office for Recreation and Sport to agree on ways to encourage greater participation in cultural awareness training across governance roles and player grades in sporting clubs that utilise City of Adelaide recreation facilities	December 2019	
<b>Education</b> <b>7.</b> Explore ways to support Aboriginal & Torres Strait Islander students in the city	Explore creation of an Internship that provides a pathway for Aboriginal & Torres Strait Islander University students into employment	June 2019	Manager, Talent and Organisational Development People & Governance
	Work with local residents to identify 2 initiatives that extend welcome to rural and remote Aboriginal and Torres Strait Islander students living or studying in the city	June 2019 June 2020 June 2021	Senior Coordinator Neighbourhood Development Community & Culture
	Identify opportunities to collaborate with partners such as Tauondi, SA Museum and the Children's University to support shared learning of Aboriginal cultures for city students	June 2020	Senior Coordinator Neighbourhood Development Community & Culture
<b>Reconciliation Leadership</b> <b>8.</b> City of Adelaide will create a new coordination group of organisations with RAPs in the city to allow alignment of RAP actions for maximum impact (Action also proposed in UniSA, Adl Uni, SAHMRI RAPs)	City of Adelaide will create a new City West RAP Coordination Group of organisations with RAPs (or building RAPs) in the West City to allow alignment of RAP actions for maximum impact	December 2018	Reconciliation Officer Community & Culture
	City of Adelaide to coordinate City West RAP Coordination Group to identify and collaborate to deliver two shared Reconciliation projects in the city	June 2020	
<b>Reconciliation Leadership</b> <b>9.</b> Work with other South Australia Local Government to support development of their RAPs and RAP processes	Connect with other South Australian Local Government organisations to support development of their RAPs and RAP processes	June 2019	Reconciliation Officer Community & Culture
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>10.</b> Explore ways in which the City of Adelaide will recognise dates that are significant to Aboriginal & Torres Islander peoples	One 'new' significant date celebrated in each calendar year	December 2018 December 2019 December 2020	Reconciliation Officer Community & Culture



## RELATIONSHIPS:

Meaningful relationships assist Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

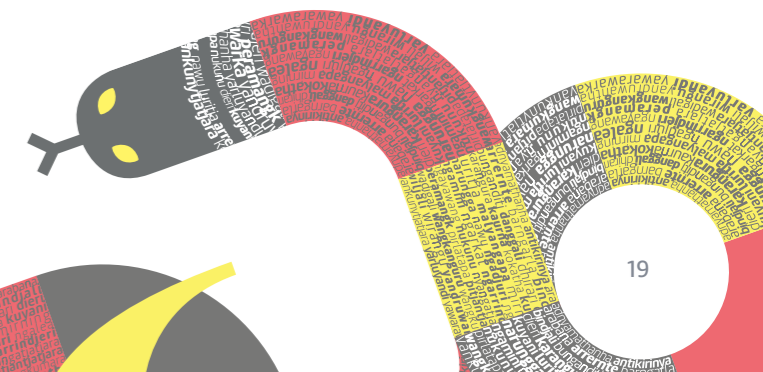
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## ENDURING COMMITMENTS:

- Consultations with Kurna Peoples are carried out regularly to ensure Council responds meaningfully to the advice and concerns of the Traditional Owners.
- Reconciliation initiatives and key significant dates are marketed and promoted across the Council to engage City of Adelaide and the community in reconciliation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Media</b> <b>11.</b> Work with mainstream media to cover Aboriginal events/ initiatives in the CBD to develop positive media stories and imagery	Identify opportunities to influence the ways in which Aboriginal peoples and stories are told in the media	June 2019	Media Relations Marketing & Communications
	Encourage media to use Kurna names for Park Lands and Squares	December 2018	
	Develop proactive media plan to engage local/national media in showcasing Aboriginal and Torres Strait Islander Reconciliation activity in the City of Adelaide	December 2019	
	Develop proactive media plan to share Stretch RAP delivery milestones	June 2019	
<b>Media</b> <b>12.</b> Work with Aboriginal media to tell the stories about what Council is doing	Develop proactive media plan to engage local/national Aboriginal media in showcasing Aboriginal and Torres Strait Islander Reconciliation activity in the City of Adelaide	December 2018 March 2019	Media Relations Marketing & Communications
	City of Adelaide Reconciliation activities published in Aboriginal media on two occasions each year	December 2019 December 2020	
<b>Kurna Representation</b> <b>13.</b> Create a designated Aboriginal & Torres Strait Islander position on City of Adelaide Access & Inclusion Advisory Panel	Research and connect with organisations in the city and South Australia that support Aboriginal and Torres Strait Islander peoples with disabilities	June 2019	Senior Social Planner Community & Culture
	Create a designated Aboriginal & Torres Strait Islander position on Access & Inclusion Advisory Panel	December 2019	
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>14.</b> City of Adelaide is committed to raising the awareness of diversity and inclusion with our employees so they are more aware of their own behaviours, and how they can impact on the experiences of others working in our organisation	Cultural Awareness training is provided for all new Council employees within the first 6 months and offered for current employees	June 2019 June 2020 June 2021	Manager, Talent and Organisational Development People & Governance
	Effectiveness of cultural awareness is evaluated through the engagement of Aboriginal & Torres Strait employees/applicants through various mechanisms	June 2021	
	Online refresher Cultural Awareness training is offered every 3 years to all employees	June 2021	
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>15.</b> Enable Torres Strait Islander community to showcase their culture	Reach out to organisations operated by or working with Torres Strait Islander community to share City of Adelaide grant opportunities	June 2019	Arts and Cultural Development Coordinator, Community & Culture





## RESPECT:

Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.

### Focus area:

Acknowledging the Traditional Owners of the land, flying the Aboriginal and Torres Strait Islander flags, increasing community awareness and participation, and promoting reconciliation.

### ENDURING COMMITMENTS:

- Acknowledgement of Country made at all Civic Events
- Permanently fly the Aboriginal flag in Victoria Square/Tarntanyangga.
- Annually fly the Aboriginal and Torres Strait Islander flags in Grote Street to build public awareness of and respect for Aboriginal and Torres Strait Islander cultures.
- Work with the NAIDOC SA Committee to convene the annual Lord Mayor's Aboriginal and Torres Strait Islander Flag Raising Ceremony, SA NAIDOC Awards and Morning Tea
- NAIDOC SA March and Family Fun Day is supported by City of Adelaide.
- Annual display of 25 Aboriginal banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Art Islander Exhibition during NAIDOC Week to engage the public in traditional and contemporary artworks.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Representation &amp; Governance</b> <b>16.</b> ULURU Statement – support for a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history	City of Adelaide resolves to write to the Australian Federal Government to demonstrate support for a Makarrata Commission	December 2018	Reconciliation Officer Community & Culture
<b>Kaurna Visibility</b> <b>17.</b> Investigate opportunities to enhance Kaurna visibility throughout the CBD	Explore location and funding opportunities to create and install a statue of Iparraty in the CBD	June 2021	Senior Coordinator Arts and Culture Community & Culture
<b>Aboriginal and Torres Strait Islander Languages</b> <b>18.</b> Increase internal opportunities to include Kaurna language	Ensure that all City of Adelaide equipment using Microsoft Office has Kaurna spellcheck including Kaurna names	December 2019	Team Leader Marketing- Projects, Capital Works, Infrastructure and Transformation Marketing & Communications
	Include dual naming protocols in City of Adelaide writing guide and marketing templates		
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>19.</b> Increase awareness and use of Acknowledgement of Country within corporation	Embed Acknowledgement of Country in official City of Adelaide templates (e.g.. project briefs, reports, meeting documents)	June 2019	Team Leader Marketing- Projects, Capital Works, Infrastructure and Transformation Marketing & Communications
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>20.</b> Broader representation of Aboriginal and Torres Strait Islander peoples in marketing collateral	Ensure a diversity of Aboriginal and Torres Strait Islander images and stories are used in marketing collateral across Council business and its subsidiaries	June 2019	Team Leader Marketing- Projects, Capital Works, Infrastructure and Transformation Marketing & Communications
	Increase visibility of Aboriginal and Torres Strait Islander peoples' participation of city life across all communication channels	June 2021	
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>21.</b> Install Kaurna Acknowledgment in City of Adelaide facilities	Kaurna Acknowledgement installed in City of Adelaide buildings in Kaurna and English	December 2019	Facilities Management Capital Works
	Acknowledgement of Country inscribed on Customer Centre wall behind front counter		
<b>Kaurna Visibility</b> <b>22.</b> Investigate opportunities to develop additional Kaurna walking trails	Leverage City of Adelaide's SMART status to create walking trail guides in which a range of Kaurna people tell different stories and Songlines linked to City places	June 2021	Visitor Experience Advisor Economic Development
<b>Aboriginal and Torres Strait Islander Cultures</b> <b>23.</b> Aboriginal art to be projected on City of Adelaide buildings during NAIDOC Week	Explore possibilities to project Aboriginal art onto prominent City of Adelaide location during NAIDOC Week	June 2019	Senior Coordinator Arts and Culture Community & Culture
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>24.</b> Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff and community members to engage with their culture and community	Work in partnership and empower others to provide activities that promote and enable Reconciliation in Community Centres and Libraries in the city and North Adelaide around NAIDOC Week	July 2018 July 2019 July 2020	Senior Coordinator Neighbourhood Development Community & Culture
	Host NAIDOC in the Mall event in partnership with local Aboriginal and Torres Strait Islander communities	July 2018 July 2019 July 2020	Reconciliation Officer Community and Culture
	CEO gives NAIDOC Week message to staff	July 2018 July 2019 July 2020	Office of the CEO



## RESPECT:

Respect for Aboriginal and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.

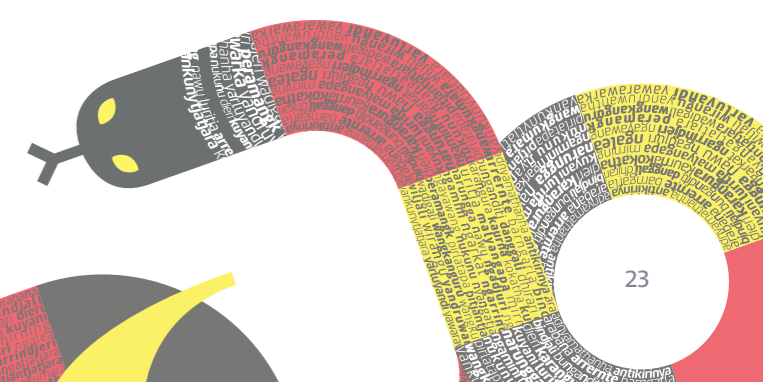
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- Work with the NAIDOC SA Committee to convene the annual Lord Mayor's Aboriginal and Torres Strait Islander Flag Raising Ceremony, SA NAIDOC Awards and Morning Tea
- NAIDOC SA March and Family Fun Day is supported by City of Adelaide.
- Annual display of 25 Aboriginal banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Art Islander Exhibition during NAIDOC Week to engage the public in traditional and contemporary artworks.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>25.</b> Develop a suite of cultural awareness experiences for Adelaide residents, users and visitors	Deliver 6 new Aboriginal and Torres Strait Islander cultural awareness experiences in community centres in the city and North Adelaide	December 2020	Reconciliation Officer Community and Culture
<b>Economic Development</b> <b>26.</b> Investigate opportunities with Adelaide Airport to incorporate and display Aboriginal Cultures	Investigate opportunities with Adelaide Airport to include Welcome from all 39 language groups	June 2019	Visitor Experience Advisor Economic Development Reconciliation Officer Community & Culture Reconciliation Officer Community & Culture Senior Coordinator Arts and Culture Community and Culture
	Work with Adelaide Airport Authority to explore opportunities to increase visibility of Kurna Acknowledgment inside the Airport Terminal	June 2020	
	Work with Adelaide Airport Authority to explore opportunities to increase visibility of Kurna Acknowledgment inside the Airport Terminal	June 2021	
	Investigate opportunities to increase visibility of Kurna at entrances to the city	June 2020	
<b>Economic Development</b> <b>27.</b> Explore opportunities for airlines landing in Adelaide to acknowledge Kurna country	Approach Qantas to develop Kurna Acknowledgment to Country	June 2019	Reconciliation Officer Community & Culture
<b>Reconciliation Leadership</b> <b>28.</b> Work with other city organisations with RAPs to support the 'RACISM. IT STOPS WITH ME' campaign (Action also proposed in UniSA RAP)	Engage staff in one targeted action per year in support of the 'RACISM. IT STOPS WITH ME' campaign	June 2019 June 2020 June 2021	Reconciliation Officer Community and Culture
	Identify one activity that is able to be delivered in partnership with another RAP organisation in the city that supports the 'RACISM. IT STOPS WITH ME' campaign		





## OPPORTUNITIES:

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.

### Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander staff at the City of Adelaide, providing financial support to community groups and organisations and working with Kaurna and broader Aboriginal communities to increase cultural tourism opportunities in the city.

### ENDURING COMMITMENT:

Aboriginal groups and organisations are financially supported to convene cultural celebrations, including National Apology Day, Closing the Gap Day, National Sorry Day, National Reconciliation Week and NAIDOC Week within the City of Adelaide.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>29.</b> Incorporate imagery that references Reconciliation into marketing collateral	Incorporate imagery that references Reconciliation into Annual Reports and Strategic Plan online and hard copy communications	June 2021	Team Leader Marketing- Projects, Capital Works, Infrastructure and Transformation Marketing & Communications
<b>Economic Development</b> <b>30.</b> Explore opportunities to support Aboriginal and Torres Strait Islander owned and operated businesses to take up tenancy in the city and North Adelaide	Meet with existing and potential Aboriginal and Torres Strait Islander business owners to understand conditions that would be attractive and barriers that they might experience to their businesses operating in the city	June 2019	Manager Customer Experience Customer
<b>Economic Development</b> <b>31.</b> Support Aboriginal businesses to be developed and sustained	Promote business support to potential Aboriginal and Torres Strait Islander business owners and operators	June 2019 June 2020 June 2021	Manager Customer Experience Customer
	Explore ways to develop and build capacity of Aboriginal and Torres Strait Islander cultural tourism businesses in the city and North Adelaide	June 2020	Manager Business Growth Economic Development
	Develop and promote Aboriginal tourism experiences such as walking trails, exhibits and events	June 2020	Manager Visitor Growth Economic Development
	Identify tourism activities and experiences that could benefit from the value-adding of Aboriginal content	June 2020	Manager Visitor Growth Economic Development
<b>Economic Development</b> <b>32.</b> Explore opportunities for City of Adelaide to further utilise its Social Procurement Policy to engage Aboriginal Businesses and employees	Analyse the State Government Aboriginal Business Register to understand the current state of the market	December 2018 December 2019 December 2020	Team Leader Procurement & Contract Management Finance and Business Services
	Use findings of analysis to select areas with strong market depth to showcase use of the State Government Aboriginal Business Register to internal procurers	February 2019 February 2020 February 2021	
	City of Adelaide Procurement Business Partners attend showcases of Aboriginal businesses to keep informed of the nature of the market	June 2019 June 2020 June 2021	
	Deliver supplier briefings for Aboriginal and Torres Strait Islander businesses that share information in relation to City of Adelaide procurement requirements	June 2019 June 2020 June 2021	
	Develop a Supplier Code of Conduct that enables Council to consider alignment of the ways in which businesses operate with Council's vision for meaningful Reconciliation	June 2021	
	Explore opportunities to utilise the City of Adelaide Social Procurement Policy to inform procurement undertaken by Council Solutions	June 2020	
	Request standing item on Network of Procurement Professionals Meeting to strategise ways of increasing local government procurement from Aboriginal businesses	June 2019	





## OPPORTUNITIES:

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.

### Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander staff at the City of Adelaide, providing financial support to community groups and organisations and working with Kurna and broader Aboriginal communities to increase cultural tourism opportunities in the city.

### ENDURING COMMITMENT:

Aboriginal groups and organisations are financially supported to convene cultural celebrations, including National Apology Day, Closing the Gap Day, National Sorry Day, National Reconciliation Week and NAIDOC Week within the City of Adelaide.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Aboriginal and Torres Strait Islander Employment</b> <b>33.</b> Manage inclusion and retention strategies to make sure any barriers for Aboriginal & Torres Strait Islander employees are removed	Celebrate the successes of our Aboriginal & Torres Strait Islander employees by showcasing their success stories	June 2019	Manager Talent and Organisational Development
	Improve awareness of Aboriginal employment opportunities to Aboriginal and Torres Strait Islander communities at NAIDOC and other Community events	June 2020	
	Traineeships/Apprentices include suggested career pathways on completion of their certificates	June 2020	
	Analysis of the Diversity Report is considered to set future KPI's and Employment Targets for 2021-2024 Stretch RAP with a commitment to achieve 1.8% representation by 20/2021	June 2021	
	Recruitment and selection processes are culturally inclusive and diverse to support and encourage Aboriginal employment	June 2019	
	Communicate partnerships and pathways specifically for Aboriginal employment with all hiring managers	June 2020	
	Explore opportunity for Reconciliation Officer to lead a team of identified roles to assist in the delivery of actions related to the City of Adelaide Stretch RAP 2018-2021	June 2019	
	Pilot traineeships in partnership with external providers across a range of identified teams (e.g. Customer Centre, Wellbeing & Resilience)	June 2021	
	Develop relationships with secondary schools to explore school based traineeships; including career talks to Aboriginal and Torres Strait Islander secondary students, work experience placements and partnerships with Registered Training Organisation's (e.g. Tauondi)	June 2021	
<b>Community Wellbeing</b> <b>34.</b> Support Kurna and other Aboriginal and Torres Strait Islander language groups/organisations to develop and deliver events	Reach out to Kurna and other Aboriginal and Torres Strait Islander language groups/ organisations to share City of Adelaide grant opportunities	June 2019	Arts and Cultural Development Coordinator Community & Culture
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>35.</b> Provide opportunities to showcase achievements of successful Aboriginal and Torres Strait Islander peoples	Explore opportunities to deliver a program in Adelaide Town Hall showcasing Aboriginal and Torres Strait Islander high achievers from diverse fields	June 2020	Commercial Manager Finance and Businesses
<b>Aboriginal and Torres Strait Islander Cultural Awareness &amp; Protocols</b> <b>36.</b> Create a library of positive, beautiful images	Agree on a strategy for the collection, storage and display of Aboriginal and Torres Strait Islander archival materials	June 2020	Manager Business Engagement Information Management
<b>Economic Development</b> <b>37.</b> Support local markets to increase visibility and Aboriginal products and services for local consumers	Adelaide Central Market annual feature showcase celebrating local Aboriginal food products and Aboriginal chefs	June 2018 June 2019 June 2020	General Manager Adelaide Central Market Authority
	Aboriginal cultures showcased throughout Adelaide Central Market's 150th birthday celebrations	December 2019	
	Adelaide Central Market to capture and illustrate Aboriginal imagery in printed and digital promotional material	June 2019 June 2020 June 2021	



## OPPORTUNITIES:

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.

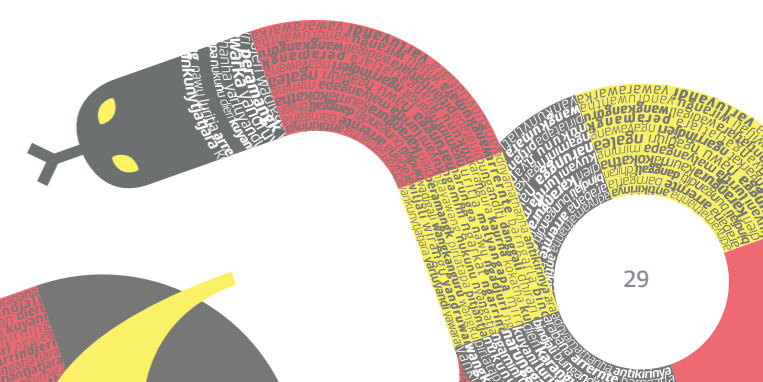
### Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander staff at the City of Adelaide, providing financial support to community groups and organisations and working with Kurna and broader Aboriginal communities to increase cultural tourism opportunities in the city.

### ENDURING COMMITMENT:

Aboriginal groups and organisations are financially supported to convene cultural celebrations, including National Apology Day, Closing the Gap Day, National Sorry Day, National Reconciliation Week and NAIDOC Week within the City of Adelaide.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Economic Development</b> <b>38.</b> Increase profile of City of Adelaide Community Development Grants program to Aboriginal and Torres Strait Islander communities	Deliver one Community Development Grants information session each year targeted through Aboriginal and Torres Strait Islander communication networks	June 2019 June 2020 June 2021	Reconciliation Officer Community and Culture
<b>Culture</b> <b>39.</b> Increase the number of Aboriginal and Torres Strait Islander performers engaged for Council events	Utilise tools generated by the South Australian Government's Aboriginal Arts Strategy to identify existing networks of Aboriginal & Torres Strait Islander performers across a range of genres	June 2020	Reconciliation Officer Community and Culture
	Ensure that staff procuring performers for Council events know how to utilise these networks	June 2020	
	Explore ways of informing Aboriginal & Torres Strait Islander performers of the existence of networks	June 2021	
<b>Aboriginal and Torres Strait Islander Languages</b> <b>40.</b> Encourage and support sustenance and growth of Aboriginal and Torres Strait Islander Languages	Incorporate interactive Kurna spoken word and song into Tarntanyangga/ Victoria Square Cultural Marker sound poles	June 2019	Senior Coordinator Arts and Culture Community & Culture
	Identify one partnership opportunity that encourages and supports the sustenance and growth of Aboriginal and Torres Strait Islander languages	June 2020	Reconciliation Officer Community & Culture
	Create set of 'language snake' jigsaws for use at community events and in library and community centre activities	June 2019	Senior Coordinator Arts and Culture Community and Culture
<b>Culture</b> <b>41.</b> Support emerging Aboriginal and Torres Strait Islander arts and cultural practice	Review Art Pod and Emerging Curator Programs with a view to identifying new opportunities to support emerging Aboriginal and Torres Strait Islander arts and cultural practice	December 2018	Senior Coordinator Arts and Culture Community Culture
	A curated program created for Mankurri-api Kuu / Reconciliation Room at Town Hall	December 2018	
<b>Culture</b> <b>42.</b> Utilise City of Adelaide's UNESCO City of Music status to support and promote Aboriginal and Torres Strait Islander musicians	Create opportunities for musicians to be ambassadors for UNESCO City of Music promotion and celebration, particularly Aboriginal and Torres Strait Islander artists	June 2019 June 2020	Senior Partnership and Programs Planner Community and Culture
<b>Culture</b> <b>43.</b> Utilise City of Adelaide's UNESCO City of Music status to create experiences that encourage Aboriginal and Torres Strait Islander audiences	Create opportunities for culturally diverse, inclusive and inter-cultural music experiences and encourage participation by Aboriginal and Torres Strait Islander audiences in city music events	June 2019 June 2020	Senior Partnership and Programs Planner Community and Culture





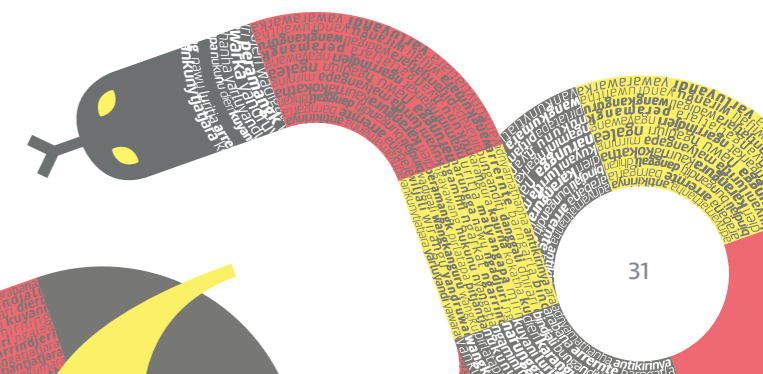


## GOVERNANCE, TRACKING PROGRESS AND REPORTING

### ENDURING COMMITMENTS:

- Stretch RAP developed by City of Adelaide Reconciliation Committee meets Council governance requirements
- City of Adelaide Stretch RAP has been created with and is available to the community
- City of Adelaide's Reconciliation Committee reports annually to Council on Stretch RAP delivery progress

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Representation &amp; Governance</b> <b>44.</b> Public reporting on the annual activities of the Stretch RAP	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	May 2019 May 2020 May 2021	Reconciliation Officer Community Culture
<b>Representation &amp; Governance</b> <b>45.</b> Stretch RAP annual progress reported to Reconciliation Australia in the RAP Impact Measurement Questionnaire	Complete Stretch RAP Impact Measurement Questionnaire, to be submitted to Reconciliation Australia and made available to Council and staff	June 2019 June 2020 June 2021	Reconciliation Officer Community Culture
<b>Representation &amp; Governance</b> <b>46.</b> Cultural awareness workshops are available to Elected Members	Explore opportunities for Council Members to attend cultural awareness workshops	December 2019	Governance Advisor People & Governance
	Explore opportunities with the Local Government Association to create cultural awareness content and experiences as a component of new council member induction	December 2020	Reconciliation Officer Community Culture
<b>Representation &amp; Governance</b> <b>47.</b> Explore opportunities for a Kurna representative position on the Adelaide Park Lands Authority	Explore opportunities for a designated Kurna representative on APLA	June 2021	Manager Strategy, Planning & Partnerships People & Governance
<b>Representation &amp; Governance</b> <b>48.</b> Continue to review Aboriginal and Torres Strait Islander Consultation Protocols	Review Aboriginal and Torres Strait Islander Consultation Protocol	June 2019	Reconciliation Officer Community and Culture
	Agree on Kurna cultural heritage process for City of Adelaide projects	June 2019	Manager Infrastructure Delivery Capital Project Management
<b>Representation &amp; Governance</b> <b>49.</b> Review images of prominent people displayed in Town Hall to identify opportunities for additional Aboriginal representation	Install image of Reconciliation Committee in prominent location adjacent or in Council chamber	June 2021	Office of the Lord Mayor
	Explore opportunities to display Kurna leaders in prominent Town Hall locations		
<b>Representation &amp; Governance</b> <b>50.</b> Lead a conversation with other South Australian Councils and the Local Government Association to identify ways to increase the representation of Aboriginal and Torres Strait Islander peoples in local government	Lead a conversation with other South Australian Councils and the Local Government Association to identify ways to increase the representation of Aboriginal and Torres Strait Islander peoples in local government	June 2021	Reconciliation Officer Community and Culture





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