

City of Adelaide **STRETCH RECONCILIATION ACTION PLAN**

1 July 2021 – 30 June 2024

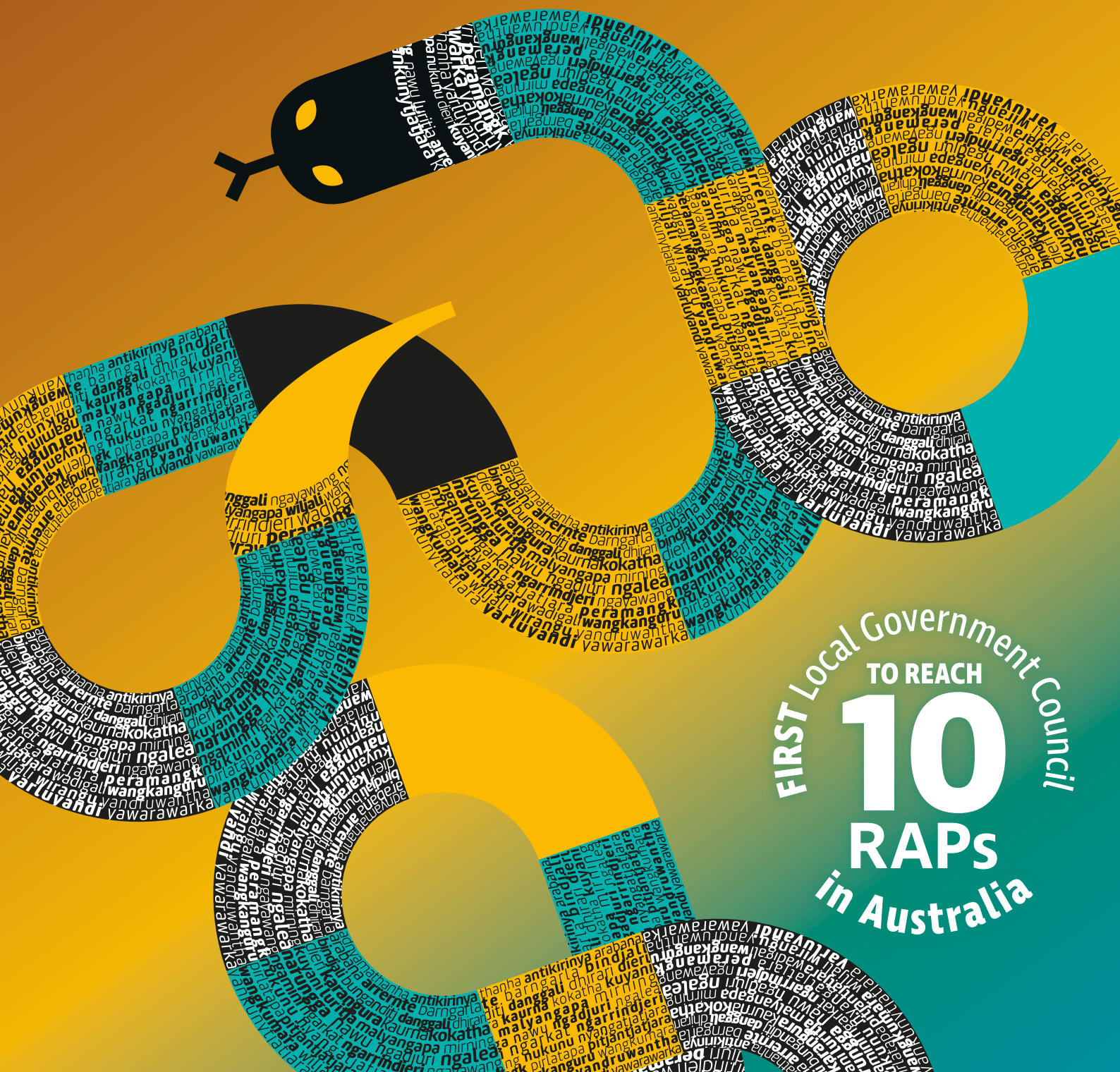


RECONCILIATION
ACTION PLAN

STRETCH



CITY OF
ADELAIDE



FIRST Local Government Council
TO REACH
10
RAPs
in Australia

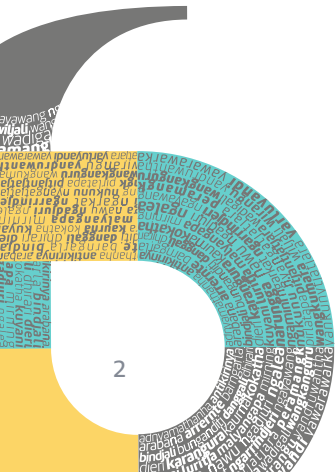


ACKNOWLEDGEMENT OF COUNTRY

City of Adelaide acknowledges that we are located on the traditional Country of the Kurna people of the Adelaide Plains and pays respect to Elders past, present and emerging.

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.



KAURNA NATIVE TITLE DETERMINATION

Wednesday 21 March 2018 was a highly anticipated date for the Kurna Nation. In an emotional Federal Court hearing, the Kurna people were officially recognised as the Traditional Land Owners over designated parcels of the Adelaide region. This is the first time that Native Title has been granted for land in an Australian capital city.

The decision was handed down in a packed court room, 18 years after the application was first lodged in October 2000. The City of Adelaide hosted an informal gathering for the Kurna Nation after the Federal Court decision was made, where the atmosphere was charged with excitement. Congratulations to the Kurna Nation who persisted tirelessly in an emotional and monumental journey to achieving their Native Title in the Adelaide region.



The Kurna Shield, or Wokali as it is known in the Kurna language, is a bark shield that was used by the original people of the Adelaide Plains.

Research suggests that this Wokali shield is more than 150 years old and was used in ritual combat by a Kurna man of the Adelaide Plains.



Council's Reconciliation Committee

L-R standing: Ivan-Tiwu Copley OAM, JP, Deanne Hanchant-Nichols, Cllr Franz Knoll, Lynette Crocker, Jeffrey Newchurch, Cllr Robert Simms, Cllr Dr Helen Donovan, Ian Liddy

L-R seated: Yvonne Agius, Lord Mayor Sandy Vershoor

Absent: Cllr Mary Couros, Eddie Peters, Shona Reid

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 2017, the City of Adelaide Reconciliation Committee appointed membership for the term of Council 2018–2022.

Appointments made:

Kurna Yerta Aboriginal Corporation representative: Mr Jeffrey Newchurch

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

Council Members: The Right Honourable The Lord Mayor Sandy Verschoor and Dual-Chairperson; Councillor Helen Donovan, Councillor Franz Knoll and Councillor Mary Couros

Strategic Agency Representatives: Mr Ian Liddy, Aboriginal Affairs and Reconciliation for the Department of Premier and Cabinet; Ms Shona Reid, Reconciliation South Australia

Proxies: Ms Lynette Crocker and Ms Deanne Hanchant-Nichols

RECONCILIATION COMMITTEE

DUAL-CHAIRPERSONS' MESSAGE

**It gives us great pride to present
City of Adelaide's Stretch Reconciliation
Action Plan 2021–2024.**

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

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

After our extensive consultations and collaboration to date, our new Stretch RAP focuses on the creation of stretch goals that build on the ongoing recognition of our Traditional owners on the land in which we operate, the Kaurna people. This Stretch RAP gives

opportunity for recognition and celebration of Aboriginal and Torres Strait Islander cultures, provides strategies to draw on Kaurna knowledge for the management of our Park Lands and other city projects, sets goals for the recruitment and retention of Aboriginal and Torres Strait Islander peoples and provides opportunities to support Aboriginal and Torres Strait Islander owned and operated businesses.

Reconciliation is about bringing people together, providing opportunities for education, promoting equity, respecting heritage and working to find the best outcomes possible for Aboriginal and Torres Strait Islander peoples, and we are confident that together we will make an important contribution with respect to Reconciliation and look forward to continuing our journey.



A handwritten signature in black ink, consisting of a stylized 'Y' and 'A' followed by a horizontal line.

Yvonne Agius
**Dual-Chairperson
Reconciliation Committee**

A handwritten signature in black ink, consisting of a stylized 'S' and 'V' followed by a horizontal line.

Sandy Verschoor
**Lord Mayor & Dual-Chairperson
Reconciliation Committee**



This page: Paul Mantirri Munaitya Herzich, Kardi Munta (emu net) and Kardi (emu) (installation view), 2020, mixed media. Image: Sam Roberts.



CITY OF ADELAIDE

STRETCH RECONCILIATION ACTION PLAN

2021–2024

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 Council and administration of the City of Adelaide is a regional organisation who perform functions and exercises powers prescribed by the *Local Government Act 1999 (SA)* and other relevant legislation. The Council comprises a Lord Mayor and 11 Councillors who have been elected by the community to represent the interests of Adelaide’s 25,000 residents and 315,000 daily city users. 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.

The City of Adelaide’s vision is to become the most liveable city in the world. We do this through the roll-out of new projects, initiatives and infrastructure, with the wellbeing of the community at the forefront of our decision making. Each year, the 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.

Our Executive Leadership Team is responsible for leading and developing a diverse range of teams, functions and services which enable the successful delivery of the **City of Adelaide Strategic Plan**.

City of Adelaide has 689* employees, eight employees identifying as Aboriginal and/or Torres Strait Islander, representing 1.2% of our workforce. No casual employees have currently identified as Aboriginal and/or Torres Strait Islander. The city has a 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.

Currently we perform functions via multiple sites, these include the Colonel Light Centre, Eagle Chambers/ Adelaide Town Hall, the Aquatic Centre, the Golf Course, the Depot, Adelaide Central Markets, the Nursery, City Libraries, Community Centres, Adelaide Bus Station, Archives and the Prince Alfred Lane Bunker.

*headcount not including casuals



OUR TENTH RAP!

The City of Adelaide is excited to announce that this is our tenth Reconciliation Action Plan! Making this Stretch Reconciliation Action Plan (RAP) 2021–2024 our third Stretch RAP. Reconciliation Australia (who manage the RAP program) also recognises our long term commitment in the RAP program and are excited to highlight that the City of Adelaide is the first Local Government to reach ten RAPs in total!

The City of Adelaide embarked on a journey of reconciliation with its Aboriginal and Torres Strait Islander communities in 1997. 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 Kurna Yerta Aboriginal Corporation as the peak body of cultural authority.

A Stretch RAP is a longer term, strategic approach with goals that stretch over three years. Ongoing implementation progress reports are provided to Council throughout the calendar year, making this a public, living document held to high account on its deliverables. Furthermore, the monitoring of actions is overseen by our Reconciliation Officer (Senior Aboriginal role). RAP delivery is monitored internally by a Reconciliation Action Plan Team (RAPT) made up of RAP Champions (RAP action holders) that comprise of Team Leader and Manager level roles to ensure high levelled accountability and championing across the corporation, the RAPT meets on a quarterly basis per year throughout the life of the Plan, Updates provided at RAPT meetings form the basis of regular implementation progress reports to the Reconciliation Committee and to Council. Annual evaluations are also conducted by Reconciliation Australia.

To date, our key lesson throughout our 13 year long journey is to continue ensuring the voices of local Aboriginal and Torres Strait Islander peoples is focal in the development of a RAP, this year is our second year utilising our endorsed Community Engagement Process, endorsed by our Reconciliation Committee and Council Elected body and we have found that this

process speaks to every level of priority when considering the build of RAP in its most holistic way possible.

The Stretch RAP 2021–2024 was developed as a result of our extensive Community Engagement Process where workshops were facilitated by our Reconciliation Officer. These engagement workshops were specifically designed, scheduled and catered by the City of Adelaide as recommended by our Reconciliation Committee, these workshops included Aboriginal and Torres Strait Islander communities, CBD community partners, Kurna Yerta Aboriginal Corporation, Kurna Youth, wider non-Aboriginal community members, the City of Adelaide Reconciliation Committee, City of Adelaide administration and Reconciliation Australia. This document stands as our core cultural strategic document that will guide the City of Adelaide’s reconciliation activity from 1 July 2021 to 30 June 2024.

The Stretch RAP 2021–2024 consolidates Council’s long standing commitment to reconciliation with Aboriginal and Torres Strait Islander Peoples, together we have achieved many wonderful initiatives with positive outcomes, creating visual and physical landscapes that educate and raise awareness of Aboriginal peoples in the life of the city.

Testimonial by City of Adelaide Reconciliation Committee Member and Elder:

“I have found working with three other Local Governments and a number of schools that the City of Adelaide’s RAP journey has set a high standard of implemented actions to follow and use as bench marks for their own RAPs. I have personally seen and heard the discussions around how these other Councils and schools can integrate or make changes to their own RAPs to suit their community culture, based on the City of Adelaide’s RAP. I have always been proud to say that I am on the City of Adelaide Reconciliation Committee for many, many years and be consulted as an Aboriginal Elder across the greater Adelaide area based on the Councils experiential knowledge and involvement with community.”

While there is still more to do, we are excited to reflect on the past 13 years of Reconciliation Action Plans and are looking forward to our ongoing progressive journey with Aboriginal and Torres Strait Islander communities.

Opposite page: Section of painting by Jamaya Branson of Tjameiyara Art





No Fixed Address with their laneway mural.
The artists of the No Fixed Address Lane mural are: Elizabeth Close, Shane Mankitya Cook and Thomas Reddit
Image: Catherine Leo

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
- 2015** Opening of the Mankurri-api Kuu/Reconciliation Room in the Adelaide Town Hall (first of such in any Council nationwide)
- 2015** Unveiling of permanent install and commissioned artwork by artist Donald 'Bluey' Roberts, titled Reconciliation Spirit Tree.
- 2015** Unveiling of permanent install and commissioned artwork by artist, Paul Herzich 'My Country, Our State' recognises and celebrates the diversity of Aboriginal cultures in South Australia
- 2016** Reconciliation Plaza flag banners
- 2017** Inaugural launch of NAIDOC in the Mall event
- 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
- 2018** Inaugural launch of Kids on Country event
- 2018** First Smoking Ceremony in Adelaide Town Hall to mark the Investiture of the newly elected Council
- 2019** Launch of Lord Mayor's NAIDOC Award
- 2019** Installation of a Kurna Shield and Acknowledgement of Country in the City of Adelaide's Customer Centre
- 2019** Ngadlu Padninthi Kumangka cultural marker unveiled in Pakapakanthi/Victoria Park
- 2019** Opening of Gladys Elphick Park
- 2020** Kardi Munta (Emu Net) cultural marker unveiled in Pityarilla/Park 19.
- 2021** Laneway renaming to No Fixed Address Laneway as part of the City of Music Laneways project
- 2021** First capital city to conduct an official Cultural Burn Project in partnership with Traditional Owners
- 2021** City of Adelaide launches our tenth RAP
- 2021** City of Adelaide Reconciliation Committee Photo displayed in the Colonel Light Room of Adelaide Town Hall for the first time

Please visit cityofadelaide.com.au/community/reconciliation for further information about the breadth of Council reconciliation initiatives and how we put words and learnings into action.



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 Community Members 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.
- Kids On Country event is convened annually.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Reconciliation Leadership 1. City of Adelaide Reconciliation Committee meets quarterly to provide advice and recommendations to Council	Convene quarterly meetings and achieve quorum. Provide Council with cultural advice and recommendations after meetings	February May September December 2021–2024	Reconciliation Officer, Park Lands, Policy and Sustainability
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 and Sustainability
	RAPT members to participate in two external NRW events	27 May to 3 June, 2022, 2023, 2024	Reconciliation Officer, Park Lands, Policy and Sustainability
	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	27 May to 3 June, 2022, 2023, 2024	Reconciliation Officer, Park Lands, Policy and Sustainability
	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	27 May to 3 June, 2022, 2023, 2024	Team Leader Arts and Culture, City Culture
	Register all our NRW events on Reconciliation Australia's NRW website	27 May to 3 June, 2022, 2023, 2024	Reconciliation Officer, Park Lands, Policy and Sustainability Team Leader Arts and Culture, City Culture
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 and Sustainability
	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 and Sustainability
Kurna 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 Kurna trained facilitators to deliver two Kurna 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 Kurna community	June 2023	Team Leader, People Experience, People
	Explore new and or emerging collaborative opportunities with other Council's to support common goals as agreed by Kurna	June 2023	Reconciliation Officer, Park Lands, Policy and Sustainability
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
	Develop new National Sorry Day Statement in Mankurr-Apii Kuu and Customer Centre	June 2023	Team Leader, Customer Experience, Customer & Marketing



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.
- Kids On Country event is convened annually.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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 and PR Advisor, Customer and Marketing
	Encourage local media outlets to use Kurna names for Park Lands and Squares through City of Adelaide Media Releases	June 2022 June 2023 June 2024	
	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	
	Develop proactive media plan to share Stretch RAP delivery milestones	December 2022 December 2023 December 2024	
Kurna Land Management 7. Utilise the Kurna cultural mapping project to capture sites of significance in the city and North Adelaide	Develop an agreed process between Kurna and the City of Adelaide that determines when, in the project design process, Kurna will be consulted in decisions about land use in the City of Adelaide	June 2023	Associate Director, Infrastructure
	Work with Kurna 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 Advisor (Biodiversity), Park Lands, Policy and Sustainability
	Incorporate appropriate Kurna land management strategies and practices into business as usual, including specific opportunities for Kurna employment	June 2024	
	Work with Kurna to build their capacity to feed into City of Adelaide project design processes and build employee capacity to utilise Kurna advice	June 2022 June 2023 June 2024	Project Lead, Community Lifestyle, City Culture
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
	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	
Kurna Leadership 9. Support Kurna capacity	Continue to develop opportunities to support the establishment of a Kurna community hub in the City of Adelaide	December 2023	Project Lead, Community Lifestyle, City Culture
	Provide administrative support for recurring meetings with Kurna Chairperson	June 2022 June 2023 June 2024	Team Leader, Social Planning & Reconciliation Park Lands, Policy and Sustainability
	Build Kurna capacity to support young people and develop emerging leaders by engaging Kurna 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
Representation & 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 and Sustainability
	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	June 2023	



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 and inserted on all internal templates.
- 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.
- Support the NAIDOC SA Committee to convene the annual NAIDOC SA Awards, NAIDOC SA March and Family Fun Day.
- Annual display of 25 Aboriginal and Torres Strait Islander flag banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Islander Art Exhibitions to engage the public in traditional and contemporary artworks.
- Lord Mayors NAIDOC Civic Event is convened annually.
- NAIDOC in the Mall event is convened annually.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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, People Reconciliation Officer, Park Lands, Policy and Sustainability
	Implement and communicate an anti-discrimination policy for our organisation	June 2023	
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism	June 2022 June 2023 June 2024	
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism	June 2022 June 2023 June 2024	
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
	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
	Install the Queen Iparrityi Statue in the CBD	June 2024	
	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
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, City Experience Team Leader Events, City Events
	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	June 2022	
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
	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	
	Include programs that teach Aboriginal Cultures in the Library Out and About Program	June 2022 June 2023 June 2024	
	Celebrate one 'new' significant date celebrated in each calendar year outside of NRW and NAIDOC Week	June 2022 June 2023 June 2024	Marketing Business Partner, Customer & Marketing Reconciliation Officer, Park Lands, Policy and Sustainability
	Share City of Adelaide grants program with Torres Strait Islander communities and organisations to support event/ programming opportunities	June 2022 June 2023 June 2024	Reconciliation Officer, Park Lands, Policy and Sustainability
	Advocate and support Local Government Association SA to create cultural awareness content and experiences in Council member induction	June 2022	Manager Governance, Governance Reconciliation Officer, Park Lands, Policy and Sustainability



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 and inserted on all internal templates.
- 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.
- Support the NAIDOC SA Committee to convene the annual NAIDOC SA Awards, NAIDOC SA March and Family Fun Day.
- Annual display of 25 Aboriginal and Torres Strait Islander flag banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Islander Art Exhibitions to engage the public in traditional and contemporary artworks.
- Lord Mayors NAIDOC Civic Event is convened annually.
- NAIDOC in the Mall event is convened annually.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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	July 2022 July 2023 July 2024	Project Lead, Creative City, City Culture
	Deliver NAIDOC in the Mall event in consultation with the Reconciliation Committee and wider Aboriginal and Torres Strait Islander stakeholders, providers and Emerging Artists	July 2022 July 2023 July 2024	Brands and Activations Coordinator, Rundle Mall Management Authority
	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	July 2022 July 2023 July 2024	Reconciliation Officer, Park Lands, Policy and Sustainability
	Publicly acknowledge the annual Lord Mayors NAIDOC Award recipient through the website and social media	July 2022 July 2023 July 2024	Marketing Business Partner, Customer & Marketing
	Provide an internal and external CEO NAIDOC Week message	July 2022 July 2023 July 2024	Executive Manager, Office of the CEO
Aboriginal and Torres Strait Islander Languages 16. Include Kurna language in everything that we do	Investigate the use of Kurna park names first and then English translation second in all internal and external documents	December 2022	Principal Park Lands Planner, Park Lands Policy & Sustainability
	Investigate the option of including Kurna spellcheck of Kurna names in City of Adelaide’s use of Microsoft Office	June 2022	Senior Business Partner, Projects and Partnering Information Management
	Investigate the option of incorporating an autocorrect to dual naming when Park Land numbers or names are used in Microsoft Office	December 2023	Senior Business Partner, Projects and Partnering Information Management
	Commit to the use of Kurna name first when using dual names in all City of Adelaide writing guides, marketing templates and report templates	June 2024	Customer and Marketing
	Elected Members and Office of CEO to attend Kurna language lessons with Kurna Warra Pintyanthi (KWP)	June 2022	Civics Coordinator, Office of the Lord Mayor Executive Manager, Office of the CEO
	City of Adelaide to host a KWP introductory language session for Mayors and Elected Members from councils located on Kurna Country	June 2022	Civics Coordinator, Office of the Lord Mayor
Kurna Visibility 17. Increase the profiling of Kurna Yerta Aboriginal Corporation (KYAC)	Promote on the City of Adelaide website a profile of board members of the Kurna Yerta Aboriginal Corporation Support with providing professional images of Kurna Yerta Aboriginal Corporation Board members	June 2022	Team Leader, Marketing and Communications, Customer & Marketing
	Include information online for educative purposes on the significant 2018 Kurna Native Title Determination	December 2021	





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 and inserted on all internal templates.
- 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.
- Support the NAIDOC SA Committee to convene the annual NAIDOC SA Awards, NAIDOC SA March and Family Fun Day.
- Annual display of 25 Aboriginal and Torres Strait Islander flag banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual Aboriginal and Torres Strait Islander Art Exhibitions to engage the public in traditional and contemporary artworks.
- Lord Mayors NAIDOC Civic Event is convened annually.
- NAIDOC in the Mall event is convened annually.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Aboriginal and Torres Strait Islander Cultural Awareness & Protocols 18. Increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	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 and Sustainability
	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 and Sustainability
	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 & Marketing
	Invite a local Kurna 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 and Sustainability
	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 Kurna and wider Aboriginal communities	May 2022	Centre Manager, Aquatic Centre, City Culture
	Investigate the dual naming of facilities	May 2022	
	Incorporate Acknowledgment of Country in entry points of City of Adelaide facilities	May 2022	Senior Business Partner, Projects and Partnering Information Management Reconciliation Officer, Park Lands, Policy and Sustainability
	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	





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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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
	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	
	Online refresher Cultural Awareness Training is offered every two years to all employees	June 2023	
	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
	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 & Marketing
	Conduct a review of cultural learning needs within our organisation	March 2022	Manager, People Experience, People Reconciliation Officer, Park Lands, Policy and Sustainability
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy	August 2022	
	Implement and communicate a cultural learning strategy for our employees	February 2023	
	Commit all RAPT members, People (HR) managers, senior executive group and all new staff to undertake formal and structured cultural learning	June 2023	





OPPORTUNITIES:

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

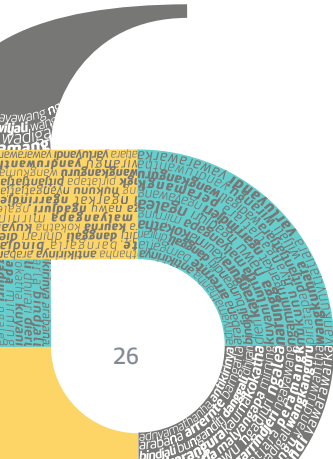
Focus area:

Increasing the employment and retention of Aboriginal and Torres Strait Islander employees 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 and Torres Strait Islander 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
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
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	June 2023	
	Ensure Aboriginal and Torres Strait Islander employees are supported to take on management and senior level positions	June 2023	
	Develop a program for supporting Aboriginal and Torres Strait Islander internships across relevant City of Adelaide programs	June 2022	Manager, People, People
	Ensure the Aboriginal and Torres Strait Islander Recruitment Toolkit is consulted during recruitment activities to ensure that selection processes are culturally inclusive and diverse	June 2022	Manager, People, People
	Celebrate the successes of our Aboriginal and Torres Strait Islander employees by showcasing their success stories	June 2022	Manager, People, People
	Work with the Reconciliation Officer to improve awareness of employment opportunities in the Aboriginal and Torres Strait Islander communities	June 2022	Manager, People, People
	Commit to achieving an Aboriginal and Torres Strait Islander employment target of 2% of all City of Adelaide employees	June 2024	Manager, People, People
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	June 2022 June 2023 June 2024	Talent Acquisition Advisor, People
Kurna 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 and Sustainability
	Seek out agreed opportunities with Kurna Yerta Aboriginal Corporation to maintain cultural practices in park land management	June 2023 June 2024	Team Leader, Infrastructure Maintenance, City Operations Project Lead, Community Lifestyle, City Culture
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 and Sustainability
	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	





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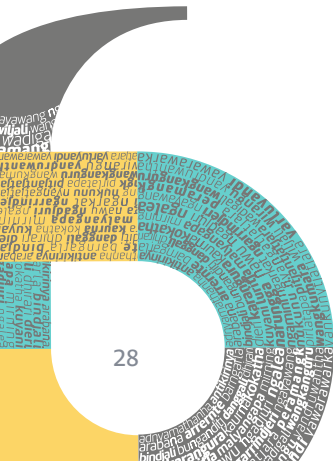
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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Aboriginal & Torres Strait Islander Representation 23. Ensure a diversity of Aboriginal and Torres Strait Islander archival materials, images and stories are appropriately used across Council business and its subsidiaries	Review current imagery on stock to ensure cultural sensitivities are adhered before continued use	December 2021	Team Leader, Marketing and Communications, Customer & Marketing
	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	December 2021	Team Leader, Marketing and Communications, Customer & Marketing
	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
	Work with Kurna 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	June 2023	
	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 City Culture Civics Coordinator, Office of the Lord Mayor
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
	Formalise Kurna Yerta Aboriginal Corporation communication requirement throughout grant application process regarding events hosted on Kurna Country to ensure the recognition and consultation with Traditional Owners	March 2022	





OPPORTUNITIES:

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

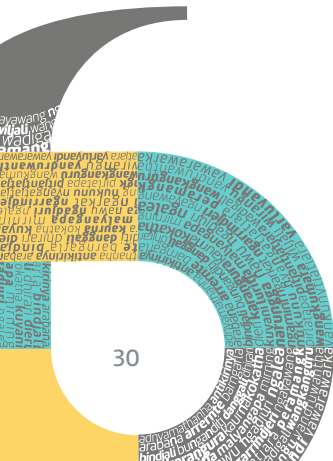
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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Economic Development 25. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Council subsidiaries to review their policies and procedures to reflect opportunities for Aboriginal and Torres Strait Islander peoples and businesses	June 2022	General Manager, Adelaide Central Market Authority
	Seek opportunities to partner with both Kurna 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
	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 & Procurement
	Report annually to the Reconciliation Committee on social procurement outcomes for Aboriginal Businesses	May 2022 May 2023 May 2024	
	Promote the State Government Business Register to internal procurers in the City of Adelaide	June 2022 June 2023	
	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
	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 & Investment, Adelaide Economic Development Authority
	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 & Commercial
	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 & Commercial
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 June 2024	Strategic Project Lead, City Experience, City Culture
	Ensure Aboriginal and Torres Strait Islander musicians are represented in at least five Council run events throughout the calendar year	June 2022 June 2023 June 2024	Team Leader Place and Event Experience, City 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
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 and Sustainability
	Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer	May 2022	
	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	
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 and Sustainability
	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	
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 and Sustainability
	Provide Reconciliation Committee and Council a regular report that updates RAP implementation		
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
	Review Terms of Reference for the Reconciliation Committee at the end of every term	July 2022	Team Leader, Council Governance, Governance
	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





Reconciliation Officer
Colonel Light Centre
25 Pirie Street
ADELAIDE SA 5000
Phone 08 8203 7203
cityofadelaide.com.au/reconciliation