



Reconciliation
ACTION PLAN
STRETCH RAP

ADELAIDE CITY COUNCIL 2015- 2018

STRETCH RECONCILIATION ACTION PLAN



Aboriginal and Torres Strait Islander people are advised that this publication may contain images or content of deceased persons.

NEW MEMORIAL FOR ALICE DIXON

In 1992, a tree was planted in Victoria Square/Tarntanyangga to honour the memory of the late Alice Dixon, a Kaurna/Narungga woman. Alice was known throughout Australia and internationally for her commitment to raising awareness of the underlying issues surrounding Aboriginal and Torres Strait Islander deaths in custody. The original tree was damaged and a replacement tree was planted at the National Sorry Day event held in the Square on 26 May 2001. The replacement tree had to be removed in March 2013 so that construction works to upgrade Victoria Square/Tarntanyangga could be undertaken.

A new native tree (a red flowering SA blue gum - *Eucalyptus luecoxylon*) and plaque honouring the late Alice Dixon was planted in the north-east garden of Victoria Square/Tarntanyangga on 8 December 2014. In accordance with the Dixon family's wishes, the Adelaide City Council commissioned Millicent artist, Anthony Martin, to carve hands into a red gum bench that encircles Alice's tree.

Dreaming Connection Photography



Inset: Susie Dixon with the new Alice Dixon memorial



Inset: Kuma Kaaru Cultural Group

ACKNOWLEDGEMENT OF COUNTRY

Adelaide City Council 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.

Adelaide City Council 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.

You can also listen to this acknowledgement at: adelaidecitycouncil.com/your-community/culture-history/welcomes

RECONCILIATION COMMITTEE
DUAL-CHAIRPERSONS' MESSAGE

It gives us great pride to present the Adelaide City Council's Stretch Reconciliation Action Plan 2015-2018.

Our Stretch Reconciliation Action Plan (Stretch RAP) is a three year plan that is reported on annually. This is Council's eighth RAP. It builds on our achievements to date, and demonstrates our continued commitment to reconciliation in the future. This is an ambitious plan which spans the entire term of the current Council, something that has never been done before.

After extensive collaboration, our new RAP focuses on the creation of stretch goals for recruitment and retention of Aboriginal and Torres Strait Islander people, Aboriginal cultural awareness for staff, and progress targets for procurement of Aboriginal services and products.

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

We are confident that together we can 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





ADELAIDE CITY COUNCIL

STRETCH RECONCILIATION ACTION PLAN 2015-2018

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 22,200 people, 118,200 city workers and 228,670 daily visitors (Adelaide City Council Annual Report 2013-2014). Outdoor activities are enjoyed by many in the Park Lands. Each year, Adelaide City Council supports a wide range of reconciliation events, festivals and activities, including the Adelaide Fringe, Spirit Festival, Survival Day, National Apology Day, National Sorry Day and NAIDOC March and Family Fun Day.

Adelaide City Council has approximately 858 employees, with 10 identifying as Aboriginal and/or Torres Strait Islander (including trainees). This is approximately 1.0% representation. 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.

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. Adelaide City Council 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, 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.

Adelaide City Council has had a long standing, positive working relationship with the Kaurna 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 Kaurna Nation Cultural Heritage Committee and the Kaurna 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, Nunkuwarrin 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. Adelaide City Council has implemented seven annual Reconciliation Action Plans.

This is Council's first three-year Stretch Reconciliation Action Plan. Reconciliation Australia recognises Adelaide City Council 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.



GOVERNANCE

Since 2002, the Adelaide City Council 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 Adelaide City Council'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 and Aboriginal community members.

On 9 December 2014, Adelaide City Council Reconciliation Committee was established by Council, and its membership appointed for the term of Council 2014-2018. Membership includes:

- Council Members: The Right Honourable The Lord Mayor Martin Haese and Dual-Chairperson; Councillor Megan Hender; Councillor Robert Simms and Councillor Priscilla Corbell
- Strategic Agency Representatives: Ms Sharron Williams for Reconciliation South Australia; Mr Ribnga Green, Aboriginal Affairs and Reconciliation for the Department of State Development and Mr Trevor Lovegrove, Employment Programs Directorate for the Department of State Development
- Kaurna Nation Cultural Heritage Association Committee representative: Mr Jeffrey Newchurch
- Aboriginal and/or Torres Strait Islander community representatives: Ms Yvonne Agius, Dual-Chairperson; Mr Ivan-Tiwu Copley OAM, JP and Mr Andrew Birtwistle-Smith
- Proxies: Ms Lynette Crocker and Ms Deanne Hanchant-Nichols



Adelaide City Council Reconciliation Committee
L-R standing: Sharron Williams, Deanne Hanchant-Nichols, Andrew Birtwistle-Smith, Cllr Robert Simms, Jeffrey Newchurch, Ribnga Green. **L-R** seated: Cllr Priscilla Corbell, Trevor Lovegrove, Martin Haese Lord Mayor, Yvonne Agius, Lynette Crocker.
Absent: Cllr Megan Hender and Ivan-Tiwu Copley OAM, JP.

ADELAIDE CITY COUNCIL’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 Reconciliation website
- 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 carpark 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
- 2011 Kurna Cultural Walking Tours
- 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





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 Kaurna 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:

- Kaurna and Local Government Indigenous Land Use Agreement (ILUA) to better protect South Australia's Aboriginal heritage.
- Consultations with Kaurna 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 Adelaide City Council and the community in reconciliation.

ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
01	Adelaide City Council Reconciliation Committee meets quarterly to provide advice and recommendations to Council	Reconciliation Officer, City Community	By August, November, February and May 2016-2018	Convene quarterly meetings and achieve quorum Provide Council with advice and recommendations after meetings
			By June 2015	Gain endorsement of Stretch RAP from Council and register with Reconciliation Australia
02	Celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships with the local community around reconciliation activities	Community Centre and Library Coordinators, City Community		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 Community Centres and City Libraries
			By June 2016	• 2 programs/activities
			By June 2017	• 3 programs/activities
			By June 2018	• 4 programs/activities
03	Commissioning of two significant artworks for the Reconciliation Room to provide contemplative and reflective focal points	Reconciliation Officer, City Community	By October 2015	Deliver a culturally significant artwork and a screen depicting Aboriginal language groups in South Australia
04	Launch and officially open the Reconciliation Room as a meeting place and exhibition room for the public	Reconciliation Officer, City Community	By October 2015	Develop operational guidelines for use of room
			By November 2015	Guests invited to the launch and unveiling of two commissioned artworks
05	Provide a context for ongoing reconciliation discussion by engaging with external stakeholders to secure loans of relevant historical and cultural artefacts for displaying in the Reconciliation Room	Senior Archivist, Archives	By September 2015	Provide Archives and Civic Collection materials for display in the Reconciliation Room
			By June 2017	Engage in Aboriginal and Torres Strait Islander research
			By June 2018	Recruit Archives Trainee



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:

- 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.
- Annual display of 25 Aboriginal banners during NAIDOC Week to create public awareness about the celebration of Aboriginal achievements and cultures.
- Annual exhibition of storyboards depicting South Australian Missions and Reserves to educate and raise awareness of Aboriginal histories.
- Annual Aboriginal and Torres Strait Art Islander Exhibition during NAIDOC Week to engage the public in traditional and contemporary artworks.
- Council's Rundle Lantern includes Aboriginal content on a minimum of six occasions.

ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
06	Celebrate NAIDOC Week to provide opportunities for Aboriginal and Torres Strait Islander staff and community members to engage with their culture and community	Reconciliation Officer, City Community	By July 2016-2018	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 with a minimum 350 guests in attendance
		Events Consultant, Vibrant City		NAIDOC SA March and Family Fun Day is supported by Council
07	Increase Welcome to Country and Acknowledgement of Country protocols at significant events to ensure respectful practices in Adelaide City Council's core business	Corporate Manager, City Corporate and Governance	By June 2016-2018	Include an Acknowledgement of Country: <ul style="list-style-type: none"> • Monthly at Council meetings • Quarterly at Reconciliation Committee meetings • CEO formal events and presentations Include a Welcome to Country: <ul style="list-style-type: none"> • One major Council-run event • Minimum six major Civic Receptions
08	Investigate opportunities for an Aboriginal organisation to own and administer the Kurna Welcome Register	Reconciliation Officer, City Community	By June 2017	Handover the management of the Kurna Welcome Register to a recognised Aboriginal organisation
09	Engage new and existing staff in cultural learning to increase staff understanding and appreciation of Aboriginal and Torres Strait Islander cultures and histories	Corporate Manager, People and Culture	By June 2016	Create a culturally aware workplace through cultural awareness training, for Council employees and leaders of Aboriginal and Torres Strait Islander employees
			By June 2017	<ul style="list-style-type: none"> • 20 staff, 1 leader • 30 staff, 2 leaders • 40 staff, 3 leaders
			By June 2018	
			By June 2016	Develop a cultural awareness element for inclusion in the online induction training, and continue to deliver cultural awareness as part of corporate orientation for new employees
			By June 2017	<ul style="list-style-type: none"> • 60 new staff • 70 new staff • 80 new staff
			By June 2018	
			By June 2017	Undertake a survey/gap analysis of employees and managers to establish what improvements are needed
			By June 2018	Embed objectives of Stretch RAP into corporate processes and practices. Explore the feasibility of specific cultural leave entitlements



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ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
10	Commit to a 'Place of Reflection' in the city to acknowledge the Stolen Generations as part of the <i>Bringing Them Home</i> report	Senior Park Lands Planner, City Sustainability and Park Lands	By July 2015	Location of a 'Place of Reflection' is identified in Park Lands
			By June 2016	Project funding and location endorsed by Council to develop and install
11	Prepare design for a 'Place of Reflection'	Team Leader Design Projects, City Design and Transport, Team Leader, Capital Works	By June 2016	'Place of Reflection' design, including seating and interpretation signage, is endorsed
	Build the 'Place of Reflection' with a ceremony held on National Sorry Day		By May 2017	Build a 'Place of Reflection', including the installation of seating and interpretative signage, with a ceremony held on National Sorry Day
12	Commissioning of a public artwork in the 'Place of Reflection' acknowledging the Stolen Generations	Public Art Consultant, Vibrant City	By June 2016	Investigate options for funding of commissioned artwork for a 'Place of Reflection'
			By June 2017	Artists engaged for concept design of commemorative artwork
			By June 2018	Unveiling of the commemorative artwork at the 'Place of Reflection'
13	Installation of a cultural marker, of an artistic nature, located near Reconciliation Plaza in Victoria Square/Tarntanyangga, acknowledging the continuing Aboriginal Kurna cultural and spiritual connection to the land	Public Art Consultant, Vibrant City	By June 2016	Co-fund Cultural Marker in Victoria Square/Tarntanyangga
			By June 2017	Facilitate creation of Cultural Marker artwork in Victoria Square/Tarntanyangga
			By June 2018	Deliver Cultural Marker artwork in Victoria Square/Tarntanyangga
14	Development of dual signage and interpretative information for the City Squares to raise public awareness of Kurna significance, history and cultural tourism	Senior Park Lands Planner, City Sustainability and Park Lands	By June 2016	Development of dual-signage and interpretive information in Hurtle Square/Tangkairra and Wellington Square/Kudnartu
			By June 2017	Development of dual-signage and interpretive information in Victoria Square/Tarntanyangga
15	Installation of dual signage for the City Squares	Team Leader, Capital Works and Team Leader, Infrastructure Management	By June 2016	Interpretive dual-signage installation in Hurtle Square/Tangkairra and Wellington Square/Kudnartu
			By June 2017	Interpretive dual-signage installation in Victoria Square/Tarntanyangga



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ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
16	Provide Aboriginal tourism opportunities in the city to create public awareness of Aboriginal histories and cultures through education	Visitor Information Services Coordinator, Marketing and Creative Services	By June 2016	<p>Work with partners to provide regular education and training opportunities to Visitor Information Services (VIS) volunteers about Aboriginal cultures, attractions and events in the city</p> <p>New Adelaide City Council VIS volunteers to receive Aboriginal Attractions Information Pack as part of their induction</p>
			By June 2017	<p>Include an Acknowledgement of Country:</p> <ul style="list-style-type: none"> • On all public Town Hall Tours • On the daily 'First Steps Orientation Walk' from the Adelaide Visitor Information Centre <p>Promote Aboriginal attractions in the city to visitors through the Adelaide Visitor Information Centre</p> <p>Incorporate an Aboriginal Attractions slide into the digital display at the Adelaide Visitor Information Centre and additional slides for key events of National Reconciliation Week, NAIDOC Week and other significant reconciliation dates</p>
			By June 2018	<p>Explore options to highlight Aboriginal attractions in the city through suggested itineraries and /or thematic trails</p> <p>Promote these itineraries and thematic trails in the Adelaide Visitor Information Centre, via Social Media and on the Adelaide City Council webpage</p> <p>Explore opportunities to support Aboriginal tourism opportunities and businesses</p> <p>Engage with education providers to support or provide tourism study opportunities and experiences for Aboriginal students</p>
17	Increase opportunities to recognise Kurna heritage through physical features in the Park Lands	Senior Park Lands Planner, City Sustainability and Park Lands	By December 2015	Consult with Aboriginal stakeholders on the Adelaide Park Lands Management Strategy Review to identify potential projects or strategies
			By June 2016	One project to be identified and investigated from Park Lands Management Strategy
			By June 2017	Implementation of one project from the Park Lands Management Strategy
18	Investigate the submission of an application for national recognition of the Aboriginal and Torres Strait Islander War Memorial in South Australia	Reconciliation Officer, City Community	By June 2016	Investigation to be conducted, and the findings presented to Council for the national recognition of the Aboriginal and Torres Strait Islander War Memorial in South Australia honouring the Aboriginal and Torres Strait Islander Diggers



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 Adelaide City Council, 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		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
19	Strategies to attract and recruit Aboriginal and Torres Strait Islander employees to Adelaide City Council	Corporate Manager, People and Culture	By June 2016	Develop an Aboriginal and Torres Strait Islander Employment Strategy
			By June 2017	Explore attraction and recruitment partnering options and alternate recruitment methodologies
20	Strategies to retain Aboriginal and Torres Strait Islander employees to Adelaide City Council	Corporate Manager, People and Culture	By June 2016	Explore the use of an Employee Value Proposition for attraction purposes
			By June 2017	Maintain representation above 0.8% Aboriginal and Torres Strait Islander employment
			By June 2018	Working with established partnerships and targeting industry specific areas of study e.g. horticulture
				Identify best channels for recruitment
				Evaluate Aboriginal and Torres Strait Islander Employment Strategy
				Target of 1.1% Aboriginal and Torres Strait Islander employment
				Targeted attraction and recruitment through identified effective channels, mechanisms and agencies/ partnerships
				Target of 1.5% Aboriginal and Torres Strait Islander employment
			By June 2016	Exploring alternate support mechanisms for Aboriginal and Torres Strait Islander employees
			By June 2017	Collect appropriate exit interview data and analysis
			By June 2018	Explore career pathways and development programs specifically for Aboriginal and Torres Strait Islander employees
				Implement recommendations from exit data
				Commit to showcasing success stories/case studies
				Evaluating Year 1, Year 2 and proposing changes for Year 3



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ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
21	Continue to provide mentoring and support for Aboriginal staff and supervisors	Reconciliation Officer, City Community	By August, November, February, May 2016-2018	Convene quarterly Aboriginal Employees' Network meetings
22	Internal promotion of availability and use of procurement evaluation criterion to increase opportunities for businesses owned by and/or employing of Aboriginal and Torres Strait Islander Peoples, to supply their goods and services to Council	Procurement & Contract Management Advisors, City Parking and Business Services	By June 2016	5% of procurements include criterion (where criterion use is deemed acceptable by Procurement and Contract Management Business Advisor)
			By June 2017	10% of procurements include criterion (where criterion use is deemed acceptable by Procurement and Contract Management Business Advisor)
			By June 2018	15% of procurements include criterion (where criterion use is deemed acceptable by Procurement and Contract Management Business Advisor)
23	Engage with the campaign to support the 'Recognition of Aboriginal and Torres Strait Islander Peoples' in the Commonwealth Constitution	Reconciliation Officer, City Community	By June 2015-2017	Promote community events, internally and externally, through digital and social media and publications
			By May 2017	Celebrate the 50th anniversary of the Commonwealth 1967 Referendum to recognise Aboriginal and Torres Strait Islander Peoples as Australian citizens and inclusion within the census



TRACKING AND REPORTING

ENDURING COMMITMENTS:

- Stretch RAP developed by Reconciliation Committee in line with Council's annual planning processes.
- Adelaide City Council Stretch RAP is available to the public.
- Adelaide City Council Reconciliation Committee reports annually to Council.

ACTION		RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
24	Public reporting on the annual activities of the Stretch RAP	Reconciliation Officer, City Community	By May 2015-2018	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
25	Stretch RAP annual progress reported to Reconciliation Australia in the RAP Impact Measurement Questionnaire	Reconciliation Officer, City Community	By June 2015-2018	Complete Stretch RAP Impact Measurement Questionnaire, to be submitted to Reconciliation Australia and made available to Council and staff



Inset: Kurruru Youth Performing Arts





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