

Adelaide Hills Council Innovate

Reconciliation Action Plan

1 JANUARY 2025 to
31 DECEMBER 2026

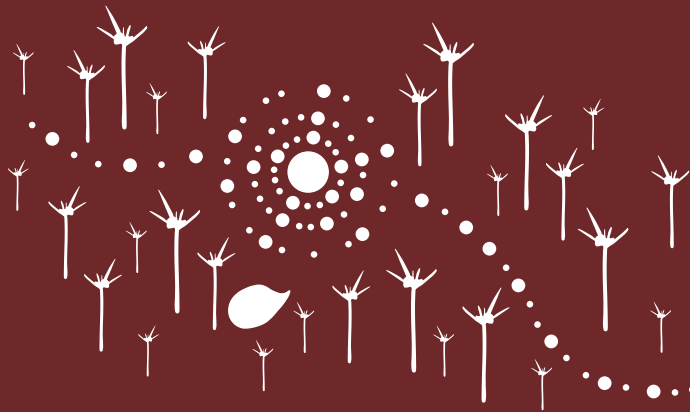


RECONCILIATION
ACTION PLAN

INNOVATE



Adelaide Hills
COUNCIL



Acknowledgement of country

Council acknowledges that we undertake our business on the traditional Country of the Peramangk and Kaurna peoples.

We pay our respects to Ancestors and Elders past and present as the Custodians of this ancient and beautiful land, for they hold the memories, traditions, spiritual relationships, culture and hopes of the First Nations of Australia.

We are committed to working together to ensure that Peramangk and Kaurna culture and traditions are sustained, valued and continuing.


Together we will care for Country for the generations to come and in this context the decisions we make should be guided by the principle that nothing we do should decrease our children's ability to live on this land.

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Cover: Smoking ceremony at an event in the Adelaide Hills Council area.

This page: Morialta Conservation Park in Woodforde, South Australia.



View out to sea from Norton Summit in the Adelaide Hills.

Statement from the CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends Adelaide Hills Council on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Adelaide Hills Council to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Adelaide Hills Council will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and

collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Adelaide Hills Council is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Adelaide Hills Council's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Adelaide Hills Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from the Adelaide Hills Reconciliation Working Group

The Adelaide Hills Reconciliation Working Group (AHRWG) is proud to support the Adelaide Hills Council Innovate Reconciliation Action Plan (RAP).

The AHRWG has worked closely with both Adelaide Hills Council and Mount Barker District Council to create a synergy around reconciliation across the Hills areas through a consultative, collective process.

This unified approach aims to align goals and expectations. This makes reconciliation sense, and business sense, and communicates that we're all in this together.

Our aspiration for this RAP is to progress reconciliation in a respectful and informed manner and to increase the visibility, recognition, and awareness of Aboriginal and Torres Strait Islander communities in the Adelaide Hills region.

Reconciliation invites non-Indigenous people to learn more about Aboriginal and Torres Strait Islander histories and cultures. Aboriginal and Torres Strait Islander people have already learnt about non-Indigenous perspectives of Australia. A benefit of this shared understanding is the opportunity for authenticity in Truth-telling. We want our children to grow up in a country that has pride based on mutual respect.

We hope that through reconciliation there is the opportunity to reduce the incidence of community accepted racism and local Aboriginal and Torres Strait Islander businesses being engaged more freely.

With collective understanding and shared commitment reconciliation becomes a reality.



Image: Adelaide Hills Council Elected Members.

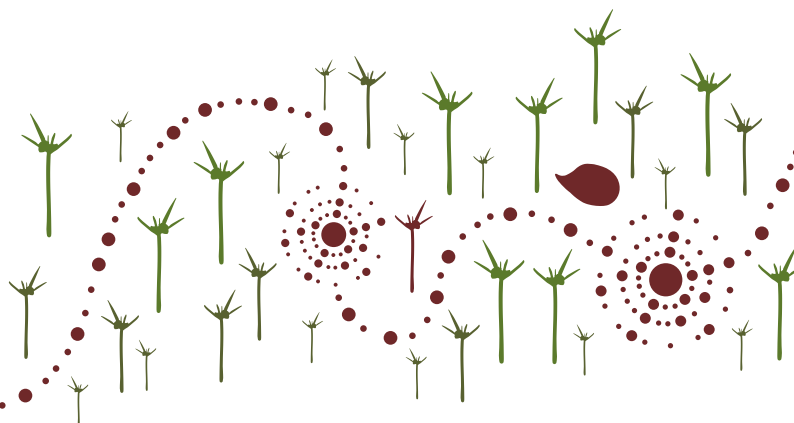
Our Commitment

It is with great pleasure that we introduce Adelaide Hills Council's Innovate Reconciliation Action Plan. Council has a role to play in showing strong and authentic leadership in achieving reconciliation with the Aboriginal and Torres Strait Islander and non-Indigenous community of the Adelaide Hills. Reconciliation is for everyone. We see reconciliation as part of the everyday life of the Adelaide Hills community and as a commitment that staff deliver across our organisation and all areas of business through their daily work.

The Adelaide Hills are the traditional lands of the Peramangk and Kurna peoples. We respect and value the relationship that Traditional Custodians have with this area and we value highly Councils relationship with existing and emerging leaders. A significant number of Adelaide Hills residents identify as Aboriginal and/or Torres Strait Islander people and live, work and raise their families here. Through our Reconciliation Action Plan we have a road map to travel this reconciliation journey together.

Through this Reconciliation Action Plan we have clear and measurable actions that will result in meaningful outcomes for everyone.

Adelaide Hills Council





Woorabinda Bushland Reserve
in Stirling, South Australia.

Our Vision and Aspirations

Our vision for reconciliation is an Australia that is based in mutual respect, truth-telling and a journey towards a common understanding of our shared past and future.

In the context of our organisation and the Adelaide Hills community Adelaide Hills Council will show strong leadership in the area of reconciliation. Our community expects it of us and we recognise it is our responsibility to do so.

We will strive to build enduring relationships with Peramangk and Kaurna Traditional Custodians and Aboriginal and Torres Strait Islander community members who live, work, or have strong connections to this area. Through these relationships we will work with Aboriginal and Torres Strait Islander and non-Indigenous people in our community as equal partners towards a shared vision for our future based on trust, respect, understanding and open, honest dialogue and actions.

Adelaide Hills Council is committed to embedding reconciliation within our organisation so that reconciliation, recognition and celebration of

Aboriginal and Torres Strait Islander cultures are part of the everyday operations of Council's business at all levels, and this is the norm rather than the exception.

We will demonstrate strong leadership within our circle of influence, positively promoting and encouraging healing and reconciliation through truth-telling about our shared histories.

We value diversity in our community and in our workplace and the richness and opportunities that this brings in building community pride in our unique Adelaide Hills identity. We will foster awareness and pride in the Aboriginal heritage and cultures of our area.

We will endeavour to develop and maintain mutually beneficial relationships at all levels of Council and throughout our community with Aboriginal and Torres Strait Islander stakeholders, including the area of business, procurement, and supply.

We will have a Reconciliation Action Plan that is based on shared values with Aboriginal and Torres Strait Islander and non-Indigenous communities delivering meaningful, achievable actions that are owned and championed across the organisation.

Our Shared History

For millennia Aboriginal peoples have called the area we now know as the Adelaide Hills, home. Generations of people have lived in the area and made a life for themselves and their families.

The Hills provided shelter and sustenance to Aboriginal people and the land and the resources it provided people with were carefully managed to ensure that the area could provide a living for generations to come.

The Aboriginal peoples we now know as Peramangk and Kurna, called the Hills their home and their stories that have survived, tell of the creation of the Hills and some of the geological features we are familiar with. There are numerous campsites, ceremonial sites, and burial sites throughout the Hills. The Yurebulla story has the Peramangk as Border Watchers and Peacekeepers although they were also known to be fierce warriors and possessed of strong magic.

The Aboriginal Custodians welcomed people from other Aboriginal groups to ceremonies and afforded them safe passage through the area especially as people travelled from the lakes and river areas to the plains and the sea for purposes of trade or Ceremony.

Warki, Portalaun and Jarildekalde people from the Lake Alexandrina area maintained contact with the Peramangk peoples and traded large redgum bark sheets for their canoes. As these were in short supply along the Lower Murray, these groups needed to get them from their neighbours. They would trade mallee spears for the bark.

The Peramangk people also traded fire making 'kits' with the Kurna people as well as others as far away as Lake Victoria in New South Wales. Peramangk people have shared stories of their interactions with the Wiradjuri people of New South Wales and shared songlines and trading routes between country have been recorded.

In the Hills there are Aboriginal place names that still survive including Brukunga, Uraidla, Gumeracha, Onkaparinga, Echunga and Cudlee Creek although they are often different to the original names recorded by the early European settlers.

With no written Aboriginal language, the names were recorded by Europeans who would have been writing them in a way that fitted with their own linguistic knowledge. The Peramangk and Kurna languages are very similar however, there are some differences in pronunciation. Given the trade routes and interaction with other groups including those of the Ngarrindjeri Nation, it is clear that some of the people were bilingual allowing them safe passage to other country for ceremonial and trading purposes.

Peramangk children learnt to swim at Bokati-illa in the permanent waterhole on the Onkaparinga River near Hahndorf. Mount Barker Summit is important to both Peramangk and Ngarrindjeri people and features in stories and it is likely that both groups would have used the nearby semi-permanent campsite at Lartingga parri.

Early European settlers documented stories of large Aboriginal camps throughout the Ranges, and it is thought that several thousand Aboriginal people were living in semi-permanent camps at European settlement. People were known to camp near where the RSL Hall at Aldgate is and in the evenings of the warmer months they would sometimes perform ceremonies which early white settlers documented. Other camps were located at Stanley Bridge on the Onkaparinga River, Mylor, the site of the Bridgewater Oval and Days Road at Uraidla. People still visited these areas on their way to Adelaide at times when the Europeans distributed rations.

Many of these people were displaced by the mid 1850's as agriculture started to expand in the district and there was competition for water as well as free passage across the Hills as many areas were fenced for stock, especially sheep. With the coming of Europeans, many of the trees were cut for building in Adelaide and other areas and land was settled with fences and stock, displacing the original peoples.

Confrontations were recorded as Aboriginal people availed themselves of these new food sources, especially as the traditional routes of some of their usual foods had been disrupted by fences and the competition for food.

Aboriginal people did work for some of the early settlers including John Bull of Mt Barker who used Peramangk people as labourers and paid them in wheat and potatoes for their work. However, with access to water and food becoming more difficult by the late 19th Century there were few of the original inhabitants still living on their traditional lands, although they would still visit at certain times of the year to fulfil traditional obligations. Some Peramangk peoples moved closer to the Murray River, others were taken to Missions stations including Raukkan, Swan Reach and Poonindie.

By the early 1900's it was erroneously believed that there were no Peramangk people still alive, however, this was not the case, and a number of people now know that they have Peramangk ancestry as well as other Aboriginal ancestry and can identify as living descendants of the original Hills people.

Many Kurna people were also relocated to mission stations including Raukkan, Point Pearce and Poonindie. As many people are now able to access Government records on their families, they are discovering that their ancestors were Kurna people who were displaced in the early days of European Settlement. Kurna language is being revitalized with many people learning to speak the language and some areas have adopted either dual names for a place, a building or an area ie Kurna/English and other places have reverted to their documented Kurna names.

In 2018, after 18 years of legal proceedings, the Kurna people were recognised as native title holders of the lands around Adelaide (including a large area of the Adelaide Hills). Hence we now recognise both Peramangk and Kurna ancestors in our Welcomes to, and Acknowledgment of Country.

The Adelaide Hills have inherited a rich legacy from the original inhabitants, and we should be proud of that history and heritage and preserve it for generations to come. A Reconciliation Action Plan is a first step in a shared journey to care for this special area that so many now call home.

Deanne Hanchant-Nichols

Tanganekald/Ramindjeri
(Ngarrindjeri Nation);
Barkindji Nation

Ass.Dip., BA, MA
(Aboriginal Studies/
Archaeology/SA History)

Member of the Adelaide Hills
Reconciliation Working Group



Smoking ceremony by Senior Kurna Man, Mickey Kumatpi O'Brien for the opening of Fabrik Arts + Heritage in Lobethal, South Australia.



Residents enjoying Morialta Conservation Park in Woodforde, South Australia.

Our Council People and Places

The Adelaide Hills Council area is located between 10 and 40 kilometres from the Adelaide CBD in the beautiful natural environs of the Adelaide Hills. The district spans 795 square kilometres with an estimated resident population of 39,977 people living across 57 townships/localities and 18,035 households. The district has an expanding economy with high growth potential in food, wine, tourism, retail and light industry.

The geographic coverage of Adelaide Hills Council extends from the hills face including Rostrevor and Teringie up to Kersbrook and Gumeracha in the north, west to Woodside and Oakbank and South to Scott Creek and Mylor. Council has offices at Stirling and Woodside with libraries, Council service centres and community centres at Stirling, Woodside, Gumeracha and Norton Summit.

According to the 2021 Census 281 people in the Adelaide Hills Council area identify as being Aboriginal and/or Torres Strait Islander people. The region's First Peoples are the Peramangk and Kaurna peoples and we recognise that there are many Traditional Custodians with a strong connection to Country who live outside the region. We also know that the recognition of Aboriginal and Torres Strait Islander cultures and heritage is important to people in our region.

Adelaide Hills Council currently employs 202 people in roles including administrative, works crews, management, community development, property development and biodiversity management. Staff are either office based or out in the field or a combination of both. Information regarding the number of staff who identify as Aboriginal and/or Torres Strait Islander people is collected as part of the employee on-boarding process. Currently x1 person identifies as an Aboriginal and/or Torres Strait Islander person x15 responded "unsure" and x30 responded "prefer not to say".

As a keeper of community resources, our core business is to engage, understand and work with, and on behalf of, the people of the Adelaide Hills to improve community well-being. This includes the well-being of Aboriginal and/or Torres Strait Islander people who live in the hills or who have an ongoing and strong connection with the hills area.

Council delivers services to residents, visitors and businesses that support the distinctive culture, creativity and accessibility of the Adelaide Hills community and region. We aspire to support our community to prosper, while maintaining and enhancing the unique environment, character and liveability of the area.



Regional Adelaide Hills Reconciliation Working Group.

Our RAP

Working together towards our vision

Through our RAP we aim to establish Council's commitment to reconciliation through clearly identified actions across all areas of our business. This commitment reflects an authentic desire to recognise and respect the Aboriginal heritage of the our area, the shared history and to work towards a promising future together. We aim to do this in collaboration and consultation with both Traditional Custodians and Aboriginal and Torres Strait Islander people who live, work or are connected to our area. Through this RAP, Council also has the opportunity to demonstrate leadership to the Adelaide Hills Community in promoting and facilitating reconciliation.

Regional Adelaide Hills Reconciliation Working Group (AHRWG)

The Adelaide Hills Region is made up of Adelaide Hills Council and Mount Barker District Council both of whom are working towards their independent RAPs. The Adelaide Hills Reconciliation Working Group represents a collaboration between Adelaide Hills Council, Mount Barker District Council, and the community to provide a reference point for advice and direction.

There are 610 residents in the Adelaide Hills region (Adelaide Hills Council and Mount Barker District Council areas) who identified as an Aboriginal and/or Torres Strait Islander person in the last census (2021 Census, 281 Adelaide Hills Council, 329 Mount Barker District Council). The Councils of this region recognise that the heritage and living cultures of Aboriginal and Torres Strait Islander Peoples is a fundamental part of our district.

Established in May 2019 the Adelaide Hills Reconciliation Working Group (AHRWG) is a regional reference group that assists both the Adelaide Hills Council and Mount Barker District Council to develop and implement their respective Reconciliation Action Plans. It also provides general advice on matters that impact Aboriginal and Torres Strait Islander communities.

Forming a Working Group to advise on reconciliation at a regional level encompassing both Adelaide Hills Council (AHC) and Mount Barker District Council (MBDC) areas is deemed appropriate for the following reasons:

- The Adelaide Hills is recognised as a region.
- This approach fosters a sharing of learnings, initiatives, and resources for the region.

Under the Terms of Reference, the role of the Adelaide Hills Reconciliation Working Group is to:

- Assist AHC and MBDC with the implementation of current RAPs.
- Assist AHC and MBDC with the development of future RAPs.
- Advise Council staff on matters that impact the local Aboriginal and Torres Strait Islander Community.

This group is made up of eight community members, an Elected Member from each Council and is supported by a designated staff member from each Council, with current membership (2023 – 2025) being five members who identify as Aboriginal people, and two members who are non-Indigenous and one member who resigned due to personal reasons.

Photo: Regional Adelaide Hills Reconciliation Working Group, Lou Turner, Andrew McNichol, Ros Cameron, Jane Longbottom, Jade Brook, Hayley Willis, absent: Deanne Hanchant-Nichols.

Adelaide Hills Council Reconciliation Action Plan Working Group

In addition to the Regional Adelaide Hills Reconciliation Working Group, Council has an internal Reconciliation Action Plan Working Group whose role is to develop this and future Reconciliation Action Plans and champion reconciliation initiatives throughout the organisation. In determining the membership of this group, the aim was to have representation from core areas of business and people who have roles in the organisation that are well placed to champion our RAP. One member of this group identifies as an Aboriginal person, there is a strong reference back to the Adelaide Hills Reconciliation Working Group (AHRWG) whose membership is predominantly Aboriginal identified.

The Executive RAP Champion for Adelaide Hills Council is the Director of Community and Development.

This group is made up of staff representing the following areas of Council business:

- **Biodiversity Management**
Biodiversity Officer
- **Finance**
Procurement Project Officer
- **Property**
Coordinator of Property Projects and Maintenance
- **Development and Regulatory services**
Senior Strategic and Policy Planner
- **Economic Development**
Economic Development Officer
- **Communications, Engagement and Events**
Manager of Communications Engagement and Events
- **Organisational Development**
Manager of People and Culture
- **Community Development**
Community and Cultural Development Officer

This Group operates in consultation and collaboration with the Adelaide Hills Reconciliation Working Group.



Cultural art displayed at Fabrik Arts + Heritage in Lobethal, South Australia.

Our Reconciliation Journey

Adelaide Hills Council has a building commitment to reconciliation.

2007

Participated in the Adelaide Hills Aboriginal Community Forum and its successor the Adelaide Hills Aboriginal Services and Community Initiatives forum from 2007 to 2016.

Council held its first NAIDOC Week event and continues to recognise and celebrate NAIDOC Week

2009

Council provides funding support to the Koori Kids NAIDOC Week Schools Initiative.

Participated in regional collaborative National Reconciliation Week events.

2011

The Aboriginal flag is flown at all Council Service Centres being Stirling, Woodside and Gumeracha. This is embedded in Council's Flags Policy.

2012

Adelaide Hills Council in partnership with District Council of Mount Barker delivered the Just Too Deadly Awards recognising Aboriginal and Torres Strait Islander school students' achievements. This event ran annually until 2019.

2018

Appropriate use of the Aboriginal flag included in the Council's Flags Policy adopted July 2018

2019

In partnership with District Council of Mount Barker established the regional Adelaide Hills Reconciliation Working Group to advise on the development of RAPs and matters that relate to reconciliation. This group includes an Elected Member from each Council and 8 Community members.

An internal Reconciliation Working Group was established including staff from across Council's key areas of business to develop and champion this and future RAPs.

In partnership with Reconciliation SA and Act Now Theatre delivered the program Generation of Change interactive anti-racism training for secondary school students across the Adelaide Hills.

Cultural Awareness Training held for Elected Members and key staff with a developing schedule to promote ongoing and evolving training.

Established a comprehensive and dedicated work hub on Council's intranet to support staff from across all areas of Council business, including resources, information, and website links.

A strong program of activities and events offered recognising and celebrating National Reconciliation Week and NAIDOC Week.

2020

Acknowledgement and Welcome to Country Policy adopted.

Protocols for Acknowledgement of Country and Welcome to Country are in practice and provided to our community via the Council website.

Ran a series of Aboriginal and Torres Strait Islander radio programs in partnership with Hills Radio and producer Chris Crebbin

Mural "Shared Country" by artist Paul Mantirri-Munaitya Herzich installed in Gumeracha.

NAIDOC Art Project working with high school students creating work for an exhibition at Top of the Torrens Gallery

Our Reconciliation Journey

2021

Implemented staff training on Acknowledgement and Welcome to Country Policy.

A strong program of activities and events offered recognising and celebrating National Reconciliation Week and NAIDOC Week.

Activities to celebrate Indigenous Literacy Day through Council Libraries.

Council Community Centres and Libraries regularly offer workshops and activities for all ages that recognise and celebrate Aboriginal and Torres Strait Islander cultures including storytelling around the campfire, weaving, bush tucker, cultural workshops, and performance.

Developed a distinctive reconciliation sub-branding based on the artwork of Paul Mantirri-Munaitya Herzich.

Business sized Acknowledgement of Country card for all staff with reconciliation branding.

2022

Developed the Aboriginal Place Naming Strategy relating to the use of Peramangk and Kurna language in naming, interpretive signage, and use of language in public art and place making.

Installation of Crafers Gateway sign including words "Kurna Country".

Cultural Awareness Training on "Introduction to Kurna Culture and Languages" presented by Jack Buckskin for Elected Members and Executive Leadership.

A strong program of activities and events offered recognising and celebrating National Reconciliation Week and NAIDOC Week.

Community Forum on the Uluru Statement From The Heart with Parry Agius.

Activities to celebrate Indigenous Literacy Day through Council Libraries.

Increased level of procurement from Aboriginal and Torres Strait Islander businesses including cultural services, workshop presentation, artists, toilet paper and hand sanitiser products.

Staff attendance at Indigenous Business Expo.

2023

Council passed a resolution to no longer hold citizenship and Council award ceremonies on 26 January.

In Collaboration with the Circle, Mount Barker District Council and Alexandrina Council held a First Nations Business Networking and Information Session.

Undertook significant engagement event with Traditional Custodians and First Nations artists and stakeholders to inform the planning of cultural content at Fabrik Arts and Heritage. This was conducted by Ochre Dawn, an Aboriginal owned and operated business on behalf of Council.

Installed signage with Kurna language place naming at Hamilton Hill in accordance with Aboriginal Place Naming Strategy. Engaged Aboriginal film maker to develop a video for use on Council website and socials.

In July 2023 Council resolved to not undertake Citizenship Ceremonies, confer awards or support events on 26 January, Australia Day, in recognition of the difficulties of the date 26 January for First Nations Peoples.

2024

Cultural Awareness training delivered to Elected Members.

Kurna language naming of natural burial ground at Kersbrook Cemetery.

Yarning Circle held with members of local community Reconciliation groups.

Programs and workshops celebrating National Reconciliation Week and NAIDOC through community centres and libraries.

First Nations Business Event held in partnership with Mount Barker District Council, Alexandrina Council, The Circle and Many Rivers.



Relationships

Adelaide Hills Council places a high value on developing and maintaining respectful relationships with Peramangk and Kaurna peoples as the Traditional Custodians of the area and Aboriginal and Torres Strait Islander peoples who live, work, and have a strong connection to our area.

We are committed to building positive, collaborative partnerships that recognise and celebrate the Aboriginal heritage, history, and ongoing contribution to the Adelaide Hills.

Council is committed to anti discrimination as per the Fair Treatment Policy.



Sunset viewed from Mount Lofty in the Adelaide Hills.

Relationships

Action	Deliverable	Timeline for Deliverables	Responsibilities
Consultation / Engagement			
1. Promote reconciliation through our sphere of influence.	1.1. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	January 2025, 2026	Lead: Manager of People and Culture Support: Executive Manager Governance and Performance, Volunteering Co-ordinator
	1.2. Maintain an Internal Reconciliation page for staff education, reference and use including links to various websites and contact details for members of the Internal RAP Working Group.	January 2025, 2026	Community and Cultural Development Officer
	1.3. Communicate our commitment to reconciliation publicly through: <ul style="list-style-type: none"> • Strategic Plan • Annual Business Plan • Social media 	March 2025, 2026	Manager Communications, Engagement and Events
	1.4. Maintain a dedicated page on Council's website for reconciliation including reference to AHRWG and its members and links to Reconciliation Australia and other resources.	July 2025, 2026	Corporate Planning and Performance Coordinator
	1.5. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	January 2025, 2026	Community and Cultural Development Officer
	1.6. Collaborate with RAP Organisations and other like-minded organisations to develop ways to advance reconciliation.	July 2025, 2026	Community and Cultural Development Officer
	1.7. Maintain a partnership with Mount Barker District Council to support reconciliation at a regional level through the AHRWG, resource development and events.	June 2025, 2026	Community and Cultural Development Officer



Relationships

2. Promote positive race relations through anti-discrimination strategies.	2.1. Review and communicate to staff the Council's Fair Treatment Policy to ensure racism and discrimination are identified and addressed and diversity is valued and celebrated.	July 2025	Manager People and Culture
	2.2. Develop guidelines that reflect Council's Fair Treatment Policy objectives and identify specific actions that facilitate anti-discrimination and diversity commitments for our organisation.	December 2025	Manager People and Culture
	2.3. Deliver training to senior leaders on the effects of racism.	September 2025	Community and Cultural Development Officer
	2.4. Conduct a review of policies and procedures (internal and external facing) to identify existing anti-discrimination, fair treatment and diversity provisions, and future needs including the resources required to do so.	July 2025, 2026	Governance and Risk Coordinator
	2.3. Deliver training to senior leaders on the effects of racism.	September 2025	Community and Cultural Development Officer
	2.4. Conduct a review of policies and procedures (internal and external facing) to identify existing anti-discrimination, fair treatment and diversity provisions, and future needs including the resources required to do so.	July 2025, 2026	Governance and Risk Coordinator
	2.5. Engage with Aboriginal and Torres Strait Islander stakeholders including the Regional Adelaide Hills Reconciliation Working Group, to inform the development of positive race relations through anti-discrimination strategies.	January 2026	Community and Cultural Development Officer



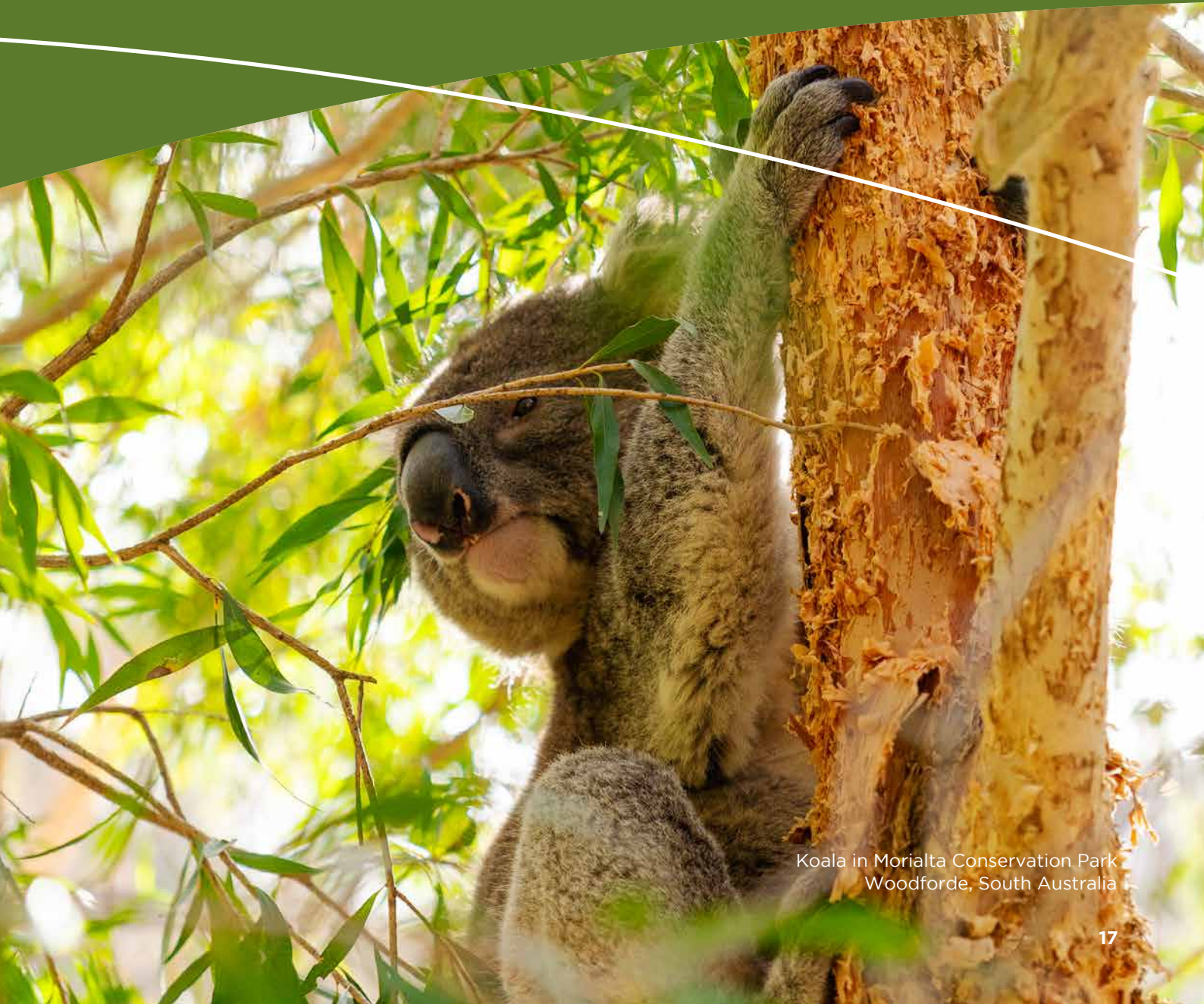
Relationships

3. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	3.1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2025	Community Engagement Co-ordinator
	3.2. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2025	Community and Cultural Development Officer
	3.3. Identify potential partnerships that build community capacity to build relationships with Council staff and to work collaboratively on projects across Council area.	July 2025	Community and Cultural Development Officer
	3.4. Explore opportunities for Truth-telling events and initiatives through our relationships and partnerships with Aboriginal and Torres Strait Islander stakeholders and communities.	December 2025, 2026	Community and Cultural Development Officer
4. Build relationships through celebrating National Reconciliation Week (NRW).	4.1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.2. Organise at least one NRW event each year.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.3. Council RAP Working Group members to participate in an external NRW event.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.4. Encourage and support staff and senior leaders to participate in the recognition and celebration of NRW.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.5. Continue to offer a program of NRW activities through Community Centres, Libraries and across Council.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.6. Engage Aboriginal and Torres Strait Islander peoples in NRW event planning and investigate partnership opportunities.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.7. Register NRW events on Reconciliation Australia's website.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.8. Encourage local community groups to participate in or deliver NRW activities.	27 May – 3June 2025, 2026	Community and Cultural Development Officer
	4.9. Promote NRW via the Council website and social media.	27 May – 3June 2025, 2026	Manager Communications, Engagement and Events



Respect

Adelaide Hills Council recognises and respects the ongoing relationship that Peramangk and Kaurna peoples have with this Country as Traditional lands. As community leaders we will recognise and respect the contribution that Aboriginal and Torres Strait Islander peoples make to the Adelaide Hills community.



Koala in Morialta Conservation Park
Woodforde, South Australia

Respect

Action	Deliverable	Timeline for Deliverables	Responsibilities
Acknowledgement of Country and Cultural Protocols			
5. Demonstrate respect for Aboriginal and Torres Strait Islander peoples by flying the Aboriginal and Torres Strait Islander flags.	5.1. Fly the Aboriginal flag at Council offices in Stirling, Woodside, and Gumeracha.	January 2025	Designated Flags Officer
	5.2. Review the Council Flag Policy to ensure appropriate use of the Aboriginal and Torres Strait Islander flags.	May 2025	Designated Flags Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1. Continue to implement Council's policy on Acknowledgement and Welcome to Country including: <ul style="list-style-type: none"> Acknowledgement of Country conducted at all formal Council meetings. Traditional Custodians engaged to perform a Welcome to Country at all significant community events. 	January 2025, 2026	Community and Cultural Development Officer
	6.2. Provide information to staff and community members via Council website on the understanding and appropriate use of Welcome to Country and Acknowledgement of Country including links to Reconciliation SA and Reconciliation Australia websites.	January 2025	Manager Communications, Engagement and Events
	6.3. In consultation with the Regional AHRWG Investigate providing a register of contact details (with permission) of appropriate Peramangk and Kurna Peoples to conduct Welcome to Country and Aboriginal and Torres Strait Islander providers of other cultural services.	June 2025, 2026	Community and Cultural Development Officer
	6.4. Include a written Acknowledgement of Country in all significant Council documents including the Strategic Plan and Annual Business Plan.	January 2025, 2026	Manager Communications, Engagement and Events
	6.5. Include an Acknowledgement of Country on the "home page" of Council's website.	January 2025, 2026	Manager Communications, Engagement and Events
	7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	7.1. Conduct a review of cultural learning needs for staff, Elected Members and volunteers.	June 2025

Respect

	7.2. Consult local Traditional Custodians and/or AHRWG on the development and implementation of a cultural learning strategy.	August 2025	Community and Cultural Development Officer
	7.3. Develop, Implement and communicate the cultural learning strategy for our staff.	December 2025, 2026	Manager of People and Culture
	7.4. Provide training on SA Aboriginal Heritage Act 1988 administered by Department of Aboriginal Affairs and Reconciliation to appropriate staff, (ie: field staff and operations on Council reserves and road reserves in respect to Aboriginal cultural artefacts, remains and sacred sites).	July 2025, 2026	Manager Development Services
	7.5. Provide opportunities for RAP Working Group members, and other key leadership staff to participate in formal and structured cultural learning.	September 2025, 2026	Manager of People and Culture
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	8.1. Promote NAIDOC Week via the Council website and social media.	First week in July 2025, 2026	Manager Communications, Engagement and Events
	8.2. AHRWG and Council RWG supported and encouraged to participate in an external NAIDOC Week event.	First week in July 2025, 2026	Community and Cultural Development Officer
	8.3. Review People and Culture policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	Manager of People and Culture
	8.4. Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2025, 2026	Manager of People and Culture
	8.5. Support community groups and Aboriginal and Torres Strait Islander stakeholders to participate in NAIDOC Week events and activities.	First week in July 2025, 2026	Community and Cultural Development Officer
9. Build respect for Aboriginal and Torres Strait Islander cultures, histories by recognising significant dates.	9.1. Identify significant dates such as Anniversary of the National Apology, Close the Gap Day, Mabo Day both externally and internally.	December 2025	Manager Communications, Engagement and Events
	9.2. Promote significant dates to community members and staff via digital and social media channels and the website events calendar.	January 2025, 2026	Manager Communications, Engagement and Events
10. Support Aboriginal and Torres Strait Islander artists both established and emerging through Fabrik Arts + Heritage.	10.1. Develop a strategy for supporting and showcasing Aboriginal and Torres Strait Islander artists through Fabrik Lobethal.	August 2025	Director Fabrik Lobethal
	10.2. Develop a strategy for showcasing and recognising Aboriginal and Torres Strait Islander histories and heritage through Fabrik Lobethal and Council libraries.	August 2025	Director Fabrik Lobethal



Opportunities

Adelaide Hills Council will explore opportunities to embed reconciliation in the everyday operations of Council's business at all levels, so that this is the norm rather than the exception.



Opening ceremony by Senior Kaurna Man, Mickey Kumatpi O'Brien for the launch of Fabrik Arts + Heritage in Lobethal, South Australia.

Opportunities

Action	Deliverable	Timeline for Deliverables	Responsibilities
Employment and Vocational (training volunteering)			
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	11.1. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2026	Manager of People and Culture
	11.2. Engage with Aboriginal and Torres Strait Islander staff and volunteers to consult on our recruitment, retention and professional development strategy.	October 2025	Manager of People and Culture
	11.3. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2025	Manager of People and Culture
	11.4. Provide all staff and volunteers the opportunity to identify as Aboriginal and/or Torres Strait Islander through the implementation of a Diversity and Inclusion Survey for the purpose of improved and holistic engagement.	December 2025	Manager of People and Culture
	11.5. Identify positions and/or individuals within Council where cultural mentoring would be beneficial and investigate opportunities for mentoring relationships.	June 2025	Manager of People and Culture
	11.6. Develop a strategy to promote and advertise job vacancies and vocational opportunities to effectively reach Aboriginal and Torres Strait Islander stakeholders with the intention to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	September 2025	Manager of People and Culture
	11.7. Explore opportunities to partner with Tertiary education institutions to develop pathways for Aboriginal and Torres Strait Islander student placements.	June 2026	Youth Development Officer
	11.8. Build relationships with Aboriginal and Torres Strait Islander students at local high schools promoting career paths in local government.	January 2026	Youth Development Officer
	11.9. Explore opportunities for Aboriginal and Torres Strait Islander traineeships at Council.	March 2026	Manager of People and Culture

Opportunities

12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	12.1. Develop and implement an Aboriginal and Torres Strait Islander Procurement Strategy.	March 2025	Manager Financial Services
	12.2. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	March 2025	Procurement Officer
	12.3. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2025	Procurement Officer
	12.4. Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	August 2025	Procurement Officer
	12.5. Investigate Supply Nation Membership.	March 2025	Procurement Officer
13. Assist Aboriginal and Torres Strait Islander businesses or those employing Aboriginal and Torres Strait Islander staff to identify and engage with relevant programs services to take advantage of economic growth opportunities.	13.1. Investigate funding and resourcing opportunities for projects that support Aboriginal and Torres Strait Islander business.	December 2025	Manager Economic Development
	13.2. Engage with The Circle First Nations Entrepreneur Hub at Lot 14 to connect with Aboriginal and Torres Strait Islander business in South Australia.	July 2025	Manager Economic Development
	13.3. Foster relationships with Aboriginal and Torres Strait Islander businesses that could lead to collaboration and / or partnerships with Council.	July 2025	Manager Economic Development
	13.4. Investigate events and programs to support Aboriginal and Torres Strait Islander businesses in the Adelaide Hills.	July 2025	Manager Economic Development
	13.5. Identify Aboriginal businesses seeking to supply goods and services to Government and facilitate this connection.	June 2025	Manager Economic Development
	13.6. Explore strategies to involve Aboriginal and Torres Strait Islander businesses in professional and business development activities.	September 2025	Manager Economic Development
14. Investigate opportunities to embed Aboriginal and Torres Strait Islander engagement in Council's open space and public realm planning.	14.1. Explore opportunities for engagement with Aboriginal and Torres Strait Islander stakeholders to plan and facilitate cultural tourism opportunities.	June 2025	Manager Economic Development
	14.2. Explore opportunities to engage with Aboriginal and Torres Strait Islander stakeholders in the delivery of strategic planning projects that involve open space and the public realm.	October 2026	Manager of Open Space

Opportunities

15. Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures and heritage within the region through placemaking.	15.1. Engage with local Traditional Custodians to undertake Aboriginal place naming including naming and interpretive signage in reserves and significant places.	July 2025	Community and Cultural Development Officer
	15.2. Explore opportunities for public art that reflects Aboriginal cultures of both a permanent or temporary nature.	December 2025	Community and Cultural Development Officer
	15.3. Embed cultural engagement in any place-making projects through the engagement of the AHRWG and other stakeholders and in accordance with relevant Council documents (eg Aboriginal Place Naming Action Plan).	December 2026	Senior Strategic and Policy Officer
	15.4. Ensure appropriate budget consideration to achieve deliverables in place-making.	July 2025, 2026	Manager Finance
	15.5. Recognise Aboriginal and Torres Strait Islander cultures and heritage in Council's Recreation Trails Strategy by incorporating interpretive signage (including language) and website content. Do so in consultation with Traditional Custodians and language authorities as per Council's Aboriginal Placemaking Action Plan.	July 2025, 2026	Manager Open Space
16. Investigate embedding cultural engagement into bushfire planning and response policies/program.	16.1. Investigate means of incorporating Aboriginal and Torres Strait Islander peoples land management practices and bushfire prevention measures working with Traditional Custodians.	February 2026	Manager Open Space
	16.2. Explore strategies to engage with Traditional Custodians and Aboriginal and Torres Strait Islander stakeholders in planning for bushfire response and recovery.	July 2026	Senior Community Resilience Officer
17. Identify and map sites of cultural significance.	17.1. Investigate opportunities to advocate for cultural mapping of the Adelaide Hills.	April 2026	Community and Cultural Development Officer
	17.2. Undertake Aboriginal heritage surveys including sites of significance, considering any relevant oral history, archaeological and forensic data to inform any Council-led Planning and Design Code Amendments.	June 2026	Senior Strategic and Policy Planner



Opportunities

18. Incorporate recognition of Aboriginal cultures into Natural Resource Management.	18.1. Explore the development of a planting guide for native foods.	December 2025	Manager Open Space
	18.2. Develop a plan to identify and deliver native plantings including traditional foods in or through revegetation initiatives on Council reserves.	December 2025	Biodiversity Officer
	18.3. Explore opportunities to incorporate local cultural information in trails through interpretive signage in consultation with Aboriginal and Torres Strait Islander peoples.	June 2026	Manager Open Space
19. Promote reconciliation in Education throughout the Adelaide Hills Region.	19.1. Promote and encourage reconciliation through schools in particular during NRW exploring the connection between mental health and reconciliation through the lens of popular youth culture.	May 2026	Youth Development Officer
	19.2. Encourage and support schools and early learning services within our sphere of influence to develop their own RAP via the Narragunnawali platform.	June 2026	Youth Development Officer
	19.3. Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our website.	March 2025	Manager Communications, Engagement and Events





Governance



Native flower at Woorabinda
Bushland Reserve in Stirling,
South Australia.

Governance

Action	Deliverable	Timeline for Deliverables	Responsibilities
20. Establish and maintain an effective Regional Adelaide Hills Reconciliation Working group (AHRWG) at a regional level and in partnership with Mount Barker District Council to advise on the governance of the Councils respective RAPs.	20.1. Maintain Aboriginal and Torres Strait Islander representation on the AHRWG.	December 2025, 2026	Community and Cultural Development Officer
	20.2. Maintain Elected Member representation on this group.	December 2025, 2026	Executive Manager Governance and Performance
	20.3. Regularly review Terms of Reference for the AHRWG.	January 2025	Community and Cultural Development Officer
	20.4. Meet at least four times per year to monitor and advise on RAP implementation.	February, May, August, November 2025, 2026	Community and Cultural Development Officer
21. Establish an Adelaide Hills Council Reconciliation Working Group (internal) to drive the governance of the RAP across core business areas of Council.	21.1. Ensure that Internal RAP Project Team is representative of core areas of Council business.	January 2025	Community and Cultural Development Officer
	21.2. Meet at least 4 times per year to drive and monitor RAP implementation.	February, May, August and November 2025, 2026	Community and Cultural Development Officer
	21.3. Maintain Aboriginal and Torres Strait Islander staff or representation on this group.	July 2025, 2026	Community and Cultural Development Officer
	21.4. Seek endorsement of RAP activities through establishing regular engagement and meetings with the Regional AHRWG.	February, May, August and November 2025, 2026	Community and Cultural Development Officer
	21.5. Establish and apply a Terms of Reference for the Internal RAP Working Group.	July 2025, 2026	Community and Cultural Development Officer
22. Provide appropriate support for effective implementation of RAP commitments.	22.1. Define and identify resource needs for implementation of RAP actions.	February 2025, 2026	Strategic Leadership Team
	22.2. Engage senior leaders and other staff in the delivery of RAP commitments.	March 2025, 2026	Community and Cultural Development Officer
	22.3. Appoint and maintain an internal RAP Champion from senior leadership to oversee the implementation of the Adelaide Hills Council RAP.	March 2025, 2026	Senior Leadership Team
	22.4. Embed RAP initiatives into budget and business planning annually to ensure adequate resourcing to achieve RAP actions.	September 2025, 2026	Senior Leadership Team
	22.5. Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2025, 2026	Community and Cultural Development Officer

Governance

23. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	23.1. Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, 2025, 2026	Community and Cultural Development Officer
	23.2. Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	July 2025, 2026	Community and Cultural Development Officer
	23.3. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	June 2025, 2026	Community and Cultural Development Officer
	23.4. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2026	Community and Cultural Development Officer
	23.5. Report RAP progress to all staff and senior leaders quarterly.	March , June, September, December 2025, 2026	Community and Cultural Development Officer
	23.6. Report RAP Progress to Council Elected Body through an Information Report annually.	December 2025, 2026	Community and Cultural Development Officer
	23.7. Publicly report our RAP achievements, challenges, and learnings, annually to the community through the Council digital channels.	December 2025, 2026	Manager Communications Engagement and Events
	23.8. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	Community and Cultural Development Officer
24. Plan the development of our next RAP.	24.1. Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	Community and Cultural Development Officer





Adelaide Hills
COUNCIL



Dam in the Adelaide
Hills near Kersbrook.

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