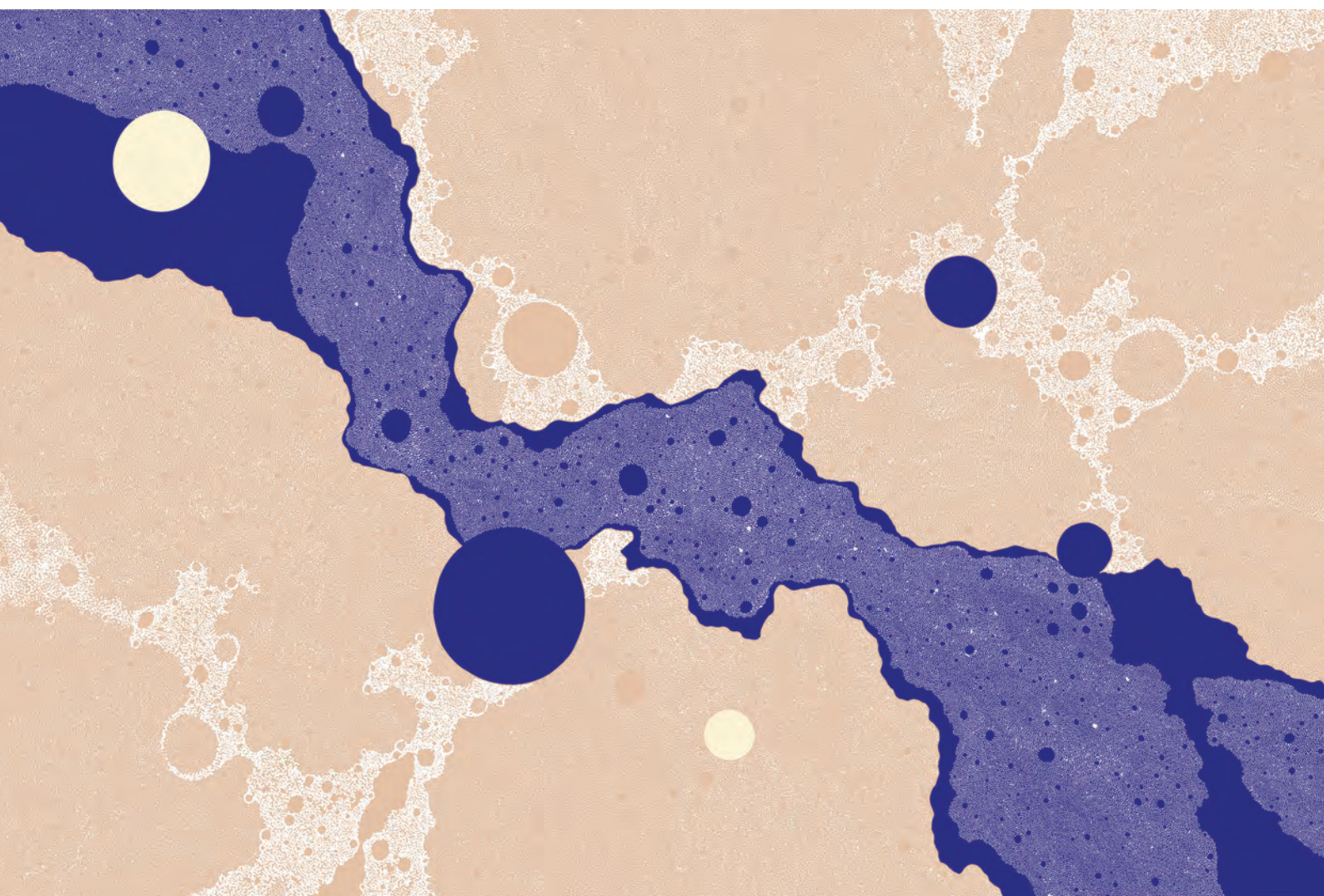
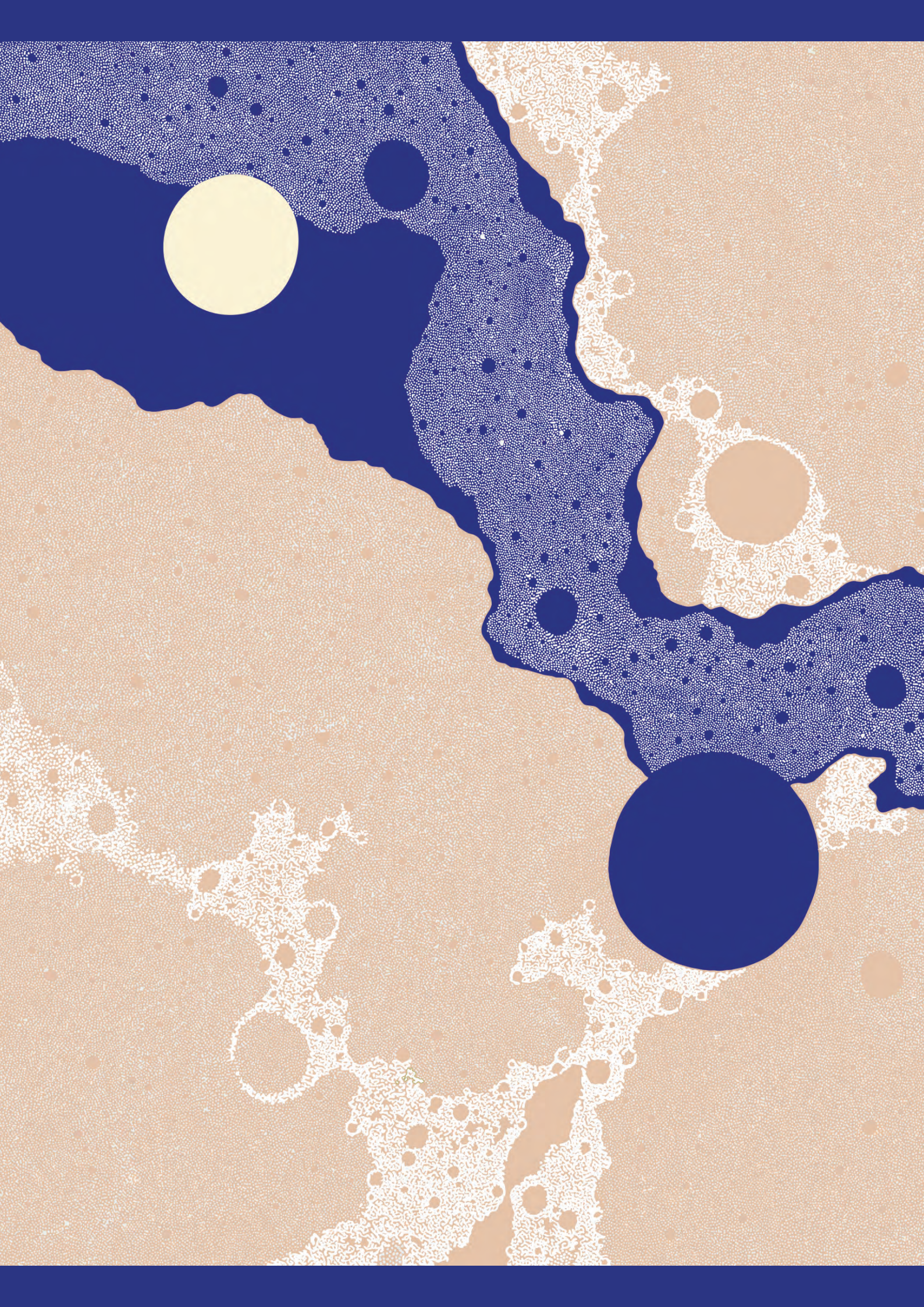


City of Unley
Reflect
Reconciliation
Action Plan
September 2024 – August 2025



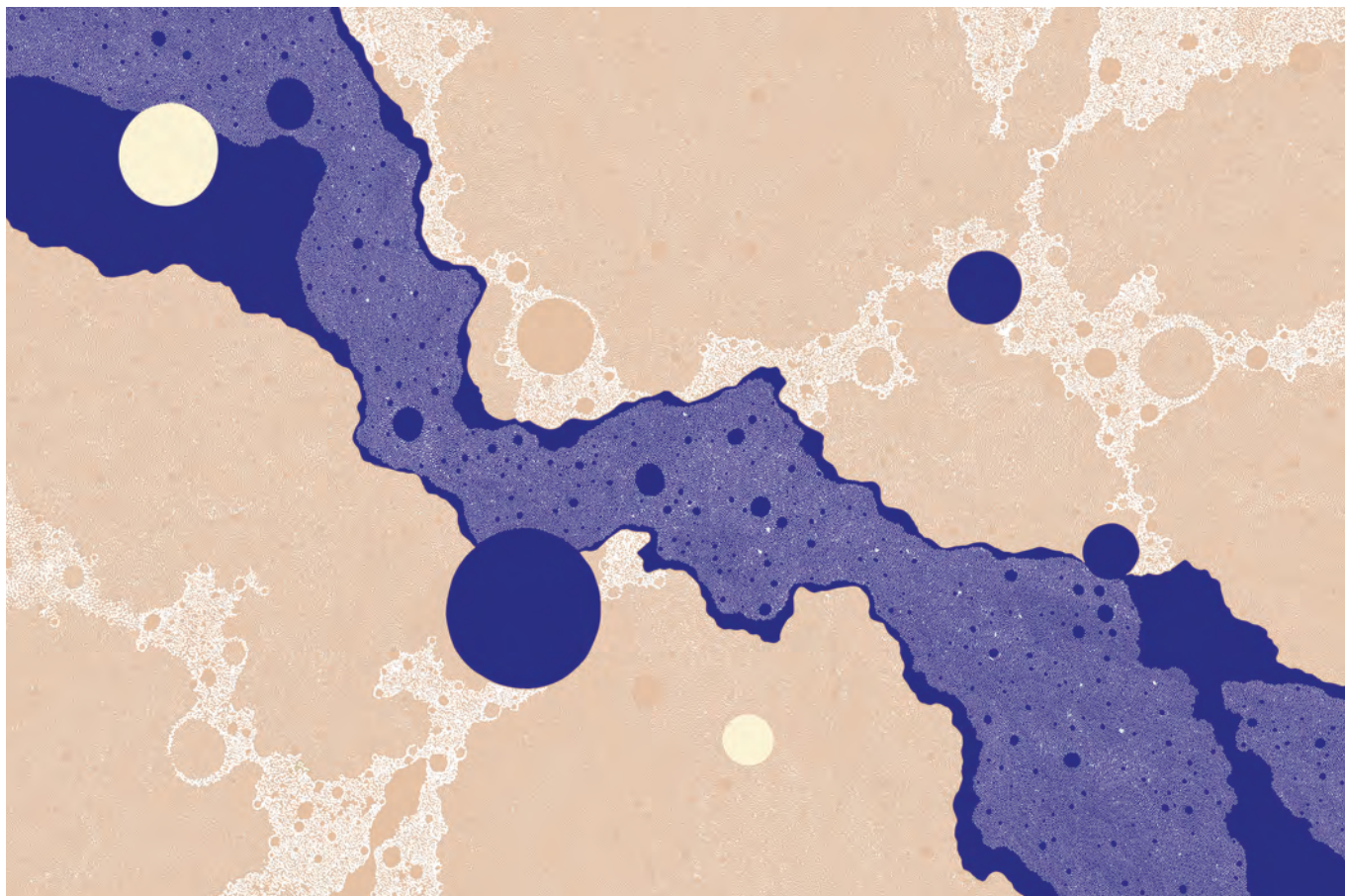


Acknowledgement

*Ngadlurlu tampinhi, ngadlu Kurna yartangka inparrinhi. Ngadlurlu parnuku tuwila yartangka tampinhi. Ngadlurlu Kurna Miyurna yaitya yarta-mathanya Wama Tarntanyaku tampinhi. Parnuku yailtya, parnuku tapa purruna yalarra puru purruna.**

We would like to acknowledge this land that we meet on today is the Traditional Lands for the Kurna people and that we respect their spiritual relationship with their Country. We also acknowledge the Kurna people as the Traditional Custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

**Kurna Translation provided by Kurna Warra Karrpanthi.*
Kurna Warra Karrpanthi is an independent, not-for-profit organisation which focuses on Kurna language research, media, and resource production.



RAP Artwork

The City of Unley invited and commissioned Kurna artist and local resident Michelle Joy Magias to share her creative vision of Country and place from her perspective. Michelle created an original artwork which is proudly on display in our Civic Centre. This artwork is featured on the cover and throughout our Reflect Reconciliation Action Plan.

The artwork is entitled *Grounded awakening*.

Artist Bio

Michelle Joy Magias is an artist whose artistic influence is her cultural background. Her distinct visual style speaking her spiritual connection to her Kurna heritage. Art has guided Michelle towards creating a coherent sense of her diverse cultural identity.

'Being creatively minded has guided me onto a journey of self-discovery around the connection to both my Greek and Kurna heritage. Understanding my cultural connections, I have identified that cultural embodiment forms through our senses. I understand the intergenerational impacts of the stolen generation through my once 'dormant' now growing Kurna roots. Flowing deep within, nurturing, strengthening & growing stronger.'

The background is a deep blue with a fine, grainy texture. It features several large, organic, cell-like shapes in a slightly darker shade of blue. In the top right and bottom left corners, there are clusters of white dots of varying sizes, some arranged in a grid-like pattern and others more scattered.

Artist statement

**Acknowledging
country nurtures the
spiritual energy that
flows within.**



Our work towards
reconciliation is
done with **respect**
and **recognition** of
Aboriginal and Torres
Strait Islander people
and **culture**, and
appreciation for their
ongoing **contribution**
to our shared
community.

Message from our RAP champions

Welcome to the City of Unley's Reflect Reconciliation Action Plan (RAP). We are proud to present this whole of organisation plan which builds upon the positive initiatives and relationships already fostered, strengthens our sense of inclusion and shared histories, and reflects the diversity of our community.

Our work towards reconciliation is done with respect and recognition of Aboriginal and Torres Strait Islander peoples and cultures. We further appreciate the ongoing contribution of Aboriginal and Torres Strait Islander peoples to our shared community.

The practical actions outlined in our Reflect RAP will make important improvements to Council's services and operations, and our engagement, understanding and commitment towards a just, equitable and reconciled Australia.

Implementing our Reflect RAP is a responsibility shared between Elected Members, staff and volunteers - working alongside and with guidance from Aboriginal and Torres Strait Islander peoples, representatives and organisations.

As Mayor and CEO of the City of Unley we have jointly championed the Reflect RAP's development. We look forward to leading its implementation and the stronger partnerships, deeper engagement and progress toward reconciliation in our local region which it will bring about.



CEO
Peter Tspkas



Mayor
Michael Hewitson OAM

Statement from CEO of Reconciliation Australia



*Chief Executive Officer
Reconciliation Australia*
Karen Mundine

Reconciliation Australia welcomes City of Unley to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

City of Unley joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables City of Unley to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Unley, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
*Chief Executive Officer
Reconciliation Australia*

Our Business

Located on Traditional Lands of the Kaurna people, the City of Unley is a local government in the metropolitan Adelaide region. Positioned immediately south of the Adelaide city centre, our City is bounded by Greenhill Road in the north, Glen Osmond Road in the east, Cross Road in the south and South Road and Anzac Highway in the west.

We are known for our leafy green streets, cosmopolitan lifestyle and strong and flourishing community spirit. Our City is home to 38, 641 residents - 194 of whom identify as Aboriginal and/or Torres Strait Islander*.

As a local government authority, we work closely with residents, businesses, and community groups to shape our City's future, and make the City of Unley a vibrant, sustainable city with a high quality of life and opportunities for everyone. We proudly maintain and improve our built and natural environment; offer a broad range of programs, services, activities and facilities; create opportunities to participate in community life; and build the capacity of local traders, groups and organisations.

City of Unley staff work from our two libraries, four community centres, swim centre, civic centre, and depot.

The organisation is comprised of our Mayor and 12 Elected Members, 210 staff and 230 volunteers. As of January 2024, we had no employees who identified as being an Aboriginal and/ or Torres Strait Islander person. One of the key actions of our RAP is to explore and develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.

** Data from Australian Bureau of Statistics Census 2021*

Our Reconciliation Action Plan

In 2022, Council resolved to develop a Reflect Reconciliation Action Plan. Aligned with our Cultural Plan 2021-2026, our Reflect Reconciliation Action Plan (RAP) establishes clear actions and timeframes in which to progress our shared journey toward a just, equitable and reconciled Australia.

Since then, our Reflect RAP development has been, and continues to be, championed by our Chief Executive Officer and Mayor.

The City of Unley's Reflect RAP aims to:

- Build and strengthen relationships, knowledge, understanding and respect for Aboriginal and Torres Strait Islander peoples and cultures through collaboration, partnerships and cultural awareness
- Promote reconciliation by acknowledging, promoting and celebrating Aboriginal and Torres Strait Island cultures, identifying and addressing racism, observing cultural protocols and participating in reconciliation activities, programs and events
- Improve outcomes for Aboriginal and Torres Strait peoples through Council's procurement, employment and service arrangements
- Establish and support a RAP working group to champion the delivery of the Reflect RAP, ensure accountability and transparency, and communicate our results

Respectful engagement, collaboration and relationships with Aboriginal and Torres Strait Islander peoples will be central to achieving these objectives. These things, coupled with the actions taken during the Reflect RAP's implementation will lay the foundations for a culturally safe organisation, and identify future opportunities to progress a shared journey of reconciliation within our sphere of influence.

Our Reconciliation Journey

Although this is our first Reconciliation Action Plan, Council has acknowledged Kurna Country and engaged with Aboriginal and Torres Strait peoples for many years.

The City of Unley's Reconciliation Statement was signed by Kurna Elders Lewis O'Brien and Doris Graham and Mayor Michael Keenan on 30 November 2001.

Since then, our reconciliation journey has included:

- An Acknowledgment of Country featured on our corporate documents, email, in film and at significant events. This is delivered in English and Kurna, as translated by Kurna Warra Karrpanthi.
- Flying the Aboriginal and Torres Strait Islander flags permanently in front of the Unley Town Hall.
- Hosting and supporting a diverse program of activities, events and public artworks celebrating Kurna and other Aboriginal and Torres Strait cultures.
- Active participation in National Reconciliation Week since 2009 with local schools and the wider community. Led by various Aboriginal and Torres Strait Islander leaders, we have come together in Smoking Ceremonies, music, dance, film, poetry, exhibitions, presentations, workshops, and weaving, to share our commitment to walk the path of reconciliation.
- Supporting the development of murals and totem poles by local Kurna artists as permanent cultural markers which affirm our respect for Kurna Country in the public realm.
- Supporting Kurna and other Aboriginal and Torres Strait artists through artist in residence programs and community workshops.

Our 2024-2025 Reflect RAP has been developed in partnership with Elected Members, staff and management, volunteers and two local Kurna representatives. A variety of formal and informal consultations, surveys and meetings have informed its development.



Our Partnerships and Associated Activities

Over the years, we have engaged formally and informally with Kurna and other Aboriginal representatives and Elders, Kurna Warra Karrpanthi, and the Kurna Yerta Aboriginal Corporation on a range of issues including:

- Cultural audits,
- Cultural heritage mapping,
- Use of language, and
- Cultural protocols and other advice and approval.

We have fostered relationships with:

- Reconciliation SA, as a Silver Member.
- Act Now Theatre delivering free cultural diversity awareness programs for our local primary and secondary schools annually since 2016.
- Reconciliation SA and Kuma Kaara delivering cultural awareness training across the organisation.
- Welcoming Australia by becoming an accredited Welcoming City, which commits our Council to being part of a national network of cities committed to an Australia where everyone can belong and participate in social, cultural, economic and civic life.

Our Reflect RAP will build upon these existing and future relationships with Aboriginal and Torres Strait individuals, organisations, and allies, for stronger engagement, understanding, support and action towards a just, respectful, inclusive and reconciled Australia.

Our Delivery of the Reflect Reconciliation Action Plan

Our Chief Executive Officer, as the RAP champion, will establish a Reconciliation Working Group to oversee the implementation of the City of Unley's Reflect RAP.

The Reconciliation Working Group will comprise of senior management, staff and volunteers from across the organisation, Elected Members and Kaurna representatives. Collectively this group will:

- Champion and embed the Reflect RAP's underlying principles
- Advocate for, implement, and monitor the Reflect RAP's actions and deliverables
- Regularly communicate our progress in delivering the Reflect RAP
- Evaluate the effectiveness of the Reflect RAP's implementation, and
- Play a key role in guiding future directions and recommendations for Council's reconciliation journey beyond 2025.

Relationships



Action	Deliverable	Timeline	Responsibility Lead
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Maintain our existing stakeholder relationships and identify Aboriginal and Torres Strait Islander stakeholders and organisations within the City of Unley and sphere of influence.	March 2025	Lead: Cultural Development Coordinator Support: Reconciliation Working Group (RWG)
	1.2 Research and document best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2025	Lead: Chair Reconciliation Working Group Support: Community & Cultural Development Team Leader
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff, Elected Members and volunteers.	May 2025	Cultural Development Coordinator
	2.2 RAP Working Group representatives to participate in an external NRW event including Reconciliation SA National Reconciliation Week Breakfast.	27 May- 3 June 2025	Chair Reconciliation Working Group
	2.3 Encourage and support all staff and senior leaders to participate in at least one external (public) event to recognise and celebrate NRW.	27 May- 3 June 2025	Chief Executive Officer (CEO)
	2.4 Deliver at least one National Reconciliation Week external (public) community event.	27 May- 3 June 2025	Lead: Cultural Development Coordinator Support: Manager Community Connections & Manager Community and Cultural Centres

Action	Deliverable	Timeline	Responsibility Lead
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff, Elected Members and volunteers.	May 2024	Lead: Chair Reconciliation Working Group Support: Communications Team Leader
	3.2 Promote and display Council's Reconciliation Statement on Council's website and publicly in Council facilities.	October 2024	Lead: Manager Community Connections Support: Manager Community and Cultural Centres
	3.3 Participate in networks, forums and activities at State and Local Government levels promoting reconciliation.	October 2024	Lead: CEO Support: Elected Members, Council Managers
	3.4 Investigate design for Council's electronic signatures based on artworks produced for Reconciliation Action Plan publication.	October 2024	Lead: Cultural Development Coordinator Support: Manager Business Systems and Solutions
	3.5 Maintain and identify new external stakeholders, including Reconciliation SA, that our organisation can engage with on our reconciliation journey.	March 2025	Chair Reconciliation Working Group
	3.6 Identify RAP organisations and other like-minded organisations we could approach to share information and collaborate with on our reconciliation journey.	December 2025	Chair Reconciliation Working Group
	3.7 Promote the Reconciliation Action Plan internally and externally.	September 2024	Lead: Chair Reconciliation Working Group Support: Elected Members
	3.8 Celebrate and promote achievements and stories of the Reconciliation Action Plan actions and deliverables through Council internal and external communications.	August 2025	Lead: Chair Reconciliation Working Group Support: Communications Team Leader
4. Promote positive race relations through anti-discrimination strategies.	4.1 Maintain and continually research best practice and policies in areas of race relations and anti-discrimination and share with the organisation.	December 2024	Lead: Manager People and Culture Support: Community & Cultural Development Team Leader
	4.2 Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs, in accordance with legislation and current obligations.	December 2024	Manager People and Culture
	4.3 Strive to ensure new or updated policies are free of conscious and unconscious racism.	December 2024	Manager Governance



Action	Deliverable	Timeline	Responsibility Lead
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2024	Lead: Cultural Development Coordinator Support: Community & Cultural Development Team Leader
	5.2 Conduct a review of cultural learning needs within our organisation.	October 2024	Manager People and Culture Support: Council Managers
	5.3 Explore options for cultural heritage mapping and identifying local sites of cultural significance in conjunction with Kurna representatives.	December 2024	Lead: Cultural Development Coordinator Support: General Manager City Shaping
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase the understanding of staff, Elected Members and volunteers of the purpose and significance of Acknowledgement of Country and Welcome to Country protocols and develop appropriate and accessible protocols for the organisation.	December 2024	Chair Reconciliation Working Group
	6.2 Maintain the Acknowledgment of Country on Council's printed and electronic collateral for Council meetings and strategic documents.	September 2024	Manager Governance
	6.3 Include an Acknowledgement of Country and/ or Welcome to Country at significant internal and all external (public) events as appropriate.	September 2024	Lead: General Manager Community & Organisational Development Support: Manager Governance, Elected Members
	6.4 Include a statement of cultural protocols in Council's Events Toolkit as a guide for internal and external event organisers staging events in the City of Unley.	June 2025	Event Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff, Elected Members and volunteers about the meaning of NAIDOC Week.	June 2025	Cultural Development Coordinator
	7.2 Introduce our staff, Elected Members and volunteers to NAIDOC Week by promoting external events in our local area.	June 2025	Cultural Development Coordinator
	7.3 Reconciliation Working Group to identify and attend an external (public) NAIDOC Week event.	First week in July 2025	Chair Reconciliation Working Group

Opportunities



Action	Deliverable	Timeline	Responsibility Lead
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2024	Manager People and Culture
	8.2 Explore and develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2025	Manager People and Culture
	8.3 Explore opportunities for learning and/ or scholarship programs such as traineeships and apprenticeships	March 2025	Manager People and Culture
	8.4 Explore and support strategies to increase representation by Aboriginal and Torres Strait Islander peoples in Local Government.	March 2025	Lead: CEO Support: Manager Governance
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2024	Principal Procurement & Contracts Advisor
	9.2 Investigate Supply Nation membership.	December 2024	Principal Procurement & Contracts Advisor

Governance



Action	Deliverable	Timeline	Responsibility Lead
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Form a RWG to govern RAP implementation which includes representation from across the organisation.	September 2024	Lead: CEO Support: General Manager Community & Organisational Development
	10.2 Draft and establish the Terms of Reference for the Reconciliation Working Group.	October 2024	General Manager Community & Organisational Development
	10.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	General Manager Community & Organisational Development
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for Reflect RAP implementation.	September 2024	Chair Reconciliation Working Group
	11.2 Ensure RAP is a whole of organisation priority by engaging senior leaders in the delivery of RAP commitments.	October 2024	Lead: CEO Support: General Managers
	11.3 Maintain a senior leader to champion our RAP internally.	September 2024	Lead: CEO Support: General Managers
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments by supporting the RWG to monitor the deliverables and oversee the development of future planning and implementation.	October 2024	Lead: Chair RWG Support: Community & Cultural Development Team Leader
	11.5 Maintain membership of Reconciliation SA.	September 2024	Manager Community Connections

Action	Deliverable	Timeline	Responsibility Lead
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 Provide progress reports to all staff, Elected Members and volunteers via internal communications channels.	January 2025, April 2025, August 2025	Lead: Reconciliation Working Group Support: Community & Cultural Development Team Leader
	12.2 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.	June 2025 and annually	Chair Reconciliation Working Group
	12.3 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August 2025 and annually	Chair Reconciliation Working Group
	12.4 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025 and annually	Chair Reconciliation Working Group
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan.	1 June 2025	Cultural Development Coordinator

Contact details for public enquiries about our RAP:

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Position: Cultural Development Coordinator

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