



Reconciliation Action Plan (Innovate)

2026–28 Summary

'At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.' Reconciliation Australia.

Summary

What is a Reconciliation Action Plan (RAP)?

A RAP is a framework guiding how organisations embed reconciliation in their everyday work.

Plans follow a Reconciliation Australia (RA) framework, that sets the RAP's structure, organisational expectations and accountability.

There are 4 RAP types set by RA – Reflect, Innovate, Stretch and Elevate – each supporting a different stage of the journey.

‘Together, we can build a more inclusive and just community; one with shared values and where reconciliation principles are evident in our mindset and hearts, driving our everyday actions.’

City of Onkaparinga Mayor, Moira Were.

The draft RAP sets out how the council intends to strengthen reconciliation - in partnership with the local community - in its everyday work over the next 2 years.

Community Vision 2034 – alignment

The City of Onkaparinga's Community Vision 2034 was developed through extensive community engagement, including with First Nations peoples. The council's reconciliation work aligns with the following vision goals, with the RAP serving as a practical tool to bring these commitments to life.

Theme	Goal
Community	Elevate respect for Aboriginal and Torres Strait Islander culture.
Community	Enhance connections across diverse cultures and identities.
Leadership	Increase visibility of the contributions of local culture and identities to the past, present and future.

The City of Onkaparinga’s RAP Journey

In 2022, the council delivered its first RAP, Reflect, and now embraces the second stage in the RAP journey with Innovate.

2022–2024

Reflect RAP

Focused on listening, learning and building strong foundations.

Progress was reported to Council (elected members) in June 2024.

2026–2028

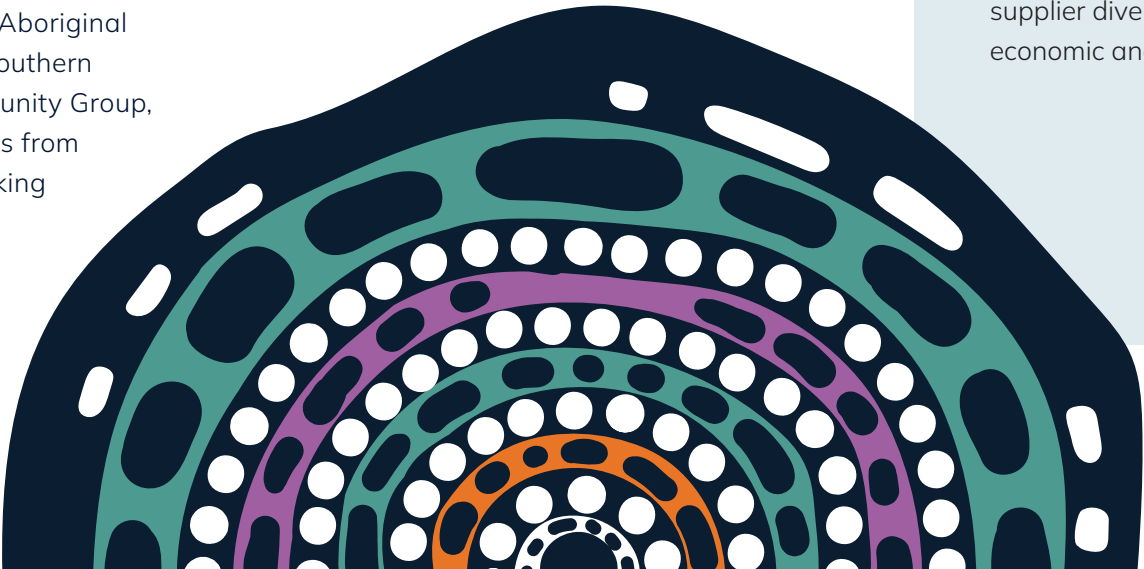
Innovate RAP (Draft)

Developed in consultation with the council's RAP Working Group (including Aboriginal staff), Neporendi Aboriginal Forum Inc., and Southern Elders and Community Group, this RAP moves us from foundations to taking action.

Next step

Seeking broader community feedback to help shape the final plan.

This element conveys the concept of unity through diversity — a council made up of many parts working together towards shared goals.



Relationships

1. Continue to build mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
2. Build connections and relationships through celebrating National Reconciliation Week.
3. Promote reconciliation through the council's networks, platforms and sphere of influence.
4. Promote positive race relations through anti-discrimination strategies.

Respect

5. Increase understanding, recognition, and highlight the value of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
6. Deepen the council's understanding by acknowledging history and creating space for truth-telling.
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories through celebrating NAIDOC Week.

Opportunities

9. Support Aboriginal and Torres Strait Islander peoples in the workplace through specific recruitment, retention and professional development strategies and activities.
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Governance and accountability

11. Maintain a RAP Working Group to guide implementation and monitor progress.
12. Provide support for effective implementation of RAP commitments.
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally to the Council (elected members) and externally to the public.
14. Continue the City of Onkaparinga's reconciliation journey by developing the next organisational RAP.

This summary highlights key focus areas. The full draft plan includes detailed actions, deliverables and timeframes. More information: onkaparingacity.com/yoursay



What happens next?

1. Have your say! Community consultation open: 27 February – 22 March 2026.
2. Community feedback reviewed and used to refine the draft RAP.
3. Final Innovate RAP presented to a meeting of the Council for approval.
4. Submitted to Reconciliation Australia for endorsement.
5. Once endorsed, actions to be embedded across the council's work.

Provide your say

You can have your say on the DRAFT RAP - Innovate (2026-2028) in these ways.

- Click the QR code below to complete a short online survey.
- Talk to council staff in person or attend a community drop-in session
- Write to us via email or post.
amanda.atlee@onkaparinga.sa.gov.au
- Call our team (08) 8384 0548

"Weaving Onkaparinga" is a visual representation of connection, reconciliation and community, reflecting the diverse cultures, histories and aspirations of the City of Onkaparinga.

Artwork by Allan Sumner a proud descendant of the Ngarrindjeri, Kaurna and Yankunytjatjara peoples of South Australia.

More information: onkaparingacity.com/yoursay

Strengthen relationships I build understanding I shape
how we work with the community and make decisions

