

Resolution of Council

12 May 2025

Item 6.8

Adoption - Stretch Reconciliation Action Plan 2025-2028

It is resolved that:

- (A) Council note the finalisation of the City of Sydney Stretch Reconciliation Action Plan (RAP) for 2020–2024, outlined in the Stretch Reconciliation Action Plan Annual Report 2024 as shown at Attachment C to the subject report;
- (B) Council adopt the City of Sydney Stretch Reconciliation Action Plan (RAP) for 2025–2028, as shown at Attachment A to the subject report, subject to the following amendments:

- (i) amend Deliverable 6.1:

Support the community's aspirations for the use and governance of **107 Redfern Street** and the local Aboriginal knowledge and culture centre at 119 Redfern Street.

- (ii) amend Deliverable 9.5:

Include an Acknowledgement of Country or other appropriate protocols at the start of important meetings and at all public events, **including a Welcome to Country at all citizenship ceremonies.**

- (iii) amend Deliverable 10.3:

- All staff **and Councillors** to undertake formal and structured cultural learning activities.
- 100% staff **and Councillors** undertake cultural awareness e-learning module.
- 50% of staff undertake face-to-face cultural competence learning activities.
- 50 senior leaders **and Councillors** and a select group of staff to undertake cultural immersion activities with Aboriginal and Torres Strait Islander Elders, educators and cultural practitioners.

(iv) amend Key Learnings (page 17):

Clear leadership is crucial for successful implementation. All employees **and Councillors** are responsible for supporting these initiatives, not just Aboriginal and Torres Strait Islander staff.

(v) amend Our Plan statement (page 20)

Our work to create a more culturally safe workplace **and city** will focus on training of all employees and deeper learnings for people managers, our executive team **and Councillors**.

(vi) amend Plan (page 13) with the addition of:

- ***We facilitate opportunities for the panel to meet with our other advisory panels, such as the Housing For All Advisory Panel, on topics of mutual importance.;***

- (C) Council note that an annual meeting between Council and the Aboriginal and Torres Strait Islander Advisory Panel will be facilitated;
- (D) Council note the submissions received from the community on the draft Stretch Reconciliation Action Plan 2025-2028, as shown at Attachment B to the subject report; and
- (E) authority be delegated to the Chief Executive Officer to make minor amendments to the City of Sydney Stretch Reconciliation Action Plan May 2025 - April 2028 in order to correct any minor drafting errors and finalise design, artwork and accessible formats for publication.

Carried unanimously.

X116837.001