

ANNUAL REPORT

2023-2024



Reconciliation
South Australia



ACKNOWLEDGMENT OF COUNTRY

Ngadlu tampinthe Kurna miyurna yaitya yarta-mathanya Wama.
Tarntanyaku, ngadluku piipawarpulayi kuu Kurna yartangka tikanthe.

We pay our respects to all First Nations cultures, and to Elders past, present and emerging. We recognise that this land was never ceded or surrendered by the Traditional Owners and acknowledge the continuing connection to land, waters and community since the first sunrise.

Referring to Aboriginal and Torres Strait Islander Peoples

Reconciliation SA acknowledge the diversity of views in how Aboriginal and Torres Strait Islander Peoples prefer to refer to themselves. Throughout this report, we refer to ‘Aboriginal Peoples’ and ‘First Nations Peoples’ to include and welcome the distinct and diverse nations, clans and tribes of Aboriginal and Torres Strait Islander Peoples.

We wish to advise that this report may contain the names and images of people who have passed away.



RESILIENCE IN RECONCILIATION

Patrick Caruso’s art piece resonates deeply with the essence of Reconciliation South Australia. It tells the story of resilience within reconciliation, set against the backdrop of South Australian landscape, a rich tapestry of values and principles is woven into the fabric of community, culture,

and environment. The landscape serves as a canvas, depicting the coastline and diverse hues of the communities. The artwork features three prominent concentric circles, each symbolizing a fundamental pillar of Reconciliation SA: boldness, bravery, and courage. Despite being a modest-sized team, the impact they wield is monumental. The shapes

extend outward, bearing touch points of significant strength and direct influence. The blue trail, etched into the landscape, connects communities and symbolizes the cycle journey fraught with challenges yet driven by unwavering passion, determination, and a deep connection to the surrounding communities.



Scan the Qr code to see the Artwork

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CO-CHAIRS REPORT

We are proud to be able to present our annual report on behalf of the Reconciliation SA board.

This year, our focus has been on leadership through change, influenced heavily by the 2023 Australian Indigenous Voice national referendum. We have turned our attention to proactively shaping how we govern ourselves, engage with others, and lead conversations in South Australia.

The board is strongly committed to the Uluru Statement of the Heart. We are guided by the collective wisdom and values of our First Nations leaders in the journey towards reconciliation and a better understanding of the world's oldest continuous culture.

In July 2023, we focused our collective attention and support on the national referendum. It was a chance to reset the narrative and, as a nation, commit to walking side by side. Sadly it did not achieve what many of us were hoping for. During this time, new relationships were built, others were strained and some were lost. As a values-based organisation, we maintained an unwavering commitment to a Voice.

As we collectively sighed post-referendum, at the state level we celebrated laws passed into our Parliament that signalled a new era in South Australia's democratic journey by enshrining a state-based voice to our Parliament. Developed through education, awareness and election of members, we are reminded of what is possible and the work ahead of all of us. Internally we are navigating significant changes driven by our strategic planning, which is reshaping our entire organisation. Through partnerships, we have redesigned our website, branding and how we engage through social media to become more relevant and focused on building relationships and respect. We have endorsed a new membership model that embraces Kaurna language, offering our members a greater Reconciliation SA experience.

We continue to strengthen our relationships with organisations like the Lowitja Foundation, Don Dunstan Foundation, Wyatt Trust, Australia Day Council and SACOSS, fostering partnerships and building relationships. We acknowledge the ongoing support of

the South Australian government and its departments, who continue to actively support our work, sponsor our events and develop their Reconciliation Action Plans to create change.

We have invested heavily in reviewing and redesigning our programs. We are proud to see our Kuru Wiya Anti-Racism training being delivered across various organisations, creating awareness, accountability and support for leaders in all sectors.

In response to the rising incidence of racism in schools, we are partnering with educators, engaging on the playing fields with Sport SA and connecting with local government. We aim to ensure changes made in their approach are positive and acknowledge First Nations recognition and visibility as essential to Reconciliation. We have witnessed concerning racism in mainstream and social media. We will continue to call out racism and hold leaders to account.

We are constantly reminded that reconciliation is everyone's business and must be an ongoing conversation for all of us. We will continue to use all the tools available to us to advocate for Reconciliation. We must accept that, for some, the referendum result marks the end of their Reconciliation journey. However, as South Australia's peak body we see, now more than ever, the need to lead conversations, invite curiosity about change and strive for genuine conversations that will make our state a leading example for Reconciliation.

We invite you to be leaders in the journey. Ngaitalia.



Jeremy Johncock
Co-Chair



Helen Connolly
Co-Chair

"THIS YEAR,
OUR FOCUS
HAS BEEN ON
LEADERSHIP
THROUGH
CHANGE"

BOARD OF MEMBERS

- Jeremy Johncock
- Helen Connolly
- Rick Caruso
- Lainie Anderson
- Nicole Clinch
- Sophie Chellew
- Jane Crosby
- Anthony Rologas





CEO REPORT

JULY 2023–JULY 2024

This year has been one of transformation for the Reconciliation movement, our organisation and the committed team that works tirelessly as South Australia's leading voice for Reconciliation. It marks my first full year as CEO, and I am incredibly grateful to work in a role that aligns so closely with my values, alongside a team of staff, volunteers, and a passionate board who share the same dedication. This year has brought both extraordinary achievements and profound challenges for us all.

As we moved into the second half of the year, the national conversation became focused on the historic referendum to give First Nations people a formal voice in Parliament. We had the privilege of collaborating with some of the country's most respected leaders and engaging in discussions that go to the heart of Reconciliation. A highlight was our gala event, which brought allies together to raise crucial funds and celebrate the spirit of Reconciliation in a safe, supportive environment. However, alongside deepening relationships with allies, we also witnessed disheartening behaviours—rising misinformation and increased racism. The referendum's outcome was a disappointing result for those of us striving for positive change.

In the aftermath, we took a moment to pause, listen and reflect. Then we quickly returned to the ongoing work of Reconciliation, engaging with those who seek

to understand and drive change. As an organisation, we have focused on growth and transformation. We proudly launched a new logo, website and membership model that reflects evolving needs, with levels named in the Kaurna language. Our team has worked diligently throughout the year to foster conversations about how we can all contribute to meaningful change.

Our membership has grown and there are now 468 Reconciliation Action Plans registered across South Australia, demonstrating a clear and growing commitment to building relationships. This dedication was also evident in the lead-up to Reconciliation Week, where we saw tremendous support from our sponsors and an overwhelming turnout at our Reconciliation breakfast. With 2,800 attendees, it was the largest event of its kind in Australia, providing an important space to explore how we can sustain the momentum towards reconciliation in our state.

As we continue to lead these important conversations, our focus remains on the five dimensions of Reconciliation and how both organisations and individuals can meaningfully engage in each. We have been facilitating discussions on how these dimensions can guide organisations to have mature conversations and build genuine, enduring relationships with First Nations people into the future.

We will continue to work with educators, local government organisations and all our allies across the state on how to have anti-racist conversations, call out bias and educate leaders to be the change we advocate for. This is reflected in the Education Action Change manual, a national educators' guide to anti-racism

DR LOWITJA O'DONOGHUE AC CBE DSG: FEARLESS, DETERMINED, NATION BUILDER



On the 4th of February Yankunytjatjara woman, Dr Lowitja O'Donoghue AC CBE DSG, aged 91, passed away peacefully on Kaurna Country in Adelaide, South Australia with her immediate family by her side and we lost a formidable leader of our movement. We remember Dr O'Donoghue as a strong, fearless woman, who engaged with politics and with institutions at a time when Aboriginal women were under-recognised and under-represented in national leadership. Her nine decades of life spanned a time of momentous change in Australian Indigenous politics; but her work extended way beyond the confines of First Nations policy and had a profound impact on the entire country. She was a nation builder.

She was there at every milestone and achievement for Aboriginal and Torres Strait Islander people. She was a renowned consensus builder and as a leader was highly skilled in gently moving protagonists towards agreement. Her life impacted all of us and her spirit, energy and dedication live on. She campaigned during the 1967 referendum, was the founding chair of the National Aboriginal Conference in 1977 and the first chair of the Aboriginal and Torres Strait Islander Commission (ATSIC) in 1990.

Dr O'Donoghue was a founding member of Reconciliation SA and a member of the Council for Aboriginal Reconciliation. She said at the beginning of the reconciliation process: "We have a long way to go but there is no turning back. For Indigenous Australians, the acid test of reconciliation will be improved health, better housing, education and employment. Reconciliation is the way of the future, our shared future in which Australia is united as one people with many rich cultures and a commitment to justice and equity"

Her life and her work inspires us all to do better and to keep going, we are grateful for her enduring legacy to our organisation, and to the country as a whole.

launched this year, and our own anti-racism programs for schools and organisations.

I would like to extend my sincere thanks to our board members, who generously volunteer their time and expertise to shape our organisation's direction. At our Annual General Meeting, we welcomed new board member, Sophie Chellew and expressed our gratitude to outgoing member Stephanie Miller for her invaluable contributions.

Most importantly, I would like to extend my deepest appreciation to the Aboriginal community, elders and leaders who have and continue to support the reconciliation movement. Your resilience, conviction and humour have been a constant strength to me and the team throughout a challenging year.

In this annual report, you will find a detailed overview of this year's achievements, initiatives and financial performance. It is a testament to the team's hard work, our partners' resilience, and our stakeholders' unwavering support.

Thank you for your continued support. We value the commitment of our growing membership base. May the spirit of Reconciliation guide us all forward.

Jason Downs
Chief Executive Office

ABOUT US

Reconciliation SA is a not-for-profit community and member-based organisation. With the support of our board, staff, members and volunteers, we work towards a society free from prejudice, discrimination and racism. We strive for a society that understands, values and actively supports the inclusion of First Nations people in all aspects of South Australian life.

VISION

We strive for a reconciled and just South Australia that understands, values and actively supports the inclusion of First National people in all aspects of life. We believe that respectful relationships and understanding between First Nations peoples and the broader community are at the heart of reconciliation. We must be bold, brave and courageous.

OUR VALUES

- Courage**
The confidence to act in accordance with beliefs

Truth
Acting in an open and honest way without trying to hide anything

Acceptance
That relationships between First Nations and the broader community have been unjust and the impacts are still felt today

Rights
Recognising and respecting the inherent value of all people.
- Recognition**
Formal understanding and acceptance of the rights of First Nations peoples and acknowledgement of cultural and heritage beliefs

Healing
Acknowledge that the process of grieving and healing enables opportunities for true Reconciliation for all people

PURPOSE

We champion a safe, inclusive South Australian society, free from prejudice, discrimination and racism, through education, information, conversation and advocacy.

OUR LOGO



Reconciliation South Australia

Our logo was developed by Aboriginal artist Karen Briggs. It represents our vision and purpose as an organisation through the five dimensions of reconciliation:

Unity The large pink dot in the centre represents unity. It signifies that Reconciliation South Australia values and recognises First Nations culture and heritage as a proud part of shared identity.

Race relations The smaller pink dots represent race relations between First Nations and non-Indigenous people, based on trust, respect and freedom from racism.

Equality and equity The blue and red swirls represent equality and equity, demonstrating the range of equal participation opportunities that Reconciliation South Australia will advocate for, recognise and uphold.

Historical acceptance Surrounding unity is a large red circle representing historical acceptance. It signifies the

importance of acknowledging and addressing historical truths by accepting the wrongs of the past and ensuring they aren't repeated. Reconciliation South Australia is committed to speaking the truth.

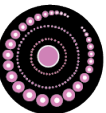
Institutional integrity The purple swirl on top represents institutional integrity, showing our active support of reconciliation throughout South Australia's political, business and community structures.

The black symbolic map of South Australia demonstrates the reach and scope of our work with stakeholders and partners across the state. The logo reaches outside the state boundary and into the waters. This reflects that First Nations culture and communities extend beyond our state and are connected to a time rich in history and culture.

FIVE DIMENSIONS OF RECONCILIATION

Our vision of reconciliation is based and measured on five interrelated dimensions:

historical acceptance, race relations, equality and equity, institutional integrity and unity. Reconciliation will not happen with a narrow approach and we must weave all these threads together.



Race relations - We seek a state free of racism, where relationships between all Australians are respectful of cultures, rights and experiences.



Equality and equity - We seek a state where First Nation rights are upheld and all First Nations people can participate in, and equally experience, positive social and economic opportunities.



Historical acceptance - We seek a state where the relationships between all Australians are based on an understanding and acceptance of the wrongs of the past and their impact.



Institutional integrity - We seek a state where the principles of reconciliation underpin political, business and community structures.



Unity - We seek a state that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.

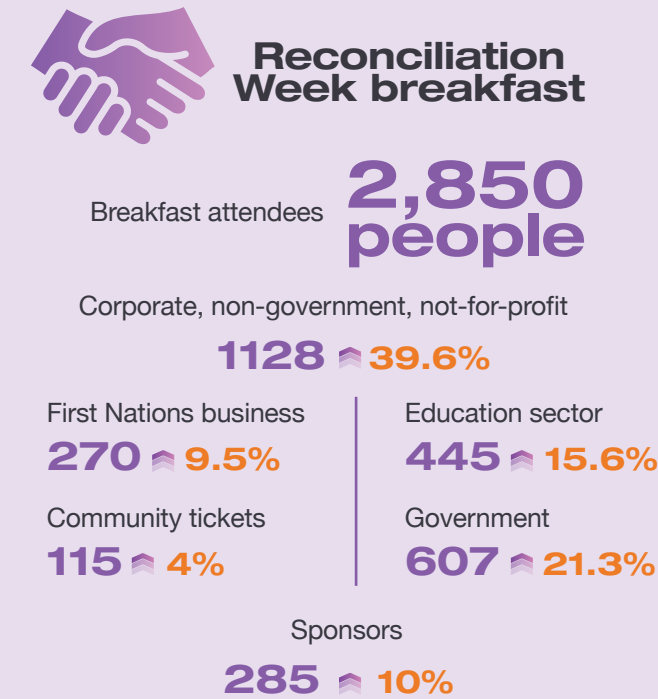
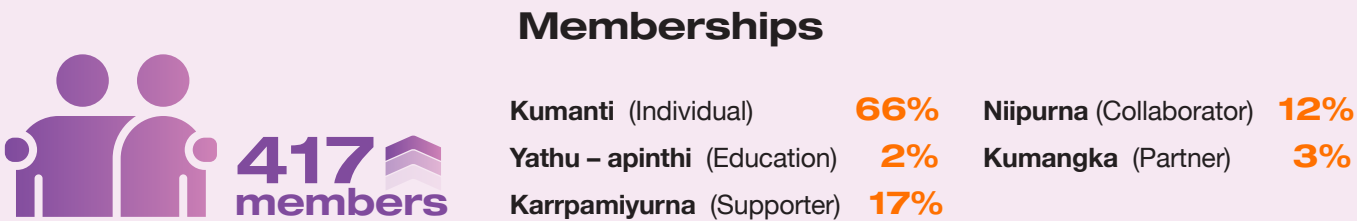
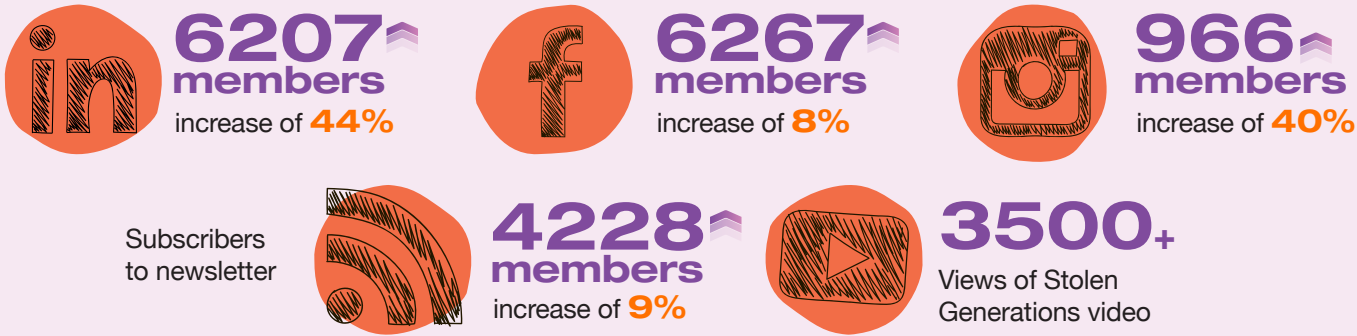
YEAR IN REVIEW



Board representation
9 members – First Nations 44%

Staff representation
8 Staff – 20% First Nations

Engagement in Reconciliation Social media



RECONCILIATION SA BOARD

Reconciliation SA is governed by a voluntary board. We have met six times this year to use the lived experience across various industries, sectors and South Australian communities to oversee our operations and guide our strategic direction. In the spirit of reconciliation, the board is steered by an Aboriginal and non-Aboriginal co-chair partnership.

BOARD OF MEMBERS	
• Jeremy Johncock Co-Chair	• Lainie Anderson
• Helen Connolly Co-Chair	• Rick Caruso
	• Jane Crosby
	• Anthony Rologas
	• Sophie Chellew
	• Nicole Clinch

RECONCILIATION SA STAFF



Reconciliation SA is run by a passionate and dedicated team. We are people-focused and support flexible work practices in all facets of the organisation. We have four permanent and six casual/part-time staff members, of which 20% identify as Aboriginal or Torres Strait Islander. We are fortunate to live and work on Kurna Yerta at Tarntanya, where we lead the reconciliation movement for all South Australians.

• Jason Downs Chief executive officer	
• Taryn Hynes Business finance manager	
• Natalie Gentle Education programs manager	
• Jessi Tilbrook Events and sponsorship manager	
• Kirsty Rutherford Education project officer	
• Shaun Childs Consultant	
• Tahlia Greco Events support – Part-time	
• Tim Davey Membership and projects – Part-time	
• Travis Akbar Content writer – Part-time	
• Riley Hubbard Administration – Part-time	
• Vaia Proios	
• Damon Willmott	
• Isabella Caruso	

VOLUNTEERS

We are deeply grateful for the energy and effort of our volunteers and the generous contributions they make to our organisation. We have been fortunate to have contributions from:

RECONCILIATION SA MEMBERSHIPS

2023/24 MEMBERS

Kumanti (Individual)	66%
Yathu - apinthe (Education)	2%
Karrpamiyurna (Supporter)	17%
Niipurna (Collaborator)	12%
Kumangka (Partner)	3%

We have been delighted to see a membership increase this year as we move to a new, more supportive membership model. This strengthens the organisation's base and ability to do our work. And it signals that South Australians are increasing their support for a reconciled state. In recognition of their commitment, we were proud to send out a member pack to all our members before Reconciliation Week, sharing our new lapel pin and updated organisation and Reconciliation activity information.

Our new member model reflects recognition of a changing world, our desire to support change and growth, and the opportunity to support others. We welcome you to our organisation and appreciate your support. We are grateful and proud to be using the language of the Kurna Nation, with their permission, to reflect our new tiered membership.



MEMBERSHIP CATEGORIES

Kumanti
Our basic membership allows individuals to join the conversation and engage with the Reconciliation SA community. Membership includes access to member-only events, a welcome pack, AGM invites and a right to vote on governance decisions. This is where you can begin your reconciliation journey, as an individual committed to a reconciled South Australia. This membership is not for businesses or organisations.

Yathu - apinthe
This membership is designed to support educators in engaging with the Reconciliation SA community and to provide the resources to teach reconciliation to the next generation. This membership includes all the benefits of the Kumanti membership, along with access to drop-in 'advice' sessions, invites to communities-of-practice sessions and access to our education e-resource library.

Karrpamiyurna
This membership is designed for organisations (including NFPs) that want to begin their reconciliation journey and commitment towards reconciliation. Benefits include those from the Kumanti membership as well as early access to events, recognition on our website, invites to networking events and access to the workplace e-resource library. This membership allows any organisation to connect with the reconciliation community.

Niipurna
This membership is designed for organisations (including NFPs) who are on their journey and committed to reconciliation. Benefits include those on the Kumanti membership, as well as early access to events, recognition on our website, invites to networking events and access to the workplace e-resource library. Additionally, half of your membership costs go directly towards a South Australian First Nations community grants program for First Nations people, making you a genuine companion.

Kumangka
As a partner member you will receive all the benefits of the Niipurna membership, plus executive-level engagement opportunities and a Reconciliation SA speaker at a RAP event. This membership is an ongoing partnership towards reaching your reconciliation outcomes as we work together to create a better future for First Nations people.



ULURU STATEMENT FROM THE HEART – 2017

We gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from ‘time immemorial’, and according to science more than 60,000 years ago.

This sovereignty is spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future. These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness.

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These dimensions of our crisis tell plainly the structural nature of our problem. This is *the torment of our powerlessness*.

We seek constitutional reforms to empower our people and take a *rightful place* in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: *the coming together after a struggle*. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.

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We leave base camp and
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a better future.***

VOICE TO PARLIAMENT - NATIONAL REFERENDUM - OCTOBER 2023



The National Voice to Parliament 2023 Referendum was a significant moment in Australia's journey toward reconciliation with First Nations people. It represented an opportunity for the nation to listen, engage and respond to the voices of First Nations people and the Uluru Statement from the Heart. It sought to enshrine a permanent body in the Australian Constitution that would advise the government on policies and decisions affecting Aboriginal and Torres Strait Islander communities.

The question posed to all Australians was seen as a way forward for our nation. This required a yes or no answer to the following question about a proposed law:

To alter the Constitution to recognise the First Peoples of Australia by establishing an Aboriginal and Torres Strait Islander Voice.

Do you approve this proposed alteration?

"In recognition of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia:

1. *There shall be a body, to be called the Aboriginal and Torres Strait Islander Voice;*
2. *The Aboriginal and Torres Strait Islander Voice may make representations to the Parliament and the Executive Government of the Commonwealth on matters relating to Aboriginal and Torres Strait Islander peoples;*
3. *The Parliament shall, subject to this Constitution, have power to make laws with respect to matters relating to the Aboriginal and Torres Strait Islander Voice, including its composition, functions, powers and procedures."*

In the lead-up to the referendum, we played an active role in raising awareness, providing balanced education, and fostering respectful conversations about the

importance of the Voice. We believed it was crucial that South Australians were well-informed about the historical, social and political context of this proposed constitutional change. Our advocacy has always been about listening to, supporting and elevating First Nations voices as central to reconciliation.

The proposed change to the Constitution was both symbolic and practical. It was aimed at empowering Aboriginal and Torres Strait Islander communities with a formal voice, enshrined in law, that could influence decisions impacting their lives. This change was meant to acknowledge the need for self-determination and the benefits of having policies shaped by those who experience their outcomes firsthand.

The result of the referendum has brought to light both the challenges and opportunities facing reconciliation efforts in Australia. In South Australia 35% of the population voted yes, 64.2% voted no. Nationally the vote was 39.9% yes and 60.1% no.

The referendum has spurred nationwide discussions about identity, inclusion, and how we move forward as a unified country. The outcome has caused a great deal of reflection, grief and trauma. While there is disappointment and concern about the result, others see it as a call for continued dialogue and action.

Unfortunately, we have seen an increase in racism and an emboldened section of the community seeking to wind back progress. This has shown itself in racism on the sports fields and in the media, elected council members proposing to stop acknowledging country, and an increase in Aboriginal people contacting our organisation.

We have deep admiration for the leaders and First Nations people who guided the discussion and opportunity for change. The referendum has shown us that there is still much work to do and reconciliation will continue. We remain hopeful and will continue to work towards a more just and inclusive Australia.

FIVE DIMENSIONS

Race relations

- We seek a state free of racism, where relationships between all Australians are respectful of cultures, rights and experiences.



Anti-racism – Introduction to understanding racism (July – October 2023)

- Reconciliation SA delivered an anti-racism program called 'Introduction to understanding racism'. This one-hour foundational setting provided a brief understanding of the five dimensions of reconciliation and focused on race relations that result in stronger, racism-free relationships, based on trust and respect.
- The program provided space for participants to engage in post-session discussions and create meaningful conversations.
- From July 2023 through to October 2023, Reconciliation SA delivered this program to numerous organisations such as Access 2 Place Housing, Primary Health Network Adelaide, and The Department for Education's Flinders Park Inclusion team, with more than 100 participants.

Racism in sports – 3-hour workshop (July 2023)

- Reconciliation SA delivered this session to a range of different sporting code representatives. It aimed to help them unlearn and relearn about race relations in South Australia and develop skills and aptitudes to respond to racist instances, activities or environments. With Sport SA's support and coordination, Reconciliation SA targeted leadership, chairs, boards, and CEOs to provide a deeper understanding of the impacts of racism. This format allowed respected sporting codes to collaborate and come together to improve governance within their sporting organisations.
- This session was offered as both a 3-hour session and a condensed 1.5-hour session with face-to-face delivery.
- The Racism in Sports July 2023 session had participants from numerous sporting codes such as Netball SA, Rugby Union SA, Racing SA, SANFL Country and SA Rifle Association.

Anti-racism – Kuru Wiya/Kuru Palya

- Reconciliation SA's anti-racism program is designed to stimulate behaviour change through greater understanding. It creates a safe learning environment that encourages people to embrace difficult conversations that confront and dismantle systemic racism and prejudice in all its forms. We educate, invite curiosity and activate people to initiate and drive positive change within the community.
- The anti-racism program offers tools for leaders, allies, bystanders, those who have been impacted and those who have been called out.
- This newly refined program is based on adult learning principles, global research, lived experiences and evidence-based information. It aims to deepen understanding of racism, trauma, bias and microaggressions. It equips participants with the knowledge to become change leaders.

Format:

- **Pre-survey** – All participants complete a survey before the course to establish a baseline of awareness and understanding.
- **Workshop 1** (three hours) - Kuru Wiya is a structured, facilitated session aimed at fostering understanding. We invite curiosity and discussion on topics including racism, colonial impact, trauma, bias and psychological behaviour change.
- **Intermission** (two weeks) - Participants are provided with a workbook and information to complete before workshop 2. During this period, participants are encouraged to engage in their workplace or community groups on issues and respond to a series of examples.
- **Workshop 2** (two hours) - Kuru Palya is a facilitated discussion between presenters and participants. This guided process helps identify strategies to support bystanders, victims, perpetrators and leaders to become anti-racists.
- **Post-survey** - This survey assesses change and the increased awareness of participants. All respondents receive a group change report and participation certificate.

• Reconciliation SA and Sport SA have created a positive relationship and are in the process of delivering Kuru Wiya/Kuru Palya, with an emphasis on sports, to a variety of sporting codes across South Australia. Like the corporate version, this program will focus on behaviour change and contains specific examples of racism within the sporting context.

• In March – April 2024, Reconciliation SA delivered a one-off Kuru Wiya/Kuru Palya pilot, to external stakeholders from a range of corporate areas. This included SAPOL, RAA, The Department for Infrastructure, local government associations, Lutheran Care, Flinders University, Office of the Commissioner for Public Sector Employment, The Department for Innovation and Skills, Primary Health Network, South Australian Tourism Commission, and Reconciliation SA Board members. The mixture of Aboriginal and non-Aboriginal participants and position levels ranged from AS04 – AS08, managers, senior sergeant, senior manager, project manager, executive manager and CEO. With a full attendance of 25 participants, the feedback was overwhelmingly positive.

Education, action and change: Anti-racism in schools and preschools

In partnership with BHP and the Department for Education South Australia, Reconciliation SA launched 'Education, action and change: An anti-racism resource for schools and preschools'.

This resource focuses on the racism experienced by Aboriginal and Torres Strait Islander peoples. It will assist preschools, primary and secondary schools to learn and teach about racism and its impacts.

Aboriginal and Torres Strait Islander peoples and anti-racism experts contributed to the resource's development. [Free to download](#) from the Reconciliation SA website, it is designed to empower teachers and educators to have tricky conversations about the racism that uniquely impacts Aboriginal and Torres Strait Islander peoples.

The resource is divided into three parts:

- **Part One: Education** - Outlines racism and its impacts.
- **Part Two: Action** - Addresses the actions someone can take to combat racism and have necessary conversations.
- **Part Three: Change** - Provides suggestions for changes teachers and educators can make to dismantle racism in education, outlining strategies for all levels of education.

Luke Carroll is the ambassador for 'Education, action and change: An anti-racism resource for schools and preschools'. Luke has been an ongoing advocate for anti-racism and change to the systems that perpetuate racism in Australian society.

This valuable education resource is part of an anti-racism project that includes workshops that will be delivered to schools and early learning sites in 2024 and 2025, as well as a research project to learn more about what teachers and educators need to better engage in anti-racism education.



Acknowledging change

Following the Voice referendum, we have witnessed those emboldened by the vote working to wind back progress made in reconciliation.

- Of the 68 local government areas (LGA) across the state, five regions have either discussed removing or changing Acknowledgment of Country statements, or removed them completely.
- A mainstream media outlet held an online public vote on the value of Welcome to Country statements.
- There has been a dramatic rise in online attacks and commentary on matters relating to First Nations people and culture.
- We have seen and reported racism at formal events.
- We have had an increase in people contacting us to report racism in service delivery, sport and workplaces.

Reconciliation SA staff and board will continue to campaign for better relationships, deeper understanding and unity with First Nations people. We have been engaged in conversations at the leadership level with the LGAs and will continue to engage leaders in all areas to hold space for conversations and improved understanding. We know this is a national problem and are working and partnering with other organisations who share reconciliation values.

Reconciliation SA has been leading conversations and responding to issues as they arise by:

- Partnering with Sport SA after numerous incidents were made public in the sporting sector. Leaders at all levels denounced racism and issued a call to challenge bad behaviour. They want sport to be a safe and enjoyable space where children and adults can play without the negative and harmful impacts of racism.
- Tailoring anti-racism training specifically for sporting associations and organisations, as well as government and corporate organisations.
- Holding anti-racism workshops for educators in schools, providing information and lesson plans for teachers to address racism from early childhood upwards.
- Providing media interviews with radio stations to discuss issues as they arise.
- Holding one-on-one conversations with leaders across the state to discuss how to engage on a deeper level, provide a better understanding of race-related issues and support bystanders, victims and perpetrators.
- Spotlighting social media messaging and current issues.

FIVE DIMENSIONS

Equity and equality

- We seek a state where First Nation rights are upheld and all First Nations people can participate in and equally experience positive social and economic opportunities.

Reconciliation in education

Reconciliation SA offers various way for eligible South Australian education sites to learn more about reconciliation in education. This includes the Narragunnawali: Reconciliation in Education platform, on-demand webinar content, reconciliation workshops and site-based meetings.

This financial year, in partnership with the Department for Education SA, we delivered Reconciliation on the Road, a series of workshops that allowed us to reach more sites at larger venues in regional locations.

Throughout the financial year, Reconciliation South Australia has delivered:

- 20 workshops with education institutions and our Reconciliation Industry Network Group – Education partners. More than 795 leaders, teachers and educators attended these workshops.
- 18 meetings with schools and early learning sites.

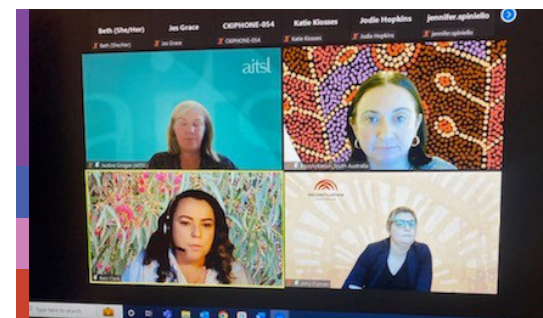
Reconciliation education webinars

Reconciliation SA created 3 webinars with the following themes:

- Culturally safe classrooms
- Health and wellbeing in education
- Reconciliation projects

The webinars are presented live to registered participants then uploaded to our Reconciliation SA YouTube channel. Shared through our newsletters and networks, the popularity of these webinars is growing, with a total of 250 registrations for the live webinars and a further 935 online views across the three topics.

Standout workshops and presentations



Webinar – Culturally Safe Classrooms

Culturally Safe Classrooms examined AITSL's culturally responsive teaching workforce project. Special guest speaker, Dr Justine Grogan, explored how to use the resources and how to reflect on individual cultural responsiveness. This was followed by a panel discussion with Becc Clarke and Amy Duncan on practical ways to promote cultural safety.



Reconciliation on the Road at the National Wine Centre

Reconciliation SA hosted the first of many Reconciliation on the Road workshops at the National Wine Centre in Adelaide. Natalie Gentle was joined by Aunty Elaine Magias who welcomed participants to Country with a leaf ceremony in which they set their intentions for the workshop.



Reconciliation Week presentation at Roma Mitchell Secondary School

Natalie Gentle presented about the importance of the National Reconciliation Week theme, Now More than Ever, to 1200 students and staff. After the session, Natalie and Uncle Rodney O'Brien joined students and staff to talk about Reconciliation Week.



Education RING

Reconciliation SA hosted four Reconciliation Industry Network Group (RING) - Education meetings that focused on anti-racism, cultural safety and school exclusions. Other strategic planning conversations resulted in extensive changes to expand the group and broaden membership.



Education communications

Reconciliation SA continues to provide the sector with a quarterly education newsletter sharing upcoming work and webinars. This is currently distributed to 238 subscribers through the Reconciliation Industry Network Group – Education networks.

Reconciliation education activities grants program

This was the third year delivering the Reconciliation Education Activities Grants Program, in partnership with the Department for Education, Catholic Education, Association of Independent Schools SA, Wyatt Trust, SA Power Networks, Gowrie SA and Community Children’s Centres SA.

- 31 projects were approved out of 109 applications.
- 29 First Nations businesses or individuals participated in the grants program.
- \$57 000 of the funding went directly to these businesses.



Brighton Secondary School

Brighton Secondary School received a grant to re-design their school logos, in collaboration with a Kaurna artist.



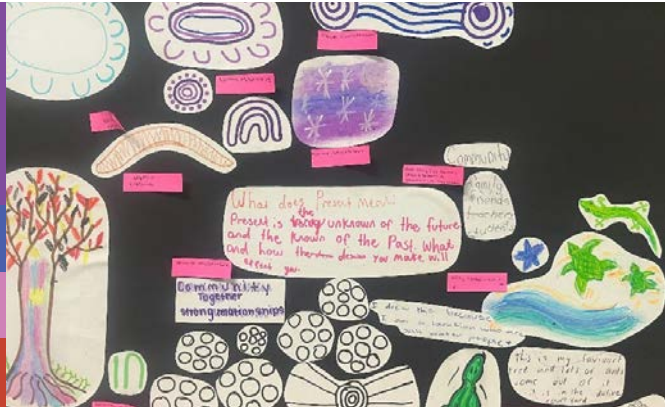
Christies Beach Primary School

Christies Beach Primary School received a grant to consult with community members about the choreography of their Wakakirri Dance on Racism in Australia.



Cornerstone College

Cornerstone College received a grant to host Yanun evenings, a student and family night where those in attendance can learn about Peramangk Culture.



Saint Aloysius College

Saint Aloysius College received a grant to ensure that Aboriginal and Torres Strait Islander landscaping, knowledge and artwork were included into a redevelopment of an area of the school.

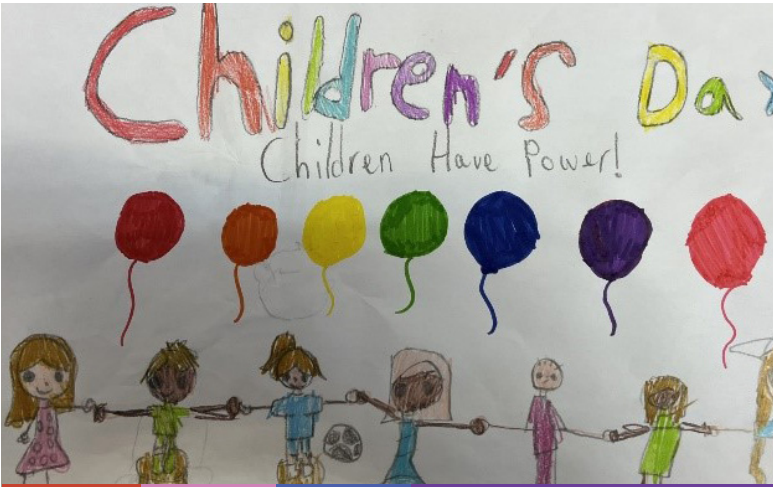
National Aboriginal and Torres Strait Islander Children’s Day Art competition

Little Voices, Loud Futures was the theme of our National Aboriginal and Torres Strait Islander Children’s Day Art Competition, in partnership with the Department for Child Protection.

The competition aims to draw attention to Aboriginal and Torres Strait Islander Children’s Day, support our community to understand its history and explain why it is such a great opportunity for celebration.

Our partnership with DCP allows us to engage children who are under guardianship. Reconciliation SA views children and young people’s voices and participation as an integral part of our work. This competition is a fun way of engaging children and young people on the Aboriginal and Torres Strait Islander Children’s Day theme and what it means to them.

We received 71 entries for the competition, which included submissions for the coloring in competition and original artwork submissions. Our colouring in competition artwork is designed every year by Karen Briggs, a Yorta Yorta artist and illustrator who has illustrated many children’s books and is the perfect fit for this competition.



Celebrating Success – Nantawarrina Indigenous Protected Areas program

In September, Reconciliation SA’s CEO was invited to attend the celebration of Australia’s first Indigenous Protected Area, Nantawarrina, on Adnyamathanha Country in the far north of the Flinders Ranges. The federally funded program is focused on nature conservation, enabling First Nations people to determine and manage Country based on their cultural and economic aspirations. Leaders in the Nepabunna community have shown a strong commitment over 25 years to land management and building community capability to manage country.

Key focus areas include building community leadership, land management, feral animal control, revegetation and weed management. The program is a positive example of committed leadership, partnerships and community-led management.



FIVE DIMENSIONS

Historical acceptance

- We seek a state where the relationships between all Australians are based on an understanding and acceptance of the wrongs of the past and their impact.

National Apology to the Stolen Generations anniversary

As a part of our annual recognition of the Stolen Generations and the Apology to the Stolen Generations, we produced a short documentary called Three Names, One Women – Kunyi's Story.

The documentary featured Auntie Kunyi, a Stolen Generations survivor and leader in the community.

The film highlights the effects of the Stolen Generations on Auntie Kunyi's life and family.

Launched online through YouTube, the film had more than 2995 views in the first month and has now been viewed more than 3500 times.

The Facebook link was shared to many different communities, government organisations and individuals. Feedback was extremely positive with many calling it an 'absolutely wonderful and powerful movie'.

"A beautiful film of a very troubling part of our history and the greatness that can come from overcoming."



Aboriginal Veterans South Australia

Reconciliation SA continues to support Aboriginal Veterans South Australia (AVSA) with finance and administrative services. AVSA is a group of highly motivated volunteer veterans who provide valuable community service.

Collectively they have achieved some significant work for the veteran's community, including finalising several important grave dedications. We are proud to support AVSA in their tireless efforts.

10th anniversary of the Aboriginal Soldier Memorial

On Friday 10th November 2023, Aboriginal Veterans South Australia celebrated the 10th anniversary of the Aboriginal Soldier Memorial, acknowledge the ongoing work of Aboriginal Veterans SA and uniting the community to honour the occasion. The event was held at the Aboriginal and Torres Strait Islander War Memorial adjacent to the Parade Grounds on War Memorial Drive, Adelaide. More than 250 dignitaries attended the formal event and informal gathering to share stories over a morning tea.

ANZAC service

AVSA hosted a moving ANZAC Day gathering at the Aboriginal and Torres Strait Islander War Memorial at Torrens Parade Ground. Key dignitaries and members of the community attended the event to commemorate Aboriginal and Torres Strait Islander servicemen and women who served our country.

We share the values of those involved and support the event's historical importance in our country's journey towards reconciliation. We believe it is important to understand the experiences, commitment and sacrifices of Aboriginal and Torres Strait Islander servicemen and servicewomen, especially considering many did not receive due acknowledgement on their return.

Commemorative service

The annual Aboriginal Veterans Commemorative Service hosted more than 150 guests during ReconciliationWeek. Guests laid wreaths and book tributes at the Aboriginal and Torres Strait Islander War Memorial. The event was followed by a respectful gathering and sharing of stories and understanding by those in attendance.

South Australian Frontier and Its Legacies website

Reconciliation SA were proud to host the launch of the milestone [South Australian Frontier and Its Legacies](https://www.experience.arcgis.com) project at our Reconciliation Week breakfast. This project was facilitated by the University of Adelaide History Department. Partner organisations include the South Australian Museum, History Trust of South Australia, State Library of South Australia, South Australian State Records and Reconciliation SA.

The website aims to capture as many accounts as possible of conflict between settlers and Aboriginal people in colonial South Australia, including murder, injury, sexual assault, confrontation and death in custody, and to make this information widely available through a website and online 'story map'. Data and information has been captured from colonisation through to 1900 and is now a valuable resource for all South Australians in the spirit of truth-telling.



The South Australian Frontier And Its Legacies

Use the QR code to search The South Australian Frontier and its Legacies website to investigate nineteenth-century encounters between Aboriginal peoples and European settlers in colonial South Australia.

Supported By



www.experience.arcgis.com



FIVE DIMENSIONS

Institutional integrity

- We seek a state where the principles of reconciliation underpin political, business and community structures.

Supporting Reconciliation Action Plans across SA

RAP consultancies now provide additional income to support our reconciliation engagement and promotion work. We provide a facilitated process and framework that supports organisations to develop their own RAP. In this financial year Reconciliation SA started and/or completed three consultancies.

Activities include:

- Working with the organisation to co-design a consultancy methodology
- Engagement through workshops, surveys and interviews
- Connecting clients with First Nation communities
- Presentations to decision-makers on RAP deliverables
- Assisting to explore and broker reconciliation partnerships with First Nations groups
- Review of draft documents before submission.

This work enables organisations to access Reconciliation SA's knowledge, skills and partnerships to assist in the development and implementation of their own RAPs.

Once the RAP is in place, team members meet with RAP partners to support, collaborate and share information, with the aim of consistently encouraging stronger participation across sectors.



Leader to Leader event

It is important for Reconciliation SA to grow a network of relationships in our community, and improve understanding of our work. Engaging with our key sponsors and external leaders, we hosted a small luncheon to discuss reconciliation, issues impacting organisations and how we can support others in the interests of reconciliation.



Strengthening our sustainability

Reconciliation SA is committed to strengthening internal governance and sustainability. We have implemented several initiatives to increase our reach and support others:

- Internal review of all policies to ensure they are updated and align to changes in national laws. Throughout this year, all 14 governance policies have been reviewed, updated and approved by the governing board for implementation. This work will ensure risk is minimised and organisation sustainability is considered in future decision-making. Stage two of the review of operational policies will take place over the coming months.
- In September 2023 a new membership model was approved and launched to engage and build our membership base. It focuses on individual, education and corporate memberships with varying benefits for each package. Membership growth is seen as a valuable indicator of the reconciliation efforts of others and is a means to build future networks across organisations and sectors.
- September also saw the successful transformation of our website, hosted on a new platform with new branding and content, updating our information and aligning to the organisation's strategic directions. Changes to the website's back end have greatly improved the efficiency and effectiveness of data management and business systems.
- Reconciliation SA has a long-standing alliance with other Reconciliation organisations across Australia. This year CEOs in the Australian Reconciliation network met in Melbourne to discuss important post-referendum issues, strategic approaches and creating stronger alliance support.
- While in Melbourne, Reconciliation SA was privileged to meet with senior Aboriginal leaders involved in the Yoorook Justice Commission, Victoria's first formal truth-telling process. Addressing injustices experienced by First Peoples in Victoria, it was a powerful experience for all of us. It demonstrated how community-led leadership can address past injustices and reveal colonisation's impacts on many generations.

Building capability

From 13-17 May this year, Reconciliation SA consultant Shaun Childs was part of a leadership program in Sydney run by American Express, along with 75 other global representatives from various not-for-profit sectors.

This intense five-day program included keynote speakers Aunty June Oscar, the Aboriginal and Torres Strait Islander Social Justice Commissioner; Australian Human Rights Commission, Rebecca Razavi, Regional Director Asia Pacific, LinkedIn, John Eales, Non-Executive Chair & Director, Former Australian Rugby Union Player & Captain; and Khanh Ong, Australian chef and television personality.

A highlight was hearing Aunty June Oscar talk about being the first female Aboriginal and Torres Strait Islander Commissioner. Her advocacy for First Nations rights was truly inspirational.

Shaun was one of 12 leaders at the program selected to deliver a five-minute presentation about his origins and life journey. All 75 leaders listened to Shaun's personal story about the long line of resilient Aboriginal woman, going back to his great great grandmother, and how they have shaped him today. The experience was empowering and Shaun received sincere and heartfelt positive feedback.

The program was followed up by sessions and mentoring from David Davenport of MetaSkill Consulting. These aim to build Shaun's confidence and strength on his leadership journey and in his contributions to the organisation.



Reconciliation SA RAP

Reconciliation SA has a commitment and responsibility to lead conversations across the state and organisations. Our journey as an organisation in delivering on our own RAP has helped us identify where we are doing well and where we need to focus our efforts. Our first Innovate RAP has now been completed and we will be launching our second RAP in early 2025 to continue our organisational journey.

FIVE DIMENSIONS

Unity

- We seek a state that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.

2023 Fundraiser Gala

On 15 September 2023, Reconciliation SA delivered the 2023 Fundraiser Gala at SkyCity Adelaide. This year the event was hosted in the SkyCity Adelaide ballroom and proudly supported by the event's principal sponsor, Brand South Australia, which was recently re-established as part of the Department for Trade and Investment.

This ticketed event had 410 guests including corporates, educators, small business owners, not-for-profit organisations and community leaders and members. The fundraiser gala aims to support Reconciliation South Australia's continued work to promote reconciliation between First Nations and all Australians through education, advocacy, partnerships and showcasing excellence.

The gala boasted a jam-packed program of entertainment including live music, speeches, special announcements and a three-course meal with native flavours and ingredients, designed by SkyCity executive sous chef Sebastian Popp. Accompanying the menu was a drinks package, including wine selections from the event's wine partner Wirra Wirra. The centerpiece of the event was a silent auction, where guests had the opportunity to bid on an array of exciting items throughout the night.



The evening was hosted by Network 10's Narelda Jacobs, a Whadjuk Noongar journalist, presenter and commentator. Her career at Network 10 has spanned more than two decades, starting in the Perth newsroom in 2000 before she headed to Sydney in January 2020 to co-host Studio 10 and present 10 News First Perth.

Guests were treated to live comedy by Dane Simpson, a rising talent, followed by a live music performance by the highly celebrated Emma Donovan. The ARIA-nominated, award-winning Indigenous singer and songwriter has been touring the country for more than 20 years, performing soulful songs and sharing powerful stories with audiences. Emma regularly performs songs in Gumbaynggirr and Noongar traditional languages, and shares stories to provide her audiences with an understanding of Country and community.

The event raised approximately \$50,000 for Reconciliation SA's upcoming projects and initiatives.

The event was a great success, improving on 2022's version and increasing funds raised. Ultimately we will aim to raise more money every year. In its second year, the Gala proved to be a very worthwhile endeavor for the organisation and worth pursuing with each year to come.

2024 National Reconciliation Week Breakfast


On 27 May 2024, Reconciliation SA delivered the 2024 National Reconciliation Week Breakfast at the Adelaide Convention Centre. This was an in-person, ticketed event that took place on the first day of National Reconciliation Week, with a focus on this year's theme, 'Now More Than Ever'.

This year's breakfast was hugely successful, with overwhelmingly positive and encouraging feedback. It was the largest breakfast we have hosted so far. And even after increasing the event's capacity by 1,000 more people since 2023, there was still a waiting list of approximately 500 who missed tickets in 2024. We will work with the venue to increase the capacity from 2850 to 3000 in 2025.

Kaurna elder, Auntie Roselind Coleman, held our Welcome to Country to start the proceedings. The event was MC'ed by Luke Carol with a performance from Of Desert and Sea and a heartwarming tribute to Lowitja O'Donoghue by Mr. Rob Edwards.

Aboriginal Affairs Minister Kyam Maher provided his reflections on the national referendum and the future of South Australia's Voice to Parliament. This was followed by the launch of the University of Adelaide's South Australian Frontier and Its Legacies website. Adam Briggs, a Yorta Yorta man, comedy writer, rapper and author, delivered the keynote speech, an exceptional reflection on the referendum and where to for all Australians. "It's Australia that has to reconcile with itself. It has to reconcile with its history truthfully", he said. The breakfast closed out with a fitting performance by APY Lands rap artists DEM Mob.

Channel 44 were present and filmed the event for screening several times during Reconciliation Week. Reconciliation SA received glowing feedback from sponsors and attendees on the day and on social media throughout the week.



Scan the Qr code to see the recording of the 2024 National Reconciliation Week Breakfast



Community stalls

Throughout the year, Reconciliation SA attended and participated in several community events to increase the organisation's visibility including:

- Apology Day Community Event at Veale Gardens
- Sonder's Closing The Gap Day at Wayville Showgrounds
- Reconciliation In The West at Tauondi College
- The Circle's First Nations Entrepreneur Showcase Day
- Reconciliation in the South
- Mahmood Mosque in Beverley
- SA Film Festival
- NAIDOC Family Fun Day at Tarntanyangga Victoria Sqaure
- NAIDOC events in Adelaide, Gawler, Murray Bridge and the Adelaide Hills



Uluru Statement from the Heart

Reconciliation SA provides support to the South Australian Uluru Dialogue leadership team's South Australian state campaign, who aim to create greater awareness of the Uluru Statement from the Heart. This support was heightened in the lead up to the referendum.

We have continued to promote the Uluru Statement, and now the Yarrabah Affirmation, at various public events. We have also provided a range of public information materials and increased social media support for events.

Lowitja O'Donoghue oration

As part of National Reconciliation Week in May 2024, Reconciliation SA co-hosted the 17th Annual Lowitja O'Donoghue Oration, delivered this year by the Don Dunstan Foundation.

The event, held at Adelaide University, had several hundred attendees. It was presented by The Don Dunstan Foundation, the Lowitja O'Donoghue Foundation, Reconciliation SA, The University of Adelaide and Flinders University.

This year's oration was delivered by Professor Tom Calma AO, entitled 'Looking back to look forward – Lessons from the past to influence actions of the future'.

Professor Tom Calma AO FAA FASSA FAHA is an Aboriginal Elder from the Kungarakana tribal group and a member of the Iwaidja and Woolwonga tribal groups in the Northern Territory. He has a long and distinguished career in academia, public service, social justice and community development. Professor Calma was the Aboriginal and Torres Strait Islander Social Justice Commissioner (2004-2010) and the Race Discrimination Commissioner with the Australian Human Rights Commission (2004-2009), and Chancellor of the University of Canberra (2014-2023).

His call for Australia to address the gap in life expectancy between Indigenous and non-Indigenous peoples in 2006 was the catalyst for the Close the Gap campaign that led to the government's Closing the Gap initiative in 2008. He was instrumental in establishing the National Congress of Australia's First Peoples and he co-led the co-design of a Voice to Parliament initiative with Professor Dr Marcia Langton AO. He was the 2023 Senior Australian of the Year and he is the inaugural Indigenous Australian appointed a Fellow to the Australian Academy of Science.



FINANCIALS

INCOME STATEMENT	2024	2023
Revenue		
Grants income	\$570,369	\$516,087
Consultancy fees	\$146,334	\$177,116
Sponsorship income	\$370,000	\$143,500
Donations received	\$84,206	\$77,504
Membership fees	\$123,901	\$83,590
Ticket and Consumable sales	\$387,971	\$254,787
Interest income	\$28,333	\$636
Other income	\$30,889	\$2,770
Total revenue	\$1,742,003	\$1,255,990
Expenses		
Employee benefits expense	(\$596,367)	(\$589,790)
Administration expenses	(\$102,662)	(\$59,125)
Depreciation and amortisation expense	(\$10,653)	(\$12,685)
Events and projects	(\$580,290)	(\$426,082)
Marketing and advertising expenses	(\$59,271)	(\$35,944)
Motor vehicle expenses	(\$1,964)	(\$2,248)
Other expenses	(\$71,777)	-
Total expenses	(\$1,422,984)	(\$1,125,874)
Surplus for the year	\$319,019	\$130,116
Other comprehensive income for the year	-	-
Total comprehensive income for the year	\$319,019	\$130,116

BALANCE SHEET	2024	2023
Assets		
Current assets		
Cash and cash equivalents	\$567,270	\$1,208,276
Trade and other receivables	\$90,715	\$44,972
Inventories	\$506	\$2,318
Financial assets	\$684,484	-
Other assets	\$36,067	\$37,057
Total current assets	\$1,379,042	\$1,292,623
Non-current assets		
Property, plant and equipment	\$25,670	\$30,208
Intangibles	\$33,359	\$7,356
Total non-current assets	\$59,029	\$37,564
Total assets	\$1,438,071	\$1,330,187
Liabilities		
Current liabilities		
Trade and other payables	\$92,095	\$88,468
Provisions	\$34,531	\$30,262
Other liabilities	\$575,690	\$794,721
Total current liabilities	\$702,316	\$913,451
Total liabilities	\$702,316	\$913,451
Net assets	\$735,755	\$416,736
Equity		
Retained earnings	\$735,755	\$416,736
Total equity	\$735,755	\$416,736

PARTNERS AND SPONSORS

Reconciliation SA would like to acknowledge the generous support of our members, sponsors and volunteers who contribute to our vision of a reconciled state. We thank them and look forward to growing our relationships into the future.

PROGRAM FUNDERS

Attorney General's Department
– Aboriginal Affairs and Reconciliation



Government of South Australia
Attorney-General's Department

Reconciliation Australia



RECONCILIATION AUSTRALIA

BHP



Department for Education



Government of South Australia
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Veterans SA



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2023-2024

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