

Adelaide Festival Centre



RECONCILIATION
ACTION PLAN

INNOVATE

Innovate

Reconciliation Action Plan

Dec 2022 → 2026



Message from Reconciliation Australia

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

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

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

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

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

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Adelaide Festival Centre is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

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

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia

A message from our RAP Champions

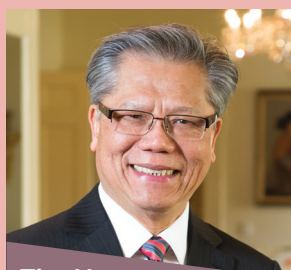
We are proud to present Adelaide Festival Centre's Innovate Reconciliation Action Plan.

Our work towards reconciliation is done with respect and recognition of the artistic, cultural, and philosophical contributions of First Nations Peoples. It is underpinned by the collaborative efforts of our partners within First Nations communities.

Adelaide Festival Centre has been championing First Nations artistic expressions for many years. We have supported and produced decades of live performances and exhibitions from First Nations dancers, musicians, theatre practitioners, and visual artists.

Through OUR MOB, we develop exhibitions and storytelling events that demonstrate the power of art to bring together diverse peoples in collaboration with a common goal. We are excited to build on the great work that has already been achieved as we strive towards our ambitious reconciliation goals.

We intend to make great progress over the next two years and look eagerly towards the future when reconciliation will be an even greater driving force through our programs, activities and services to community.



**The Hon
Hieu Van Le AC**
Chair, Adelaide Festival
Centre Trust



Douglas Gautier AM
CEO & Artistic Director
Adelaide Festival Centre

Acknowledgement of Country

Adelaide Festival Centre is located on Kurna Yarta, sitting alongside the Karrawirra Pari (River Torrens) and Tarntanya Wama (the parklands around Adelaide Oval). For the Kurna people, this land has been a place to gather, meet, dance, sing and tell stories.

As South Australia's arts and entertainment heart, we celebrate this performance and story-telling tradition today and recognise that art can bring community together in a shared understanding that encourages reconciliation with First Nations cultures.

We acknowledge the Kurna people as the traditional custodians of the land colonial settlers called the Adelaide Plains. We respect Kurna people and First Nations people around Australia and thank them for their continued wisdom and stewardship.



Our Vision for Reconciliation

Adelaide Festival Centre's reconciliation vision is to be a destination where equity thrives and First Nations people and cultures are recognised, engaged, represented and celebrated.

Our goal is to attain unity between First Nations and non-First Nations people. Unity benefits all people and makes for a richer, stronger and more cohesive society.

As the principal performing arts venue in South Australia, we know the power of art to facilitate cultural unity and equity.

Jamie Goldsmith and Karruck Rankine
alongside dance group Taikurtinna (which
means 'family' in the Kurna language),
Adelaide Festival Centre Open Day 2018.





Banquet Room

Our Business

Adelaide Festival Centre is located on the banks of the Karrawirra Parri on Kurna Yarta.

Australia's first capital city arts venue was established in 1973 and is a leading Asia Pacific cultural centre today. The Festival Centre hosts more than one million people each year within its theatres, bars, galleries and function spaces.

Since 1988, Adelaide Festival Centre Trust has managed and operated Her Majesty's Theatre on Grote Street. Opened as the New Tivoli Theatre in 1913, the redeveloped theatre was reopened in June 2020 by Senior Aboriginal Man, Uncle Mickey Kumatpi Marrutya O'Brien (a descendant of the Kurna and Narungga peoples).

As well as presenting theatre, dance, music, and exhibitions, Adelaide Festival Centre creates diverse festivals to inspire, challenge, educate, and entertain.

Kurna Reconciliation Sculptures, Kurna miyurna, Kurna yarta tampinhi (recognising Kurna people and Kurna land)

Collaborative Artistic Team: Tony Rosella, Darren Siwes and Eileen Karpany

Stone Artist: Donato Rosella

Presented and entrusted by
The Graham F Smith Peace Foundation Inc
to Adelaide Festival Centre Trust

The Kurna Reconciliation Sculptures have been situated in the forecourt of Adelaide Festival Centre since 2002. These sculptures are dedicated to the Kurna People, as a reconciliation gift. They represent some of the Kurna story, giving insight to the Kurna history and continuous living culture. The sculptures are installed at a traditional meeting place that remains a significant Kurna site and is one of many included in the Kurna Walking Trail along the Karrawirra Pari and around Adelaide.

We are committed to hosting work by First Nations performers and supporting the development of upcoming artists and creatives. Adelaide Festival Centre's InSPACE development program provides a vehicle for First Nations contemporary and innovative theatre, dance and hybrid performance artists to access venues and services within Adelaide Festival Centre. Since 2006, the annual OUR MOB: Art by South Australian Aboriginal Artists has provided a platform for contemporary First Nations artists to share their stories, ideas and art with audiences. More recently, First Nations stories are also shared through the addition of OUR WORDS and OUR STORIES.

In 2020, we partnered with the South Australian Museum and the Bridging the Gap Foundation to launch a school-based traineeship program for First Nations high school students. The traineeships provide opportunity for two young First Nations people to gain in-depth knowledge, hands-on experience, and an understanding of the Festival Centre's operations and programs, over a two-year period.

We recognise Adelaide Festival Centre's role promoting First Nations voices through artistic practice. We collaborate with a variety of arts organisations and government entities to provide opportunities and spaces for First Nations work to be conducted. OUR MOB is only made possible with the help of Ananguku Arts and Culture Aboriginal Corporation and SICAD; Country Arts SA; The Don Dunstan Foundation; The Trevor Nickolls Estate; TARNANTHI: Festival of Contemporary Aboriginal & Torres Strait Islander Art; and the Aboriginal Arts and Culture Centre managers and coordinators across South Australia.

The South Australian Government, through its Arts and Culture Plan 2019-2024 called on organisations like Adelaide Festival Centre to champion First Nations arts and cultures. We are an enthusiastic contributor to the creation of the Aboriginal and Torres Strait Islander Arts Strategy for South Australia.

Adelaide Festival Centre employs approximately 320 staff (184 FTE). In 2022, four staff identify as Aboriginal and/or Torres Strait Islander people.

Our Innovate Reconciliation Action Plan

Adelaide Festival Centre's public commitment to reconciliation began in 2002, with the installation of the Kurna Reconciliation Sculptures. Dedicated to the Kurna People as a reconciliation gift recognising their ownership and custodianship of the Adelaide Plains, the sculptures were designed in consultation with Kurna community by Kurna artist Eileen Karpany and Aboriginal artist Darren Siwes with Tony Rosella. They were sculpted by Donato Rosella and initiated and funded by The Graham F Smith Peace Foundation with the support of public donations.

The Kurna Reconciliation Sculptures were placed carefully in storage in 2018 ahead of Festival Plaza redevelopment works. The plaza reopened in 2022 with the sculptures taking pride of place at the Festival Theatre entrance. They are a symbol of our ongoing commitment to reconciliation.

Adelaide Festival Centre first formed a Reconciliation Committee in 2007. Our reconciliation commitments and relationships with First Nations peoples were strong and broad, but our efforts lacked structure and clear actions that would embed accountability across our entire organisation. We embarked on formalising our first RAP in 2019 and we chose to be ambitious in our reconciliation goals by advancing directly to an Innovate RAP. The Innovate RAP is an aspiring commitment to deepen relationships and establish the best approach to advance reconciliation.

The RAP Working Group includes representatives from across the entire organisation, with specific roles including Human Resources Manager, Finance Manager, Programming Executive, First Nations Assistant Producer, Education Officer, Head of Public Purpose Programming, Head of Customer Experience, and Head of Public Affairs.

The First Nations Assistant Producer is currently proud Adnyamathanha woman Celia Coulthard who, in addition to her current role, has created and produced several First Nations programs including OUR WORDS, OUR STORIES, OUR YOUNG WORDS, YERTA PROJECT and is an artist in her own right.

Kristen Eckhardt is Adelaide Festival Centre's outgoing Director of Marketing & Customer Experience. As Chair of the RAP Working Group from 2019-2022, Kristen led the development of our RAP through to its launch in November 2022.

External advice for our RAP was sought from Bookabee Australia, a 100% Aboriginal owned and operated company. Cultural Director of Bookabee Australia, Haydyn Bromley, also led and facilitated a workshop intensive with staff outside of the RAP Working Group to garner feedback and build engagement for the development of our RAP.

The RAP Working Group is enthusiastically supported and promoted by our RAP Champions: Adelaide Festival Centre Trust Chair, the Hon Hieu Van Le AC and CEO & Artistic Director, Douglas Gautier AM. They play a crucial role in championing reconciliation among our key stakeholders including Adelaide Festival Centre Trust and staff, major donors, government and media.

Our RAP Champions and RAP Working Group Chair are both senior members of the Adelaide Festival Centre team. This ensures we make maximum progress and publicly signal that our reconciliation commitment comes from the top-down. Our RAP progress is reported in the monthly meetings of the Adelaide Festival Centre Trust. Each initiative has a clear line of accountability, across the organisation, to keep us on track.

William Barton celebrates his star on Adelaide Festival Centre's Walk of Fame in 2021. William was one of three 2019 star recipients. Photo: Matt Turner



Relationships



The arts industry relies on relationships to thrive. Arts and culture are vital connectors of people and facilitate shared experience. We are committed to growing our engagement with First Nations communities, artists and audiences. We believe that with strong and meaningful relationships, art and culture can foster understanding and appreciation of First Nations stories among staff, artists and the broader community.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.	Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.	February 2023	Head of Public Affairs
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	February 2023	Head of Public Affairs
	Meet with First Nations stakeholders and organisations to explore principles, processes and implementation of engagement, collaboration and participation based on the guiding cultural values of the Aboriginal and Torres Strait Islander Arts Strategy for South Australia.	February 2023	Head of Public Purpose Programming
Build relationships through celebrating National Reconciliation Week (NRW).	RAP Working Group members to participate in an external NRW event	May 2023 May 2024	Chair, RWG
	Encourage and support staff and senior leaders (and their teams) to participate in at least one external event to recognise and celebrate National Reconciliation Week (NRW) alongside the community.	May 2023 May 2024	Chair, RWG
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 May 2024	Chair, RWG
	Deliver one internal staff project during NRW to showcase the work of First Nations artists and encourage staff participation and cultural engagement	May 2023 May 2024	First Nations Assistant Producer
	Deliver at least two general public events for NRW with a focus on arts and culture	May 2023 May 2024	First Nations Assistant Producer
	Deliver education programming for NRW including a performance or workshop program for schools.	May 2023 May 2024	Education Officer
	Register AFCT's NRW events on Reconciliation Australia's NRW website.	May 2023 May 2024	Marketing Executive
	Ensure senior leadership representation at Reconciliation SA's annual Reconciliation Week Breakfast.	May 2023 May 2024	Chair, RWG
	Create a National Reconciliation Week banner for ICT to add to all external staff email signatures in advance and during RNW.	April 2023 April 2024	Marketing Executive

Action	Deliverable	Timeline	Responsibility
Promote action and engagement in reconciliation through our sphere of influence.	Update the organisation's corporate style guide to include culturally appropriate language and branding best practice.	July 2023	Head of Marketing
	Incorporate RAP vision and mission into communications plans and materials, brand content, publicity strategy, and strategic plan goals.	August 2024	Head of Marketing
	Feature prominent First Nations artists in our advertising materials	December 2022	Marketing Executive
	Seek out and collaborate with other like-minded organisations to develop ways to advance reconciliation across all levels of the organisation.	August 2024	Head of Public Affairs
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2024	Head of Public Affairs
	Communicate our commitment to reconciliation publicly.	December 2022	Head of Marketing
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2022	Head of Public Affairs
	Promote external reconciliation events and programs in "owned channel" marketing such as EDMs, social media and website.	December 2022	Marketing Executive
	Communicate our commitment to reconciliation internally through updates to all staff.	December 2022	Head of Public Affairs
Promote positive intercultural connections and race relations through anti-discrimination strategies.	Promote reconciliation focused stories and outcomes on social media channels.	December 2022	Manager, Publicity & Content Creation
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2022	Manager, Human Resources
	Engage with First Nations staff and advisors to consult on Adelaide Festival Centre's anti-discrimination policy.	June 2023	Manager, Human Resources
	Raise awareness among staff about the effects of racism and discrimination.	June 2023	Manager, Human Resources
	Educate senior leaders on the effects of racism through accredited training programs	June 2023	Manager, Human Resources
	Anti-discrimination training to be conducted annually for all staff	June 2023	Manager, Human Resources
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	January 2024	Manager, Human Resources

Respect



Our purpose at Adelaide Festival Centre is to entertain, engage, educate and inspire. It is our privilege to actively promote and publicly celebrate First Nations cultures and histories through performance and art. We recognise the power of the arts to amplify First Nations stories and engender pride in the cultures and histories of First Nations peoples. This pride resonates with our staff, stakeholders and the patrons who visit our venues. This RAP is a key tool to empower staff with confidence to seek opportunities to demonstrate respect towards First Nations peoples and contribute to a sense of pride and identity across our business.

Action	Deliverable	Timeline	Responsibility
Actively promote value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning and sharing.	With input from existing First Nations staff, First Nations stakeholders (including Bookabee Training and a dedicated Kurna consultant), conduct a review of cultural learning needs within our organisation (staff, trustees, volunteers, Foundation board) and tailor to ensure they are consistent with our RAP commitments.	January 2023	Manager, Human Resources
	Consult Kurna Elders and leaders, and other First Nations advisors on the development and implementation of a cultural learning framework and strategy.	June 2023	Manager, Human Resources
	Develop and implement a cultural learning strategy for Adelaide Festival Centre staff and volunteers	January 2024	Manager, Human Resources
	Include a staff induction module for new members of staff, outlining RAP commitments and actions	January 2023	Manager, Human Resources
	Provide opportunities for staff, management, trustees, and RAP Working Group members to participate in formal and structured cultural learning.	December 2023	Manager, Human Resources
	Ensure senior leadership team participate in at least one cultural immersion program	January 2023	CEO & Artistic Director
Publicise cultural learning opportunities via staff channels.	Promote cultural learning through sharing of knowledge, cultures, histories of and by First Nations Peoples for staff and volunteers.	January 2023	Manager, Human Resources

Action	Deliverable	Timeline	Responsibility
Demonstrate respect to First Nations Peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2023	Head of Public Affairs
	Audit all existing plaques and signage and work with Traditional Owners to develop plaques suitable for permanent display in Festival Theatre, Dunstan Playhouse, and Her Majesty's Theatre foyers.	March 2023	Head of Customer Experience
	Include an Acknowledgement of Country and other appropriate protocols at the commencement of important meetings.	December 2022	CEO & Artistic Director
	Ensure an Acknowledgement of Country at all events.	January 2023	Head of Public Purpose Programming
	Develop and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2022	Head of Public Affairs
	Ensure pre-recorded Acknowledgement of Country plays before performances and in foyers.	December 2022	Head of Customer Experience
	Include Acknowledgements of Country across public and internal IT touchpoints, including computer login, wifi login, phone hold message, Sharepoint homepage.	February 2023	Manager, ICT
	Extend regular invitations to Traditional Owners or Custodians to deliver a Welcome to Country at our events and festivals.	December 2022	Programming Executive
	Prominently display an Acknowledgement of Country on our website and printed materials.	December 2022	Head of Marketing
	Include 'Kurna Country' in Adelaide Festival Centre's official addresses (in accordance with Australia Post Traditional place name guidelines) on email signatures, websites, business cards, mailouts and marketing collateral.	December 2022	Head of Marketing
	Seek consultation from Kurna Language organisations including Kurna Wirra Pintyanthi and The Mobile Language Team through the University of Adelaide in order to integrate and normalise the use of Kurna language through bilingual/dual naming for places in our venues.	December 2022	Head of Customer Experience
	Incorporate Adelaide Festival Centre's RAP commitment and First Nations Acknowledgement of Country in the organisation's automated external email signature.	December 2022	Head of Public Affairs



Action	Deliverable	Timeline	Responsibility
Visibly promote First Nations peoples and cultures across Adelaide Festival Centre.	Consult Traditional Owners and Custodians about including First Nations design and flora elements in the regeneration of Adelaide Festival Centre's garden spaces.	December 2022	Manager, Facilities
	Display First Nations art on foyer screens and ensure a consistent presence when screens are required for performance periods.	December 2022	Senior Exhibitions Curator
	Ensure 25% of foyer music is by First Nations artists. Track and report in monthly Board papers the percentage and increase each year.	December 2022	Head of Customer Experience
	Ensure First Nations music is included in each of the festival's dedicated playlists.	May 2023	Head of Customer Experience
Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	Add NAIDOC Week banners to automated email signatures.	July 2023 July 2024	Manager, ICT
	Include First Nations artworks and photos of events as default computer background and screensavers on staff computer systems – including custom designs recognising NAIDOC Week.	July 2023 July 2024	Manager, ICT
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023 July 2024	Chair, RWG
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2023	Manager, Human Resources
	Promote and encourage participation in external NAIDOC events to all staff.	July 2023 July 2024	Manager, Human Resources

Opportunities



We are committed to providing arts experiences for all and our workforce must reflect the community we serve. Providing meaningful and tangible employment opportunities to First Nations people within our business promotes diversity and understanding and benefits the entire organisation. By supporting and promoting the work of upcoming First Nations’ artists, we also create a safe and respectful place for the next generation of creatives. The scale of our business also means that our supply chain interactions can improve economic and social outcomes for First Nations people and contribute to a more equitable society.

Action	Deliverable	Timeline	Responsibility
Funding obtained to continue to support First Nations programming that is free or low cost.	Implement a donor strategy that delivers funding to develop First Nations programming events.	April 2023	Manager, Philanthropy
	Establish community ticket allocations to provide opportunity for First Nations patrons to attend events.	January 2023	Programming Executive
Build recognition and enthusiasm for reconciliation action amongst students, educators & festival attendees.	Program and schedule education and learning opportunities for students and teachers that promote reconciliation as a part of CentrED Schools Program.	January 2023	Education Officer
Create opportunities for and support First Nations artists to present their work at Adelaide Festival Centre venues	Program and schedule events promoting reconciliation for the year-round public purpose program, and each Adelaide Festival Centre festival (Guitar Festival, Adelaide Cabaret Festival, DreamBIG Children’s Festival, OzAsia Festival, OUR MOB).	December 2024	Head of Public Purpose Programming



Elaine Crombie and Nara Wilson, OUR WORDS 2021.
Photo: Ben Searcy

Opportunities Continued



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	Build understanding of current First Nations staffing to inform future employment and professional development opportunities	January 2023	Manager, Human Resources
	Develop and implement a First Nations recruitment, retention and professional development strategy	December 2023	Manager, Human Resources
	Engage with First Nations staff, First Nations stakeholders, and external agencies to consult on our recruitment, retention, and professional development strategy.	December 2023	Manager, Human Resources
	Advertise job vacancies to effectively reach First Nations applicants.	December 2022	Manager, Human Resources
	Include a statement communicating Adelaide Festival Centre's commitment to becoming an employer of choice for First Nations peoples on all vacancies	December 2022	Manager, Human Resources
	Review HR and recruitment procedures and policies to remove barriers to First Nations peoples from participation in our workplace.	June 2023	Manager, Human Resources
	Increase Adelaide Festival Centre staff participation in mentoring school based First Nations traineeships.	December 2022	Manager, Human Resources
	Re-establish ongoing funding for a First Nations fellowship program.	December 2022	Manager, Philanthropy
	Create a policy to approach First Nations freelancers first when hiring for project-specific tasks.	December 2022	Chief Operating & Financial Officer

Action	Deliverable	Timeline	Responsibility
Ensure First Nations dedicated programming continues to be an ongoing strategic priority, year on year.	Continue to expand OUR MOB as a showcase that promotes the work of First Nations visual artists as well as expanding OUR MOB into a multi genre, multi-generational, arts festival featuring music, spoken word, performance, dance and literature.	September 2023	Head of Public Purpose Programming
	Support the development of local First Nations artists through Adelaide Festival Centre's inSPACE program, working with one First Nations artist each year.	August 2024	Programming Executive
Increase First Nations supplier and programming diversity to support improved economic and social outcomes.	Develop commercial relationships with First Nations businesses.	December 2022	Chief Operating & Financial Officer
	Nominate a budget for each department for training, engagement and preferencing First Nations suppliers.	December 2022	Manager, Finance
	Develop and implement a First Nations' procurement strategy.	February 2023	Procurement and Contract Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff	April 2023	Procurement and Contract Officer
	Investigate Supply Nation membership.	December 2022	Procurement and Contract Officer
	Review and update commercial practices and Adelaide Festival Centre's procurement process to remove barriers to procuring goods and services from First Nations businesses.	January 2023	Procurement and Contract Officer



Mali Isabel in front of her artwork *Spirituality, OUR MOB 2021*.
Photo: Roy VanDerVegt

Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Review and update Terms of Reference for the RWG	December 2022 December 2023	Chair, RWG
	Maintain First Nations representation on the RWG.	December 2022 December 2023	Chair, RWG
	Review, renew, and encourage new membership on the RWG.	December 2022 December 2023	Chair, RWG
	Meet at least four times per year to drive and monitor RAP implementation	Dec, March, June, Sep, annually	Chair, RWG
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2022	Manager, Human Resources
	Provide quick access location for RAP and relevant resources for staff on Adelaide Festival Centre's intranet (Spotlight).	December 2022	Manager, ICT
	Use all staff, executive and board meetings to engage our senior leaders and other staff in the delivery of RAP commitments.	Dec, March, June, Sep, annually	Head of Public Affairs
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2022	Chair, RWG
	Appoint and maintain an internal RAP Champion from senior management.	December 2022	CEO & Artistic Director
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023 September 2024	Chair, RWG
	Report RAP progress to all staff and senior leaders quarterly.	March, June, Sep, Dec, annually	Head of Public Affairs
	Report publicly, via Annual Report each year RAP achievements, challenges and learnings.	September 2023 September 2024	Head of Public Affairs
	Join Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Chair, RWG
Continue our reconciliation commitment by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	Chair, RWG





Contact details

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Adelaide Festival Centre is located on the banks of the
Karrawirra Parri on Kaurna Yarta.

Australia's First capital city arts centre was established
in 1973 and is a leading Asia Pacific cultural centre
today. The splendid riverbank venue with its three
theatres, galleries and function spaces, complements
the magnificent Her Majesty's Theatre on Grote Street.
As well as presenting theatre, dance, music, and
exhibitions, Adelaide Festival Centre creates diverse
festivals to inspire, challenge, educate, and entertain.