



# Stretch Reconciliation Action Plan

Annual progress report  
November 2025

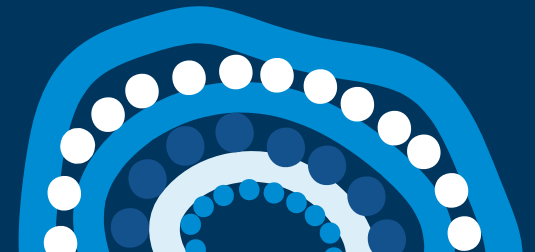
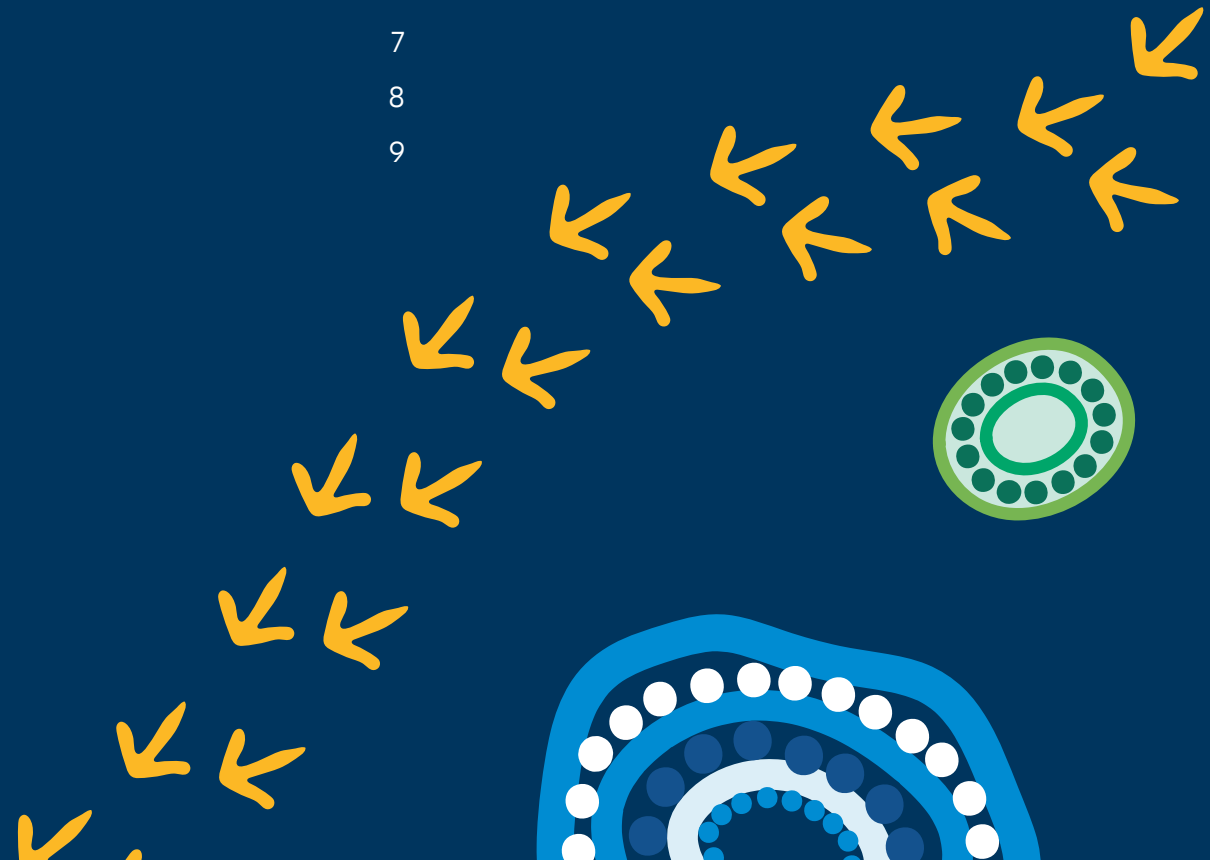


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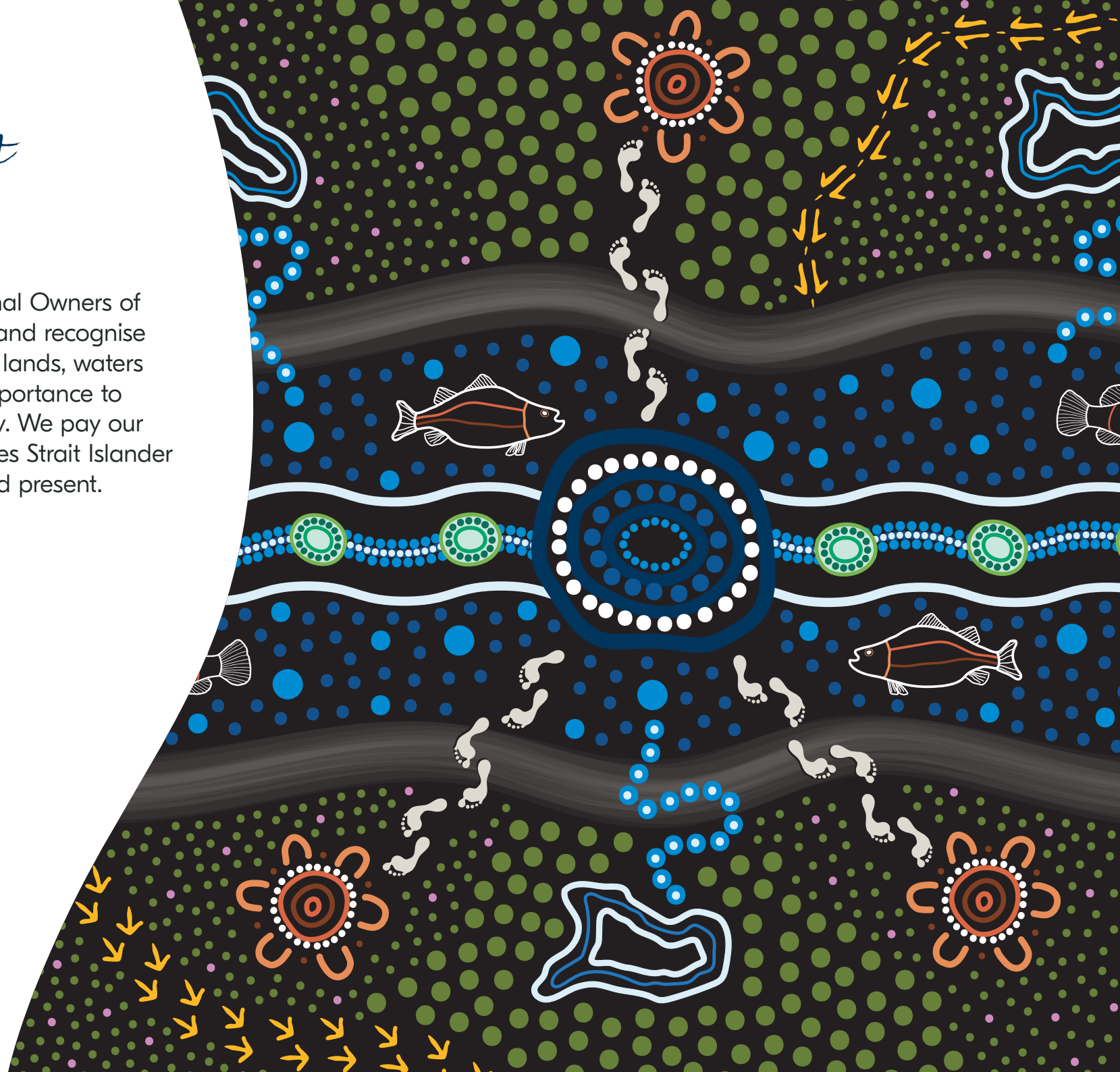
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# Acknowledgement of Country

We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to lands, waters and the community and its importance to cultural vitality, life and identity. We pay our respect to Aboriginal and Torres Strait Islander cultures and to Elders past and present.



## Message from our Co-Chairs

Our Reconciliation Action Plan (RAP) is more than a document: it represents a commitment to respect, inclusion, and truth-telling. Over the past year, we have taken meaningful steps to embed reconciliation into our work, from cultural awareness initiatives and immersion programs to creating spaces for Aboriginal voices in decision-making. These actions matter because they ensure our organisation doesn't just acknowledge Country but actively works to strengthen relationships with Aboriginal communities and create opportunities for our people.

Reflecting on the first year of our 2024-27 Stretch RAP, we are proud of the progress made across our four key result areas: thriving Aboriginal customers and communities, an inclusive workforce, lasting and respectful relationships, and an engaged community. From remote infrastructure upgrades to hosting events during NAIDOC and National Reconciliation Weeks, these milestones demonstrate our commitment to reconciliation in practical and impactful ways. At the same time, we acknowledge areas for improvement and are addressing overdue actions to maintain momentum and accountability.

Looking ahead, our focus is on deepening relationships with Aboriginal stakeholders and ensuring our commitments translate into real outcomes. This means advancing Aboriginal employment pathways, supporting Aboriginal businesses through procurement, and embedding cultural perspectives into our strategies. Success for us is about listening, learning, and acting in partnership with Aboriginal communities to build trust and create a future where reconciliation is woven into everything we do.



**Nicola Murphy**  
General Manager Science and Strategy  
RAP Executive Sponsor



**Jake Williams**  
Project Management Cadet  
Kauwi Miyurna representative



# RAP Performance Snapshot

## Procuring from Aboriginal and Torres Strait Islander business

FY25 target

\$12.4m

FY25 result

\$13.3m

## Developing our Aboriginal people

Percentage of staff who are Aboriginal

1.82%

1.76%

FY25 target

FY25 result

## Inclusive workforce

8

Senior Leaders participated in Ceduna Cultural Immersion Experience

243

Employees attended face-to-face Cultural Awareness Training

3

Kaurna language classes

## Thriving Aboriginal customers and community

- Regional Water Security Risk Assessment
- Remote community infrastructure upgrades
- APY water education (Water Wisdom)
- First Nations supplier forum

## Lasting and respectful relationships

### Capital Delivery Engagement Plan completed

A plan to deliver meaningful outcomes and ensure Aboriginal communities and businesses are actively embedded in the delivery of projects.



## Engaged community

6

National Reconciliation Week events attended by our people: 5 hosted by SA Water, 1 hosted by external organisations.

4

NAIDOC Week events attended by our people including: NAIDOC March and Family Fun Day.



## Reconciliation team

As SA Water's Reconciliation Team, it's an honour and responsibility to lead the delivery of our RAP. After our first year we're proud of our successes, enhanced by our willingness to recognise challenges and apply lessons learnt.

We know from our experience with past RAPs how critical leadership is to success. We've supported the establishment of our RAP Steering Committee, which includes members of our Kauwi Miyurna network and senior leaders from across the business. This group is committed to achieving the highest standards in delivering our RAP.

This year, we introduced a RAP management system that empowers action owners to better manage delivery and report on progress. This underpins an Executive and Board performance scorecard metric for RAP progress that was re-introduced in 2025, driving accountability across our business.

As we enter our second year, our challenge is to deliver on all commitments and understand the full impact of our RAP, particularly from an Aboriginal community perspective. We'll enhance our capacity to measure and report on impact outside our business by working with our Aboriginal community partners to understand and validate impact, giving confidence in our RAP delivery and progress.

As a team, we are focused and energised by the opportunities and challenges of our ambitious RAP, which motivates us to step up and lead a positive, sustained change.



**Holly Aldenhoven**  
Reconciliation Officer

**Jon Bok**  
Sustainability Manager



# Key result areas

## Thriving Aboriginal customers and communities

### Anangu Water Wisdom, APY Lands

Developed in partnership with specialised education provider Atria Group, the program is tailored to the unique needs of APY Lands schools and incorporates traditional knowledge with modern water management practices.

Through hands-on activities and interactive workshops, students explore water through key themes, including Water in My Life, Water in My Community, Healthy Water, and Water for the Future, before undertaking a social action project.

“Anangu Water Wisdom is a great program that supports a better understanding of where our water comes from, the processes to get it to our taps, and why we should use it carefully... We were able to deepen student experiences and develop an experience on family homeland that would not have occurred had water not been a focus.”

### Fregon Anangu School

“We’re incredibly proud to be working alongside APY communities to deliver this program, and we look forward to having the next generation work with us to provide safe, clean water for the future.”

**Kellie McDonald**

Manager Brand & Community Connection





## Inclusive workforce

### RAP a catalyst for career progression

After 3 years as a Project Administrator with SA Water's Capital Delivery Client Organisation Partner KBR, Lisa Helps joined our RAP Steering Committee and reignited her interest in working with Aboriginal communities.

Already a member of our Aboriginal employee network Kauwi Miyurna, Lisa engaged a cultural coach to further her development and was recently successful in winning a national reconciliation role with KBR.

"As an Aboriginal person, leading reconciliation efforts is not just a professional responsibility, it's a personal commitment I take very seriously to truth-telling, healing, and creating space for our voices and cultures to be respected and valued.

"Our RAP was a turning point in my career. It gave me the platform to lead with purpose, connect with others who are passionate about reconciliation, and grow into a role where I could influence real change."

### Lisa Helps

Indigenous Engagement Advisor, KBR and  
SA Water RAP Steering Committee Member

"Lisa's story is a great example of determination and chasing your career goals. While a loss to our Capital Delivery Team, Lisa is now contributing to reconciliation at a national level and doing work she is passionate about. It's something to be celebrated."

### Jon Bok

Sustainability and Reconciliation Manager





## Engaged community

### An inaugural Cultural Campout

For the first time, we engaged our people in an off-site cultural event, envisioned as an opportunity for our people to learn more about First Nations connections to lands and waters.

The inaugural Cultural Campout was held on land adjacent to our South Para Reservoir and saw 27 employees volunteer their time to be part of an overnight camp.

They learnt more about First Nations' connection to lands and waters through a variety of activities led by Peramangk and Kurna people.

The activities, especially curated in conjunction with Aboriginal providers, included options from a guided walk through the forest to painting, songwriting and carving.

"I was very aware of people being very engaged and totally focused on what they were doing and enjoying every minute.

This was a perfect example of Reconciliation in action."

#### Kauwanu Ivan-Tiwu Copley

Peramangk and Kurna Elder and Cultural Educator

"The Cultural Campout hosted by SA Water was an amazing opportunity to be part of to provide SA Water staff the time and space to deepen their cultural knowledge.

"Engaging with a number of Kurna community members, who have expertise in different areas, is something your general public don't get access to normally."

#### Bryce Cawte

Cultural Officer, Southern Cultural Immersion





## Engaged community

### Cultural Campout - Reflections from our people

"This was a very big step in my personal reconciliation journey."

"Hearing the connections to land and country was beautiful... At the heart of it all, were the connections and relationships made over a yarn, walk, and food."

"Immersed in nature and truly grounded, we formed genuine connections and built a strong sense of community."

"It wasn't a single event, but the cumulative effect of learning, listening, and simply being together that made the experience unforgettable."

"Connecting with colleagues, some of whom I had never met before, in such a meaningful way was special. Of course, learning more about Aboriginal culture, especially through hands-on activities, was incredibly enriching."





