



INNOVATE Reconciliation Action Plan

August 2026 — August 2028



AGSA



Message from AGSA's Director and Chair

We are pleased to present the Art Gallery of South Australia's second Reconciliation Action Plan (RAP), which aims to extend the foundational work established under AGSA's Innovate RAP 2019–2021.

Through the first RAP, we achieved significant results to improve reconciliation outcomes – sometimes with dramatic results. A target to 'expand the delivery of educational workshops', for example, underpinned the creation of an award-winning AGSA book that has sold more than 6000 copies to schools nationwide, equipping teachers to help tens of thousands of students across Australia to develop their understanding and respect for Aboriginal and Torres Strait Islander art, cultures and histories.

In addition, the commitment to reconciliation has not been limited to RAP targets, with several major initiatives conceived after the release of the first RAP. Among these was the formation of AGSA's First Nations Advisory Council, a formal committee of the Board that informs Board and management decision-making and supports First Nations staff. They also include the development of an extensive program of touring exhibitions through Tarnanthi, AGSA's program of contemporary Aboriginal and Torres Strait Islander art, which have shared First Nations art, cultures, stories and perspectives with regional, national and international audiences.

Satisfying as these achievements may be, they are among only the first steps. AGSA believes that art has a critical role to play in reconciliation. For this reason, in 2023, we embedded the organisation's commitment to reconciliation and support for the lives and work of First Nations Australians in the new Strategic Plan, by establishing the pillar 'Be a national leader in the work we do with First Nations art and artists.'

AGSA is deeply committed to increasing reconciliation outcomes by improving understanding through art, inspiring audiences through cultural experiences, amplifying First Nations voices and expanding First Nations opportunities. Reconciliation requires continuous and determined effort, as the 2023 federal Voice referendum highlighted. In this we draw inspiration from the words of Western Arrernte artist Robert Fielding who, after the referendum, told the 2023 Tarnanthi Festival launch at AGSA:

This journey is never over. We don't go home saying 'Oh, we are tired'. We don't go home to our families and give up. We can't. We keep walking the routes carved out by our Elders. We keep pushing for a better future. Malatja-malatjaku (for those who come after). And we do it together, with you ... We are all in this together, and we shall continue to rise together.

Through the new Innovate RAP, AGSA defines demonstrable and measurable actions necessary to achieve the organisation's heightened commitment to reconciliation. The development of this RAP has been a deep and thoughtful process, with significant staff contribution across AGSA. Volunteers, partners and supporters have also played an important role in reflecting on past achievements and ambitions for the future. AGSA's path to reconciliation is one that is championed by the whole organisation.

*We are all in this together.
We keep pushing for a better future.
This journey is never over.*

Jason Smith, Director Sandy Verschoor, Chair



image front cover: Vincent Namatjira, Western Aranda people, Northern Territory, born Mparntwe (Alice Springs), Northern Territory 1983, *Charles on Country*, 2022, Indulkana, Anangu Pitjantjatjara Yankunytjatjara Lands, South Australia, synthetic polymer paint on linen, 122.0 × 198.0 cm; Prudence Lee Bequest Fund 2023, Art Gallery of South Australia, Adelaide, © Vincent Namatjira/ Copyright Agency, 2025; photo: Saul Steed

image left: Tarnanthi 2023 launch; photo: Nat Rogers

image top right: Jason Smith, Director of AGSA; photo: Saul Steed

image bottom right: Sandy Verschoor, AGSA Board Chair; photo: Saul Steed

Statement from CEO of Reconciliation Australia

Second Innovate RAP

Reconciliation Australia commends the Art Gallery of South Australia (AGSA) on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With close to three million people now either working or studying in an organisation with a RAP, the program’s potential for impact is greater than ever. AGSA continues to be part of a strong network of more than 3000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that AGSA will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to AGSA using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program’s emphasis on *relationships, respect, and opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

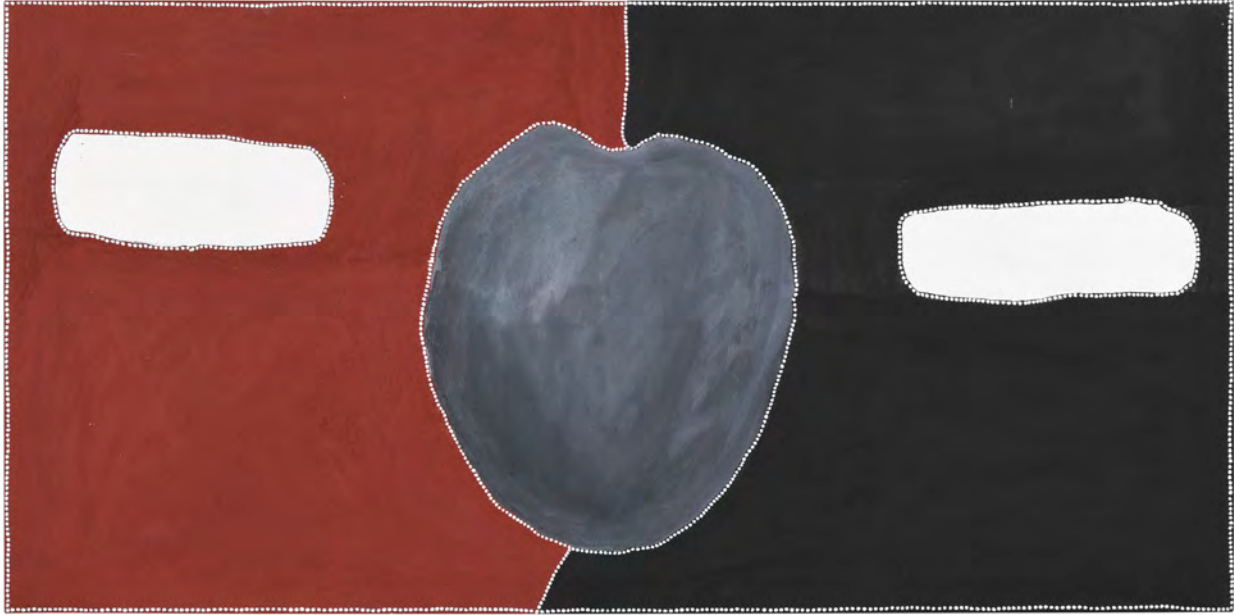
This Innovate RAP is an opportunity for AGSA to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, AGSA will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of AGSA’s future RAPs and reconciliation initiatives, providing meaningful impact toward Australia’s reconciliation journey.

Congratulations AGSA on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

image (left) Rusty Peters, Gija people, Western Australia, born Springvale Station, Western Australia 1935, died Kununurra, East Kimberley, Western Australia 2020, *Two Laws One Big Spirit (II)* from the series *Two Laws One Big Spirit*, 2000, Humpty Doo, Northern Territory, earth pigments on linen, 91.0 × 183.0 cm; Gift of GRANTPIRRIE through the Art Gallery of South Australia Contemporary Collectors 2024. Donated through the Australian Government’s Cultural Gifts Program, Art Gallery of South Australia, Adelaide, © Rusty Peters/ Copyright Agency, 2025; photo: Eleanor Adams



Our vision for reconciliation

The Art Gallery of South Australia (AGSA) understands that collections are powerful communicators of the past, present and future. At the heart of AGSA’s collection are internationally significant examples of Aboriginal and Torres Strait Islander art. In 1939 the Art Gallery of South Australia was the first Australian state gallery to acquire a work of art by an Aboriginal artist after the acquisition of Albert Namatjira’s *Illum-Baura (Haasts Bluff)*, Central Australia, 1939. This acquisition represented a significant national shift in the recognition and representation of First Nations cultures in public art institutions. In 2015, AGSA launched Tarnanthi Festival of Contemporary Aboriginal and Torres Strait Islander Art. Tarnanthi – a Kurna word meaning to appear or emerge, like the first light of day – is now nationally and internationally recognised both as a premier platform for First Nations artistic excellence and innovation, and for its best-practice model of respectful engagement with and support for First Nations artists.

AGSA’s vision for reconciliation is to continue to celebrate Aboriginal and Torres Strait Islander artistic and cultural leadership by working closely with Aboriginal and Torres Strait Islander peoples to provide opportunities to commission, create, exhibit and promote works of art, as well as through ongoing Indigenous engagement, participation and employment within AGSA’s organisational structure, public programs and permanent collection.

image Peter Adsett, born Gisborne, Aotearoa – New Zealand 1959, *Painting number 12* from the series *Two Laws One Big Spirit*, 2000, Humpty Doo, Northern Territory, synthetic polymer paint on linen, 91.0 × 183.0 cm; Gift of GRANTPIRRIE through the Art Gallery of South Australia Contemporary Collectors 2024. Donated through the Australian Government’s Cultural Gifts Program, Art Gallery of South Australia, Adelaide, © Peter Adsett; photo: Eleanor Adams



Equally, AGSA aims to provide all visitors to the Gallery with unique opportunities to understand and respect Aboriginal and Torres Strait Islander cultures through the power of art.

Art is a means, and often a starting point, for people of all ages and backgrounds to experience and appreciate a world of diverse concepts, perspectives and cultures. Through AGSA’s role as a leading public cultural institution, we will:

- Engage in and maintain best practice in curation, administrative policy and community engagement to present diverse artistic perspectives and celebrate unique and important historical and contemporary artistic practice from Aboriginal and Torres Strait Islander artists and communities. AGSA will continue to conserve and display Aboriginal and Torres Strait Islander works of art and communicate the importance of both tradition and creative innovation in maintaining strong, vibrant and adaptive arts and culture.
- Respect the cultural authority of Aboriginal and Torres Strait Islander peoples throughout AGSA’s work. Demonstrate ongoing support of best practice within AGSA’s organisational structure and governance and across the Arts and Culture sector nationally through the development of sustainable engagement strategies that support the employment, training and development of First Nations curatorial, administrative, public programming, and arts education staff.
- Celebrate the vital role that art plays in the maintenance of diverse and healthy communities and continue to promote, share and communicate the depth and importance of Aboriginal and Torres Strait Islander works of art with local, national and international audiences.



image installation view: Tarnanthi 2025,
Art Gallery of South Australia, Adelaide;
photo: Saul Steed

Our business

The Art Gallery of South Australia's objectives are prescribed by the *Art Gallery Act 1939* and can be summarised as the preservation, research and education associated with heritage and contemporary works of art of aesthetic excellence and historical or regional significance.

The Art Gallery of South Australia seeks to be the most inspiring art destination in Australia.

AGSA serves the community by transforming the lives of artists and audiences, and by enhancing the cultural richness and reputation of South Australia. We achieve this through our world-renowned art collection, the gallery building, exhibitions, festivals and events, for current and future generations.

AGSA's role is to serve the South Australian and wider communities by providing access to original works of art of the highest quality. Through our permanent collection, temporary exhibitions, publications, education, research and public programs, the Gallery seeks to become part of the daily life of all Australians – to champion art, artists and their ideas. These ideas are amplified by curators' approaches through which displays of works from the collection are frequently changed – sparking new conversations and challenging historical narratives. Through the collection and displays, the Gallery represents contemporary ideas of importance to our twenty-first century audience. We seek to be a leading art museum in Australia and the Asia Pacific Region with a distinct and innovative identity and a strong creative voice.

The Art Gallery of South Australia is much-loved and the most visited cultural institution in the state. The Gallery's visibility and reputation in the community is considerable, and thanks to a long and generous history of philanthropy, guided by strong directorship, our collection is of national and international significance. AGSA utilises its strong community connections through visitors, benefactors and foundations to further the ideals of reconciliation by enabling visibility, cultural sharing and learning at all levels of engagement.

The Gallery's collections, including the Aboriginal and Torres Strait Islander art collection, are often lent to and exhibited at other galleries and museums across Australia and around the world. Since 2020, AGSA has organised the tour of significant Aboriginal and Torres Strait Islander works of art to museums and galleries across South Australia, in most states of Australia, and in Europe, North Africa and the United States.

Within the Art Gallery itself, Aboriginal and Torres Strait Islander works of art are purposefully integrated throughout the permanent exhibitions and displays. This approach is part of the Gallery's distinct curatorial signature and was developed through listening to the aspirations of the artists and communities with whom we work directly.

Tarnanthi is one of AGSA's pillar programs and is a platform for Aboriginal and Torres Strait Islander artists from across the country to share important stories through artistic excellence,

illuminating the diversity and depth of art and culture in communities nationwide. From 2014 to 2025, Tarnanthi has been led by Artistic Director Nici Cumpston, a descendant of the Barkandji people from the Barka, the Darling River in western NSW, who is also of Afghan, English and Irish heritage. Tarnanthi encourages new beginnings by providing artists with opportunities to create significant new work and to extend their practice. Tarnanthi presents exhibitions at AGSA and on tour, an art fair, artist talks, performances, workshops and a groundbreaking education program. A major highlight is the Tarnanthi Festival, held every two years in Adelaide and across South Australia. Since beginning as a one-off event in 2015, Tarnanthi has developed from delivering acclaimed annual exhibitions in Adelaide into a continuous celebration of contemporary Aboriginal and Torres Strait Islander art, reaching national and international audiences.

Over the past decade, the Art Gallery of South Australia has engaged with more than 10,000 First Nations artists and makers, and has facilitated the sale of \$9.5 million of art through the Tarnanthi Art Fair, all of which has returned to artists and communities. Tarnanthi's partner program enables organisations across the state to engage with First Nations artists to create and exhibit new work and be part of associated public programs, impacting how these organisations subsequently work with First Nations artists and communities. Through Tarnanthi, AGSA partners with local and regional South Australian cultural institutions and provides a vital opportunity for reconciliation goals and outcomes with each partnering organisation.

More than 48,000 students and teachers have attended Tarnanthi exhibitions and tens of thousands more have benefited from AGSA's groundbreaking education program and book *Aboriginal and Torres Strait Islander Art* in the classroom (more than 6500 copies sold to date). The program and book equip teachers with the skills and confidence to integrate First Nations art, cultures and histories into classroom learning across diverse subject areas in culturally respectful and meaningful ways.

At 30 June 2025 the Gallery employs 671 employees and at present has four employees who have identified themselves as Aboriginal, equating to 5.9 per cent of the workforce. First Nations voices are included on the Art Gallery Board and First Nations Advisory Council. The Gallery intends to expand this representation through the implementation of the second Innovate RAP.

The Gallery is part of the South Australian Government's Department of the Premier and Cabinet, and therefore works within its framework of policies and procedures. This provides the Gallery with an opportunity to access and build upon the Department's policies, including the First Nations Workforce Plan 2023-2025. As part of this plan, the Gallery's First Nations staff have access to Nunga Network, an event that occurs four times a year to provide employees access to peer networking, support and development opportunities.



image Barbara M. Moore, Anmatyerre people, Northern Territory, born Ti Tree, Northern Territory, *Ngayuku Ngura - My Country*, 2022, Amata, Anangu Pitjantjatjara Yankunytjatjara Lands, South Australia, synthetic polymer paint on linen, 198.0 x 198.0; Acquisition through Tarnanthi: Festival of Contemporary Aboriginal & Torres Strait Islander Art supported by BHP 2022, Art Gallery of South Australia, Adelaide, © Barbara Mbitjana Moore/ Copyright Agency



Our RAP

With art and artists at the heart of AGSA's ethos, the Gallery recognises the importance of art in fostering the cultural understanding and respect that are vital to reconciliation across the broader community. AGSA understands that Aboriginal and Torres Strait Islander art is not separate from the national story but an essential part of it. The Gallery also recognises that creating and sharing art is a crucial element in maintaining and continuing cultural knowledge among Australia's strong, resilient and adaptive First Peoples.

The development of AGSA's second RAP articulates and reinforces the organisation's deep commitment to working with and supporting Aboriginal and Torres Strait Islander artists and communities and builds upon the successes and learnings from AGSA's first Innovate RAP (2019–2021). As a leader in Australia's arts community, AGSA plays a critical role in articulating and enhancing a deep understanding of the art and cultures of Australia's First Peoples. The Gallery acknowledges its responsibility to present and celebrate the depth and breadth of this art among a wide audience.

AGSA has also since released its Strategic Plan (2023–2028) with its second pillar to 'be a national leader in the work we do with First Nations art and artists'. To achieve this, AGSA will continue to mobilise Tarnanthi's success to embrace year-round programming, embed the First Nations Advisory Council, ensure diversity of staff and First Nations employment targets exceeding SA Government expectations, and deliver AGSA's second Reconciliation Action Plan. AGSA's Strategic Plan was created in alignment with Creative Australia's Strategy (2024–2028), with the first pillar priority being 'First Nations First', outlining that First Nations creativity is central to Australian arts and culture, supported by self-determination and decision-making. These strategic plans have guided the vision and focus of our second Innovate RAP.

Since the launch of our first RAP, AGSA has worked to promote the work of Anangu Pitjantjatjara Yankunytjatjara (APY) artists on an international scale, with the exhibition *Kulata Tjuta* travelling to venues across Europe in 2020–2023 and a North American tour of work by other APY artists in 2021–2023. Another touring initiative, *Kungka Kunpu (Strong Women)*, in 2022–2024 shone a light on major contemporary works by women artists from the APY Lands, reaching more than 76,500 visitors across five regional venues in Queensland, New South Wales and Victoria. Following its tour to eleven venues in regional South Australia, the photographic series *Adolescent Wonderland* by Southern Kaantju/Umpila artist Naomi Hobson was presented in Morocco at the National Photography Museum in 2024. After its 2023 debut in Tarnanthi at AGSA, *Vincent Namatjira: Australia in colour* toured to the NGA in 2024, attracting more than 177,000 visitors. Tarnanthi's touring initiatives reflect AGSA's commitment to creating accessible cultural experiences and exhibitions for local, regional, national and international audiences, with First Nations artists and stories at the centre.

AGSA has also developed Regional Tarnanthi, a project presented in partnership with Country Arts SA, that provides

creative development and mentoring opportunities for First Nations artists in regional South Australia, supported by a dedicated First Nations curator and culminating in a major exhibition. In its groundbreaking first iteration in 2022–23, most of the seven artists and the curator achieved career-defining milestones. Their exhibition, *Saltbush Country*, is touring to ten regional venues in 2024–2026. The second iteration in 2024–25 supported nine artists, whose exhibition *Woven within Stars* has opened at two venues (as at early 2026).

Through its second RAP, the Gallery expresses a resolve to foster reconciliation by celebrating and cultivating understanding of Aboriginal and Torres Strait Islander art and artists; to respect, nurture and present the diverse artistic voices of Australia's First Peoples in genuine and meaningful ways; and to help nourish the cultural strength and champion the artistic excellence of Aboriginal and Torres Strait Islander peoples – for the benefit of First Australians and all Australians.

The Art Gallery of South Australia's Innovate RAP is based on three core pillars of reconciliation:

Relationships: The Gallery recognises that strong relationships built on respect, understanding and trust are crucial to overcoming prejudice and unconscious bias and to advancing reconciliation. AGSA is committed to building and maintaining strong relationships with First Nations artists and communities through listening, learning and respectful engagement. As an organisation AGSA strives to develop audiences' understanding and connections to First Nations people and cultures through exhibitions, publications, education programs and public programs.

Respect: The Gallery recognises First Nations people and cultures as essential to Australia's story. AGSA respects the cultural authority of First Nations people and celebrates First Nations cultural expression in art. The Gallery aims to promote understanding and respectful engagement with First Nations people and cultures among staff and audiences. As a meeting place for First Nations cultures and the broader community, the Gallery seeks to provide a safe and respectful space for truth-telling and for inquiry and learning.

Opportunities: Building upon the Art Gallery of South Australia's dedication to championing First Nations voices within its artistic program, AGSA is well-positioned to further develop and embed economic and social opportunities for Aboriginal and Torres Strait Islander peoples through its strategies surrounding procurement, employment and professional development opportunities across the organisation.

image Julie Gough, Trawlwoolway people, Tasmania, born Naarm (Melbourne) 1965, *The Promise II*, 2018–21, Nipaluna (Hobart), found chair, kangaroo skin, LED light, 92.0 × 37.0 × 56.0 cm; Acquisition through Tarnanthi: Festival of Contemporary Aboriginal & Torres Strait Islander Art supported by BHP, Art Gallery of South Australia, Adelaide, © Julie Gough; photo: Simon Cuthbert.

Governance of the Art Gallery’s RAP

The Gallery’s Director, Executive Management Team, Lead Team, First Nations Advisory Council and staff from across the organisation are champions for our RAP and committed to actively supporting reconciliation. When approaching our second Innovate RAP the RAP Working Group (RWG) assessed the outcomes of the organisation’s first RAP to see where the successes had come and what areas need further work. Since the first RAP, AGSA has established its First Nations Advisory Council (FNAC) comprised of members Raymond Zada, Jacob Boehme, Cara Kirkwood and Samantha Yates. As a formal committee of the Board, these members are positioned to guide and influence the Gallery’s work.

A visioning workshop was held to refresh AGSA’s understanding of and commitment to reconciliation. From this session several optional actions and deliverables were workshoped and nominated by staff, with responsibility for implementation spread across work areas. The level of engagement and support for the Gallery’s RAP continues through the RAP Working Group (RWG). Its purpose will be to support the development, launch and implementation of the RAP and to champion the vision to others. The RWG Terms of Reference were adopted in June 2018 and have been annually reviewed since that time. RWG meetings are open for all staff to attend to increase the cultural competency of our organisation. RWG membership currently comprises:

- Jason Smith, Director (RAP Champion)
- Rosanne Davies, Head of Corporate Services (co-chair RWG)
- Bernadette Klavins, Project Manager, Artistic Programs, (co-chair RWG)
- Tyme Childs, Producer, Tarnanthi, Palyku, Bibbulmun, Bunuba, Walmajirri people
- Tansy Curtin, Assistant Director, Artistic and Collection Programs
- Elle Freak, Associate Curator of Australian Paintings and Sculpture
- Megan McEvoy, Exhibitions and Public Programs Coordinator
- Kylie Neagle, Education Manager
- Barry Patton, Writer and Researcher, Tarnanthi
- Leigh Robb, Curator of Contemporary Art
- Jacqueline Schaare, Graphic Designer, Marketing and Exhibitions
- Gloria Strzelecki, Acting Curator, Aboriginal and Torres Strait Islander Art
- Emma Williams, Development Manager
- Lauren Walker, Executive Assistant to the Director

AGSA thanks all staff past and present for their contributions to this RAP.



photo: Josh Vanner

Our Reconciliation Journey

Since instigating AGSA’s first RAP in 2019, much has changed in the world. Facing a pandemic in 2020 and 2021, the Gallery needed to be nimble and resilient in its approach to exhibitions, programming and engagement. During and since this time of global crisis AGSA has been able to successfully pivot from delivering programs primarily in person to being able to deliver in multiple modes. AGSA has been able to deliver on many of the actions outlined in its first Innovate RAP, including offering numerous outreach programs to educators and students around the state to build cultural competency in understanding and teaching about Aboriginal and Torres Strait Islander art. These new modes of delivery have continued throughout AGSA’s programming over recent years, allowing deeper engagement with students and educators from regional and remote areas as well as those unable to travel.

Since the conclusion of AGSA’s first RAP in 2021, the Gallery has continued to progress its reconciliation values through exhibitions, programming and education/learning opportunities. In 2024, AGSA launched a new strategic plan with five key pillars, the second of which is ‘Be a national leader in the work we do with First Nations art and artists’. Also in 2024, AGSA established a First Nations Advisory Council, a formal committee of the Board, which will continue to advise the Board and staff. Over the life of the previous RAP, as well as delivering on actions, AGSA has been able to further the work around policies relating to employment and retention strategies and conditions which were previously considered more generally under policies of the Department of the Premier and Cabinet.

It is now recognised that AGSA needs to adapt these policies to reflect the different nature of AGSA’s working environment. While the success of Tarnanthi has ensured AGSA offers a broad range of opportunities that regularly engage First Nations artists, there is still important work to be done to deliver and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff and volunteers, to define cultural learning needs of employees in all areas of our business, and support teams to overcome barriers in accessing formal and informal learning experiences.

image installation view featuring *Aalingoon (Rainbow Serpent)* by Darrell Sibosado, Art Gallery of South Australia, Adelaide; photo: Saul Steed



Case studies:

Aboriginal Art in the Classroom

The Gallery's education programs help to broaden understanding and appreciation of Aboriginal and Torres Strait Islander art and cultures among young people, from early-years students to tertiary level. This is most evident in the groundbreaking Aboriginal and Torres Strait Islander Art in the Classroom (ATSIAC) program, led by First Nations artists and curators, which equips teachers to integrate Aboriginal and Torres Strait Islander art, cultures and histories in daily classroom learning in culturally respectful and meaningful ways. This award-winning program is the first of its kind in Australia.

ATSIAC began as a series of workshops for teachers at AGSA in 2018. Since the launch of AGSA's first RAP in 2019, the program has extended its reach nationwide. This began later in 2019 with the release of a 156-page book, *Aboriginal and Torres Strait Islander Art in the Classroom*, making the program's benefits available to teachers unable to attend workshops in Adelaide. Demand for the book's information was so great that the first edition sold out two print runs, totalling more than 5000 copies, benefiting an estimated minimum of 150,000 students. The program also won the 'Learning and Engagement' category in the respected Museum and Art Gallery National Awards in 2020.

Due to the Covid pandemic from 2020, AGSA introduced online ATSIAC workshops, seminars and presentations and increased the scale and scope of online video and resources, which magnified the program's availability and depth of content for teachers and classrooms nationwide.

A dramatically expanded 316-page second edition of the ATSIAC publication was released in 2023 and was soon shortlisted in South Australia's foremost art and culture awards, the Ruby Awards. Since its release, 2036 copies have sold.

Kuḷaṭa Tjuṭa international tours

Since the launch of its RAP in 2019, AGSA has delivered international touring exhibitions that share information and understanding of Aboriginal and Torres Strait Islander art, cultures and histories with the world.

As part of its 2020 Tarnanthi program, AGSA staff helped to orchestrate a European exhibition of new works by thirty-four leading and emerging artists from the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands of South Australia. The exhibition, *Kuḷaṭa Tjuṭa*, was rapidly reconceived due to the Covid pandemic, with its delivery a testament to the vision, determination and adaptability of Anangu artists, supported by Tarnanthi. It opened in 2020 at the Musée des Beaux Arts, in Rennes, in the French region of Brittany, accompanied by a 200-page multilingual publication (in Pitjantjatjara, English, French and Breton) produced by AGSA. *Kuḷaṭa Tjuṭa* later formed part of a broader series of exhibitions of Aboriginal and Torres Strait Islander art at the Musées d'Art et d'Histoire in Le Havre, Normandy, France, followed by exhibitions at the Australian embassies in Berlin and Paris from 2021 to 2023. The exhibition provided a rare opportunity for European audiences to experience and learn about the creative dynamism of APY art and culture.

Across the Atlantic, a monumental APY sculptural installation, also called *Kuḷaṭa Tjuṭa*, toured the USA from 2021 to 2023 as the centrepiece of the international exhibition *Exposure: Native Art and Political Ecologies*, which documented responses of First Nations artists around the world to the impacts of nuclear testing, nuclear accidents and uranium mining on First Nations peoples and their land. Again because of the impacts of the pandemic, AGSA staff could not travel to install the complex work, comprising 550 spears assembled to represent a nuclear explosion. Instead AGSA's installation team developed detailed installation instructions for staff at the tour's four venues, ensuring that American audiences could experience this dramatic work of contemporary Aboriginal art and understand the enduring loss and dispossession felt by Anangu from atomic testing on their Country in the 1950s and '60s.

Tarnanthi Art Fair

The Tarnanthi Art Fair is an integral part of AGSA's Tarnanthi Festival of contemporary Aboriginal and Torres Strait Islander art. The Art Fair supports the ethical production and sale of First Nations art by providing an opportunity for First Nations community-run art centres and independent artists to sell works of art. Since 2015, the Art Fair has generated \$9.5 million in sales, with every dollar going to artists and their communities. There are no participation fees or sales commissions, and the travel, accommodation and freight costs for works of art are all covered, so artists and art centres incur minimal out-of-pocket expenses. Creating art reinforces cultural knowledge within communities while also delivering vital income – keeping communities economically sustainable and allowing people to remain on Country and in close touch with culture.

Knowing the importance of the Art Fair to communities, AGSA staff were determined to ensure it went ahead in 2020 when the Covid pandemic threatened to halt it. Artists and art centre staff could not travel to Adelaide to manage stalls, so AGSA staff stepped in to run the entire open-air event – from receiving, logging and storing almost 2000 works of art, to set-up and sales, to invoicing and returning any unsold items. Despite involving weeks of work for staff, the three-day event proved a triumph of commitment and adaptability while delivering income and certainty for First Nations communities.

Subsequent Art Fairs were held online, which increased sales for communities and expanded their reach to interstate and international markets. In 2023, the Art Fair morphed again into a hybrid event, with the benefits of an in-person Art Fair in Adelaide while also retaining an online platform to draw interstate and international sales. This hybrid Art Fair generated \$1.5 million in sales, with all money going directly to the artists and art centres, with 1533 artists from across Australia represented. In 2024, the Art Fair was held online and generated \$500,000 in sales, with 1250 artists represented. The 2025 Art Fair returned to an in-person format, which generated more than \$920,000 in sales for the more than 900 artists represented.

image Tarnanthi Art Fair 2025;
photo: Saige Prime





Image Kunmanara (Tiger) Yaltangki and Vincent Namatjira with students from Indulkana Anangu School. Tarnanthi 2023, Art Gallery of South Australia, Adelaide; photo: Sam Roberts



image Saltbush Country participating artists Lynette Newchurch and Deanna Newchurch at Point Pearce, South Australia, 2023; photo: Sam Roberts

Relationships

The Gallery recognises that strong relationships built on respect, understanding and trust are crucial to overcoming prejudice and unconscious bias and to advancing reconciliation. We are committed to building and maintaining strong relationships with First Nations artists and communities through listening, learning and respectful engagement. We also strive to develop our audiences' understanding and connections to First Nations people and cultures through our exhibitions, education programs and public programs.

Focus area: Be a leader in the work we do with First Nations art and artists			
Actions 1–7	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October – December 2026	Director
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations (e.g., Ochre Dawn, Tandanya, Port Adelaide Enfield Council, First Nations Advisory Committee).	October – December 2026	Lead Director, Support Deputy Director, Assistant Director
	Maintain a First Nations Advisory Council (FNAC) to support community engagement and decision making at AGSA, in their capacity as a formal sub-committee of the AGSA Board.	FNAC meetings aligned with AGSA board meetings	Lead Director Support Assistant Director, Artistic Programs
	Encourage all staff to participate in both internal and external events that will support their ongoing development of relationships with Aboriginal and Torres Strait Islander peoples, including Tarnanthi events.	March, May, July, October, Annually	Lead Director Support Line Managers
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	May, Annually	Lead RAP Working Group Co-Chairs
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2027, 2028	Lead RAP Working Group Support Line Managers
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2027, 2028	Lead Director Support Line Managers
	Organise at least one internal and external NRW event each year.	27 May – 3 June, 2027, 2028	Lead Assistant Director, Artistic & Collection Programs Support Public Programs Coordinator

Focus area: Be a leader in the work we do with First Nations art and artists			
Actions 1–7	Deliverable	Timeline	Responsibility
	Host and promote NRW events that feature Aboriginal and Torres Strait Islander artists and leaders, linking with existing works on display.	27 May – 3 June, 2027, 2028	Lead Assistant Director, Artistic & Collection Programs Support Public Programs Coordinator
	Program all permanent screens at Gallery entrances and cafe with NRW-specific content.	27 May – 3 June, 2027, 2028	Lead Head of Marketing
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May – 3 June, 2027, 2028	Lead Digital Marketing Coordinator Support Public Program Coordinator
3 Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	November 2026	Lead Head of Corporate Services, Tarnanthi Producer Support RAP Working Group
	Communicate our commitment to reconciliation publicly through the AGSA website, social media and exhibition openings.	May, October, Annually	Lead Deputy Director Support Head of Marketing, Digital Marketing Coordinator
	Create opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May, October, Annually	Lead Director Support Deputy Director, Assistant Director, Artistic & Collection Programs
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation – such as Country Arts SA (CASA) and WOMADelaide.	March, October, Annually	Lead Director, Support Deputy Director, Public Programs Coordinator
	Ensure every issue of the Gallery's Membership magazine includes Aboriginal and Torres Strait Islander content including highlighting NAIDOC and RAP initiatives.	Three per annum	Lead Deputy Director Support Manager, Publications
	Encourage opportunities for engagement with Aboriginal and Torres Strait Islander art, peoples and cultures through AGSA website and social media channels, and report positive stories of engagement from these opportunities.	May, Annually (Ongoing)	Lead Deputy Director Support Head of Marketing, Digital Marketing Coordinator
	Volunteer guides to focus on Aboriginal and Torres Strait Islander works of art during all public tours, including during National Reconciliation and NAIDOC Weeks.	May, Annually (Ongoing)	Lead Deputy Director Support Guide Coordinator

Focus area: Be a leader in the work we do with First Nations art and artists			
Actions 1–7	Deliverable	Timeline	Responsibility
4 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR and WHS policies and procedures to identify existing anti-discrimination and anti-racism provisions and future needs.	November 2026	Lead Head of Corporate Services Support HR Team
	Develop, implement and communicate an anti-discrimination policy for the organisation, including discussing the role of the RAP in recruitment processes, appointments, and inductions.	January 2027	Lead Head of Corporate Services Support HR Team
	Engage with Aboriginal and Torres Strait Islander advisors and the First Nations Advisory Council to consult on our anti-discrimination policy.	March 2027	Lead Head of Corporate Services Support HR Team
	Educate senior leaders on the effects of racism.	March 2027	Lead Director Support Head of Corporate Services
5 Facilitate self-determination	Ensure that Aboriginal and Torres Strait Islander peoples are leading and making decisions on all Aboriginal and Torres Strait Islander programs and projects, including education and public programs, at AGSA, and across the organisation's broader programs. First Nations people are present at all relevant meetings, and meaningfully supported to lead and make decisions on programs and projects.	Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, 2026, 2027	Lead Director Support Executive Management Team
	Ensure that Aboriginal and Torres Strait Islander peoples are consulted on decisions that affect them, including holding meetings to genuinely discuss proposed changes or decisions, provide opportunities to provide meaningful input, and be informed of the outcome of the given decision.	Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, 2026, 2027	Lead Director Support Executive Management Team

Respect

The Gallery recognises First Nations peoples and cultures as essential to Australia’s story. We respect the cultural authority of First Nations peoples and celebrate First Nations cultural expression in art. We aim to promote understanding and respectful engagement with First Nations people and cultures among our staff and audiences. As a meeting place for First Nations cultures and the broader community, the Gallery seeks to provide a safe and respectful space for truth-telling and for inquiry and learning.

Focus area: Embed a culture of best practice in governance, operations, equity, diversity and sustainability

Actions 8–15	Deliverable	Timeline	Responsibility
8	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	November 2026	Lead Deputy Director
	Consult local Traditional Owners and Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2026	Deputy Director
	Investigate immersion opportunities and targeted cultural learning specific to business units within AGSA.	November 2026	Deputy Director
	Develop, implement and communicate a cultural learning program for our staff and volunteers including ongoing cultural awareness training and specific training relating to current exhibitions which include Aboriginal and Torres Strait Islander art.	July 2026	Lead Director, Assistant Director, Artistic & Collection Programs Support Front of House Coordinator
	Acknowledge and recognise Aboriginal and Torres Strait Islander anniversaries and achievements, across all sectors of the community.	December 2026, 2027	Lead Head of Communications Support Head of Marketing
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning and expand to include the wider workplace.	September 2026	Lead Director, Support Deputy Director
	Require all staff to attend at least one informal cultural learning activity each year and encourage them to extend their self-directed learning by promoting a range of cultural activities.	September 2026	Director

Focus area: Be a leader in the work we do with First Nations art and artists

Actions 1–7	Deliverable	Timeline	Responsibility
6	Remove real and perceived barriers to genuine engagement with Traditional Owners and the broader Aboriginal and Torres Strait Islander communities	October 2026, 2027 (Ongoing)	Lead Director Support Deputy Director, Assistant Director, Artistic & Collection Programs
	Build respectful relationships with all Traditional Owners across Australia when conducting all AGSA business.	October 2026, 2027 (Ongoing)	Lead Director, Deputy Director Support Assistant Director, Artistic & Collection Programs
7	Foster levels of cultural safety within AGSA.	January 2027	Head of Corporate Services
	Support Aboriginal and Torres Strait Islander staff in their ongoing obligations to their community and family in line with DPC policy.	August 2026	Head of Corporate Services
	Consult with the First Nations Advisory Council to determine ways of fostering cultural safety.	October 2026	Lead Director Support RAP Working Group

Focus area: Embed a culture of best practice in governance, operations, equity, diversity and sustainability

Actions 8–15	Deliverable	Timeline	Responsibility
9 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2026	Lead Director Support Executive Management Team
	Ensure Aboriginal and Torres Strait Islander Auslan interpretation of Welcome to Country and Aboriginal artist talks.	October 2026	Public Programs Coordinator
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2026	Lead Director Support Executive Management Team
	Liaise with Kurna Yerta Aboriginal Corporation to develop and maintain a list of key contacts for organising a Welcome to Country.	August 2026	Public Programs Coordinator
	Invite a Kurna Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	February, July 2026, May, August, October 2027	Public Programs Coordinator
	Initiate creating a Kurna Welcome to Country video involving many Kurna representatives from across the Adelaide Plains to be presented on screens and online with appropriate consultation.	January 2027	Lead Head of Marketing, Head of Communications Support RAP Working Group
	Acknowledge the ongoing connection of Kurna peoples to the land, waters, sky and Country of the Adelaide Plains through recognition of culture at Gallery entrances.	January 2027	Lead Director Support Head of Marketing
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and public functions.	Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec 2026, 2027	Director

Focus area: Embed a culture of best practice in governance, operations, equity, diversity and sustainability

Actions 8–15	Deliverable	Timeline	Responsibility
10 Create structured support for First Nations employees as identifying and managing risks of cultural loading	Develop and implement guidelines to define how and when to refer any matters to our First Nations Advisory Council for cultural advice, to manage the risk of cultural loading on First Nations employees.	August 2026	Lead Director
	Ensure the risk of cultural loading on First Nations employees is acknowledged and where possible mitigated.	August 2026	Lead Director, Deputy Director, Head of Corporate Services Support Line Managers
	Ensure that Executive Management Team and Line Managers understand and acknowledge what cultural loading is, and where possible mitigate and provide appropriate support to First Nations employees	August 2026	Lead Director, Deputy Director, Head of Corporate Services Support Line Managers
11 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event/s.	First week in July annually	RAP Working Group
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week and ensure opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures, communities and families during NAIDOC Week.	May 2027	Lead Head of Corporate Services Support Director
	Organise and promote at least one internal and one external event for NAIDOC Week.	First week of July annually	Lead Public Programs Coordinator Support RAP working group
	Ensure that Aboriginal and Torres Strait Islander peoples are involved in NAIDOC Week programs and projects at AGSA.	July 2027, 2028	Public Programs Coordinator
	Promote and encourage participation in external NAIDOC events to all staff and volunteers.	First week in July annually.	Director

Focus area: Embed a culture of best practice in governance, operations, equity, diversity and sustainability

Actions 8–15	Deliverable	Timeline	Responsibility
12 Champion Aboriginal and Torres Strait Islander cultures, values and ensure industry best practice standards are implemented	Investigate working ways to realise a Kurna public work of art on North Terrace.	February 2027	Lead Director Support Assistant Director
	Expand the inclusion of Aboriginal and Torres Strait Islander language to the interpretation of works of art on display and additional interpretive materials.	August 2026	Lead Curator of Aboriginal and Torres Strait Islander Art Support Head of Marketing
	Record Aboriginal and Torres Strait Islander language pronunciation for guides, volunteers and staff.	March 2027	Lead Public Programs Coordinator Support Gallery Guide Executive
	Develop new learning resources for all audiences about Aboriginal and Torres Strait Islander artists and broader reconciliation themes.	2026, 2027 (Ongoing)	Lead Education Team Support Tarnanthi Producer
	Comply with Creative Australia First Nations protocols.	May 2026, 2027 (Ongoing)	Lead Director, Support Assistant Director, Artistic & Collection Programs
	Maintain and grow relationships with artists, art centres and copyright agencies to ensure the appropriate use of images and protect Aboriginal and Torres Strait Islander artists' legal and moral rights in line with the Indigenous Art Code.	December 2026	Lead Collection Digitisation Manager, Curator of Aboriginal and Torres Strait Islander Art Support Project Manager, Artistic Programs, Tarnanthi, Head of Marketing and Head of Communications

Focus area: Embed a culture of best practice in governance, operations, equity, diversity and sustainability

Actions 8–15	Deliverable	Timeline	Responsibility
13 Focused collecting, caretaking, sharing and presenting of art and cultural materials.	Identify opportunities to engage in collaborative research projects and programs with Aboriginal and Torres Strait Islander academics, artists and communities to build knowledge of the collection and collection management protocols including through the Collection Digitisation project.	Ongoing	Lead Assistant Director, Artistic & Collection Programs Support Collection Digitisation Manager, Curator of Aboriginal and Torres Strait Islander Art
	Acknowledge and promote Aboriginal and Torres Strait Islander knowledge systems across AGSA through displays, exhibitions, learning resources and public programs.	October 2026, 2027	Lead Assistant Director, Artistic & Collection Programs Support Public Programs Coordinator, Education Manager
	Continue to present truth-telling exhibitions and collection displays through Tarnanthi and AGSA.	September, October, November, December, January 2026, 2027	Lead Tarnanthi Artistic Director and Curator of Aboriginal and Torres Strait Islander Art
	Invite donors, sponsors and partners to support Aboriginal and Torres Strait Islander artists through acquisitions, exhibitions and capacity-building initiatives.	August, October 2026, 2027	Leads Development Manager, Head of Philanthropy, Director, Assistant Director, Artistic & Collection Programs Support First Nations Advisory Council
	Create policy and procedure for staff, volunteers and external stakeholders regarding accessing works identified as culturally sensitive. Develop procedures framework for access to collection database.	February 2027	Lead Director Support Assistant Director, Artistic & Collection Programs
14 Adhere to best practice regarding culturally sensitive works of art created by Aboriginal and Torres Strait Islander peoples and representations of First Nations peoples at AGSA.			



image installation view featuring *Kulapa Tjuta* by APY Art Centre Collective, Art Gallery of South Australia, Adelaide; photo: Saige Prime

Opportunities

Building upon the Art Gallery of South Australia’s dedication to championing First Nations voices within its artistic program, AGSA is well-positioned to further develop and embed economic and social opportunities for Aboriginal and Torres Strait Islander peoples through its strategies surrounding procurement, employment and professional development opportunities across the organisation.

Focus area: Amplify the vision of artists by presenting extraordinary art in radically inclusive ways both physically and digitally to local, national and international audiences

Actions 15–17	Deliverable	Timeline	Responsibility
15 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2026	Lead Director Support Executive Management Team
	Engage Aboriginal and Torres Strait Islander peoples to contribute to flagship public events, including Neo (for teens aged 13–17), Start (for children 3–12) and First Fridays (multi-generational audiences).	Monthly, 2026, 2027	Lead Public Programs Coordinator Support Teen Programs Officer, Public Programs Officer
	Engage and consult with Aboriginal and Torres Strait Islander staff on our recruitment, retention and professional development strategy.	August 2026	Lead Head of Corporate Services Support HR Team
	Engage and consult external Aboriginal and Torres Strait Islander organisations and individuals, including the First Nations Advisory Council, on our recruitment, retention and professional development strategy.	September 2026 (Ongoing)	Lead Head of Corporate Services Support HR Team
	Meet and exceed DPC Policy regarding recruitment, retention and professional development strategy percentage targets of Aboriginal and Torres Strait Islander staff in the workforce.	December 2026	Lead Head of Corporate Services Support HR Team
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace, with a focus on establishing and maintaining cultural safety.	December 2026	Lead Head of Corporate Services Support HR Team
	Consult the Department of Premier and Cabinet’s South Australian Public Sector Aboriginal Employee Register of existing First Nations employees before advertising for any roles.	Ongoing	Lead Head of Corporate Services Support HR Team

Focus area: Amplify the vision of artists by presenting extraordinary art in radically inclusive ways both physically and digitally to local, national and international audiences

Actions 15–17	Deliverable	Timeline	Responsibility
	Advertise job vacancies on platforms that effectively reach Aboriginal and Torres Strait Islander stakeholders including Koori Mail and Turkindi.	Ongoing	Lead Head of Corporate Services Support: HR Team
	Increase the number of roles for Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2026	Lead Head of Corporate Services Support: HR Team
16 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Ensure compliance with AGSA Procurement Protocols and increase number of Aboriginal and Torres Strait Islander businesses engaged.	February 2027	Lead Chief Financial Officer Support Procurement Oversight Committee
	Investigate Supply Nation Membership.	October 2026	Chief Financial Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff, including from Supply Nation.	December 2026	Lead Chief Financial Officer Support Deputy Director, Gallery Shop Manager
	Investigate and encourage AGSA_eats to access catering and beverage supplies by Aboriginal and Torres Strait Islander businesses for its dining venue at AGSA and for catered functions.	October 2026	Lead Deputy Director Support Operations and Logistics Manager
	Review and develop procurement strategies to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2027	
	Increase commercial relationships with Aboriginal and Torres Strait Islander owned businesses or artists to develop products for the Gallery Store.	August 2027	

Focus area: Amplify the vision of artists by presenting extraordinary art in radically inclusive ways both physically and digitally to local, national and international audiences

Actions 15–17	Deliverable	Timeline	Responsibility
17 Grow the leadership capacity of Aboriginal and Torres Strait Islander peoples, including staff.	Identify, encourage and support Aboriginal and Torres Strait Islander staff to apply for leadership opportunities.	October 2026, 2027 (Ongoing)	Lead Director Support Executive Management Team
	Create networking opportunities for Aboriginal and Torres Strait Islander peoples across all parts of the organisation, including but not limited to the Department of Premier and Cabinet's Nunga Network of First Nations employees.	October 2026, 2027 (Ongoing)	Lead Director Support Executive Management Team
	Increase opportunities for Aboriginal and Torres Strait Islander communities to engage with the collection, exhibitions and programs at AGSA, as well as volunteer opportunities including the Guides cohort.	October 2027	Lead Director, Support Deputy Director, Assistant Director
	Share exhibition, prize and event opportunities through Aboriginal and Torres Strait Islander networks and media.	Jul, Oct, 2026, Jan, Apr, Jul, Oct, 2027, Jan 2028 (Ongoing)	Lead Head of Marketing Support Digital Marketing Coordinator

Governance

Actions 18–22	Deliverable	Timeline	Responsibility
18 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain internal Aboriginal and Torres Strait Islander representation on the RWG and establish new external representation from Kurna community.	Four times per year at RAP meeting	Lead RAP Working Group Co-Chairs Support RAP Working Group
	Maintain and review Terms of Reference for the RWG.	Annually at RAP meeting	Lead RAP Working Group Co-Chairs Support RAP Working Group
	Meet at least four times per year to drive and monitor RAP implementation.	Quarterly	Lead RAP Working Group Co-Chairs Support RAP Working Group
19 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2026	Lead RAP Working Group co-Chairs Support Head of Corporate Services
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Quarterly	RAP Working Group
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Quarterly	RAP Working Group co-Chairs

Actions 18–22	Deliverable	Timeline	Responsibility
20 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Maintain an internal RAP Champion from senior management.	Annually	Lead RAP Working Group Co-Chairs Support RAP Working Group
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence.	June annually	RAP Working Group co-Chairs
	Contact Reconciliation Australia to request a link to access, complete and submit the annual online RAP Impact Survey.	30 September, annually	Lead RAP Working Group co-Chairs Support RAP Working Group
	Report RAP progress to all staff and senior leaders quarterly.	Quarterly	Lead RAP Working Group Co-Chairs Support RAP Working Group, First Nations Advisory Council
	Publicly report AGSA RAP achievements, challenges and learnings, annually.	May 2026, 2027	Lead RAP Working Group Co-Chairs Support RAP Working Group
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2028	Lead RAP Working Group Co-Chairs Support RAP Working Group
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2028	Lead RAP Working Group Co-Chairs Support RAP Working Group
21 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2027	RAP Working Group co-Chairs
22 Report on the wellbeing and economic outcomes of our reconciliation initiative.	Monitor and report on the economic and wellbeing benefits of Tarnanthi.	June 2026, 2027	Tarnanthi Producer
	Monitor and report on acquisitions and loans of Aboriginal and Torres Strait Islander works of art.	June 2026, 2027	Lead Curator of Aboriginal and Torres Strait Islander Art Support Associate Registrar (Loans)



image Jackie Saunders, Ngarrindjeri/Wirangu people, South Australia, born Adelaide, 1989, *Desert Sundown* (Alice Springs), 2022, Tarntanyangga (Adelaide), synthetic polymer paint on canvas, 154.0 × 115.0 cm; Art Gallery of South Australia Foundation South Australian Artists Fund 2024, Art Gallery of South Australia, Adelaide, © the artist

About the work of art on the cover

The cover of this document features the painting *Charles on Country* by Western Aranda artist Vincent Namatjira, who works from Iwantja Arts in Indulkana in the Anangu Pitjantjatjara Yankunytjatjara Lands.

This important painting is held in the collection of the Art Gallery of South Australia, and was acquired following Vincent Namatjira’s major solo exhibition *Vincent Namatjira: Australia in colour* as part of Tarnanthi 2023. This exhibition was then toured for presentation at the National Gallery of Australia, Canberra in early 2024, with a total of 177,265 visitors experiencing this significant exhibition.

Recognised as a leading contemporary painter in Australia, Vincent’s work continues as a vehicle for important conversations about Country, power and sovereignty, and uses portraiture as a way to explore these relationships. *Charles on Country* depicts King Charles II on Western Aranda Country. Vincent says about the work:

“Just like Albert Namatjira, I wanted to find my own way, to find my own voice and to be heard. I started painting portraits because I’m interested in people, and power, wealth and politics. For me, portraiture is a way of putting myself in someone else’s shoes as well as to share with the viewer what it might be like to be in my shoes. I use portraiture to look at my identity and my family history. It’s also a way for me to look at the history of this country, to ask who has the power, and why. Let me take you on Country, where the past and the present meet, where cheeky humour is side by side with gut-wrenchingly hard stories – this is Australia in colour.”

Vincent Namatjira was the recipient of the Ramsay Art Prize in 2019, and in 2020 he was the first Aboriginal artist to win the Archibald Prize. In the same year he was a recipient of the Medal of the Order of Australia (OAM) in honour of his contribution to the Indigenous visual arts.

This work of art was selected for the cover art in consultation with Iwantja Arts.

Contact details

Bernadette Klavins
Project Manager, Artistic Programs
T +61 8 7085 1642
E klavins.bernadette@artgallery.sa.gov.au

Abbreviations/Glossary

AGSA	Art Gallery of South Australia
DPC	The Department of Premier and Cabinet, the South Australian governmental department in which AGSA operates
RAP	Reconciliation Action Plan
Tarnanthi	AGSA’s program of contemporary Aboriginal and Torres Strait Islander art. It comprises the biennial Tarnanthi Festival, annual Tarnanthi Art Fair and year-round offerings that include touring exhibitions (statewide, national and international), nationwide education programs, professional development for artists, public programs and other events.

North Terrace
Adelaide SA 5000
T +61 8 7085 1500
agsa.sa.gov.au

AGSA Kurna yartangka yuwanthi.
AGSA stands on Kurna land.

