**Embedding social cohesion objectives**

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| **Policy** |
|[ ]  Organisational vision and values |
|[ ]  Multicultural policy |
|[ ]  Aboriginal and Torres Strait Islander peoples policy |
|[ ]  Reconciliation Action Plan |
|[ ]  Social justice/inclusion policy |
|[ ]  Customer service policy |
|[ ]  Stakeholder/community engagement policy  |
|[ ]  Procurement policy |
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| **Organisational culture** |
|[ ]  Internal networks, advocates and champions |
|[ ]  Staff meetings |
|[ ]  Elected-decision maker meetings |
|[ ]  Senior executive direction setting/decision-making |
|[ ]  Cross-organisational planning teams |
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| **Leadership team** |
|[ ]  Leadership/management style training |
|[ ]  Elected decision-maker induction |
|[ ]  Policy development and review processes |
|[ ]  Partnership approaches (with other local governments, higher levels of government agencies, communities) |
|[ ]  Succession planning |
|[ ]  Reward and recognition programs |
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| **Standards and protocols** |
|[ ]  Guiding principles |
|[ ]  Staff toolkits or manuals |
|[ ]  Participation protocols |
|[ ]  Incorporation of flags and other cultural symbols |
|[ ]  Commitment to Welcome to Country/Acknowledgement of Country |
| **Planning** |
|[ ]  Strategic plan/Community plan |
|[ ]  Corporate planning |
|[ ]  Social planning |
|[ ]  Cultural planning |
|[ ]  Stakeholder/community engagement |
|[ ]  Asset management |
|[ ]  Place management |
|[ ]  Settlement frameworks |
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| **Systems** |
|[ ]  Internal and external reporting |
|[ ]  Information management systems |
|[ ]  Knowledge management systems |
|[ ]  Budget/resource setting and review |
|[ ]  Evaluation processes |
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| **Communications** |
|[ ]  Internal and external communications strategies and plans |
|[ ]  Use symbols such as flags, naming of parks and places |
|[ ]  Communications strategy |
|[ ]  Publications strategy |
|[ ]  Media strategy |
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| **Recruitment, training and development** |
|[ ]  Recruitment policy |
|[ ]  Staff performance and appraisal process |
|[ ]  Induction processes  |
|[ ]  Cultural competency training |
|[ ]  Reward and recognition programs |