**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 |
|  | |
| **Organisational culture** | |
|  | Internal networks, advocates and champions |
|  | Staff meetings |
|  | Elected-decision maker meetings |
|  | Senior executive direction setting/decision-making |
|  | Cross-organisational planning teams |
|  | |
| **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 |
|  | |
| **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 |
|  | |
| **Systems** | |
|  | Internal and external reporting |
|  | Information management systems |
|  | Knowledge management systems |
|  | Budget/resource setting and review |
|  | Evaluation processes |
|  | |
| **Communications** | |
|  | Internal and external communications strategies and plans |
|  | Use symbols such as flags, naming of parks and places |
|  | Communications strategy |
|  | Publications strategy |
|  | Media strategy |
|  | |
| **Recruitment, training and development** | |
|  | Recruitment policy |
|  | Staff performance and appraisal process |
|  | Induction processes |
|  | Cultural competency training |
|  | Reward and recognition programs |