

ACTIVITIES TO GROW A HUMAN RIGHTS CULTURE

Senior leadership and organisational vision	Building staff capability and practice	External participation and accountability
Incorporating human rights in vision and values statements	Incorporating human rights obligations in policies and procedures	Community participation to identify human rights issues and problem solving in public sector decision-making
Internal and external commitment to building human rights culture	Designing tailored decision making tools and resources ⁸	
Setting minimum expectations on staff to uphold human rights	Build the human rights knowledge and skills of management and staff	Information exchange with community organisations and other stakeholders
Role modelling public sector values and human rights practices	Ensuring complaints handling includes consideration of human rights obligations	
Developing human rights action plans	Evaluation and continuous learning on embedding human rights culture	Seeking external research and guidance to develop evidence base on how best to uphold human rights in the specific organisational context
Incorporating human rights in business planning	Identifying opportunities for professional development for human rights expertise	
Human and financial resources allocated to human rights initiatives	Team meetings to raise human rights issues and challenges	Implementing service improvements that stem from complaints or investigations undertaken by external review agencies.
	Human rights values incorporated in performance reviews	
	Recruitment and promotion practises are aligned with human rights principles	

