# 12 Indicators of Current Organizational Culture and Climate

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| **Which describes your overall organization? Pockets?** | Data? Evidence? |  | What might facilitate progress? |  |
| 1. **It is dangerous to be here; a hostile environment** |  |  |  |  |
| 1. **You are lucky to be here** |  |  |  |  |
| 1. **You can come if you want** |  |  |  |  |
| 1. **You are welcome to be here** |  |  |  |  |
| 1. **We treat everyone equally** |  |  |  |  |
| 1. **We create a welcoming environment** |  |  |  |  |
| 1. **We want everyone to have a sense of belonging** |  |  |  |  |
| 1. **We do what we can to support your success** |  |  |  |  |
| 1. **We intentionally work to accelerate your success** |  |  |  |  |
| 1. **We remove systemic barriers, obstacles, and hurdles to your success** |  |  |  |  |
| 1. **We require everyone to increase their capacity to infuse equity and inclusion into everything they do** |  |  |  |  |
| 1. **We skill up everyone and hold them accountable to dismantle institutional oppression & dynamics of privilege and marginalization in all policies, practices, programs, norms, and services** |  |  |  |  |