# 12 Indicators of Current Organizational Culture and Climate

**Developed by Kathy Obear, Ed.D., Center for Transformation and Change**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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**
 |  |  |  |  |