Elements of an Inclusive Climate

- Out of what history are we growing?
- What is our institutional legacy?

- Who is present here in this place?
- Who is not represented and why?

- What are the perceptions and attitudes among and between groups on campus?
- Is this a place where people can thrive?

- How do people behave towards each other and get along (intergroup relations?)
- Is this a place where people nurture each other?

(Hurtado, Milem, Clayton-Pederson, & Allen, 1998)