Elements of an Inclusive Climate

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

Historical Legacy

Structural Diversity

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

Psychological Climate

What are the perceptions and attitudes among and between groups on campus?

- Is this a place where people can thrive?

Behavioral Climate

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

Loyola Marymount University

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