Assessing an Organization's Culture

UC Irvine
Division of Career Pathways
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What is Organizational Culture?

Organizational culture reflects how a company brings its mission to life and delivers on its brand promise. As Gallup notes, it's defined by "how we do things around here." A key part of culture is how an organization supports equitable practices, values individual contributions, and builds an environment in which people feel respected and included.

How to Evaluate a Company's Culture

1. Review the Website and Social Media. Look for:

- A section or statement about workplace inclusion, values, or employee support
- Social media posts highlighting employee stories, community partnerships, or recognition of different cultures and observances

2. Look for Public Reports. Search online or on the company's site for:

- Inclusion or ESG (Environmental, Social, Governance) reports
- Data on workforce demographics, goals, or progress

3. Examine Leadership Pages. Even without a formal Inclusion page, check:

- Are leaders' backgrounds and stories highlighted?
- Is there a leadership values statement?

4. Explore Employee Benefits. Inclusive companies often offer:

- Broader medical and mental health coverage
- Caregiver and family support, including domestic partner benefits
- Flexible holidays for cultural or religious observances

5. Ask Around. Reach out to current or former employees via:

- LinkedIn
- Glassdoor reviews

Ask about company culture, growth opportunities, and team dynamics.

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Questions to Ask in an Interview

1. Are there employee-led groups or resource networks?
2. How does the company support inclusive excellence in the workplace?
3. What values drive your team or leadership approach?
4. What does the company do to support work-life balance?
5. Are there programs for professional growth or mentorship?
6. How are employees involved in decision-making?
7. Can you share any stories that reflect the company's culture?

Additional resources…

OFFICE OF INCLUSIVE EXCELLENCE (UC IRVINE)
inclusion.uci.edu

JUST CAPITAL OVERALL RANKINGS
justcapital.com/rankings

DISABILITY EQUALITY INDEX
disabilityin.org

POWER TO FLY (JOB BOARD & EVENTS FOR LIKE-MINDED PROFESSIONALS)
powertofly.com

Inclusive Leadership Evaluation Checklist

Use this while browsing a company's website, leadership page, or public reports.

✓ **Internal Support & Structure**
- Are employee resource groups active and supported?
- Are there development paths for all employees?

✓ **External Recognition**
- Is the company listed on Forbes or similar rankings?
- Has it received awards for inclusive excellence?

✓ **Values & Engagement**
- Do mission or values statements mention inclusive excellence?
- Are inclusive practices built into hiring and promotion?