

**Dominant (White)
Organizational
Culture in U.S.**

**INTRINSIC
VALUES**

Object Oriented

Reason

Statistics

Rules

Single Issue (Fragmentation)

Linear

Technology

Dichotomous

Quick Fix

Professionalism

Expertise

Individualism

Efficiency

A culture that values only these qualities may result in:

HIERARCHY

**BUREAUCRATIC
CONTROL**

WHITE PRIVILEGE

*ANY VALUE CAN BECOME
OPPRESSIVE WHEN IT IS SEEN
AS THE "BEST" OR "ONLY"
VALUE AND IS IMPOSED ON
OTHERS BY THE DOMINANT
CULTURE .*

Relational Culture

**INTRINSIC
VALUES**

Relationship Oriented

Emotion

Stories

Creativity

Analysis (Whole Picture)

Circular

Process

Diunital

Long-term Relationships

Grassroots Knowledge

Leadership Development

Collective

Effectiveness

A culture that includes these values may result in:

COMMUNITY

**ACCOUNTABILITY
& EMPOWERMENT**

SOCIAL EQUITY

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