An organism’s ability to survive and thrive in a pond is highly dependent on environmental conditions and biological interactions. Some will not thrive in the pond because their nutritional and physical needs are not met, they may become prey for another organism etc. What’s in our pond? Are we fostering an environment that supports the needs of all members of our university community? In this session, we will share our experiences; identify cultural characteristics of our organization, and how they contribute to the health of our diverse community.