

DIVERSITY, EQUITY, INCLUSION AND BELONGING

Here at Riverstone Communities we understand the power and beauty of no two team members being alike. We all have differences that make us unique. Those differences will be welcomed and celebrated at our organization. These differences are what shape our experiences, thought processes, and outlooks. We want ALL team members to bring their full selves to work each and every day. We value everyone's ideas and thoughts. No organization has ever been successful when based on the singular focus of one individual. It takes all team members, with all of their amazing attributes and qualities, to make an organization GREAT! We are proud to say we have an amazing organization here at Riverstone because of all of those differences that we celebrate each and every day!

Let's talk about some key terms that you will hear often throughout your employment here at Riverstone. We want to make sure that you understand what we mean when we say these words.

DIVERSITY:

Let's start with the dictionary definition: "the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc"

Now let's talk about Riverstone Communities definition: We celebrate and LOVE differences in people. We welcome people from all walks of life, regardless of gender, race, religion, ethnicity, nationality, sexual orientation, disability etc., both as team members and as residents. Whatever makes all of us unique, we welcome and support!

EQUITY:

The dictionary definition tells us this means: "justice according to natural law or right/freedom from bias or favoritism".

At Riverstone Communities, equity to us means, taking into account the challenges our team members are faced with, we will do all we can to provide all team members with the same opportunities needed to flourish both personally and professionally. We will meet team members where you are. We understand that treating all team members "equally" is not always possible, as everyone begins at a different starting point and some need more assistance than others in achieving their accomplishments. We will do all we can to provide the necessary assistance to give all team members the same opportunities as others. We want all of our team members to have the chance to thrive in life as much as they desire!

INCLUSION:

The dictionary definition tells us this means: "the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups."

At Riverstone Communities, inclusion to us means, regardless of your background or where you come from, you will always have equal opportunity to grow and be who you want to be

here. You can get involved in any initiative that you want to get involved in. You can grow in your current position and any new position that you desire and want to grow and develop into. You are welcome to work with and approach anyone that you would like, that works for our organization. Nothing is really off limits. We believe that every team member has the ability to be successful in their own way. If you desire to be involved, get involved. We won't stop you! Frankly we will welcome it!

BELONGING:

The dictionary definition of this is: “an affinity for a place or situation”. The core verb there in “belong” means: “be a member or part of (a particular group, organization, or class)”.

At Riverstone Communities, belonging means that no one is out of place here or not welcomed. You will never be belittled for anything that you have to say or contribute. We want all of you to be your own unique selves and will never discourage this. You are always welcome at our organization. No one is left out. If you are part of our team, you BELONG to the Riverstone family.

In closing, it is very important to our organization that we do our part to promote equity and equality throughout our country and frankly the world. We are committed to doing that by reviewing all Riverstone practices and procedures through a Diversity, Equity, Inclusion and Belonging lens to ensure that underrepresented groups are not unknowingly marginalized, but instead given the opportunity to flourish. We are also committed to safe conversations around uncomfortable topics to promote learning and understanding. We encourage all team members to get involved as much as possible in our Diversity, Equity, Inclusion and Belonging efforts. Remember, we don't learn from one another if we aren't uncomfortable. We encourage you to get comfortable with being uncomfortable.

Riverstone Communities promotes equitable access to all in education, leadership opportunities, and employment; we encourage ALL to share their cultural experiences and identities, allowing other team members to learn from this interaction.

It is the expectation of Riverstone Communities that all team members understand and support our diversity, equity, inclusion and belonging efforts. Any behavior to the contrary will not be tolerated.

