

AT SOLVERE LIVING ...

We believe a diverse, equitable and inclusive workplace is key to all team members being valued, trusted and accepted. Our vision “*Inspiring people to realize their full potential*” drives our beliefs and the Declaration provides a common framework to value, encourage and support team members.

VALUES

DIVERSITY

is embracing all the ways team members differ, whether it's through experiences, race, identity, gender, religion, age, sexual orientation and other factors.

EQUITY

is the way we can achieve equality for all team members. We will identify inequities and barriers so all team members have the opportunity to achieve equality.

INCLUSION

at its simplest is value and respect for all team members.

FOCUS AREAS

EMPATHY

is the capacity to understand or feel what another person is experiencing from their frame of reference.

IMPLICIT BIAS

refers to the subliminal beliefs and attitudes we all have that affect our understanding, actions and decisions.

CULTURAL SENSITIVITY

is being aware of the beliefs and values of racial, ethnic, religious, gender identity and social groups.

RESPECT

is when all team members are automatically respected for their ideas, feelings and presence.

BENEFITS:

- Creates a workplace where team members can be successful
- Serves our stakeholders better
- Brings new ideas and skills
- Increases team member satisfaction, decreases turnover and improves company performance

“Respect is like air. As long as it's present, nobody thinks about it. But if you take it away, it's all that people can think about.”

