

The following commitment has been created by a group of individuals at Bluestem Communities. Those involved met numerous times to share with one another the reality of racism in our workplace and beyond. Through these stories and the desire to create a more inclusive future, there was open, authentic, and empathetic listening and learning. Together, we desire to be pro-active while also realizing that this is work that each individual must also do on a personal level. We feel it is important to share this with the greater community in hopes of being a model of anti-racism, creating a culture of belonging.

Bluestem Communities commitment to anti-racism:

Bluestem Communities' mission is to positively impact and nurture quality of life and purpose. As such, we grieve for the injustices and effects of deeply rooted systemic racism long suffered by people of color across this country. We lament the senseless tragedies they have endured, which highlight the inequities in all parts of society, including those caused by structural and implicit biases and positions of privilege.

In order to provide vibrant and inclusive experiences for all, Bluestem Communities commits to speaking out against inequities, to confronting systemic racism by giving special consideration to our own policies, practices and governance structures, and to promoting full human dignity and civil rights through all word and action.

We recognize that a statement of support does not adequately address the issues of systemic racism and injustice. Bluestem Communities, therefore, commits itself to tangible action as we stand in support of people of color through:

- Listening to, learning from, and advocating for marginalized individuals.
- Asking the difficult, uncomfortable questions of ourselves and one another.
- Engaging in conversations that celebrate the diversity among us.
- Being prepared to address needs for change within our organization.

Bluestem Communities strives to model compassionate and inclusive communities as exemplified in the organization's theme scripture passage of Ephesians 3:16-19.

"I pray that, according to the riches of his glory, he may grant that you may be strengthened in your inner being with power through his Spirit, and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God."

Bluestem Communities Diversity, Equity, Inclusion and Belonging (DEIB):

In 2020, a Diversity, Equity, Inclusion and Belonging group formed with members from various departments throughout Bluestem Communities. This group seeks ways to build our culture of belonging. It includes staff from each location who meet quarterly with the following goals:

- Be responsive: Offer safe space for staff and residents to share uncomfortable comments or situations and provide follow-up.
- Be pro-active: Create a culture of belonging where overt and micro-aggression is not acceptable.
- Equip employees: Offer a variety of avenues for personal growth of employees on the topic of Belonging.
- Become informed: Provide learning opportunities to inform our goals of being responsive and pro-active.
- Be committed: Examine biases, stereotypes, power imbalance and parties within the organizational culture to ensure that DEIB is present at all levels.