

# Just.<sup>SM</sup>

## THE SOCIAL JUSTICE LABEL



# Just.<sup>SM</sup>

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ ☒ Engagement

#### Employee Benefits

- ☒ ☒ ☒ ☒ Health Care
- ☐ ☐ ☐ ☐ Retirement Provision
- ☒ ☒ ☐ ☐ Family/Medical Leave
- ☒ ☒ ☐ ☐ Training/Education

#### Equity

- ☒ ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ ☒ Pay-Scale Equity
- ☐ ☐ ☐ ☐ Freedom of Association
- ☐ ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ ☒ Gender Pay Equity

#### Stewardship

- ☐ ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ ☒ Volunteering
- ☐ ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ ☒ Positive Products

#### Employee Health

- ☐ ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ ☐ Well-Being

#### Purchasing & Supply Chain

- ☒ ☒ ☒ ☒ Equitable Purchasing
- ☐ ☐ ☐ ☐ Supply Chain

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# Just.<sup>SM</sup>

The Just program is a voluntary disclosure tool for organizations. Just is not a certification program, it is a transparency platform for organizations to disclose their operations, including how they treat their employees and where they make financial and community investments.

Just is a nutrition label for socially just and equitable organizations.



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The goals of the JUST Program are simple yet profound:

1. to elevate the discussion around social justice concerns in all organizations,
2. to create a common language and measurement framework for social justice issues,
3. to elevate the cause of those individuals and activists who lead on these issues,
4. to improve the H.R. policies and practices of thousands of organizations worldwide,
5. to make life better for workers from all walks of life.





# Just.<sup>SM</sup>

"We believe that a true living future—a world of regenerative buildings and equitable communities—can only be achieved through equally powerful and transformative programs that make the world more equitable and socially just. We believe that it is not possible to create a true living building without paying attention to the employees who design, construct, operate, maintain, and work in these spaces."

*-International Living Future Institute*



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■■■■ Inclusion  
■■■■ Engagement

### Equity

■■■■ Full-Time Employment  
■■■■ Pay-Scale Equity  
■■■■ Freedom of Association  
■■■■ Living Wage  
■■■■ Gender Pay Equity

### Employee Health

■■■■ Physical Health  
■■■■ Well-Being

### Employee Benefits

■■■■ Health Care  
■■■■ Retirement Provision  
■■■■ Family/Medical Leave  
■■■■ Training/Education

### Stewardship

■■■■ Local Communities  
■■■■ Volunteering  
■■■■ Animal Welfare  
■■■■ Charitable Giving  
■■■■ Positive Products

### Purchasing & Supply Chain

■■■■ Equitable Purchasing  
■■■■ Supply Chain

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## CATEGORIES

1. Diversity & Inclusion
2. Equity
3. Employee Health
4. Employee Benefits
5. Stewardship
6. Purchasing & Supply Chain

## SOCIAL JUSTICE INDICATORS

- 4 stacked levels per indicator
- Level 1 is always a policy
- Levels 2-4 measure an outcome or strength of a policy or program





**In 2023, Re:Vision pursued our second JUST  
Label. How did we do?**



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■■■■ Charitable Giving  
■■■■ Positive Products

### Employee Health

■■■■ Physical Health  
■■■■ Well-Being

### Purchasing & Supply Chain

■■■■ Equitable Purchasing  
■■■■ Supply Chain

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■■■■ Physical Health  
■■■■ Well-Being

### Purchasing & Supply Chain

■■■■ Equitable Purchasing  
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## Updates from 2021 to 2023

- +1 Level in Family/Medical Leave
- Increased FML policy to offer more paid leave
- -1 Level in Animal Welfare
- Deprioritized meeting level 3 in practice in favor of prioritizing more salient issue areas
- +1 Level in Supply Chain
- Memorialized and kicked-off material vetting project



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# DIVERSITY + INCLUSION





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**Purchasing & Supply Chain**

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## DIVERSITY & INCLUSION

### 01 | Gender Diversity

Intent: Demonstrate a commitment to the creation and maintenance of a gender diverse workplace.

Re:Vision Today: We have a written policy committing to Gender Diversity in our workforce and women constitute at least 50% of our workforce and 35% of senior leadership.







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## DIVERSITY & INCLUSION

### 01 | Gender Diversity

#### Gender, Racial, and Ethnic Diversity

Re:Vision is committed to the hiring, retention, support, and promotion of a workforce that is diverse in terms of gender (including non-binary and gender non-conforming), race, and ethnicity. Diversity is intended to be equitable and fair representation of people of different genders, races, and ethnicities. Our goal is to have a workforce that is diverse in all job classifications and levels, including in senior leadership, executive, and board roles. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our diverse employees invest in their work represents a significant part of not only our culture, but our reputation, goodwill, and long-term success. We aim to create a welcoming, supportive, and collaborative environment where full participation is valued and voices from diverse backgrounds and perspectives are heard. Achieving diversity in an inclusive environment yields multiple benefits for the organization and for society.







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## DIVERSITY & INCLUSION

### 02 | Ethnic Diversity

Intent: Create and maintain a racially and ethnically diverse workplace that is at least as diverse as the community in which it is located.

Re:Vision Today: We have a written policy and plan for committing to Racial and Ethnic Diversity in our workforce but have not met the targets set by Just.

Commentary: *We continue to work on recruitment strategies that extend beyond standard methods to attract a diverse workforce. We are also focusing efforts on “sewing the seeds” for a diverse future for our profession.*







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## DIVERSITY & INCLUSION

### 02 | Ethnic Diversity

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## DIVERSITY & INCLUSION

### 03 | Inclusion

Intent: Demonstrate a commitment to the creation and maintenance of a nurturing and inclusive workplace while maintaining parity with Ethnic and Racial Diversity indicator.

Re:Vision Today: We have a written policy committing to a culture of inclusion and achieved the inclusion survey score that would correspond with Level 3. However, our Just level for this indicator is limited by our performance on the Ethnic diversity indicator.

Commentary: *As our staff diversity increases so too will this measure.*







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## DIVERSITY & INCLUSION

### 03 | Inclusion

RE: Action Requested: Employee Survey for B Corp + Just DUE 9/19



Shawn Hogan  
To ReVisionArchitecture

Reply Reply All Forward

Tue 8/29/2023 3:59 PM

Hi everyone!

In pursuit of our B Corp and Just recertification and re-label, respectively, and the betterment of Re:Vision, we seek your thoughtful completion of a two part employee demographic and engagement survey. This survey helps Re:Vision understand our demographics and engagement via 'best practices' type questions and helps us see year over year trends. While this is separate from the forthcoming peer/firm feedback mentorship session, it might be helpful to think about it as an on ramp to the reflective thinking we're asking of each other in the next few weeks.

Please complete these surveys by **TUESDAY September 19<sup>th</sup>** 😊

The survey is in 2 parts – (1) demographics and (2) employee engagement. There is helpful information about how the results of each part of the survey will be used at the top of each survey half. Please read this information thoroughly before completing.

Find the links here:

[Part 1: Demographics](#)

[Part 2: Employee Engagement](#)

Please complete these surveys by **TUESDAY September 19<sup>th</sup>** 😊

Reach out if you have any questions!







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## DIVERSITY & INCLUSION

### 04 | Engagement

Intent: Proactively work to advance a culture and work environment where employees feel inspired, motivated, and engaged.

Re:Vision Today: We have a written policy that commits to building engagement within our workforce via feedback mechanisms and more and achieved the highest level on Just's Engagement survey.







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## DIVERSITY & INCLUSION

### 04 | Engagement

#### Employee Engagement

Re:Vision is committed to a workplace that supports all members in contributing to organizational success while nurturing their own well-being. We define engagement as the emotional commitment the employee has to the organization and its goals.

We work toward an organization where all employees are:

- included fully as trusted and empowered members of the team;
- focused on clear goals that are based on an understanding of how the organization is fulfilling its purpose and how it is strategically evolving;
- included in shaping the future of the firm;
- receiving regular and constructive feedback;
- supported in developing new skills;
- thanked and recognized for achievements, milestones, and exemplary performance.

Employees are encouraged to offer ideas and express views or concerns to any direct supervisors, partners, HR manager, or via studio or staff meetings. Mentorship Sessions are also a dedicated time to share concerns, opportunities for improvement, or ideas for the future. Feedback that is a formal complaint will be tracked by the Operations Manager and Partners (depending on the nature of the concern) for discussion and resolution. Employees are encouraged to request follow-up if they are not receiving feedback in a timely way.

For added transparency, the financial health of the firm relative to annual financial goals will be reviewed at least annually during an All Staff Meeting.



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## EQUITY

### 05 | Full-Time Employment

Intent: Commit to and demonstrate that primary basis of workforce is full-time.

Re:Vision Today: We have a written policy that documents full-time employment practices and definitions and >85% of total workforce meets full-time employment definition.



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# EQUITY

## 05 | Full-Time Employment

### Full Time Employment

Re:Vision is committed to providing full-time employment as the primary basis of our workforce. All employees are classified as either regular or temporary. Regular employees are employees hired for an indefinite term without a specific termination date. Employees also are classified as either exempt or nonexempt according to provisions of federal, national, regional, state, or provincial law.

Re:Vision will designate employees as exempt or nonexempt upon hiring or reassignment of duties. Exempt employees are those employees who are exempt from overtime and minimum wage standards.



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## EQUITY

### 06 | Pay-Scale Equity

Intent: Commit to and demonstrate that we have an equitable compensation scale across all job classifications and pay-scale gradients.

Re:Vision Today: We have a written policy committing to pay scale equity and have exceeded Just's lowest ratio between the lowest and highest-compensated employees



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- ☒ ☒ ☒ Engagement

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☒ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Stewardship

- ☒ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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# EQUITY

## 06 | Pay-Scale Equity

### Pay Scale Equity

Re:Vision is committed to pay scale equity. We are aware of the societal trend that relates to income inequality and society's historical overvaluation of work performed by senior level job classifications and the undervaluation of work performed by employees in junior level job classifications. While Re:Vision recognizes that there are merited differences in employee compensation within and between an organization's levels of employees, we will not exceed a compensation ratio between the lowest and highest paid employee at the level that JUST has set as the most equitable level. This policy does not preclude the organization from making discretionary payments to any employee based on performance or other merit-based factors.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ ☒ ☒ ☒ Gender Diversity
- ☒ ☐ ☐ ☐ Ethnic Diversity
- ☒ ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ ☒ Engagement

#### Employee Benefits

- ☒ ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ ☐ Retirement Provision
- ☒ ☒ ☐ ☐ Family/Medical Leave
- ☒ ☒ ☐ ☐ Training/Education

#### Equity

- ☒ ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ ☒ Pay-Scale Equity
- ☒ ☐ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ ☒ Gender Pay Equity

#### Stewardship

- ☒ ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ ☒ Positive Products

#### Employee Health

- ☒ ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ ☐ Well-Being

#### Purchasing & Supply Chain

- ☒ ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ ☐ Supply Chain

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## EQUITY

### 07 | Freedom of Association

Intent: Commit to and demonstrate that we actively support the right of employees to self-organize.

Re:Vision Today: We have a written policy supporting the principles of Freedom of Association and do not resist employee self-organization or unionization.

Commentary: *To achieve the next level with Just, active support for unionization is required. At this time this is not a feasible measure for Re:Vision.*



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- Gender Diversity
- Ethnic Diversity
- Inclusion
- Engagement

##### Employee Benefits

- Health Care
- Retirement Provision
- Family/Medical Leave
- Training/Education

##### Equity

- Full-Time Employment
- Pay-Scale Equity
- Freedom of Association
- Living Wage
- Gender Pay Equity

##### Stewardship

- Local Communities
- Volunteering
- Animal Welfare
- Charitable Giving
- Positive Products

##### Employee Health

- Physical Health
- Well-Being

##### Purchasing & Supply Chain

- Equitable Purchasing
- Supply Chain

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# EQUITY

## 07 | Freedom of Association

### Freedom of Association

Re:Vision supports the principles of Freedom of Association and the right of collective bargaining. We recognize the right to collective bargaining is the key to the representation of collective interests. Collective bargaining can play an important role in enhancing enterprise performance, managing change, addressing social and economic concerns, and building harmonious employer-employee relations. Re:Vision employees have the right to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection, and they also have the right to refrain from any or all such activities. Re:Vision management and ownership will not resist organizing activities for the above purposes.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

#### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☒ ☐ ☐ Freedom of Association
- ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

#### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

#### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☒ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

#### Stewardship

- ☒ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

#### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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## EQUITY

### 08 | Living Wage

Intent: Commit to and demonstrate that we provide a minimum living wage for all employees.

Re:Vision Today: We have a written policy committing to a living wage for all employees per the MIT living wage calculator for a 1 adult/0 child family unit in Philadelphia.

Commentary: *To achieve the next level with Just, our minimum wage would need to meet the calculations for 2 adult (1 working)/0 child family unit. In our industry for a business of our size that is not feasible.*



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☐ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Stewardship

- ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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# EQUITY

## 08 | Living Wage

### Living Wage

Re:Vision is committed to providing a minimum of a Living Wage for all employees. A Living Wage is defined as financial compensation that reflects what individuals need to support themselves and their families above the poverty line, based on the actual costs of living in a specific region or community. For employees based in the United States, Re:Vision will use the MIT Living Wage Calculator as the standard framework for determining the minimum Living Wage for our employees. We will use the standard set by MIT calculator for Philadelphia for 2 adults (2 working) + 1 child, exempting students and temporary interns. Additionally, the individual living wage for Philadelphia is \$17.87 per hour and Re:Vision will use that standard as a minimum for 100% of employees including students and interns.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ Gender Diversity
- ☐ Ethnic Diversity
- ☐ Inclusion
- ☒ Engagement

#### Equity

- ☒ Full-Time Employment
- ☒ Pay-Scale Equity
- ☐ Freedom of Association
- ☒ Living Wage
- ☒ Gender Pay Equity

#### Employee Health

- ☐ Physical Health
- ☐ Well-Being

#### Employee Benefits

- ☒ Health Care
- ☐ Retirement Provision
- ☒ Family/Medical Leave
- ☒ Training/Education

#### Stewardship

- ☐ Local Communities
- ☒ Volunteering
- ☐ Animal Welfare
- ☒ Charitable Giving
- ☒ Positive Products

#### Purchasing & Supply Chain

- ☒ Equitable Purchasing
- ☐ Supply Chain

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## EQUITY

### 09 | Gender Pay Equity

Intent: Commit to and demonstrate that we have pay equity between genders.

Re:Vision Today: We have a written policy committing to gender pay equity and meet the lowest pay-scale variance threshold possible.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☐ ☐ ☐ Freedom of Association
- ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Stewardship

- ☒ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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# EQUITY

## 09 | Gender Pay Equity

### Gender Pay Equity

Re:Vision is committed to gender equity in pay, and our goal is to eliminate systemic bias and discrimination that relates to the historical undervaluation and underpayment of work performed by women and other non-male genders in comparison to men who perform similar work or who hold similar titles. We are committed to ensuring that women are treated on the same basis with men in terms of compensation for the work they perform and the experience they bring. All employees performing similar work of equal value will be compensated equitably. Re:Vision conducts an annual gender pay equity audit by job title. We commit to making changes to compensation when an audit yields unexplained variances between genders in a pay class. In the interview process, Re:Vision does not ask about salary history.

### LEVEL FOUR

1. Organization has a written policy that documents its gender pay equity.
2. Organization must have a gender equity pay-scale with a maximum variance in pay of 5 percent between genders within each of the organization's pay scale classes.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ Gender Diversity
- ☐ Ethnic Diversity
- ☐ Inclusion
- ☒ Engagement

#### Employee Benefits

- ☒ Health Care
- ☐ Retirement Provision
- ☒ Family/Medical Leave
- ☒ Training/Education

#### Equity

- ☒ Full-Time Employment
- ☒ Pay-Scale Equity
- ☐ Freedom of Association
- ☐ Living Wage
- ☒ Gender Pay Equity

#### Stewardship

- ☐ Local Communities
- ☒ Volunteering
- ☐ Animal Welfare
- ☒ Charitable Giving
- ☒ Positive Products

#### Employee Health

- ☐ Physical Health
- ☐ Well-Being

#### Purchasing & Supply Chain

- ☒ Equitable Purchasing
- ☐ Supply Chain

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# Just.

**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

## Social Justice Indicators:

### Diversity & Inclusion

- ☒ ☒ ☒ ☒ Gender Diversity
- ☒ ☐ ☐ ☐ Ethnic Diversity
- ☒ ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ ☒ Engagement

### Equity

- ☒ ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ ☒ Pay-Scale Equity
- ☒ ☐ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ ☒ Gender Pay Equity

### Employee Health

- ☐ ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ ☐ Well-Being

### Employee Benefits

- ☒ ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ ☐ Retirement Provision
- ☒ ☒ ☐ ☐ Family/Medical Leave
- ☒ ☒ ☐ ☐ Training/Education

### Stewardship

- ☒ ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ ☒ Positive Products

### Purchasing & Supply Chain

- ☒ ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ ☐ Supply Chain

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# EMPLOYEE HEALTH







**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

**Social Justice Indicators:**

**Diversity & Inclusion**

- Gender Diversity
- Ethnic Diversity
- Inclusion
- Engagement

**Equity**

- Full-Time Employment
- Pay-Scale Equity
- Freedom of Association
- Living Wage
- Gender Pay Equity

**Employee Health**

- Physical Health
- Well-Being

**Employee Benefits**

- Health Care
- Retirement Provision
- Family/Medical Leave
- Training/Education

**Stewardship**

- Local Communities
- Volunteering
- Animal Welfare
- Charitable Giving
- Positive Products

**Purchasing & Supply Chain**

- Equitable Purchasing
- Supply Chain

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## EMPLOYEE HEALTH

### 10 | Physical Health

Intent: Proactively support the physical health of employees.

Re:Vision Today: We have a written policy that documents work to optimize physical health of employees, but we have not implemented formal, third party, health models.

Commentary: *Re:Vision holds the position that an employee's physical health status is not appropriate to monitor or incentivize towards "optimization." Instead, Re:Vison opts for a flexible and hybrid working schedule alongside other items described in the Health & Wellbeing policy.*







**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

■■■■ Gender Diversity  
■■■■ Ethnic Diversity  
■■■■ Inclusion  
■■■■ Engagement

##### Equity

■■■■ Full-Time Employment  
■■■■ Pay-Scale Equity  
■■■■ Freedom of Association  
■■■■ Living Wage  
■■■■ Gender Pay Equity

##### Employee Health

■■■■ Physical Health  
■■■■ Well-Being

##### Employee Benefits

■■■■ Health Care  
■■■■ Retirement Provision  
■■■■ Family/Medical Leave  
■■■■ Training/Education

##### Stewardship

■■■■ Local Communities  
■■■■ Volunteering  
■■■■ Animal Welfare  
■■■■ Charitable Giving  
■■■■ Positive Products

##### Purchasing & Supply Chain

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■■■■ Supply Chain

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## EMPLOYEE HEALTH

### 10 | Physical Health

#### Health & Well Being

Re:Vision believes that it is important to promote the physical, emotional, and psychological well-being of our employees and to foster a healthy work environment. We are committed to creating a work environment and atmosphere that allows employees to feel recognized as multidimensional, complex and evolving individuals. We are committed to an employee well-being program that incorporates the following components:

- Flexible work schedule arrangements, including part-time schedules, flex time, telecommuting, and job sharing
- Mindfulness and stress reduction education
- Outdoor sitting area
- Private space for lactation
- Gender neutral bathrooms
- Culturally appropriate social outings
- Prevention of ergonomic-related injuries in the workplace







**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

**Social Justice Indicators:**

**Diversity & Inclusion**

- Gender Diversity
- Ethnic Diversity
- Inclusion
- Engagement

**Equity**

- Full-Time Employment
- Pay-Scale Equity
- Freedom of Association
- Living Wage
- Gender Pay Equity

**Employee Health**

- Physical Health
- Well-Being

**Employee Benefits**

- Health Care
- Retirement Provision
- Family/Medical Leave
- Training/Education

**Stewardship**

- Local Communities
- Volunteering
- Animal Welfare
- Charitable Giving
- Positive Products

**Purchasing & Supply Chain**

- Equitable Purchasing
- Supply Chain

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## EMPLOYEE HEALTH

### 11 | Well-Being

Intent: Provide a healthy work environment that holistically fosters employee well-being by not only reducing work-related stress but by preventing stress by creating an environment that nourishes and energizes employees

Re:Vision Today: We have a written policy committing to employee well being. We have planned and initiated components of a comprehensive well-being program.

Commentary: *Document the activities and results of our ongoing comprehensive well-being program.*







**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

■■■■ Gender Diversity  
■■■■ Ethnic Diversity  
■■■■ Inclusion  
■■■■ Engagement

##### Equity

■■■■ Full-Time Employment  
■■■■ Pay-Scale Equity  
■■■■ Freedom of Association  
■■■■ Living Wage  
■■■■ Gender Pay Equity

##### Employee Health

■■■■ Physical Health  
■■■■ Well-Being

##### Employee Benefits

■■■■ Health Care  
■■■■ Retirement Provision  
■■■■ Family/Medical Leave  
■■■■ Training/Education

##### Stewardship

■■■■ Local Communities  
■■■■ Volunteering  
■■■■ Animal Welfare  
■■■■ Charitable Giving  
■■■■ Positive Products

##### Purchasing & Supply Chain

■■■■ Equitable Purchasing  
■■■■ Supply Chain

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## EMPLOYEE HEALTH

### 11 | Well-Being

#### Health & Well Being

Re:Vision believes that it is important to promote the physical, emotional, and psychological well-being of our employees and to foster a healthy work environment. We are committed to creating a work environment and atmosphere that allows employees to feel recognized as multidimensional, complex and evolving individuals. We are committed to an employee well-being program that incorporates the following components:

- Flexible work schedule arrangements, including part-time schedules, flex time, telecommuting, and job sharing
- Mindfulness and stress reduction education
- Outdoor sitting area
- Private space for lactation
- Gender neutral bathrooms
- Culturally appropriate social outings
- Prevention of ergonomic-related injuries in the workplace





# EMPLOYEE BENEFITS

## Just.<sup>SM</sup>

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ■ ■ ■ Gender Diversity
- □ □ □ Ethnic Diversity
- □ □ □ Inclusion
- ■ ■ ■ Engagement

#### Equity

- ■ ■ ■ Full-Time Employment
- ■ ■ ■ Pay-Scale Equity
- ■ □ □ Freedom of Association
- ■ □ □ Living Wage
- ■ ■ ■ Gender Pay Equity

#### Employee Health

- □ □ □ Physical Health
- ■ □ □ Well-Being

#### Employee Benefits

- ■ ■ ■ Health Care
- ■ □ □ Retirement Provision
- ■ ■ □ Family/Medical Leave
- ■ ■ □ Training/Education

#### Stewardship

- ■ □ □ Local Communities
- ■ ■ ■ Volunteering
- ■ □ □ Animal Welfare
- ■ ■ ■ Charitable Giving
- ■ ■ ■ Positive Products

#### Purchasing & Supply Chain

- ■ ■ ■ Equitable Purchasing
- ■ □ □ Supply Chain

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## EMPLOYEE BENEFITS

### 12 | Health Care

Intent: Provide comprehensive employee benefits plan that meets needs of employees and their families.

Re:Vision Today: We pay 100 percent of a comprehensive and holistic health care plan for employees including medical, dental and vision.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☐ ☐ ☐ Freedom of Association
- ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☐ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Stewardship

- ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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## EMPLOYEE BENEFITS

### 12 | Health Care

#### Medical, Vision, and Dental Health Insurance

Re:Vision provides a comprehensive package of health care benefits to employees. These benefits include medical, vision, and dental coverage. New full-time employees are eligible for coverage on the first of the month following their first day of employment. At this time, Re:Vision covers the medical, vision, and dental insurance premiums for each full-time employee and their children at 100%; spousal coverage premiums are an employee's responsibility (employees may deduct spousal premiums from their payroll on a pretax basis). Part-time employees who work a minimum of 30 hours/week qualify for participation in medical and dental insurance benefits, with Re:Vision covering a prorated amount of the monthly premiums.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### **Diversity & Inclusion**

- ☒ Gender Diversity
- ☐ Ethnic Diversity
- ☐ Inclusion
- ☒ Engagement

##### **Equity**

- ☒ Full-Time Employment
- ☒ Pay-Scale Equity
- ☐ Freedom of Association
- ☐ Living Wage
- ☒ Gender Pay Equity

##### **Employee Health**

- ☐ Physical Health
- ☒ Well-Being

##### **Employee Benefits**

- ☒ Health Care
- ☐ Retirement Provision
- ☒ Family/Medical Leave
- ☒ Training/Education

##### **Stewardship**

- ☐ Local Communities
- ☒ Volunteering
- ☐ Animal Welfare
- ☒ Charitable Giving
- ☒ Positive Products

##### **Purchasing & Supply Chain**

- ☒ Equitable Purchasing
- ☐ Supply Chain

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## EMPLOYEE BENEFITS

### 13 | Retirement Provision

Intent: Offer a defined benefit or contribution plan to help employees save income for retirement.

Re:Vision Today: Our retirement plan has auto-enrollment, immediate eligibility, and a 3% default contribution as indicated by Just.

Commentary: *To achieve the next level with Just we need to increase the default contribution level and minimum employer match. This is something we are evaluating as part of our overall financial planning.*



# Just.<sup>SM</sup>

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☐ ☐ ☐ Freedom of Association
- ☐ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Stewardship

- ☐ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☐ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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# EMPLOYEE BENEFITS

## 13 | Retirement Provision

### Retirement/401k

You must be 19 years of age to be enrolled in Re:Vision's "socially responsible" 401k plan which is administered through Human Interest: [www.humaninterest.com](http://www.humaninterest.com).

All eligible employees are automatically enrolled in this program at a contribution rate of 3%. If you do NOT want to participate, please contact the Operations Manager. You may change and manage your contributions any time via your Human Interest web portal.

Eligible Employees can contribute up to 100% of their compensation, in increments of 1% or as flat dollar amounts greater than \$5.00 in increments of \$1.00.

- The 401k contribution limit for 2024 is \$23,000 for those under age 50
- The 401k contribution limit for 2024 for those age 50 and over is \$30,500

Re:Vision will match employee contributions based on the following formula: 100% of elective deferral contribution amount up to the first 3% of Employee's Annual Base Salary, and 50% on the next 2%. All employee deferrals, after tax, and rollover contributions, are fully vested at all times. Re:Vision's Employer match contributions are vested at 0% until two years of service, at which point they will become 100% vested.



# Just.

**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ Gender Diversity
- ☐ Ethnic Diversity
- ☐ Inclusion
- ☒ Engagement

#### Equity

- ☒ Full-Time Employment
- ☒ Pay-Scale Equity
- ☐ Freedom of Association
- ☐ Living Wage
- ☒ Gender Pay Equity

#### Employee Health

- ☐ Physical Health
- ☒ Well-Being

#### Employee Benefits

- ☒ Health Care
- ☒ Retirement Provision
- ☒ Family/Medical Leave
- ☒ Training/Education

#### Stewardship

- ☐ Local Communities
- ☒ Volunteering
- ☐ Animal Welfare
- ☒ Charitable Giving
- ☒ Positive Products

#### Purchasing & Supply Chain

- ☒ Equitable Purchasing
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## EMPLOYEE BENEFITS

### 14 | Family/Medical Leave

Intent: Provide comprehensive paid family and medical leave for employees so they can care for children, other loved ones, and themselves.

Re:Vision Today: We have a written policy that provides up to 12 weeks paid leave and flexible work arrangements.

Commentary: *This indicator was targeted for improvement in 2023. We are proud to have increased a level in achievement and offer additional Family/Medical Leave*



# Just.

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**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

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- Ethnic Diversity
- Inclusion
- Engagement

##### Employee Benefits

- Health Care
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- Training/Education

##### Equity

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##### Stewardship

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##### Employee Health

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# EMPLOYEE BENEFITS

## 14 | Family/Medical Leave

### Family & Medical Leave

The following has been developed using the Department of Labor's FMLA. While Re:Vision is not subject to this act at our current size, it is still a great resource document in understanding terms and definitions within our policy. Feel free to reference this webpage, and talk to the Operations Manager if you have any questions. <https://www.dol.gov/agencies/whd/fact-sheets/28p-taking-leave-when-you-or-family-has-health-condition>

For employees who have been continuously employed by Re:Vision for 12 months, Re:Vision provides up to 12 weeks of leave during one calendar year for any employee welcoming a child through birth, adoption, foster placement, or dealing with a serious health condition of their own or that of a family member. A serious health condition is one requiring either inpatient care or continuing treatment by a health care provider. We define a family member to be parents, spouses, domestic partners, children, grandparents, siblings, in-laws, and parents of domestic partners. If you experience a circumstance that may fall outside of this definition, please reach out to the Operations Manager and/or your studio facilitator. This leave policy applies equitably to all regular full-time and part-time employees.

While on leave, employees will receive up to 12 weeks of pay at 60%. Further, Re:Vision covers 100% of the premium for Short-Term Disability Insurance (STDI) automatically for all eligible employees (refer to "Life + Short/Long Term Disability Insurance" section for details). For any qualifying circumstance, the Short-Term Disability Insurance benefit will fulfill this policy.



# Just.

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**Headquarters:** Philadelphia, Pennsylvania

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#### Diversity & Inclusion

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#### Employee Benefits

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#### Equity

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#### Employee Health

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## EMPLOYEE BENEFITS

### 15 | Training/Education

Intent: Support, sponsor, and contribute to continuing education, training, and skill development of our employees.

Re:Vision Today: We have a written policy committing to ongoing training and education, and budget \$1000/full time employee/year for training and education.

Commentary: *To achieve the next level with Just we need to increase the budget. This is something we are evaluating as part of our overall financial planning.*



# Just.<sup>SM</sup>

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##### Employee Health

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## EMPLOYEE BENEFITS

### 15 | Training/Education

#### Professional Development / Conferences / Training

Re:Vision encourages and supports life-long learning in the many fields that influence architecture and sustainability. Professional Development goals and any related budget / paid time off are considered as part of mentorship sessions, or on a case-by-case basis if an unforeseen but time-sensitive opportunity emerges. As a financial gauge, annual Professional Development typically averages \$1,000/year/employee and we take a team view of this cost disbursement to allow for a balance of high-cost and low-cost trainings based on needs of the individual and studio. Training can take the form of professional continuing education, leadership training, tuition support for higher education, General Education Diploma (GED) courses, apprenticeship and skilled trades programs, stackable certificates, conferences, lunch & learns, and memberships to professional organizations.

As a guideline, high-level conferences that require travel are typically considered once every few years rather than annually and are in relationship to professional affiliations and project work.



# Just.

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##### Stewardship

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# STEWARDSHIP

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

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### Stewardship

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### Employee Health

- Physical Health
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### Purchasing & Supply Chain

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**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
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#### Social Justice Indicators:

##### Diversity & Inclusion

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## STEWARDSHIP

### 16 | Local Communities

Intent: Maintain a direct relationship to the communities that we serve and where we operate.

Re:Vision Today: We have described how we engage with stakeholder groups.

Commentary: *To get to the next level we need to perform a social impact assessment and public disclosure of the results. Definitely something we want to take on!*







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## STEWARDSHIP

### 16 | Local Communities

#### Local Communities Policy

Re:Vision believes that community members and stakeholders have the right to be involved in decision making about projects and programs that will affect their lives. We engage local stakeholders through our project work and community involvement not only to ensure that local communities benefit from decisions and investments, but also because local communities can contribute invaluable knowledge and unique perspectives.

Where appropriate, Re:Vision supports and engages with local communities through our project work. We take on projects of varying scope and program but work to identify and engage community stakeholders from pre-proposal through operation by facilitating visioning and goal setting sessions, researching the social infrastructure surrounding our projects, and meeting throughout the design process with our clients and community stakeholders. On applicable Consulting projects, Re:Visionaries influence external project leaders to engage local communities by leveraging their goals, pursued rating systems, and our expertise.

Further, Re:Vision is an active participant in local organizations such as [Green Building United](#). This participation helps us stay broadly updated with how our industry engages with and impacts communities in the Greater Philadelphia Area – the region where most of our project work takes place.







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## STEWARDSHIP

### 17 | Volunteering

Intent: Commit to and demonstrate the nature and extent of community volunteer involvement.

Re:Vision Today: We have a written policy encouraging volunteerism and provide staff paid volunteering hours over Just's highest threshold of 24 hours/year.







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## STEWARDSHIP

### 17 | Volunteering

#### Volunteer/Community Service/Charity

Re:Vision supports and encourages employees to volunteer their time to community service endeavors that are aligned with our firm's work and mission. Re:Vision approves paid time off for employees on a case by case basis, based on multiple factors including workload, project schedules, and years of employment, averaging up to 5 hours/month for volunteer service (or 60 hours per year). This time is intended to be for volunteer activities during normal work hours and would not typically apply to weekend or after hours volunteering.

Annually, Re:Vision makes charitable contributions to various organizations and commits to donate at least 3% of net profit every year. Re:Vision openly accepts employee ideas for charitable organizations to consider. Note that while some charitable given is done throughout the year, the final giving decisions occur in December. Employee recommendations should be made in advance of the year end close.







**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

**Social Justice Indicators:**

**Diversity & Inclusion**

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## STEWARDSHIP

### 18 | Animal Welfare

Intent: Develop policies, programs, and practices that support the humane, compassionate treatment of animals.

Re:Vision Today: We have a written policy committing to animal welfare ensuring that at least 50% of food at events are plant based, purchases are not animal-tested.

Commentary: *The next level of Just requires additional animal welfare donations and volunteerism. While we are in full support of these efforts we feel our time and money is better utilized in the green-building and community development realm.*







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##### Diversity & Inclusion

■■■■ Gender Diversity  
■■■■ Ethnic Diversity  
■■■■ Inclusion  
■■■■ Engagement

##### Equity

■■■■ Full-Time Employment  
■■■■ Pay-Scale Equity  
■■■■ Freedom of Association  
■■■■ Living Wage  
■■■■ Gender Pay Equity

##### Employee Health

■■■■ Physical Health  
■■■■ Well-Being

##### Employee Benefits

■■■■ Health Care  
■■■■ Retirement Provision  
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■■■■ Training/Education

##### Stewardship

■■■■ Local Communities  
■■■■ Volunteering  
■■■■ Animal Welfare  
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■■■■ Equitable Purchasing  
■■■■ Supply Chain

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## STEWARDSHIP

### 18 | Animal Welfare

#### Animal Welfare Policy

Re:Vision believes that we have an intrinsic duty to prevent the harm, abuse, and torture of animals. As such, we support the following policies and procedures:

- We do not participate in the harmful or abusive treatment of animals including animal testing, animal experimentation, and factory farming practices.
- We contract with caterers and food suppliers that source certified humane animal products and make plant-based food options available for catered events and external functions.







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## STEWARDSHIP

### 19 | Charitable Giving

Intent: Commit to and be actively involved in charitable giving to worthy causes.

Re:Vision Today: We have a written policy committing to donating at least 3% of net profit every year and are enrolled in an EITC program.







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## STEWARDSHIP

### 19 | Charitable Giving

#### Volunteer/Community Service/Charity

Re:Vision supports and encourages employees to volunteer their time to community service endeavors that are aligned with our firm's work and mission. Re:Vision approves paid time off for employees on a case by case basis, based on multiple factors including workload, project schedules, and years of employment, averaging up to 5 hours/month for volunteer service (or 60 hours per year). This time is intended to be for volunteer activities during normal work hours and would not typically apply to weekend or after hours volunteering.

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## STEWARDSHIP

### 20 | Positive Products

Intent: Commit to providing products and services that contribute positively to our communities and society.

Re:Vision Today: We exclusively focus on positive products and services and are a B Corp certified organization.







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#### Social Justice Indicators:

##### Diversity & Inclusion

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- □ □ □ Ethnic Diversity
- □ □ □ Inclusion
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##### Equity

- ■ ■ ■ Full-Time Employment
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##### Employee Health

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## STEWARDSHIP

### 20 | Positive Products

#### Re:Vision Positive Product Narrative

Re:Vision Architecture (Re:Vision) was created to re-vision and restore the balance between natural and built environments. To that end, Re:Vision specializes in environmentally responsible architecture and sustainability consulting for green buildings and sustainable communities. It is not enough that the firm produce work which advances Re:Vision's mission through our creative process, relationships, and work environment; we must also reflect the values of sustainability that are the underpinnings of our firm.

Our products foster the following positive environmental outcomes: conserved natural resources, reduced energy use, alternative energy used, enhanced health outcomes, longevity of built projects. Both our architecture and consulting work focuses exclusively on providing spaces that provide more (health, beauty, daylight, opportunities for connection) and use less resources. We consider the impact of our work on both the client/occupants and the surrounding community in which the projects exist.





# PURCHASING + SUPPLY CHAIN

## Just.<sup>SM</sup>

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### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ ☒ ☒ ☒ Gender Diversity
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#### Employee Benefits

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## PURCHASING & SUPPLY CHAIN

### 21 | Equitable Purchasing

Intent: Intentionally procure products and services that have a positive impact on people and the environment.

Re:Vision Today: We have a written policy committing to equitable purchasing and meet the highest proportion of purchases from MWOBEs, SDVOBs, B Corps, Just orgs, and worker co-ops.



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- ☒ ☒ ☒ Gender Diversity
- ☐ ☐ ☐ Ethnic Diversity
- ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ Engagement

##### Employee Benefits

- ☒ ☒ ☒ Health Care
- ☒ ☐ ☐ Retirement Provision
- ☒ ☐ ☐ Family/Medical Leave
- ☒ ☐ ☐ Training/Education

##### Equity

- ☒ ☒ ☒ Full-Time Employment
- ☒ ☒ ☒ Pay-Scale Equity
- ☒ ☐ ☐ Freedom of Association
- ☒ ☐ ☐ Living Wage
- ☒ ☒ ☒ Gender Pay Equity

##### Stewardship

- ☒ ☐ ☐ Local Communities
- ☒ ☒ ☒ Volunteering
- ☒ ☐ ☐ Animal Welfare
- ☒ ☒ ☒ Charitable Giving
- ☒ ☒ ☒ Positive Products

##### Employee Health

- ☐ ☐ ☐ Physical Health
- ☒ ☐ ☐ Well-Being

##### Purchasing & Supply Chain

- ☒ ☒ ☒ Equitable Purchasing
- ☒ ☐ ☐ Supply Chain

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# PURCHASING & SUPPLY CHAIN

## 21 | Equitable Purchasing

### Equitable Purchasing and Supply Chain Policy

Re:Vision is committed to equitable local, economic, and community development by procuring products and services from small, local, independent and/or BIPOC-owned businesses and subcontractors. Re:Vision seeks to use our purchasing power to stimulate local economic development, create local employment, redistribute wealth, and to build thriving communities. We have set a policy to purchase a minimum of 30% percent of all goods and services, as determined by total dollars spent, with local businesses. In addition, we have set a policy to purchase a minimum of 10% percent of all goods and services, as determined by total dollars spent, with certified Minority-Owned Businesses, Women-Owned Businesses, Service-Disabled Veteran-Owned Businesses, certified B Corps, JUST labelled Businesses or Worker Cooperative Businesses.

We conduct a vendor survey every 24 months at least to determine what percentage of businesses hold certain ownership or impact attributes, ensure compliance with local laws, confirm good governance practices, and participate in third-party impact certifications.

While Re:Vision does not vertically manage any full supply chains, we do have positional power to exert in service of social and environmental justice within building materials' supply chains. Re:Visionaries have varying levels of influence over the final material selections in the projects we design and consult on. Every project team must consider their level of influence over material selection and leverage their position to minimize negative social and environmental impacts in projects' supply chains. To operationalize our position in the Architecture studio, we commit to a process of researching, vetting, and updating our base specifications such that products with responsible supply chains, social impact, and environmental impact become our default specified materials.

This process was formally kicked off in Fall 2023 in coordination between members of both Re:Vision studios. The initial task is to research and evaluate the supply chain impact of products we typically specify for Architecture projects. This research and database creation will culminate in a set of base specifications that prioritize vetted products, and ultimately an iterative process to support Re:Visionaries in specifying and recommending products assessed for positive supply chain impact.



# Just.

**Organization Name:** Re:Vision Architecture  
**Organization Type:** Architecture  
**Headquarters:** Philadelphia, Pennsylvania  
**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

- ☒ Gender Diversity
- ☐ Ethnic Diversity
- ☐ Inclusion
- ☒ Engagement

#### Employee Benefits

- ☒ Health Care
- ☐ Retirement Provision
- ☒ Family/Medical Leave
- ☒ Training/Education

#### Equity

- ☒ Full-Time Employment
- ☒ Pay-Scale Equity
- ☐ Freedom of Association
- ☐ Living Wage
- ☒ Gender Pay Equity

#### Stewardship

- ☐ Local Communities
- ☒ Volunteering
- ☐ Animal Welfare
- ☒ Charitable Giving
- ☒ Positive Products

#### Employee Health

- ☐ Physical Health
- ☐ Well-Being

#### Purchasing & Supply Chain

- ☒ Equitable Purchasing
- ☐ Supply Chain

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## PURCHASING & SUPPLY CHAIN

### 22 | Supply Chain

Intent: Develop policies, programs, and practices that improve social performance and responsibility across the supply chain and sub-contractor selection.

Re:Vision Today: We memorialized and kicked-off a material vetting project aimed to evaluate the supply chain of materials often specified in the Arch studio.

Commentary: *We took an uncommon, potentially unprecedented approach to this indicator and achieved one more level.*



# Just.

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

#### Social Justice Indicators:

##### Diversity & Inclusion

- Gender Diversity
- Ethnic Diversity
- Inclusion
- Engagement

##### Employee Benefits

- Health Care
- Retirement Provision
- Family/Medical Leave
- Training/Education

##### Equity

- Full-Time Employment
- Pay-Scale Equity
- Freedom of Association
- Living Wage
- Gender Pay Equity

##### Stewardship

- Local Communities
- Volunteering
- Animal Welfare
- Charitable Giving
- Positive Products

##### Employee Health

- Physical Health
- Well-Being

##### Purchasing & Supply Chain

- Equitable Purchasing
- Supply Chain

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## THE SOCIAL JUSTICE LABEL



# Just.<sup>SM</sup>

**Organization Name:** Re:Vision Architecture

**Organization Type:** Architecture

**Headquarters:** Philadelphia, Pennsylvania

**Number of Employees:** 21

### Social Justice Indicators:

#### Diversity & Inclusion

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- ☐ ☐ ☐ ☐ Inclusion
- ☒ ☒ ☒ ☒ Engagement

#### Employee Benefits

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#### Purchasing & Supply Chain

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