

MARCH 2023

CREATING A SENSE OF BELONGING



WELCOME TO OUR FIRST MONTHLY TMRG NEWSLETTER!

We'll be sharing the latest events, recaps,
and opportunities for you to get involved!

WHAT ARE TMRGS?

Team Member Resource Groups (TMRG) at Sprouts were established in 2022 and have evolved into four thriving groups. Participation in all TMRGs is voluntary and focused on creating a sense of community, belonging, and inclusivity at Sprouts.



TMRGs represent our diverse inclusive culture, where team members' ideas and interests contribute to company success, stronger customer relationships, and connections within the communities we serve.



OUR GROUPS

Click on each logo to visit our TMRG SharePoint sites!



SUPPORTING AN INCLUSIVE CULTURE



TMRGs allow team members with shared characteristics or interests to express their unique thoughts and ideas with the support of other team members, while working to create a sense of belonging across the company. **All team members can contribute to supporting inclusivity as a TMRG**

member and/or ally*. We hope you'll explore the different TMRGs and find one that interests you as an ally or member!



*An **ally** is a person who actively promotes and aspires to advance a culture of inclusion through intentional support of others with whom they may not share the same characteristics.

INSPIRING WOMEN @ SPROUTS

LET'S CELEBRATE WOMEN'S HISTORY MONTH!



Please join **Inspiring Women @ Sprouts** as we celebrate Women's History Month and International Women's Day!

We celebrated **March 8, International Women's Day** as a global day to recognize the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating women's equality.

SHARE A STORY ABOUT THE WOMEN WHO INSPIRE YOU!

This month we invite you to join us as we recognize and celebrate the achievements and contributions of women by sharing stories of the women who inspire you. [Click here to share your submission!](#) Submissions will be posted on the [Inspiring Women @ Sprouts SharePoint page](#).



At Sprouts, we Love Being Different, and look forward to learning about the women who inspire you!

UPCOMING EVENTS



ON-SITE MAMMOGRAM BUS

Inspiring Women @ Sprouts has partnered with Mobile On-site Mammography (MOM) and SimonMed to host the **On-site Mammogram bus** at the Support Office on **March 22, 8am - 5pm**.

Mobile On-site Mammography (MOM) is dedicated to the early detection of breast cancer. MOM is FDA approved and contracted with major insurance carriers and HMO insurers. One in 8 women will develop breast cancer, but when caught early, the 5-year survival rate is almost 100%. A 15-minute exam can and does save lives! [Click here to schedule an exam online.](#)



SPEAKER EVENT

As part of our celebration of Women's History Month, on **March 29**, we will host a **Sprouts Executive Speaker Panel** focused on our value of Care.



If you'd like to join **Inspiring Women @ Sprouts** as a member or an ally, please complete the [Inspiring Women @ Sprouts membership survey](#). To receive updates on this, or any other **Inspiring Women @ Sprouts** events, please [click here to add your name to our distribution list](#).

SOUL @ SPROUTS

SABOR @ SPROUTS



SOULFUL COOKBOOK VOLUME 1

What are your favorite dishes? Our SOULful Cookbook Volume 1 shares over 50 personal and family recipes from Sprouts team members!

Take a look through the [SOULful Cookbook Vol 1](#) and try your favorites.

CALLING ALL MEMBERS AND ALLIES!

We are looking for volunteers to lead Sabor @ Sprouts Culture, Career, Community, and Customer committees for our Hispanic/Latin TMRG:

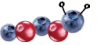
Do you have a passion for increasing visibility and creating opportunities for Hispanic/Latin team members at Sprouts?



Are you willing to lead or assist with initiatives, including virtual and in-person meetings?



Can you lead and display our values of Care, Own It, and Love Being Different?



*Do you like to have fun and add **Sabor** to the organization?*

If you're interested in becoming a Committee Lead, please email sabor@sprouts.com.

As with all TMRG participation, committee roles are voluntary. They provide a great opportunity for leadership development, engaging with others, and giving back. You can expect to contribute 3-4 hours per month as a committee lead. Be sure to consider your capacity to fully contribute and gain your manager's support of you assuming the role.

SOUL @ SPROUTS KICKOFF



BLACK HISTORY MONTH



SOUL @ Sprouts started Black History Month with our kickoff meet & greet meeting on February 1st! We had several in person and virtual participants that came to learn about SOUL, Black Owned Brands, and how they can get involved in the continued effort of Sharing Our Unique Legacies!

FREE KAHAWA COFFEE



If you haven't yet, email soul@sprouts.com to receive a FREE Kahawa 1893 bag of coffee. Kahawa 1893 is a specialty coffee company founded by Margaret Nyamumbo, a third-generation coffee farmer from Kenya.



If you'd like to join SOUL @ Sprouts, as a member or an ally, please complete the [SOUL @ Sprouts TMRG Interest Survey](#).



If you'd like to join Sabor @ Sprouts as a member or ally, please complete the [membership survey](#).



Check out our launch video!

RAINBOW ALLIANCE @ SPROUTS

TRANSGENDER
DAY OF
VISIBILITY

INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

On **March 31**, Rainbow Alliance @ Sprouts recognizes **International Transgender Day of Visibility (TDOV)**, a time to celebrate transgender and non-binary people around the globe and acknowledge the courage it takes to live openly and authentically.

[Learn more](#) about TDOV, celebrate the transgender population, raise awareness, and advocate for the transgender community.

RAINBOWS FESTIVAL

The annual Rainbows Festival & Street Fair is a celebration of the diversity of the LGBTQ+ community, and celebrated **April 1- April 2**, located in historic Heritage Square Park in Downtown Phoenix. Each year, the Rainbows Festival draws a crowd of over 25,000 friends, families, and allies. Rainbows Festival is the 2nd largest LGBTQ+ event in the state of Arizona, second only to the Phoenix Pride Festival. [Find more information on Rainbows Festival and how to participate.](#)



Update your Preferred Pronouns in MyHR!

View the instructions for [how to update preferred pronouns in MyHR](#).



phxPRIDE



If you'd like to join Rainbow Alliance @ Sprouts as a member or an ally, please complete the [membership survey](#).