

APRIL 2023

CREATING A SENSE OF BELONGING

RAINBOW ALLIANCE @ SPROUTS

WELCOME MITCHELL DANE-HENRY (HE/HIM), INTERIM CO-CHAIR!



We would like to thank Mitchell Dane-Henry for stepping into the role of Interim Co-Chair. Mitchell has been an active member of the launch team and is excited to help grow **Rainbow Alliance @ Sprouts** with the help of the committee chairs and our eager members!



WHAT PRONOUNS DO YOU USE IN REFERENCE TO YOURSELF?

We're excited to use pronouns at Sprouts! Soon, you'll be able to request a **pronoun pin** on the [Rainbow Alliance @ Sprouts SharePoint page](#)! The first 100 team members to request a pronoun pin will also receive a wrist bracelet! Watch the Rainbow Alliance SharePoint page for details to come!

YOUR FEEDBACK IS APPRECIATED!

Thank you to everyone – 58 allies and members in all – who completed the Committee survey. We'll reach out to you soon. We're excited to work with each one of you as we bring ideas and passion to the group, and grow Rainbow Alliance @ Sprouts!

SABOR @ SPROUTS



GET TO KNOW CARLOS ROJAS

Vice President, Enterprise Risk Management, and **Executive Sponsor of Sabor @ Sprouts**

Carlos Rojas joined Sprouts in 2012 as Corporate Counsel and held several positions before moving into his current role. Take a look below to learn more about him!

Sabor @ Sprouts: Where did you grow up?


Carlos: "I grew up in Monterrey, Mexico but also spent a lot of time in Houston, Texas where my grandmother and other extended family lived. We had a ranch near the Texas border out in the middle of nowhere where I learned how to ride horses and dirt bikes, and tend to farm animals. I developed a deep appreciation of nature, life, and our cosmos (talk about starry nights)! Having that cross-border upbringing made me appreciate and respect the rich culture and heritage of both my countries."

Sabor @ Sprouts: Tell us about something out-of-the ordinary you've experienced?

Carlos: "I once had a private tour of the Vatican led by the Mexican Ambassador to the Vatican, Mariano Palacios Alcocer. I had the opportunity to tour the Pope's private gardens, the Vatican City's private art collection with works from Michelangelo that are not open the public, and enter

an otherwise restricted area of St. Peter's Tomb. It was quite the experience!"

Sabor @ Sprouts: What is your favorite meal?

Carlos: "Chiles en Nogada made by my abuela, Doña Otila Martinez. [This recipe online](#) closely resembles her dish, and best of all you can find all ingredients at Sprouts!" 

Sabor @ Sprouts: Do you have any hobbies?

Carlos: "I've ridden dirt bikes since I was a kid and still do as much as I can today. I find riding like meditation. When you're on the bike all you're thinking about is the road in front of you, not the email you need to send or the errand you need to run but making sure you're not hitting a boulder or running off the dirt path. It's a concentration exercise at its finest."

Sabor @ Sprouts: Share the most amazing place you've ever been.

Carlos: "The delivery room where my wife delivered our first born child. Seeing our daughter come into the world was like Fourth of July, Christmas, and the scariest roller coaster at Six Flags all rolled into one. Nothing comes close to that. But outside of that, the Mediterranean Sea off the coast of Mykonos through sunset and then on to a moonless clear night is probably one of the most amazing places I've ever been. I saw bioluminescent algae painting large swaths of the sea along with a starry night that could inspire anyone."



GET TO KNOW SONYA CONSTABLE

Vice President, Produce, and **Chair of SOUL @ Sprouts**

Sonya Constable joined Sprouts in 2021 and was recently promoted to Vice President, Produce. Take a look below to learn more about her!

SOUL @ Sprouts: What makes you unique?

Sonya: "I don't know where to start, but I Love Being Different. I like trying unique activities with my family. For example, a few years ago my daughter saw a giant Adirondack chair at the Phoenix Pride event, so that weekend we went to the hardware store, bought supplies, and built one of our own! I think my willingness to lean in and boldly try new things makes me unique."

SOUL @ Sprouts: What's on your bucket list?

Sonya: "I like to keep my bucket list small, and in bite-sized pieces. My current list is all around self-care. I want to go on a yoga retreat, experience the hot springs, and finally find the best spa in the Valley (I am willing to try them all)!"

SOUL @ Sprouts: What are you passionate about?

Sonya: "I strive to encompass passion in my life every single day. I come to work every day because I love what I do: I drive change and build people up, and who doesn't love the fact that we work with food! At home my family is my passion. We love to

laugh, dance, tell stories, and play games (I am very competitive). I wouldn't change my big, loud family for anything!"

SOUL @ Sprouts: What is the biggest risk you've ever taken?

Sonya: "At 21 years old I was a single mom with a 3-year-old, I had recently graduated college and received an incredible job offer in the Bay Area (I lived in Tucson, AZ). I decided to leave the comfort of my family to pursue a career in business – just me & my daughter. It was scary, it was risky, and it turned out to be the decision that set the path for my career and allowed me to show my daughter how being brave can shape your life."

SOUL @ Sprouts: What is your favorite city to live in and why?

Sonya: "I loved living in the Bay Area! There was so much culture at your fingertips. I could also do everything from being in a city to getting to the Bay to heading to the mountains so easily, which gave me a lot of variety in life."



WE ASKED, YOU ANSWERED!



Thanks to the 106 team members who participated in the Black History Month survey! Congratulations to **Gary Nieves** and **Jeff Newcomb** for winning the SOUL apron for the Black History Month raffle! Please email Soul@Sprouts.com to claim your prize.

INSPIRING WOMEN @ SPROUTS



NOT ABLE TO ATTEND THE CARE VALUE SPEAKER EVENT? WATCH THE RECORDING!

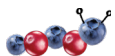
If you missed the Inspiring Women @ Sprouts Care Value Speaker event, [check out the recording](#). Visit our [SharePoint page](#) to sign up to receive emails about upcoming events!



WE'D LOVE TO HEAR FROM YOU!

Even though Women's History Month is over, we're still celebrating! Share a story about a woman who has inspired you. We're eager to hear more of your unique stories! [Click here to share about the women who inspire you.](#)

CLICK THE LOGOS BELOW TO VISIT EACH TMRG SHAREPOINT PAGE!



TMRGs @ 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. [Find out more and consider joining a group here.](#)