

# Colleague Resource Groups



Colleague Resource Groups (CRGs) leverage the unique strengths and experiences of colleagues to impact business innovation, colleague engagement, and community outreach. Participation provides colleagues the opportunity to network with colleagues across the Ministry and develop leadership skills.

These colleague-led groups are made up of individuals who come together based on similar interests or experiences. CRG participation is voluntary and open to all colleagues who are interested in and support the objectives of the CRG, regardless of their origin or background.

There are more than 30 unique CRGs that represent the following seven categories. Click on a category to learn more. >>>



## ● African American

### **African American (A2)**

To foster an environment that builds community relationships, supports the recruitment, retention, and professional development of African Americans and all colleagues, while promoting the wellness of the body, mind, and spirit. Every year, this CRG hosts numerous lunch and learn opportunities focused on career growth and development, an office-wide health and wellness fair, a soul food celebration of Black History month, a career day for children from Detroit Public Schools, and serves as a strategic partner to organizational initiatives.

### **Black Physician and Provider Network**

To foster their development, retention, and engagement; create an environment to promote communication, wellness, and work-life balance; and support our patients and communities.

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## ● Hispanic/LatinX

### **Progresando Together**

To empower, develop, and connect our Latin community and allies at Trinity Health in order to provide meaningful opportunities to advance professionally and create a diverse and inclusive workspace.

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## ● Women

### **Black Women United in Leadership and Development (BUILD)**

To create a community of individuals with an interest in empowering Black women and the community to achieve their personal and career goals. The BUILD mission will be accomplished through mentorship, coaching, community outreach projects, academic planning, fundraising, and financial literacy.

### **Women's Inclusion Network (WIN)**

To build an engaged system of colleagues throughout Trinity Health's geographic footprint who are actively seeking personal and professional development that will reinforce and guide them in pursuing goals that bring about fulfillment and allow them to give back to others.

#### **Chapters:**

- WIN at Newtown Square/System Office
- WIN at Trinity Health Of New England

### **Women in Technology (WIT)**

To empower its members to achieve their full potential while contributing to Trinity Health and the communities we serve. WIT members champion career development, retention, and personal growth activities to help their members develop skills to be successful. WIT aims to contribute to a strong workplace fostering experiences in which all can thrive and be the best version of themselves. Diversity of thought is essential to fostering creativity, innovation, and holistic solutions.

## ● LGBTQ+

### **Pride at Trinity Health (PATH)**

To promote visibility and awareness of the LGBTQ+ community within Trinity Health through building connections between LGBTQ+ and Allies, and by promoting acceptance and equity for all colleagues regardless of sexual orientation and gender identity, or expression.

#### **Chapters:**

- Pride at Holy Cross Health (Florida)
  - Pride at St. Joseph's Health
  - Pride at Trinity Health Mid-Atlantic
  - Pride at Trinity Health St. Mary Mercy Livonia
  - Pride at Trinity Health – System Office
  - Saint Alphonsus Proud
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## ● Veterans

### **Military Veterans of Trinity Health (MILVET)**

To promote visibility and awareness of the diverse Veteran community within Trinity Health through building connections between Veteran colleagues, patients and allies, and by promoting acceptance, inclusion, and equity for all Veteran colleagues regardless of military status.

#### **Chapters:**

- MILVET at St. Peter's Health Partners
  - MILVET at Trinity Health St. Mary Mercy Livonia
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## ● Health & Well-Being

### **Addictions and Recovery**

To help create a workplace environment in which people with histories of substance abuse and mental health conditions, people at risk for these conditions, and people in recovery are valued and treated with dignity and respect.

### **Emotional PPE**

To contribute to an environment that can foster post-traumatic growth by providing awareness and skills in managing stress and promoting personal wellness. We will advance our Core Value of Safety: "We embrace a culture that prevents harm and nurtures a healing, safe environment for all."

### **Grief and Loss**

To help employees find hope and healing through connection as well as support for a variety of losses and channel grief or other life struggles in healthy ways.

#### **Chapters:**

- Grief and Loss at Trinity Health St. Mary Mercy Livonia
- Grief and Loss at Trinity Health St. Joseph Mercy Oakland

**Healthy Living**

To help people on their path to better health, through group activities - including walking, running, and healthy eating - helping colleagues live a healthier more active lifestyle.

**Chapters:**

- Healthy Living at Trinity Health St. Mary Mercy Livonia
- Healthy Living at Trinity Health St. Joseph Mercy Oakland

**Spiritual Health and Wellness**

To bring greater awareness to the understanding that faith, religion, and spirituality are intrinsically linked to culture. We will foster inclusion among employees from all walks of faith - including those who are agnostic.

● **Special Interests****Ability!**

To foster an environment of respect, inclusion, and awareness of the colleagues, patients, and communities that we serve regardless of being differently abled. It serves as a voice for colleagues with different abilities. Ability! aims to accomplish these goals through a variety of activities such as educational seminars and community activities that support Trinity Health's Mission and goals.

**Celebrating DEI**

To foster a diverse and inclusive working environment that supports the retention and engagement of all colleagues. We value and develop employees of all backgrounds and experiences, with a firm belief that collaboration among team members with varied pasts and perspectives generates a more inclusive and profound insight to better serve our patients, employees, and community.

**Chapters:**

- Celebrating DEI at Glacier Hills
- Celebrating DEI at St. Peter's Health Partners
- Celebrating DEI at Trinity Health St. Joseph Ann Arbor
- Celebrating DEI at Trinity Health St. Joseph Mercy Oakland
- Celebrating DEI at Trinity Health St. Mary Mercy Livonia

**EnergYX**

To promote a culture of individual growth, organizational innovation, and sustainability for all colleagues while supporting Millennial, Gen X, and Y talent management.

**Health Equity Council – West**

To attain the highest level of health for all people; to promote and facilitate equitable, affirming care for each individual we serve. In line with Trinity Health's Core Values of Reverence, Integrity, Safety, Justice, Stewardship, and Commitment to Those Who Are Poor, we will highlight racism as a public health crisis, acknowledge historical and contemporary injustices that contribute to untrustworthiness of health care by vulnerable populations, advocate for equitable access to care for all patients, colleagues, community members, and work toward the elimination of health disparities.

**WorkParent**

To unify the community of working parents within Trinity Health by creating a supportive environment to share experiences, obtain resources, and foster business innovation.