



Procedure Title: Community Resource Group Policy	
Created: February 2025	Approved: 2/20/2025
Review: 5 years	
Responsible: Office of Diversity Equity and Inclusion	
Employee Contact AVP Diversity, Equity, and Inclusion	

Purpose: Community Resource Groups (CRGs) are voluntary, employee-led groups that bring together employees who share common interests, backgrounds, and concerns. CRGs must be consistent with the university's core values as a Catholic and Mercy university, contribute to the professional and personal growth of its group members, and advance the university's mission. CRGs cultivate an inclusive and supportive environment at GMercyU and provide employees with opportunities for networking and community-building.

Guiding Principles

- CRGs are open to all employees*
- CRG participation by employees is voluntary*
- CRGs promote diversity, openness, understanding, and inclusiveness*
- CRGs adhere to GMercyU policies & guidelines for CRGs*
- CRGs are consistent with the university's mission and core values as a Catholic and Mercy university*

Policy: The University recognizes as a Community Resource Group those groups who successfully complete the Community Resource Group recognition process.

Scope: This policy applies to all active employees. Community Resource Group status is not available to commercial, political, or social groups.

Implementation: The responsibility for reviewing, approving, and implementing the Community Resource Group Policy will rest with the AVP of Diversity Equity and Inclusion consultation with AVP of Human Resources

Responsibilities of Community Resource Groups:

- Identify a group mission that supports the university's mission & values.
- Establish annual objectives for promoting awareness and understanding of issues affecting the group and its allies.
- Ensure that all members of the Community Resource Group are active GMercyU employees.
- Work collaboratively with students from similar interests, backgrounds, and concerns

- Submit a letter of intent to the **AVP of Diversity Equity and Inclusion** that states
 - Mission and goal
 - Frequency of meetings
 - Future goals
- Submit Annual summary reports By May 15th that include
 - Mission and goals
 - Frequency of meetings & number of attendees
 - Accomplishments
 - Future goals

Registration: Groups requesting recognition as a Community Resource Group must meet with AVP of Diversity, Equity, and Inclusion and submit plan to complete all requirements in annual plan.

Funding: CRGs can apply for limited funding for funding from the Office Diversity Equity and Inclusion.