<table>
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<th>Goals</th>
<th>Strategies</th>
<th>Outputs</th>
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| **Employee Engagement:** Focus on staff members being continually involved, committed to and satisfied with their work /environment. | • Maintain the community building, social aspect of the ERGs to help underrepresented people feel connected  
• Engage members to identify any cultural/social insights and barriers that may exist and impact employee experience  
• Create opportunities for employees to network with each other and with leadership and senior administrators  
• Look for ways to linkages across campus with employees, faculty, and graduate students/postdocs in your activities if possible | • Held a summer luncheon to build SAAG sense of community (Summer)  
• With Hindu Life Program, celebrating Diwali and Eid at University chapel. This event was open to public. (Fall)  
• Volunteered at ERG recruitment drive during FluFest and Open Enrollment events. One dozen new staff subscribed.  
• Planned Yoga workshops, many South Asian Students and non-SAAG staff members participated and networked.  
• Planned celebration of a cluster of Indian festivals (Lohri, Pongal, and Makar Sankranti) with traditional food, dresses and cultural activities. |
| **Professional Development /Retention:** Provide of opportunities to acquire skills and knowledge for personal growth and professional advancement. | • Implement mentoring groups for diverse communities  
• Host career and personal development speaker sessions  
• Host faculty or outside speakers on relevant topics | • Planned a few talks during FY16:  
• Professor Sanjay Kulkarni, Dean of Graduate School about opportunities for staff to support research.  
• Professor Manjul Bhargava about Loving Mathematics  
• Pulin Sanghvi, Executive Director of Career Services. |
| **Recruitment:** Source and hiring talented employees who will thrive in the culture. | • Connect ERGs to recruitment activities  
• Empower ERGs to research and recommend professional diverse organizations to partner and source potential candidates  
• Invite ERG members to attend external career fairs or speaking opportunities to act as ambassadors for the University | • Many SAAG staff members have offered to volunteer at Job Fairs, as identified by HR Office. |
| **Community Outreach:** Engage with external organizations to serve as a responsible community steward and promote the ideals of diversity and inclusion. | • Promote and leverage community sponsorships through volunteering  
• Engage members to speak at community events/sponsorships to promote the Princeton employment brand and reputation  
• Promote and/or organize volunteerism and charitable work that will serve the ERG’s focus demographic in particular. | • Annually celebrate Gandhi Jayanti, a large community event involving hundreds of NJ Schools and thousands of children, supported by NJ Department of Education and Gov. Christie and Indian Consulate, New York. Host a session with Ambassador D. Mulay to discuss visa issues faced by community.  
• Regularly participate in the Maharashtra Foundation, a non-profit org’s community initiatives.  
• Regularly participate in community events organized by Association of Indians in America, a non-profit org. |