## Princeton University – CFSSAP ERG FY2016 Workplan

<table>
<thead>
<tr>
<th>Goals (all ERGs)</th>
<th>Strategies [Articulate your strategies below]</th>
<th>Outputs [Identify your activities for the year]</th>
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</thead>
</table>
| **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 | • Running the Chinese Community CFSSAP (Chinese Faculty, Scholar and Staff Association) and build up its status  
• Conduct regular meetings to coordinate events  
• Host events corresponding to Chinese cultural seasons  
• Stabilizing CFSSAP committee.  
• Normalizing annual work schedule  
• Chinese New Year celebration  
• Middle year union  
• Full moon festival & new school year kick out  
• China related seminar, forum, lectures  
• Set up and use of CSFFAP website |
| **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 | • Joint sponsorship with other ERGs to organize diversity/cultural events  
• Organize personal/professional growth presentation for members, i.e. public speaking, networking, etc.  
• Organize special topics for the members interesting |
| **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 | • Participate in external job fairs sponsored by the University  
• Provide recommendations to HR on hiring strategies or practices |
| **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. | • Decide on and carry out a community event to promote volunteerism and community service |