<table>
<thead>
<tr>
<th>Goals (all ERGs)</th>
<th>Strategies [Articulate your strategies below]</th>
<th>Outputs [Identify your activities for the year]</th>
</tr>
</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** | • International Film Series (4 screenings per semester)  
• Officers/Steering members meeting each semester  
• Monthly meetings – share info and mingle  
• Lunch and Language (new 3 lunches per semester) – promoting cultural awareness  
• Collaborate with other ERGs on various events  
• Group walks – healthy living  
• **To be discussed - campus retreat opportunities** |
| **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** | • Lunch and Language series  
• Participate in and promote campus-wide events |
| **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** | • International Film Series – with Princeton Public Library, Garden Theater, and Davis International Center  
• Participate in HR Job Fair  
• Hand out items at various events to promote participation and recruiting new members |
| **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.** | • International Film Series  
• Participate in Mercer Street Food Bank  
• **Other volunteer or charitable events – to be discussed at next monthly meeting** |