<table>
<thead>
<tr>
<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 | • Send welcome emails to new members from the leadership in English and Spanish.  
• Take new members to coffee  
• Brown bag networking/conversational luncheons in Spanish  
• Winter Fiestecita  
• Collaborate with PCN for Dec. Holiday Party  
• Facebook page launched  
• Twitter account launched  
• Collaborate with PCN for a Facilities staff appreciation breakfast  
• Cesar Chavez Celebration  
• Sponsor tickets for Julian Labro Concert  
• Meet with Campus Dining and Building Services to present ERG goals and benefits |
| **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 | • Sponsor a Speed-networking event  
• Co-Sponsor a Spanish Lecture with IGAP  
• Co-Sponsor a Reading from “Miguel vs. the Statue of Liberty” With the Princeton Latinos y Amigos |
| **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 | • Flu Fest  
• Open Enrollment  
• Spring Pot Luck  
• Identify job posting outlets in Latino and Hispanic communities  
• Participate in HR recruitment fairs |
| **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. | • Community and Staff Day participation and activity with children  
• Participated in Latinx Heritage Month Celebration with Latinos y Amigos  
• El Dia de los Muertos Celebration with Arts Council  
• Sponsor a local family in need through the YWCA St. Nicholas Project  
• Trenton Garden Project |
- Connect with the Latino student organizations; mentors and meal hosts