

Princeton University – LGBT ERG FY2016 Workplan

Goals (all ERGs)	Strategies [Articulate your strategies below]	Outputs [Identify your activities for the year]
<p>Employee Engagement: Focus on staff members being continually involved, committed to and satisfied with their work /environment.</p>	<ul style="list-style-type: none"> • <i>Maintain the community building, social aspect of the ERGs to help underrepresented people feel connected</i> • <i>Engage members to identify any cultural/social insights and barriers that may exist and impact employee experience</i> • <i>Create opportunities for employees to network with each other and with leadership and senior administrators</i> • <i>Look for ways to linkages across campus with employees, faculty, and graduate students/postdocs in your activities if possible</i> 	<ul style="list-style-type: none"> • Election of Vice President & Secretary, completed in August • Sought, identified and received confirmation of Executive Sponsor (Jill Dolan) • Porch Party on October 29th and second gather TBD in the Spring • Created social media, Facebook account, have been contacted and invited Bloomberg LP's LGBT ERG equivalent to attend upcoming Porch Party • McCarter LGBT group will join this fall's porch party • Advertise for outside Princeton LGBT ERG social gatherings, networking FB
<p>Professional Development /Retention: Provide of opportunities to acquire skills and knowledge for personal growth and professional advancement.</p>	<ul style="list-style-type: none"> • <i>Implement mentoring groups for diverse communities</i> • <i>Host career and personal development speaker sessions</i> • <i>Host faculty or outside speakers on relevant topics</i> 	<ul style="list-style-type: none"> • In process of identifying speaker for lecture opportunity • Contacted by outside agency for Jim Obergefell as a possible speaker on his court case that was escalated to the Supreme Court • Bill Singer local attorney specializing to topics relating to LGBT matters
<p>Recruitment: Source and hiring talented employees who will thrive in the culture.</p>	<ul style="list-style-type: none"> • <i>Connect ERGs to recruitment activities</i> • <i>Empower ERGs to research and recommend professional diverse organizations to partner and source potential candidates</i> • <i>Invite ERG members to attend external career fairs or speaking opportunities to act as ambassadors for the University</i> 	<ul style="list-style-type: none"> • ERG members would like to participate in job fairs sponsored by the University
<p>Community Outreach Engage with external organizations to serve as a responsible community steward and promote the ideals of diversity and inclusion.</p>	<ul style="list-style-type: none"> • <i>Promote and leverage community sponsorships through volunteering</i> • <i>Engage members to speak at community events/sponsorships to promote the Princeton employment brand and reputation</i> • <i>Promote and/or organize volunteerism and charitable work that will serve the ERG's focus demographic in particular.</i> 	<ul style="list-style-type: none"> • AIDs Walk in New Hope-Lambertville identified as a possible community activity by ERG member