# Princeton University – NAAMA 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>
</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 | - Use monthly meetings and other social activities as a way to help members feel connected, engaged and to provide professional and personal support  
  - During monthly meetings we will have current topics of discussion that pertain to race, and the influences in the workplace  
  - Invite special guests to attend meetings & engage members  
  - Work with other ERGs and diversity groups to explore opportunities to network, socialize and learn about other cultures and activities  
  - Serve as a resource for the individual and collective concerns of African-American stakeholders on campus |
| 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 | - Invite special guests to attend meetings & engage members  
  - Work with diversity officer to promote an inclusive culture that stresses upward mobility and advancement by creating an environment that enables networking, collaboration and mentorship; and by promoting a tradition of lifelong learning as part of professional development |
| 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 | - Willing to attend events by Human Resources as participants  
  - Serve as a resource to HR to diversify applicant pools by recruiting qualified talent from a variety of resources |
| 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. | - Working with “Committed and Faithful Princetonians” to mentor teenagers.  
  - Promote university citizenship through partnership with BMAG. Serve as advisory resource for cultural support, professional development and campus outreach activities.  
  - Work at a soup kitchen or similar event. |

---