<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 | • PCN End of Summer BBQ on September 9, 2-15  
• PCN all members meeting October 6, 2015. Meet with new and returning PCN members and talk about plans for the year  
• Created PCN Monthly Newsletter to send out to group with information on upcoming events, other things happening on campus, important information as well as highlighting a PCN member of the month  
• PCN Brown Bag Discussions starting in November  
• PCN Happy Hour in November  
• PCN Night at McCarter Theater The Piano Lesson, February 4  
• PCN and Latino Princetonians Holiday Breakfast in December  
• PCN Holiday Party with Latino Princetonians on December 18, 2015 |
| **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 | • PCN is hosting a Public Speaking Series Workshop with John Weeren in the spring  
• PCN is hosting financial Planning Workshops for members in in the spring with Robert Hall from Edward Jones investments |
| **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 | • PCN Leadership is very active in promoting opportunities to join ERG groups whenever possible |
| **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. | • PCN is planning to provide members with Community Services opportunities for the fall and spring semester such as the MLK day of service. |