

Princeton University – PCN 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"> • 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
<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"> • 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
<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"> • PCN Leadership is very active in promoting opportunities to join ERG groups whenever possible
<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"> • PCN is planning to provide members with Community Services opportunities for the fall and spring semester such as the MLK day of service.