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<th>Outputs [Identify your activities for the year]</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 | - Finalizing new logo  
- Identifying new steering committee members  
- Create and conduct survey polling areas of interest to improve committee efforts and involvement  
- Create sharepoint site for news, resources, upcoming events, and featuring the SAAG movers & shakers  
- Collaborate with other ERGs on multiple events  
- Plan periodic field trips, family and community activities, and social gatherings (e.g. fruit picking, Sculpture Garden, Museum tours, etc.)  
- Group walks / tours on campus – healthy living and exploring the campus together.  
- Match interested new members with a “Welcome Buddy” for coffee or lunch to share our offerings and their interests. |
| **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 | - In-person and virtual knowledge-sharing opportunities (e.g. guest speakers from within the university, newsletters, social media blasts) focusing on tips and advice to take full advantage of all that the university has to offer.  
- SAAG-hosted workshops on personal and professional development, i.e. time management, networking, interview prep etc.  
- Design a SAAG mentor program for new employees at Princeton  
- Participate in and promote campus-wide events |
| **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 | - Begin to brainstorm and draft a Being South Asian at Princeton information guide (print and electronic), highlighting the positive experience of South Asian identity at Princeton, to be used in conjunction with recruitment activities and shared across South Asian networks.  
- Announce new job postings to the community  
- Participate in HR Job Fair  
- A shout-out to SAAG members whose effort results in a new hire of South Asian affinity |
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| **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.* | • Build on past partnerships with South Asian community groups in Central NJ, and explore new ones, aimed at connecting SAAG members to meaningful local volunteer opportunities.  
• Identify 2- key community events in the area to engage SAAG members in appropriately representing the university and the experience of being South Asian at Princeton.  
• Engage SAAG members in creating a list of South-Asian-American specific charitable projects to share with the wider SAAG community.  
• Identify 1-2 of such South-Asian-American specific charitable projects to serve as recipients of concerted SAAG volunteerism efforts (for e.g. as part of the December holiday season). |