

The following pages include four examples of goals that participants might pursue in Princeton Engineering's [Diversity Champions Program](#). The program allows each participant to craft their own goals and plans.

Sample Goal: *Exploration and Continued Learning*

What are my professional/personal/career DEI goals and aspirations? What do I wish I knew more about or understood better? What do I wish I could do better?
I know that there is a lot of focus on diversity and inclusion these days in my workplace but I don't know how this really relates to the work that I do or what I am expected to take on. I would like to get a better sense of how this relates to me and my role.

Skill/Knowledge to Develop <i>What skills or knowledge do I need to acquire/enhance?</i>	Possible Development Actions <i>What are some steps I can take over the next 6 -12 months to develop the skills?</i>
<i>I want to learn if there are issues of diversity and inclusion that relate to my work or personal life.</i>	<ul style="list-style-type: none"> • <i>I will read the article Diversity and Inclusion to get a better grounding on what these terms mean</i> • <i>I will watch Youtube video on Systemic Racism</i> • <i>I will watch the Race Forward Video on Systemic Racism in Employment.</i> • <i>I will think about how diverse my work group may be, how welcoming we might, be and how we provide opportunities to succeed in my unit to see if we have any areas where we might need to grow.</i>

Reflect on how meeting these goal(s) will enhance your professional life, add value to your community/dept/unit, or enrich your personal life.

Meeting my goal(s) would enhance my ability to....
This growth will help me perform or show up as a better colleague in the following ways...
I don't know exactly how this program will tie into what I do at work. However, I am going to commit to raising my awareness of these issues and see if there are ways that these concepts could be applied to my work and personal life.

Sample Goal/Action Plan: *Becoming an Advocate/Ally*

What are my professional/personal/career DEI goals and aspirations? What do I wish I knew more about or understood better? What do I wish I could do better?

I know that we have had challenges in recruiting and retaining women and persons from other minoritized groups in our department. I hope to develop a better understanding of the experiences and challenges faced by women and other minoritized groups in academic settings to be a better advocate and colleague.

Skill/Knowledge to Develop <i>What skills or knowledge do I need to acquire/enhance?</i>	Possible Development Actions <i>What are some steps I can take over the next 6 -12 months to develop the skills?</i>
<i>I need to look for information and resources to help me better understand the experiences of women and minoritized persons in the academy to help me better understand the challenges persons in these groups face.</i>	<ul style="list-style-type: none"> • <i>I will join HR training called “Exploring our Identities”</i> • <i>I will read articles and books on this topic such as: How Women Experience the Workplace Today</i> • <i>I will read the article: Pay and Representation of Ethnic Minorities in Higher Education Administrative Positions</i> • <i>I will look for an Employee Resource Group opportunity to learn more about the work experiences of colleagues of different identities than my own</i>

Reflect on how meeting these goals will enhance your professional life, add value to your community/dept/unit, or enrich your personal life.

Meeting my goal(s) would enhance my ability to....
This growth will help me perform or show up as a better colleague in the following ways...

If I have a better understanding of the challenges faced by women and minoritized individuals in the workplace, I can use this information to better advocate for changes in our hiring and retention practices. I think reflecting on these issues can also help me be more inclusive in the ways I interact with my colleagues in general.

Sample Goal: *Becoming an Ally / Advocate*

What are my professional/personal/career DEI goals and aspirations? What do I wish I knew more about or understood better? What do I wish I could do better?
Sometimes I hear colleagues say things that are offensive and I don't say anything mainly because I don't know what to say. I wish I could develop the ability to provide feedback effectively in these types of situations.

Skill/Knowledge to Develop <i>What skills or knowledge do I need to acquire/enhance?</i>	Possible Development Actions <i>What are some steps I can take over the next 6 -12 months to develop the skills?</i>
<i>I would like to better educate myself on what's appropriate and not appropriate in the workplace and how to intervene when inappropriate things are being said and done in my work environment.</i>	<ul style="list-style-type: none"> • <i>I will look for HR trainings on Inclusive Work Environments and Bystander Trainings</i> • <i>I will also familiarize myself with confidential campus resources available to me to consult with such as the Ombuds Office</i> • <i>I will read 20 Things You Can Do As An Ally Right Now</i>

Reflect on how meeting these goal(s) will enhance your professional life, add value to your community/dept/unit, or enrich your personal life.

Meeting my goal(s) would enhance my ability to....
This growth will help me perform or show up as a better colleague in the following ways...
I know that there are things I could do to help make my workspace a more inclusive and welcoming space but I don't know what I can do to make it so. Educating myself on some bystander options, learning about campus resources that I can safely consult with when things happen, and having a few tactics on hand to use when appropriate will help me feel more empowered to intervene when necessary. Maybe if I step up, it will empower others to step up and it will make our unit a better place to work for everyone.

Sample Goal/Action Plan: *Becoming a Change Agent or Challenging Structural Barriers to Equity*

What are my professional/personal/career DEI goals and aspirations? What do I wish I knew more about or understood better? What do I wish I could do better?

I am aware that there are systemic and structural barriers to equitable opportunities and resources that are creating gaps in participation for many of our colleagues and students at the university. I would like to develop the tools to better explore sources of inequities in our system and help drive change to optimize the talent we have at the university and help create an environment where everyone feels welcomed, valued, heard, and thrive.

Skill/Knowledge to Develop <i>What skills or knowledge do I need to acquire/ enhance?</i>	Possible Development Actions <i>What are some steps I can take over the next 6 -12 months to develop the skills?</i>
<i>In order to be a change agent, I will delve deeper into how systemic inequities arise and the ways in which they manifest at the structural level.</i>	<ul style="list-style-type: none"> • <i>I will apply to join the Keller Center Program on Institutional Racism</i> • <i>I will examine data related to diversity and participation in my unit/center to identify possible barriers to access and resources</i> • <i>I will work with the Keller program and colleagues at the university to create ideas for making our system more equitable and inclusive</i>

Reflect on how meeting these goals will enhance your professional life, add value to your community/dept/unit, or enrich your personal life.

Meeting my goal(s) would enhance my ability to....

This growth will help me perform or show up as a better colleague in the following ways...

Meeting my goals of identifying sources of inequities in our system and suggesting ways to make things more equitable in our unit will benefit my immediate work environment by closing participation and advancement gaps. If we can create more opportunities for our colleagues to be fully engaged and successful, we can benefit from the talent they bring and enhance our work productivity, strengthen professional relationships, and promote the retention of valued colleagues.