

Promoting Inclusive and Equitable Research (PIER) Plans

Website:

<https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans>

What is Promoting Inclusive and Equitable Research (PIER) Plans

A PIER Plan is a description of activities and strategies to enhance the scientific and technical merit of the proposed research through inclusion and equity efforts.

Plans may include, but are not limited to:

- Strategies of key personnel and/or the applicant institution (and collaborating institutions, if applicable) for enhanced recruitment of **undergraduate students, graduate students, and early-stage investigators**
- Including individuals from **diverse backgrounds and groups historically underrepresented in the research community**
- Strategies for creating and sustaining a **positive, inclusive, safe, and professional research and training environment** that fosters a sense of belonging among all research personnel; and/or training, mentoring, and professional development opportunities.

What Groups are Historically Underrepresented?

It is the applicant's responsibility to identify what groups are historically underrepresented in the research field relevant to the research proposal.

Applicants should look at publicly available statistical information, e.g., NSF's [National Center for Science and Engineering Statistics](#) data for benchmark data in specific scientific fields.

Can I submit **my institution's Diversity, Equity, and Inclusion (DEI) Plan** as a PIER Plan?

For Principal Investigators who are members of a large community collaboration, can a **collaboration-wide standard DEI plan** be submitted in place of PIER Plans that are submitted with each individual proposal?

No

PIER Plans are expected to be specific to the proposal and an integral part of the scientific and technical merits of the proposed research.

Is it permissible to **include costs related to the PIER Plan** in the budget of my application?

Yes

Applicants may include costs related to the development and implementation of their PIER Plan in the budget. DOE expects that the majority of costs incurred with PIER Plans will be for personnel (time and effort). All costs must conform to the applicable cost principles, institutional policies, and be properly documented in a budget justification.

I am **only requesting support for myself as a PI**, do I still need to submit a PIER Plan with my research proposal?

Yes

All applications for funding to the Office of Science, **with the exception of supplemental proposals, conference proposals, and proposals to the SBIR/STTR Programs (at this time)**, require a PIER Plan. All applicants are encouraged to consider what contributions they can make to creating more equitable and inclusive research environments. It is expected that the complexity and detail of a PIER Plan for a single PI submission would be less than that for a larger research project.

What are some things that we can include?

- **Recruitment of undergraduate students, graduate students, and early-stage investigators**
 - URAP ← Undergrads from UCB
 - SULI/BLUR ← Post grad/ Grad student
 - RENEW ← Grad student from MSI
 - Fisker-Venderbuilt ← Grad student from MSI
 - Assign leading role for early career investigators with senior people's support
- **Including individuals from diverse backgrounds and groups historically underrepresented in the research community**
 - RENEW
 - Fisker-Venderbuilt
 - FAIR - https://science.osti.gov/bes/-/media/grants/pdf/foas/2023/SC_FOA_0002931.pdf
 - Work with MSI institutions (California State University: East Bay, SF, Fresno... etc.)
 - Invite professors from MSI to give a seminar at LBNL so that we learn what they are working on and find possible collaboration effort for future proposals?
- Strategies for creating and sustaining a **positive, inclusive, safe, and professional research and training environment** that fosters a sense of belonging among all research personnel; and/or training, mentoring, and professional development opportunities.
 - Support undergrad, graduate student and postdoc on their professional development
 - Give opportunity for big talks, practice talks, career event
 - Regular discussion of inclusivity, stress-level etc.