

# Promoting Inclusive and Equitable Research (PIER) Plans

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# Promoting Inclusive and Equitable Research (PIER) Plans



- Beginning in FY 2023, all DOE Office of Science Funding Opportunity FOAs and DOE National Lab Announcements and other funding solicitations will require applicants to submit a Promoting Inclusive and Equitable Research (PIER) Plan as an appendix to their proposal narrative.
- **PIER Plans should describe the activities and strategies applicants will incorporate to promote diversity, equity, inclusion, and accessibility in their research projects.**
- PIER Plans will be evaluated as part of the merit review process and will be used to inform funding decisions.

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

- PIER Plan requirement does not apply to applications for supplemental funding on existing awards or applications requesting support for conferences.
- Also at this time, the PIER Plan requirement does not apply to the DOE Small Business Innovation Research/Small Business Technology Transfer (SBIR/STTR) Programs but will be phased in at a later date.
- **Conferences (see IDEA Minute on Oct. 25):**  
Beginning in FY 2023, applications submitted to the Department of Energy Office of Science requesting funding support for conferences will require: a posted code of conduct, and a recruitment and accessibility plan for speakers and attendees.  
<https://science.osti.gov/grants/Applicant-and-Awardee-Resources/Conference-Proposals>

Plans may include, but are not limited to:

- Strategies of your institution(s) for enhanced recruitment of undergraduate students, graduate students, and early-stage investigators, including individuals from diverse backgrounds and groups historically underrepresented;
- 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.
- Plans may incorporate or build upon existing diversity, equity, accessibility, and inclusion efforts of the project key personnel or applicant institution(s), but should **not be a re-statement of standard institutional policies or broad principles.**
- The complexity and detail of a PIER is expected to increase with the size of the research team and the number of personnel to be supported.

## Quality and Efficacy of the Plan for Promoting Inclusive and Equitable Research.

- Is the proposed PIER Plan suitable for the size and complexity of the proposed project and an integral component of the proposed project?
- To what extent is the PIER Plan likely to lead to participation of individuals from diverse backgrounds, including individuals historically underrepresented in the research community?
- What aspects of the PIER Plan are likely to contribute to the goal of creating and maintaining an equitable, inclusive, encouraging, and professional training and research environment and supporting a sense of belonging among project personnel?
- How does the proposed Plan include intentional mentorship and are the associated mentoring resources reasonable and appropriate?

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

- Will exemplar PIER Plans be posted?
  - No. PIER Plans are intended to be specific to the proposed research project. Innovative approaches that are integral to the research and support participation from diverse participants are encouraged.
- I am a PI of an SC DOE Laboratory core lab base research program. At the request of my Program Office, I am submitting a renewal proposal, do I need to include a PIER Plan with my proposal?
  - Yes.
- Do renewal proposals require a PIER Plan?
  - Yes
- My current award was funded prior to FY 2023, do I need to submit a PIER Plan for an application for supplemental funding on my current award?
  - No
- Do renewal proposals require a PIER Plan?
  - Yes

- <https://diversity.lbl.gov/idea-funding-opportunity-announcement-foa-handbook/>



## IDEA INCLUSION DIVERSITY EQUITY ACCOUNTABILITY



### IDEA Funding Opportunity Announcement (FOA) Handbook

Beginning in 2021, the Department of Energy started requiring Diversity, Equity, and Inclusion (DEI) Plans in some of their **Funding Opportunity Announcements (FOAs)**. Additionally, some Principal Investigators (PIs) may opt to include DEI plans in other funding proposals and requests, even when this is not required.

This handbook was created to assist PIs in developing DEI Plans that are robust, evidence-based, and increases chances of favorable funding outcomes. Berkeley Lab has a broad range of policies, programs, and resources that can be leveraged in this process.



This guidance document has been created primarily for PIs pursuing single investigator scientific proposals to the DOE. It is also relevant for small collaborative scientific teams. (It may be less relevant for programmatic or facility proposals or proposals responding to a diversity-focused FOA. Funding agencies outside the DOE may have different expectations for DEI plans, so it is important to follow instructions in the specific FOA. For PIs pursuing a large-scale proposal (>\$5M/year, such as centers, hubs, etc.), the bar for a DEI plan will be much higher than for a single PI, and will require a more complicated plan.)

DEI PLAN COMPONENT	DO	DON'T
Preparing to Write a DEI Plan	<ul style="list-style-type: none"> <li>[DO] Closely review requirements provided by your program office</li> <li>[DO] Familiarize yourself with <b>Berkeley Lab's IDEA Strategic Priorities &amp; Suggested Metrics</b> to ensure alignment</li> <li>[DO] Identify <b>potential Lab and community partners for desired programs/activities</b> (e.g. internships, partnerships, IDEA development programs, etc.)</li> <li>[DO] Draft Letters of Commitment <b>[SAMPLE]</b> to desired Lab and community partners</li> </ul>	<ul style="list-style-type: none"> <li>[DON'T] Plan to develop hiring activities or programs that violate stipulations of California's Proposition 202</li> <li>[DON'T] Plan to include programs/activities (e.g. internships, partnership, IDEA programs, etc.) in your DEI plan without explicit permission and commitment from these programs.</li> </ul>
Writing a DEI Project Statement/ Overview	<ul style="list-style-type: none"> <li>[DO] Utilize and tailor the provided <b>Diversity/DEI Statement Templates</b> to the specific aims and content of your research</li> <li>[DO] Review the <b>example of a successful FOA DEI Plan and other examples of Reviewer's Comments</b></li> <li>[DO] Utilize relevant peer-reviewed citations from social scientific, education, and STEM literature (see: <b>Appendix</b>) to bolster your statement</li> </ul>	<ul style="list-style-type: none"> <li>[DON'T] Start your DEI statement from scratch; there is no evidence that a DEI plan fully independent from institutional goals is more successful than a DEI plan that is tailored to your group and aligns with LBNL's strategic priorities &amp; activities</li> <li>[DON'T] Ignore specific requirements listed by your program office</li> <li>[DON'T] Try to ball the ocean or oversell your capabilities when conveying your intent and vision around DEI/IDEA; call attention to the most feasible areas of activity for your project and group</li> </ul>
Selecting Strategic Activities for DEI Plan	<ul style="list-style-type: none"> <li>[DO] Review <b>Berkeley Lab Strategic Priorities &amp; Suggested Metrics</b> to organize your proposed activities and convey institutional/broader alignment and DEI understanding</li> <li>[DO] Select activities for your DEI Plan from the <b>robust list of activities endorsed and/or led by LBNL</b>; this list is organized by topic &amp; application to strategic priorities</li> <li>[DO] Ground your DEI Plan in a <b>limited set</b> of activities and associated SMART (specific, measurable, attainable, relevant, time-bound) goals</li> </ul>	<ul style="list-style-type: none"> <li>[DON'T] Develop new activities and programs, especially if you cannot allocate significant budget from your grant to it; if you cannot avoid proposing a new program (e.g., internship program, learning program, etc.) you must receive approval from the LBNL Deputy Director of Research and the LBNL Chief Diversity Officer</li> <li>[DON'T] Include programs/activities (e.g. internships, partnership, IDEA programs, etc.) in your DEI plan without explicit permission and signed Letters of Commitment from these programs</li> <li>[DON'T] Overcommit to activities; center SMART goals and feasible areas of impact</li> </ul>

- In the context of the DOE Early Career Research Program, the lab has asked the divisions to identify advisers to support ECRP PIs on how to draft PIER plans.
  - **Heather Crawford has agreed to serve as initial advisor for NSD PIs**



## NSD IDEA Council resources

- URM Job Posting funding
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)

## Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

## Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

**Share your ideas for topics or other feedback:**

**[NSD-IDEA-Council@lbl.gov](mailto:NSD-IDEA-Council@lbl.gov)**