# Promoting Inclusive and Equitable Research (PIER) Plans

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Mark Bandstra
Heather Crawford
Tom Gallant
<u>Reiner Kruecken</u>
Hannah Parrilla
Ernst Sichtermann

# 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

# Promoting Inclusive and Equitable Research (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.

# Merit Evaluation Criteria for PIER Plan

**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?

# Selected FAQs

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

# Lab Resources

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

# Division Resources

- 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**

# IDEA Resources

**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