**Department of Energy Promoting Inclusive and Equitable Research (PIER) Plan**

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

Beginning in 2023 DOE requires all new and renewal applications that are not for conference or supplemental support to provide a *Promoting Inclusive and Equitable Research (PIER) Plan* as an appendix to the project narrative.

***The PIER plan should describe the activities and strategies of the applicant to promote equity and inclusion as an intrinsic element to advancing scientific excellence in the research project within the context of the proposing institution and any associated research group(s).***

**Possible template for PIER plan:**

Plans are limited to three pages and should be specific to the project.

* **Introduction**. Discuss the commitment of the institution (including collaborating institutions, if applicable) and the research team to diversity. Penn State’s DEI statement can be found here: <https://www.psu.edu/this-is-penn-state/belonging/>
* **Activities and strategies**. Outline specific planned activities and strategies for promoting equity and inclusion as an intrinsic element of the proposed research. Plans may include, but are not limited to:
  + Institutional strategies for enhanced recruitment of undergraduate students, graduate students, and early-stage investigators (postdoctoral researchers, and others), 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.
  + Training, mentoring, and professional development opportunities.
* **Capabilities and resources**. Discuss relevant experience and expertise of the research team and outline roles and responsibilities of those responsible for implementing the PIER plan. Identify resources that will be leveraged to promote desired outcomes of the plan.
* **Milestones, timeline and outcomes.** Identify measurable milestones and a timeline for evaluating outcomes of the PIER plan. Be specific about what constitutes success. Discuss how the outcomes of the plan will advance scientific excellence in the research project.
* **Costs.** Describe costs associated with implementing the PIER plan, if applicable.

**In developing tailored and intentional PIER plans, applicants are encouraged to consider:**

* The composition of the project team, including project personnel and partnering institutions.
* The research environment.
* The implementation of the research project, and scholarly and professional growth of project personnel.

For additional information on tailoring a PIER plan: <https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans/Things-to-Consider-When-Developing-a-PIER-Plan>

**Additional guidance:**

* Plans should be customized specifically for the proposed project.
* They can 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 plan is expected to increase with the size of the research team and the number of personnel to be supported.
* Subject to the applicable cost principles, applications may request costs necessary for implementing the PIER Plan.
* Some solicitations may include additional/alternate guidance for PIER plans.

**PIER Plans will be evaluated as part of the merit review process and will inform funding decisions. Merit review criteria include:**

* 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?

**Some Penn State Institutional Resources:**

**The Office of Equal Opportunity and Access** is committed to ensuring equal opportunity in all aspects of employment and to foster diversity in the University community.

<https://sites.psu.edu/aaoffice2/>

**The Graduate School Office of Graduate Educational Equity** leads the Graduate School’s efforts to foster diversity and to provide a welcoming climate for both prospective and current graduate students of underrepresented groups. The office designs and implements mentoring programs; recruitment programs; professional development and retention programs; and conferences, seminars, workshops, and lectures.

<https://gradschool.psu.edu/diversity/>

**Strategic Plan for Diversity**. As part of the University-wide strategic plan’s commitment to transformative education, Penn State has established planning goals related to inclusion, equity, and diversity.

<https://equity.psu.edu/diversity-strategic-planning>

**The Multicultural Outreach office** seeks to create a diverse student body through access and exposure to Penn State opportunities and resources. At Penn State, we believe that a diverse campus environment is the best way to challenge our students to consider new cultures, perspectives, and traditions.

<https://admissions.psu.edu/multicultural/>

**The Office of Diversity, Equity and Inclusion** envisions and actively pursues an environment where we appreciate and celebrate our differences because of the uniqueness everyone brings to our work and the strength these differences give us.

<https://raise.psu.edu/diversity-equity-and-inclusion/>

**Black Lives Matter at Penn State Libraries** is a centralized resource for information about historical and current discrimination of African Americans in the United States, Pennsylvania, and the Greater Philadelphia Region.

<https://guides.libraries.psu.edu/BlackLivesMatter>

**The Disability Access Initiative** (DAI) is a working group charged with addressing disability equity and inclusion. The DAI collaborates with other offices to create evidence-informed recommendations crafted in consideration of benchmarking, best practices, research, and impact data, to address organizational or structural barriers to inclusion and promote a welcoming climate.

<https://equity.psu.edu/pce>

**The Center for Sexual and Gender Diversity** (CSGD) provides a comprehensive range of education, information, and advocacy services to students, faculty, staff, and alumni. CSGD works to create and maintain an open, safer, and inclusive environment honoring gender and sexual diversity.

<https://studentaffairs.psu.edu/csgd>

**The Center for Spiritual and Ethical Development**. The largest multi-faith center of its kind in the country, The Pasquerilla Spiritual Center is home to the Center for Spiritual and Ethical Development at Penn State. The center offers a welcoming, safe, inclusive environment, and aims to promote an environment of appreciation and respect for religious and spiritual diversity.

<https://studentaffairs.psu.edu/spiritual>

**The Paul Robeson Cultural Center** provides programs and support services to encourage and cultivate the appreciation and celebration of the diverse perspectives, experiences, and cultures of many under-represented communities at Penn State.

<https://studentaffairs.psu.edu/cultural>

**The Coalition on Sexual Orientation and Gender Identity** (CSOGI) is a network of staff and faculty across the Commonwealth focused on building capacity through increased professional development and training, shared resources, and coordinated efforts. The purpose of CSOGI is to leverage University resources to assist campuses in providing support for LGBTQ+ students through programming, education, and visibility.

<https://studentaffairs.psu.edu/CSGD/about/lgbtq-information-campuses>

**Penn State’s Gender Equity Center** supports students who have been impacted by sexual violence, relationship violence, stalking, harassment, and other campus climate issues. In addition, the office works to educate the campus community about Gender Equity issues and to provide workshops and resources for the prevention of sexual violence.

<https://studentaffairs.psu.edu/genderequity>

**The Office of Sexual Misconduct Reporting and Response** ensures compliance with Title IX, a federal law that prohibits discrimination based on the sex or gender of employees and students.

<https://studentaffairs.psu.edu/titleix>

**The President's Commissions for Equity.** The Commission on Lesbian, Gay, Bisexual, Transgender, and Queer Equity (CLGBTQE); the Commission on Racial/Ethnic Diversity (CORED); and the Commission for Women (CFW) are advisory groups to the President of Penn State.

<https://equity.psu.edu/pce>

**Consult your college administration regarding resources within your college and unit.**