**What is a PIER Plan?**

All DOE Office of Science Funding Opportunity Announcements (FOAs) require applicants to include a Promoting Inclusive and Equitable Research (PIER) Plan as an appendix to their proposal narrative. PIER Plans should describe the activities and strategies that 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.

**What should be included in the PIER Plan?**

PIER Plans are included as an appendix to the proposal, and are limited to 3 pages, with 1-inch margins, with 11-point font, unless otherwise specified by the solicitation. It does not count towards the overall page count of the main proposal narrative.

DOE does not give prescriptive instructions on how to organize the PIER plan, but the DOE Office of Science gives the following description of what a PIER plan should include:

*“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). Plans may include, but are not limited to: strategies of your institution (and collaborating institutions, if applicable) 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; 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."*

[*https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans/Information-about-PIER-Plans*](https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans/Information-about-PIER-Plans)

Some solicitations may include additional guidance language for PIER Plans tailored to the scope and objectives of the solicitation and history of the programmatic activities. Likewise, the guiding reviewer questions may include additional questions related to the scope and history of the associated programmatic activities.

**How will PIER Plans be reviewed?**

The PIER Plan will be evaluated in the peer review process. The guiding reviewer questions for the criterion, Quality and Efficacy of the Plan for Promoting Inclusive and Equitable Research, include the following:

* Is the proposed Promoting Inclusive and Equitable Research (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?

**More Information from DOE:**

Additional information can be found on the DOE [PIER Plan website](https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans), the [PIER Plan FAQ](https://science.osti.gov/grants/Applicant-and-Awardee-Resources/PIER-Plans/Q-and-As), and a recent [PIER Plan Webinar recording](https://www.youtube.com/watch?v=Dx1Ey35fo60). DOE's definitions of Diversity, Equity, Inclusion, and Underrepresented can be found on DOE's [DEI Q&A page](https://science.osti.gov/SW-DEI/DOE-Diversity-Equity-and-Inclusion-Policies/Q-and-As#definitions).

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**For additional MU resources on DEI**, please contact the Connector, [theconnector@missouri.edu](mailto:theconnector@missouri.edu), and the Strategic Proposal Development Service, [spds@missouri.edu](mailto:spds@missouri.edu).

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A DEI Plan “skeleton” (not recommended for use as a strict template) and MU DEI Resources are provided in the additional documents. We strongly encourage you to adapt the language to your specific funding opportunity and research project. Some of the content may not be applicable, so read carefully and use selections thoughtfully and intentionally.