**\*\*\*\*\*DELETE/REPLACE ALL BLUE TEXT BEFORE SUBMITTING YOUR PIER PLAN\*\*\*\*\***

**Recommendations for writing your PIER plan**

The action item categories below are examples and are not prescriptive. Add/delete action items that address DOE Diversity, Equity, and Inclusion (DEI) objectives to *tailor* the plan to your proposed project. Incorporate specific DEI objectives that your research plan will accomplish. Per DOE instructions, include SMART milestones (Specific, Measurable, Achievable, Relevant, and Timely) supported by metrics to measure success of the proposed actions.

**Promoting Inclusive and Equitable Research Plan**

The MU Principles of Community express the institution’s commitment to uphold the ideal of creating an inclusive and intellectually vibrant community by understanding and valuing both our individual differences and common ground. The Principles of Community is an aspirational statement that embodies this commitment and reflects the ideals we seek to uphold. Therefore, we adopt and practice the following principles as fundamental to our ongoing efforts to increase access and inclusion and to create a community that nurtures learning and growth for all of its members. The Principles include:

1. We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.

2. We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity and mutual respect.

3. We affirm the value of human diversity because it enriches our lives and our organizations. We acknowledge and respect our differences while affirming our common humanity.

4. We reject all forms of prejudice and discrimination, including those based on age, color, diverse ability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training and interaction with others.

5. We pledge our collective commitment to uphold these principles in the totality of our life together and in accordance with the University of Missouri’s values of Respect, Responsibility, Discovery and Excellence.

a. Inclusion of persons from groups underrepresented in STEM as PI, co-PI, and/or senior personnel

* **Include information about any underrepresented personnel on project. It is a best practice to ensure that the efforts of project contributors are appropriately resourced in the project budget.**
* **Insert any project outreach efforts/goals related to inclusion.**
* The **[insert the name of the project’s participating college(s)]** diversity action plan includes actions steps and metrics **[insert examples]** for the goal of attracting and retaining greater numbers of individuals from underrepresented populations.
  + **Contact Strategic Proposal Development Service for content from each college/unit: spds@missouri.edu.**

b. Inclusion of persons from groups underrepresented in STEM as student researchers or post-doctoral researchers

* **Include information about any underrepresented personnel on project.**
* **Check with your college and department to find out about their programs for increasing the participation of underrepresented students in STEM.**
* **Insert any project outreach efforts/goals related to inclusion. Examples might include recruitment events**

c. Inclusion of faculty or students from Minority Serving Institutions as PI, co-PI, senior personnel, and/or student researchers, as applicable.

* **Describe if applicable. It is a best practice to ensure that the efforts of project contributors are appropriately resourced in the project budget.**

d. Enhancement/collaboration with existing diversity programs at your home organization and/or nearby organizations

* **Information about diversity programs can be found at the** [**Office of Inclusion, Diversity & Equity**](https://diversity.missouri.edu/)**.**
* **MU’s Education & Development activities can be found** [**here**](https://diversity.missouri.edu/education-development/)**.**

e. Project activities located in or benefitting underserved communities.

**Contact** [**The Connector**](https://theconnector.missouri.edu/) **for information.**

**Review** [**University of Missouri Extension**](https://extension.missouri.edu/) **information.**

f. Collaboration with students, researchers, and staff in Minority Serving Institutions**, if applicable**

g. Dissemination of results of research and development in Minority Serving Institutions or other appropriate institutions serving underserved communities**, if applicable.**

h. Implementation of evidence-based, diversity-focused education programs that the project senior personnel and student researchers will participate in

* **MU’s Education & Development activities can be found** [**here**](https://diversity.missouri.edu/education-development/)**.**

i. Soliciting bids for supplies, services and equipment from minority owned, woman owned and veteran owned businesses.

* The University of Missouri System’s supplier diversity effort provides a direct way for the institution to generate economic development particularly for minority, women, veteran, service disabled veterans, and disadvantaged owned businesses in Missouri.  The goal is to ensure supplier diversity is part of both the pool of suppliers and part of the supply chain in all areas of the university's sourcing activities in our procurement and design and construction groups.

**https://www.umsystem.edu/ums/fa/procurement/sdsbd**