

Appendix: Promoting Inclusive and Equitable Research (PIER) Plan for [Your Project Title & Proposal Number]

I am writing to submit the Promoting Inclusive and Equitable Research (PIER) Plan with our application for funding under the [DOE SBIR/STTR Topic number and letter]. This plan outlines our commitment to promoting diversity, equity, inclusion, and accessibility within our Phase I project, [Your Project Title].

The PIER Plan for our project will be integral to the research and development process. It will focus on the following key areas:

Composition of the Project Team:

Research Environment:

Equitable and Inclusive Implementation:

Commented [MT1]: PIER Plan should range 1-3 pages in length

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 opportunities¹. 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.

Commented [MT2]: This includes but is not limited to: recruitment and inclusion of individuals from diverse backgrounds on the research project, individuals from groups [historically underrepresented in the research area](#), and individuals from [underserved communities](#); partnering with individuals from institutions historically underrepresented in Federal research, including but not limited to [minority serving institutions](#), [non-R1 institutions of higher education](#); and/or institutions of higher education in [EPSCoR states](#).

Commented [MT3]: This includes but is not limited to: establishing and cultivating research and work environments that promote mutual respect and professionalism, where all project personnel feel welcome, safe, and supported; development and/or adoption of laboratory-, community-, or collaboration-specific codes of professional conduct; practices and protocols for ensuring safe conduct of research and personnel safety, particularly in isolated or remote research environments; and/or providing equitable access to research tools and making reasonable accommodations for researchers with disabilities.

Commented [MT4]: This includes but is not limited to: distribution of leadership responsibilities among project key personnel; mentoring and/or training opportunities for project personnel; equitable access of project personnel to professional development opportunities; inclusive and equitable plans for recognition on publications and presentations; inclusive practices for community engagement and strategic planning meetings or events; and/or communication of research goals and results to broader audiences.