**PIER Plan Instructions**

All new and renewal applications that are not for conference support must provide a **Plan for Promoting Inclusive and Equitable Research (PIER)** as an appendix to the research narrative.

It should be part of the single PDF that is submitted with the application materials. Should not exceed 3 pages.

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.*

The guiding reviewer questions for the criterion, Quality and Efficacy of the Plan for Promoting Inclusive and Equitable Research, include the following:

1. Is the proposed Plan for Promoting Inclusive and Equitable Research (PIER) suitable for the size and complexity of the proposed project and an integral component of the proposed project?
2. 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?
3. 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?
4. How does the proposed plan include intentional mentorship and are the associated mentoring resources reasonable and appropriate?

**PIER Plan Writing Prompts**

**Recruitment Strategies**

* Include information for recruitment of undergraduate students, graduate students, and early-stage investigators from diverse and underrepresented backgrounds.

**Environment of Inclusion**

* What is your plan to foster an inclusive environment?
  + Environment should be positive, safe, and professional.
  + Should foster a sense of belonging among all personnel.
  + This environment should be conducive to training, mentoring, and professional development.

**On-going Efforts**

* Are there existing inclusion efforts that can be leveraged?
  + What do you do already regarding diversity, equity, accessibility and inclusion?
  + How do the project key personnel incorporate these practices into their research?
  + Just do not re-state anything that is a standard institutional policy or principle.

**When designing your strategies and activities consider the following:**

* Who is the audience?
  + How was the audience chosen?
  + Does the audience include “gatekeepers” or “opinion leaders?”
* Why was this particular activity chosen?
  + Does the activity perpetuate the myth of information deficit?
  + Does the proposal specify a particular objective to be met?
* What does the activity involve?
  + Does the activity incorporate the following:
    - Audience self-empowerment?
    - Exchange of ideas/interactivity/personal contact?
    - Value of non-scientist opinions/contributions?
    - Serving a public need?
* How will the activity accommodate human nature?
  + Does the activity incorporate the following:
    - Direct experience?
    - Audience’s sense of identity?
    - Specificity of action?
* With whom is the activity to be designed or performed?
  + Does the proposal demonstrate prior experience in successful outreach?
  + Does the activity involve collaboration with social scientists, professional communicators, or other intra- or extra-institutional staff?