## **DELETE THIS BOX BEFORE SUBMITTING YOUR DEI PLAN**

Beginning in FY 2023, all Department of Energy (DOE) Office of Science Funding Opportunity Announcements (FOAs) and DOE National Lab Announcements and other funding solicitations will require applicants to submit a Promoting Inclusive and Equitable Research (PIER) Plan as an appendix to their proposal narrative. **PIER Plans should describe the activities and strategies 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.

## **Recommendations for writing your DEI plan:**

The action item categories below are examples and are not prescriptive. Add/delete action items that address DOE 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 the success of the proposed actions.
* In light of the June 2023 U.S. Supreme Court decision in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, concerning preferences on race or ethnicity, do not include measures that would provide benefits (e.g., funding or participation opportunities) based on race/ethnicity criteria or preferences.
* Milestones/metrics should address process/effort, rather than goals for numbers of individuals from underrepresented groups.

**DELETE BLUE TEXT BEFORE SUBMITTING YOUR DEI PLAN**

**\*\*\*\*CHECK YOUR FOA TO DETERMINE IF PAGE LIMITS APPLY OR IF THERE ARE ADDITIONAL REQUIREMENTS FOR DEVELOPING YOUR DEI PLAN\*\*\*\***

# Diversity, Equity and Inclusion (DEI) Plan

### UMKC values diversity as central to our mission as an urban research university. We serve a student body and a community that is diverse in backgrounds, experiences, and perspectives, creating opportunities for UMKC to better understand and serve changing and dynamic educational needs. UMKC’s ability to respond to these changing needs has implications for enrollment, retention, and graduation rates.

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

* **Describe any relevant experiences of project personnel in efforts to promote inclusion in STEM for persons from underrepresented groups. 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.
* Mentoring and support programs to increase retention include the [Faculty Search Support Team](https://www.umkc.edu/diversity/faculty/faculty-search-support-team.html) supports Pillar 4 of UMKC’s Strategic Plan by providing outreach, resources, and support for inclusive hiring practices for departments and faculty. The initiative began in April 2021 as part of Roos Advocate for Community Change. FSST is a joint collaboration between Faculty Affairs, the Division of Diversity and Inclusion, Human Resources, and the Provost’s Office.

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

* **Describe any relevant experiences of project personnel in efforts to promote inclusion in STEM for persons from underrepresented groups.**
* **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 recruit at 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** [**Division of Diversity and Inclusion**](https://www.umkc.edu/diversity/)**. A listing of campus diversity initiatives can be found** [**here**](https://www.umkc.edu/diversity/programs/index.html)**.**

### e. Project activities are located in, or benefit underserved communities.

* UMKC has a long tradition of compassion for the underserved and those who face the greatest barriers to high-quality care and treatment. Since 1968, UMKC’s health sciences departments have been located next to University Health (formerly Truman Medical Center), which serves as its primary teaching hospital and is in the heart of the urban core, providing state-of-the-art quality healthcare to our community regardless of the ability to pay.
* The School of Medicine is ranked 29th in the country for most graduates practicing in medically underserved areas—correlating to their exposure to these critical needs through their training at UMKC and their proximity to University Health.
* Our Dental School provides $750,000 in uncompensated dental care and current plans to expand these facilities will increase that to $1m annually.
* Dental students provide oral health screenings for children through the Score 1 for Health program at 39 area elementary schools located in low-income neighborhoods.
* UMKC has created the Health Equity Institute to tackle the complex and systematic health disparities and their root causes. With the collaborative efforts in uncompensated care already in the Health Sciences District, we plan to include the Health Equity Institute in our new facility on Hospital Hill. **But there are several other engagements on the Community Connect Website (https://community.umkc.edu/). If there are any specific areas, you’d want to highlight based on the grant topic, you can search that site for academic areas.**

### f. Collaboration with students, researchers, and staff in Minority Serving Institutions

### g. Dissemination of results of research and development in Minority Serving Institutions or other appropriate institutions serving underserved communities.

### h. Implementation of evidence-based, diversity-focused education programs

The project senior personnel and student researchers will participate in **(below are some options for diversity-focused education programs in which your project team can participate).**

* Office of Equity trainings: The UMKC Office of Equity & Title IX offers training on education and prevention related to discrimination and harassment, sexual misconduct, mandated reporting, UM System’s Equity and Title IX policies and procedures, and more.
  + Visit [Educational Presentations & Training](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcm.maxient.com%2Freportingform.php%3FUnivofMissouriSystem%26layout_id%3D55&data=05%7C01%7Cwindersc%40umkc.edu%7C7b82453d90374787355508dab2b7fc2f%7Ce3fefdbef7e9401ba51a355e01b05a89%7C0%7C0%7C638018800813045407%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=53WcgVn3hQ4Hh3d1HyzYlzZkJnQx9tflcbO6v2oLBZQ%3D&reserved=0) (link).
* Diversity and Inclusion in Human Subjects Research
* Bias-Free and Inclusive Language; Navigating Racism and Bias; and Intercultural Communication.
* Community Engagement Fundamentals and Best Practices

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

* UMKC/Missouri Institute for Defense & Energy (MIDE) offers paid internships for student veterans or active service members interested in pursuing research opportunities and partners with Veterans to Energy Careers (VTEC). Military-connected students can receive a paid internship, coupled with one-on-one mentorship and professional development to help guide veterans into sustainable careers.
* Soliciting bids.
* The University of Missouri Procurement office utilizes various national databases to identify diverse businesses when soliciting bids.