

DELETE THIS BOX BEFORE SUBMITTING YOUR DEI PLAN

The required DOE Diversity, Equity, and Inclusion (DEI) plan requires applicants to describe how DEI objectives will be incorporated into the project. The plan should describe the actions the applicants will take to foster a welcoming and inclusive environment, support people from groups underrepresented in STEM, advance equity, and encourage the inclusion of individuals from these groups in the project; and the extent the project activities will be located in or benefit underserved communities.

This document is designed to assist PIs in creating the DEI plan for their project by providing information about UNC Asheville diversity initiatives. This information focuses primarily on campus-wide initiatives and does not capture college and department level programming.

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.

Leverage department/college/campus resources in achieving these project goals. You may be able to incorporate your project into existing initiatives that are part of the University's Office of Institutional Equity.

This document will be updated by the Office of Research and Sponsored Programs (ORSP) each summer. If you have questions or comments related to its contents, please contact the Chief Research Officer (research@unca.edu).

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******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

University of North Carolina at Asheville (UNC Asheville) Commitment to Diversity, Equity, and Inclusion Statement: “The University of North Carolina at Asheville is committed “to supporting diverse communities and appropriately encouraging frank and honest conversation. Our commitment leads us to envision a future where all UNC Asheville students, faculty, and staff know they belong regardless of their race and ethnicity, age, religion, disability, socio-economic status, gender expression, gender and sexual identity, national origin, culture, and ideological beliefs.”

The UNC Asheville Office of Institutional Equity is committed to supporting the creation of equitable and inclusive spaces for students, faculty, and staff, with a focus on removing structural barriers and fostering an atmosphere in which every member of the campus community matters and belongs. They work to advance access, accountability, an inclusive campus climate, and equity while combating racism, bias, and discrimination. The Office of Institutional Equity supports the integration of DEI into research through professional education on principles of DEI, guidance on working collaboratively with diverse groups, and supporting the development of mutually beneficial partnerships with underserved communities.

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 divisions (i.e., Academic Affairs, Student Affairs, etc.) or area(s) (i.e., Natural Sciences, Social Sciences, etc.)) 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 Mentoring Program for tenure-line faculty from historically underrepresented groups; the Center for Diversity Education, which seeks to increase faculty effectiveness as cross-cultural mentors to underrepresented faculty and students; and the Center for Teaching and Learning, which seeks to advance the scholarly agendas of diverse tenure-track faculty.

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 division and area 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 [Center for Diversity Education \(CDE\)](#). Contact CDE for a list of current University initiatives.

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

The [Office of Community Engagement \(OCE\)](#) provides resources and helps facilitate connections between UNC Asheville and community partners. Contact OCE if you need help with developing a community partnership. They also can assist with strengthening existing partnerships by providing guidance on best practices in creating mutually beneficial partnerships that are rooted in equity and shared governance.

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 UNC Asheville Office of Institutional Equity & Title IX offers training on education and prevention related to discrimination and harassment, sexual misconduct, mandated reporting, UNC System's Equity and Title IX policies and procedures, and more.
 - Visit [Faculty and Staff Workshops](#) (link).
- Diversity and Inclusion in Human Subjects Research
- Equal Employment Opportunity and Diversity Fundamentals (EEODF) training.
- 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.

- Support for diverse businesses: UNC Asheville is a state institution of higher education constituted within the State of North Carolina. University policies and procedures adopt federal and state guidelines for promoting and procuring services from historically underutilized businesses. UNC Asheville encourages eligible suppliers to increase their visibility by certifying as a diversity business with the State of North Carolina's Department of Commerce's Department of Administration's Historically Underutilized Business Office. The State of North Carolina's Division of Purchasing and Contracting also

sends out announcements to diverse businesses on upcoming trade shows, diversity business events, and workshops.

- Soliciting bids: UNC Asheville offers training to educate staff on how supplier diversity is a part of the University's procurement policy and recommended steps for how supporting small and diversity-owned businesses. UNC Asheville policy encourages employees to use diversity-owned businesses that we have purchasing agreements with or to consult with the State of North Carolina's Department of Administration's Historically Underutilized Business Office to identify vendors for bids.