

TEMPLATE: PLAN FOR ENHANCING DIVERSE PERSPECTIVES; SF424 (R&R) – Version H

Last revised 11/27/2023

This document is designed to serve as an abbreviated template. It does NOT replace the detailed information available within the relevant funding opportunity announcement, the funding agency's forms, instructions, or review criteria. For any questions, please refer directly to the FOA or the current [NIH Application Guide](#).

How to use this template:

Required subheadings are indicated in **bold text**. Please **delete all notes, instructions, and examples** (indicated by blue text) prior to finalizing and uploading your text.

Content Instructions

- **In one (1) page**, summarize strategies to advance the scientific and technical merit of the proposed project through expanded inclusivity. The plan should provide a holistic and integrated view of how enhancing diverse perspectives is viewed and supported throughout the application and can incorporate elements with relevance to any review criteria (significance, investigator(s), innovation, approach, and environment) as appropriate.
- Where possible, align the description with required elements within the research strategy section.
- Include a timeline and milestones for relevant components and approaches to assessing progress toward meeting the PEDP-defined goals.
- Examples of items that advance inclusivity in research and may be part of the plan include but are not limited to:
 - Discussion of engagement with different types of institutions and organizations (e.g., research-intensive, undergraduate-focused, minority-serving, community-based).
 - Description of any planned partnerships that may enhance geographic and regional diversity.
 - Plan to enhance recruiting of women and individuals from groups traditionally under-represented in the biomedical, behavioral, and clinical research workforce.
 - Proposed monitoring activities to identify and measure PEDP progress benchmarks.
 - Plan to utilize the project infrastructure (i.e., research and structure) to support career-enhancing research opportunities for diverse junior, early- and mid-career researchers.
 - Description of any training and/or mentoring opportunities available to encourage participation of students, postdoctoral researchers and co-investigators from diverse backgrounds.
 - Plan to develop transdisciplinary collaboration(s) that require unique expertise and/or solicit diverse perspectives to address research question(s).
 - Publication plan that enumerates planned manuscripts and proposed lead authorship.
 - Outreach and planned engagement activities to enhance recruitment of individuals from diverse groups as research participants including those from under-represented backgrounds.

Review Criteria and/or Questions to Consider

- Does the plan incorporate elements with relevance to all review criteria appropriate for the proposed project (significance, innovation, investigator(s), approach, and environment)?
- Is a timeline and milestones for success included?

Suggested outline

We have provided a suggested outline on the third page of this document. If you would like, you can enter your text directly below each subsection header. This document is already formatted appropriately (0.5 inch margins, Arial font, 11 point text). Just delete the first page and you are on your way to a complete draft!

PLAN FOR ENHANCING DIVERSE PERSPECTIVES

Remove any headings that are not relevant to the proposed project.

Partnerships

Describe engagement with different types of institutions involved in the project (research-intensive, undergraduate-focused, minority-serving, community-based, etc.). Also describe any planned partnerships that enhance geographic and regional diversity and any plans to develop transdisciplinary collaboration(s) that require unique expertise and/or to solicit diverse perspectives to address research question(s).

Training and Mentorship

Discuss training and/or mentoring opportunities available to encourage participation of students, post-doctoral researchers, and co-investigators from diverse backgrounds.

Workforce and Professional Development

Describe any plans to use project infrastructure (research and structure) to support career-enhancing research opportunities for diverse junior, early- and mid-career researchers.

Publication Plan

Describe a publication plan that describes equitable processes to determine inclusive authorship and authorship order and ensure proper attribution. Opportunities promote visibility of junior faculty, post-docs, trainees, etc., by serving as first authors and/or presenting at National/International scientific meetings.

Outreach and Recruitment

Describe the plan, including outreach and engagement activities, for recruiting women and individuals from groups traditionally under-represented in the biomedical, behavioral, and clinical research workforce to participate in the proposed project's research.

Evaluation and Monitoring

Discuss any proposed evaluative and/or monitoring activities to identify and measure Plan for Enhancing Diverse Perspectives benchmarks.

Timeline and Milestones

Include a timeline for Plan for Enhancing Diverse Perspectives-related activities and milestones of success.