



# **Diversity Plan**

Illinois Mathematics and Science Academy<sup>®</sup>

**Academic Year 2016/2017 Status Report**

The Diversity Committee met eight times during the 2016-2017 academic year to assist in the implementation and oversight of the diversity plan. The committee consisted of the following IMSA employees:

<b>IMSA Faculty/Staff</b>	<b>Department</b>	<b>Position</b>
JaRod Tobler	Admission's Office	Admission's Counselor
Kara Molenhouse	College and Academic Counseling	College Academic Counselor
Traci Ellis	Human Resources	Executive Director of Human Resources
Adrienne Coleman	Human Resources	Multicultural Education Specialist
Steve Zant	Human Resources	Human Resources Coordinator
Jean Bigger	Information Resource Center	Technical Services Supervisor/Digital Commons Manager
Betty Hart	Innovation and Entrepreneurship - IN2	Development Services Coordinator
William McGrail	Information Technology Media Center	Producer/Media Director
Chitra Saha	Information Technology Services	IT DBA/Programmer
Laurie Craig	Marketing and Communication	Marketing Coordinator
Mary Collins	President's Office	Executive Assistant to the President
Carmela Jones	Professional Field Services	Statewide Student Initiatives Specialist
Deborah Scarano	Principal's Office	Science Faculty
Eric Smith	Principal's Office	History/Social Science Faculty
Julie Dowling	Principal's Office	Mathematics Faculty
Dale Arentsen	Security	Director of Security
Asheli Mann-Lofthouse	Student Inquiry and Research	Administrative Assistant in SIR
Katie Berger	Student/Residential Life	Director of Residential Life
Jared Ley	Student/Residential Life	Residential Counselor
Karen Schwartz	Student/Residential Life	Counselor

As a result of the diversity plan implementation, the following took place:

- Held a Diversifying STEM Think Tank in which 75 STEM Professionals/Educators, Community Organizers, Diversity Officers and students discussed strategies to address the racial and gender inequities that exist in the STEM education to career pipeline.
- Implemented Diversity Speaker Series that consisted of four trainings on the following topics: LGBTQIA+ Allyship, Culturally and Linguistically Diverse Gifted Students, Creating a Diverse and Inclusive Environment, and Gender Bias Under the Microscope.
- Conducted a Student Diversity Climate Assessment in the Residence Halls examining the issues of race, sexual orientation, sex and gender/gender identity, completed by 577 /630 students.
- Facilitated 2 panel discussions which took an intricate look at "American" Culture and the "American" Education System, done in collaboration with the IRC, English Department, Social Science Department, and Human Resources.
- Developed an interdisciplinary African-American culture course that will be taught by both English and Social Science faculty Academic Year 2017-18.
- Conducted Diversifying IMSA focus groups with faculty/staff to discuss strategies to recruit diverse talent.
- Developed Bias Incident statement for Student Handbook.
- Piloted Identity Advocate Program designed for faculty/staff to better support LGBTQIA+ students.
- Enhanced Diversity-Focused External Community relations by providing Diversity and Inclusion professional development for Kane County Regional Office of Education, Northbrook School District 27, Fermilab, City of Aurora Chamber of Commerce, YWCA Aurora, Kane County Sheriff's Department; as well as presenting on URP STEM Motivation at the Illinois Association for Gifted Children Conference (IAGC), National Association for Diversity Officers in Higher Education (NADOHE), National Summit for Educational Equity (NSEE), and National Association for the Advancement of Colored People (NAACP) Education Round-Table.
- Entered into a partnership with University of Wisconsin-Madison to research the state of Implicit Bias at IMSA and develop interventions.

Below are highlights for each objective of the diversity plan:

**Objectives for Diversity Development**

Scale:

Significant Progress (gone above and beyond expectations)
Progress (strategic action has been demonstrated)
Minimal Progress (some discussion/research, but little to no action)
No Progress (absolutely no discussion, research or action)


**Objective 1: Progress**

To develop IMSA students, faculty, staff, alumni and parents who understand, respect and appreciate cultural and religious differences and who can communicate and interact effectively across these areas.

Activity	# of occurrences	Participants
Diversity Interactions <ul style="list-style-type: none"> <li>- Read-In – African-American</li> <li>- American Culture/Education Panel Discussions</li> <li>- Faculty and Residential Counselor, Cross the Line Privilege Activity</li> </ul>	5	233
Cultural Programs <ul style="list-style-type: none"> <li>- Diwali, Lunar New Year, Tales of the Homefront, Casa De Alma, Taste of Culture, Harambee, The History Makers</li> </ul>	7	IMSA Community
Bias Incident Discussions	4	IMSA Community
IMSA Author Dashboards – Diversity Resources <ul style="list-style-type: none"> <li>- <a href="http://digitalcommons.imsa.edu/sw_gallery.html">http://digitalcommons.imsa.edu/sw_gallery.html</a></li> </ul>	28 Virtual Resources	3368 downloads


**Objective 2: Minimal Progress**

To develop, recruit, enroll, support, and graduate in IMSA’s residential program highly qualified students from historically underrepresented populations (i.e. Black/Latino, Women, Rural, and Economically Disadvantaged) who will pursue degrees and careers in STEM.

Activity	# of occurrences	Participants
Admissions Speaking Engagements with URP Organizations <ul style="list-style-type: none"> <li>- Dare to Dream, Girls Tech Savvy, NAACP Afro-Academic, Cultural, Technological, and Scientific Olympics (ACT-SO), National Society of Black Engineers. Quad City Urban League, High Jump, UIC Early Outreach, Abbie School Visits, High School Fairs, etc.</li> </ul>	47	1000+
Diversity Day <ul style="list-style-type: none"> <li>- A day in which the Admissions team and key URP staff, faculty, and students provided greater insight about IMSA. Concurrent panels were held targeting parents and students separately, tours, small organization fair, and reception were also held.</li> </ul>	1	152
PROMISE Pre-enrichment Programs <ul style="list-style-type: none"> <li>- Serves underrepresented and economically disadvantaged students who have talent and interest in mathematics and science.</li> </ul>	3	242
College Exploration Days for URP Students <ul style="list-style-type: none"> <li>- This included a round-table discussion with alum/RC’s about college, a visit from HBCU and a presentation with students/parents about HBCU’s and HIS’s</li> </ul>	3	110
Family Reading Night <ul style="list-style-type: none"> <li>- Exposes URP students from Aurora to IMSA</li> </ul>	1	150




**Objective 3: Significant Progress**

To engage IMSA’s external constituents (elementary/middle school students, teachers, community members) from all cultural groups, especially those from underrepresented populations, in STEM learning experiences.

Activity	# of occurrences	Participants
Allies Program - <i>A youth development service-learning program in which students learn STEM content by serving others.</i>	1	20
Abbie Field Trips - <i>Introduction to IMSA through a hand-on science activity and tour for predominately URP middle school students.</i>	8	423
Integrated Science Course for URP Students	1	34
Professional Development for Educators in URP schools - <i>Fusion, Professional Learning Day, Golden Apple Scholars, Shifting Science for the Next Generation</i>	115 schools (Fusion) 113 sessions	200 programs (Fusion) 3584 participants
STEM Partnership Programs - <i>IMSA works with Park Forest school district 163 and Dolton STEM Academy to improve overall school performance</i>	10	1042
Innovation and Entrepreneurship Programs - <i>First Lego League, Teen STEM Café, Girls IN2 STEM, IN2 Day of Cyber, INSpire, MakerSpace, Talent</i>	12	84 URP clients
Diversity Focused Presentations - <i>Northbrook School District, Fermilab, Kane County Regional Office of Education, City of Aurora Chamber of Commerce, Illinois Association for Gifted Children, National Association for Diversity Officers in Higher Education, National Summit for Educational Equity, National Association for the Advancement of Colored People, Kane County Sheriff's Department, YWCA</i>	15	511
Promoted Faces of IMSA Display which demonstrates the diverse community that IMSA serves	1	Cannot be determined
Diversity Page on IMSA’s Web-site	1	1551 unique views 1920 views


**Objective 4: Progress**

To build the capabilities of IMSA faculty and staff to meet the needs of students from diverse cultural backgrounds and address cultural issues.

Activity	# of occurrences	Participants
Diversity Training - <i>IMSA’s Diversity Plan, Allies Training, Culturally and Linguistically Diverse Students, Gender Bias Under the Microscope, Creating a Diverse and Inclusive Environment, Diversifying STEM, New Faculty</i>	7	318
Diversifying STEM Think Tank - <i>Diverse perspectives on how to diversify/strengthen the STEM Education to Career Pipeline.</i>	1	75
Diversifying IMSA Focus Groups/Questionnaire	2	37
Diversity Focused Publications	1	21 downloads



6 countries, 5 organizations

**Objective 5: Progress**

To provide diversity/multicultural programming for students to enhance their understanding of cultures and historical experiences in an effort to establish intercultural relationships.

Activity	# of occurrences	Participants
Faculty/Staff Diversity Engagement (does not include those who attended...only those who planned or played a role in the events) - Diversity Committee, Identity Advocate Program, Culture Panels/Read-In's, URP Support Group, MLK	19	65
External URP STEM Events - Fermilab and University of Chicago	2	15
Implicit Association Tests on Skin-Tone, Gender-Science and Sexual Orientation - Measures attitudes and beliefs that affect understanding, actions, and decisions of others in an unconscious manner	1	218 Students (Sophomores Only)
IMSA Student Diversity Climate Survey	1	577
Peer Multicultural Educators Programming - Focused on addressing implicit bias, stereotypes and micro-aggressions	4	All Students
Residential Life Diversity Programming	192	640
Live Streamed Cultural Shows	5	96,914 views

**Objective 6: Progress**

To integrate the diversity focused Standards of Significant Learning (II.A and V.A) into the curriculum of all academic disciplines where appropriate.

Activity	# of occurrences	Participants
Developed interdisciplinary course on African American history/literature	n/a	n/a
Diversity and Multicultural Virtual Resources	3 guides	229 downloads
Diversity curriculum implemented in Physiology and Disease Course	3	52

**Objective 7: Progress**

To ensure that the various cultures within IMSA's population have the resources and support needed to feel safe and valued in a diverse community.

Activity	# of occurrences	Participants
Piloted Identity Advocate Program that provides support to LGBTQIA+ Community	3	15
Focus group with URP - Rural Students to study STEM related motivation	2	12
Created URP- Low-Income SEED (Socio-economic Diversity and Education) support group for students	3	5
CAC's provided fee waivers for URP students, expanding their college options	247 colleges	28
URP – Black/Latino Support Group - Through this program, URP faculty, staff and alumni provided additional academic and social-emotional support for students including URP retreat,	3	100



<i>Men of Color Summit at Clemson University, and race relation discussions</i>		
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**Objective 8: Progress**  
 To ensure compliance with any federal, state and local laws, policies, and guidelines, as well as current trends that pertains to social justice/diversity/multiculturalism.

Activity	# of occurrences	Participants
Updated Anti-Harassment Policy and Equal Opportunity Employment Policy	n/a	n/a
Developed bias-incident statement for student handbook	n/a	n/a
Parking stalls for persons with disabilities painted with IDOT (Illinois Department of Transportation) certified identifications	n/a	n/a
Sought and received permission to utilize Global Diversity and Inclusion Benchmarks that will be utilized to assess the diversity climate and inform the update of the Diversity Plan	n/a	n/a

**Objective 9: Progress**  
 To create and maintain facilities sensitive to the needs of persons with disabilities as well as the needs of other constituencies.

Activity	# of occurrences	Participants
Accessible operators on the East and West entrance have been updated	n/a	IMSA Community
A-wing science labs equipped with 4 positions that are accessible to persons with disabilities	n/a	IMSA Community
New cafeteria dining platform with ramp for persons who use wheelchairs	n/a	IMSA Community

**Objective 10: Progress**  
 To provide access to current and appropriate assistive technology.

Activity	# of occurrences	Participants
IN2 - Stage Area Large projection screen/Media Wall, Learning Lab A/V set up, 2 Conference Room A/V set up	n/a	IMSA Community
IRC - 2nd Group Study Room - Interactive Touch Display	n/a	IMSA Community
Auditorium - Digital Mixer for audio improvements, 16' diagonal viewing area projection screen and new projector installation	n/a	IMSA Community
A-wing Science Labs - 2x Brightlink Interactive projector installation per lab	n/a	IMSA Community
ITMC - USB Audio Interfaces, Mobile Interactive Touch Display, WebEx Conferencing Services	n/a	IMSA Community