



**Diversity Plan**  
Illinois Mathematics and Science Academy<sup>®</sup>  
**Academic Year 2015/2016 Status Report**

The Diversity Committee met six times during the 2015-2016 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>
Quinton Backstrom	Admissions Office	Admissions Counselor
Cara Molenhouse	College and Academic Counseling	College Academic Counselor
Sarah Perron	Development Office	Development Services Coordinator
Steve Zant	Human Resources	Human Resources Coordinator
Jean Bigger	Information Resource Center	Technical Services Supervisor/Digital Commons Manager
Britta McKenna	Innovation and Entrepreneurship	Chief Innovation Officer
Laurie Craig	Marketing and Communication	Marketing Coordinator
Dr. Adrienne Coleman	President's Office	Multicultural Education Specialist
Julie Dowling	Principal's Office	Mathematics Faculty
Deborah Scarano	Principal's Office	Science Faculty
Dr. Eric Smith	Principal's Office	History/Social Science Faculty
Carmela Jones	Professional Field Services	Statewide Student Initiatives Specialist
Eric Hetland	Student/Residential Life	Area Coordinator

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

- Conducted a Student Diversity Climate Assessment in the Residence Halls examining the issues of race, sexual orientation, sex and gender/gender identity, completed by 536 /642 students; followed by two diversity interventions and an Implicit Association Test,
- Facilitated two sessions with faculty and staff that included sharing the results of the Diversity Climate Assessment, listening to Peer Multicultural Educators tell stories of IMSA students' social injustices/micro-aggressions and strategizing on how to resolve issues,
- Implemented four Read-Ins that promoted LGBTQ, Indian, Asian and Black literature in collaboration with the IRC, English Department, Science Department, Social Science Department, World Languages Department and the President's Office,
- One Science Faculty member is developing a curriculum that examines epidemiology from a social justice perspective to be integrated in Physiology and Disease Course,
- One Mathematics Faculty integrated nine diversity focused assignments in the Computer Science Course,
- Enhanced Diversity-Focused External Community relations by conducting a Social Justice: Diversity, Equality and Inclusion Training for Kane County Regional Office of Education, co-sponsoring a STEAM Camp with DuPage County NAACP, North Central College, Northwestern University and Elite Chess, facilitating race dialogues with the YWCA, partnering with Caterpillar and Aurora Quad City Urban League to implement First Lego League, and co-sponsoring a STEM Leadership Day for City of Aurora African American Heritage Advisory Board youth,
- Updated the Disability Policy.

In addition to the Diversity Committee, two special committees, the URP (under-represented populations) Oversight Team and the Allies Group, were formed to address specific needs of URP students as well as students from the LGBTQA (lesbian, gay, bisexual, transgender, queer, asexual) community. The URP Oversight Team was designed to focus the Academy on the important task of equity in recruiting and retaining diverse students and staff through all of our programs. The team met five times during the year and consisted of the following employees:

<b>IMSA Faculty/Staff</b>	<b>Department</b>	<b>Position</b>
Kelly Lofgren	Admissions Department	Director of Admissions
Dave McGovern	College and Academic Counseling	College and Academic Counselor
Dr. Lee Eysturlid	History/Social Science Department	History/Social Science Faculty
Steve Zant	Human Resources	Human Resources Coordinator
Dr. Carl Heine	Innovation and Entrepreneurship	Program Director, IMSA Cool Hub/TALENT
Angela Richardson	Instructional Resource Center	Circulation/Interlibrary Loan Supervisor
Ruth Dover	Mathematics Department	Mathematics Faculty
Dr. Jose Torres	President's Office	President
Dr. Adrienne Coleman	President's Office	Multicultural Education Specialist
Diane Hinterlong	Principal's Office	Assistant Principal
Dora Phillips	Professional Field Services	Director of Statewide Educator Initiatives
Dr. Anita White	Science Department	Science Faculty
Keith McIntosh	Student Life	Associate Director of Student Life

Below are some of the accomplishments of the URP Oversight Team:

- Defined URP for IMSA as Black/Latino, Rural and Low-Income,
- Conducted focus groups with Rural students to identify their needs and issues/concerns,
- Conducted focus groups with URP students to better understand their media usage for purposes of developing a diversity advertising plan,
- Established the URP Alumni Mentorship Program in which 56 URP Students were mentored by URP alumni and participated in three workshops (IMSA Experiences, Resume Development/Networking and Financial Literacy) facilitated by alumni,
- Continued Research on the Motivation of Black and Latino Students to engage in STEM,
- Held SIR meeting to encourage more URP student involvement.

The Allies Group was formed to actively support LGBTQA (Lesbian, Gay, Bisexual, Transgender, Queer, or Asexual) individuals and causes, and speak out in support of justice for LGBTQA communities. It further validates the gender presentation that a student puts forth and works with IMSA faculty/staff to ensure the educational success of that student. The Allies Group met 5 times during the academic year and consisted of the following employees:

<b>IMSA Faculty/Staff</b>	<b>Department</b>	<b>Position</b>
Dr. Leah Kind	English Department	Admissions Counselor
Jean Bigger	Instructional Resource Center	Technical Services Supervisor
Dr. Adrienne Coleman	President's Office	Multicultural Education Specialist
Eric Hetland	Residential Life	Area Coordinator
Emily Banks	Residential Life	Resident Counselor
Jared Ley	Residential Life	Resident Counselor
Kavita Adatia	Residential Life	Resident Counselor
Dr. Robert Hernandez	Students Life	Executive Director of Student Affairs
Karen Schwartz	Student Life	Counselor

Below are some of the accomplishments of the Allies Group:

- Coordinated mandatory two-session training for faculty (open to staff) on transgender student issues,
- Consulted with Illinois Safe Schools Alliance to develop name preference request protocol, official name change protocol, gender change protocol and transgender housing protocol,
- Conducted focus groups with LGBTQ students to identify their needs and to better understand any issues/concerns...as a result held a workshop on sexual health for LGBTQ populations.

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's – LGBTQ, Asian, Indian, African-American</li> <li>- IMSA Student Diversity Climate Survey Discussions</li> <li>- Diverse Engineering Collaboration</li> </ul>	7	180
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>	8	faculty, staff, student, alumni and parent participation
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>	24 Virtual Resources	1488 downloads


#### Objective 2: 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
Center for Talent and Development Parent Meetings	4	160
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, etc.</li> </ul>	12	968
Multicultural Applicant Celebration <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	126
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	262
On-line Information Session for URP Families	6	162
Alumni Mentorship Program <ul style="list-style-type: none"> <li>- Through this program, alumni shared their collective wealth of knowledge (academic tips, career and college prep, even dorm-life hacks) and inspired the next generation of Titans.</li> </ul>	4	101




**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>	3	155
Innovation and Entrepreneurship Outreach - <i>First Lego League, NAACP STEAM Camp, City of Aurora African American Heritage Advisory Board STEM Leadership</i>	3	107
Diversity Focused Presentations - <i>Association of Latino Administrators and Superintendents, National Consortium of Secondary STEM Schools (NCSSSS), Chicago Teacher Education Pipeline, DuPage County Counselor's Day, Kane County, FermiLab, YWCA</i>	8	223
Promoted Faces of IMSA Display which demonstrates the diverse community that IMSA serves	1	5,861 unique views 79,576 views
Updated Diversity Page on IMSA’s Web-site	1	2,377 unique views 2,893 views


**Objective 4: Minimal 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>Transgender Student Training, Safe Zone Training</i>	3	143
Diversity Focused Publications	2	General Public


**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) - <i>Diversity Committee, URP Oversight Team, The Ally Group, Read-In's,</i>	4	35
URP Student Inquiry and Research Meeting	1	27
Implicit Association Tests on Skin-Tone, Gender-Science and Sexual Orientation - <i>Measures attitudes and beliefs that affect understanding, actions, and decisions of others in an unconscious manner</i>	1	540 Students
IMSA Student Diversity Climate Survey	1	536
Peer Multicultural Educators Residential programming - <i>Focused on addressing implicit bias, stereotypes and micro-aggressions</i>	2	All Students
Live Streamed Cultural Shows	4	3,504 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
Conducted an audit of diversity-focused academic courses at NCSSS	n/a	n/a
Diversity and Multicultural Virtual Resources	3 guides	186 downloads
Diversity curriculum implemented in Computer Science Courses	8	153
Developed Diversity-focused LEAD Curriculum	n/a	n/a


**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
Met with students of the LGBTQ Community to identify issues and needs	1	10
Held focus group with URP - Rural Students to identify needs, issues and concerns	1	10
CAC's provided fee waivers for URP students, expanding their college options	210 colleges	20
Held retreat for students from under-represented (Black & Latino) populations to provide additional academic and social/emotional support	1	47
Held focus group with URP - Black/Latino Students to develop a marketing campaign	1	11


**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 Disability Policy to ensure compliance with Americans with Disabilities Act	n/a	n/a
Developed name preference request, official name change, gender change and transgender housing protocols	n/a	n/a
Constructed separate wheel-chair accessible entrance for IN2	1	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
Researched signage for gender neutral bathrooms	n/a	Available to all Students


**Objective 10: Progress**

To provide access to current and appropriate assistive technology.

Activity	# of occurrences	Participants
No activity – budget constraints		