



Diversity Plan
Illinois Mathematics and Science Academy[®]
Academic Year 2014/2015 Status Report

The Diversity Committee met during the 2014-2015 academic year to assist in the implementation and oversight of the diversity plan. The committee consisted of the following IMSA employees:

IMSA Faculty/Staff	Department	Position
Quinton Backstrom	Admissions Office	Admissions Counselor
Cara Molenhouse	College and Academic Counseling	College Academic Counselor
Julie Christman	Development Office	Foundation and Corporate Relations Manager
Lisa Hellman	Development Office	Coordinator of Alumni Relations
Steve Zant	Human Resources	Human Resources Coordinator
Angela Richardson	Information Resource Center	Circulation and Interlibrary Loan Supervisor
Britta McKenna	Innovation and Entrepreneurship	Chief Innovation Officer
Laurie Craig	Marketing and Communication	Marketing Coordinator
Mike Abrahansom	Marketing and Communication	Digital Marketing and Public Relations Coordinator
Adrienne Coleman	President's Office	Multicultural Education Specialist
Deborah Scarano	Principal's Office	Science Faculty
Daniel Gleason	Principal's Office – Curriculum Assessment Leader	Director of Academic Programs
Aziza Darwish	Professional Field Services	Director of Statewide Student Initiatives
Michelle Hoehn	Student/Residential Life	Area Coordinator

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

- three Race Panels that focused on 1) discussion of individual/institutional diversity concerns and social injustices, 2) historical and biological perspectives of race, and 3) how to resolve educational inequities and social injustices at IMSA,
- three Read-Ins that promoted Women, Latino and Black literature in collaboration with the IRC, English Department and the President's Office,
- an audit of the racial diversity within IMSA's Student Organizations,
- conducted the Implicit Association Test with 580 students which demonstrated levels of bias in terms of skin tone, sexual orientation, and gender-science...followed by two diversity interventions and a post Implicit Association Test,
- a Historically Black College and University tour,
- establishment of Society for Professional Hispanic Engineers and National Society for Black Engineers.

Specifically, within the academic realm the following diversity plan initiatives took place:

- an audit of academic courses that have integrated the diversity focused Standards of Significant Learning (SSL), into their curriculum,
- the math team integrated a lesson examining patterns of African Hair braiding/basket weaving in geometry,
- one math team member is utilizing summer curriculum funds to develop a diversity component of the computer science program,
- the social science team integrated a lesson on the Mexican Revolution in their Sophomore History classes,
- the English faculty drafted their thoughts on the importance of African American, Women's and Latino Literature,
- the science team developed a statement on how they work with Diverse learners,
- the IRC created a multicultural library guide as a resource for faculty/staff
 - <http://ircguides.imsa.edu/c.php?g=46821&p=1007018>
 - http://ircguides.imsa.edu/sb.php?subject_id=13528.

Below are highlights for each objective of the diversity plan:

Objectives for Diversity Development

Scale:

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

Objective 1: Significant 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"> - Read-In's – African American, Women and Latino Literature - Race Panels – Focused on awareness of and addressing racial inequities - IMSA Minority Alumni Meetings 	13	300
Cultural Programs <ul style="list-style-type: none"> - Diwali, Lunar New Year, Tales of the Homefront, Casa De Alma, Taste of Culture, Harambee, Tuskegee Airmen 	6	faculty, staff, student, alumni and parent participation
IMSA Author Dashboards – Diversity Resources <ul style="list-style-type: none"> - http://digitalcommons.imsa.edu/sw_gallery.html 	23 Virtual Resources	1220 downloads
Pilot Test of Intercultural Development Inventory <ul style="list-style-type: none"> - Cross Cultural valid assessment to build cultural competence in schools and organizations. 	1	4

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	100
Admissions Speaking Engagements with URP Organizations <ul style="list-style-type: none"> - 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. 	13	1,074
Multicultural Applicant Celebration <ul style="list-style-type: none"> - 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. 	1	42
PROMISE pre-enrichment programs <ul style="list-style-type: none"> - Serves underrepresented and economically disadvantaged students who have talent and interest in mathematics and science. 	3	201
IMSA Minority Recruitment and Retention Interest Group Meetings that established Alumni Mentorship Program (AMP) <ul style="list-style-type: none"> - Through this program, alumni will share their collective wealth of knowledge (academic tips, career and college prep, even dorm-life hacks) and inspire the next generation of Titans. 	4	19



Objective 3: 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	Approximately 160
Innovation and Entrepreneurship Outreach - <i>James Jordan Foundation, Shades of Blue, First Lego League</i>	4	101
Promoted Faces of IMSA Display which demonstrates the diverse community that IMSA serves	1	60,000 clicks on web 11,000 people reached
Developed Diversity Page on IMSA’s Web-site	1	3,006 clicks on web 2,356 people reached

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>How to work with Asian Students, The Power of Oneness</i>	2	80
Diversity Focused Publications	4	General Public
Diversity Focused Presentations - <i>Northwestern STEM Summit, NAACP Voice of Educators Symposium, Jack Kent Cooke, Jordan STEM Roundtable</i>	4	160
Examined Retention of Students by Race and Student Organization Participation by Race	On-going	Shared with IMSA Administrators

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>Race Panels, Read-In’s, FermiLab Visit, Asian Student Training, HBCU College Tour</i>	5	29
Networking Event with Diverse STEM Professionals at FermiLab	1	36
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	580 Students
Peer Multicultural Educators Residential programming - <i>Focused on addressing implicit bias, stereotypes and microaggressions</i>	2	All Students



Objective 6: Minimal 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 academic courses that have integrated the diversity focused SSL, II.A and V.A. into the curriculum	1	All Academic Departments
Diversity and Multicultural Virtual Resources	3 guides	421 downloads

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	2	15
Historically Black College and University Tour - Of 11 Black seniors, 5 applied to 6 HBCU schools : Hampton, Howard, Fisk, Texas Southern, Xavier University of Louisiana	1	10
CAC’s discussed Women Only Institutions - Of 95 senior women, 7 applied to 5 “Women Only” colleges: Barnard College, College of St. Benedict, Mount Holyoke College, Saint Mary’s College, and Wellesley College.	1	95
Held retreat for students from under-represented populations to provide additional academic and social/emotional support	1	59

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
Purchased desks to be in compliance with Americans with Disabilities Act	350 desks purchased	Available to all Students when Testing

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
Constructed gender neutral bathrooms	3	Available to all Students

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

Activity	# of occurrences	Participants
Front Row Juno Speakers to assist with hearing impairment	5 Classrooms	Available to all Students
Interactive Projectors for visually impaired students	4 Classrooms	Available to all Students