



Diversity Plan
Illinois Mathematics and Science Academy[®]
Academic Year 2017/2018 Status Report

The Diversity Committee met seven times during the 2017-2018 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
JaRod Tobler	Admission's Office	Admission's Counselor
Suzannae Speulda	College and Academic Counseling	College Academic Counselor
Rosemary Forni	Facilities	Receptionist
Traci Ellis	Human Resources	Executive Director of Human Resources
Adrienne Coleman	Human Resources	Director of Equity and Inclusion
Steve Zant	Human Resources	Human Resources Coordinator
Jean Bigger	Information Resource Center	Technical Services Supervisor/Digital Commons Manager
William McGrail	Information Technology Media Center	Producer/Media Director
Chitra Saha	Information Technology Services	IT DBA/Programmer
Betty Hart	Innovation and Entrepreneurship - IN2	Development Services Coordinator
Laurie Craig	Marketing and Communication	Marketing Coordinator
Hannah Anderson	Office of Institutional Research	Institutional Research Associate
Mary Collins	President's Office	Executive Assistant to the President
Tracy Townsend	Principal's Office	Science Faculty
Sowmya Anjur	Principal's Office	History/Social Science Faculty
Julie Dowling	Principal's Office	Mathematics Faculty
Jonathan Besancon	Principal's Office	World Languages Faculty
Megan Sherer	Professional Field Services	Program Coordinator - State
Dale Arentsen	Security	Director of Security
Karen Schwartz	Student Life	Counselor
Andrea Stuibler	Student/Residential Life	Associate Director of Residential Life
LaDonne Hawthorne	Residential Life	Residential Counselor
Stephanie Broy	Residential Life	Residential Counselor

Below are some highlights of IMSA's Diversity, Equity and Inclusion work, Academic Year 2017-2018:

- Created Equity and Excellence Policy based on a model of Inclusive Excellence that is now board approved.
- Developed Diverse Fellows program, to be piloted Academic Year 2018-2019.
- Created Diversifying STEM Equity Model.
- Implemented "I am not racist, am I" e-learning curriculum, film and discussion with all juniors, n = 20; 50 faculty/staff were trained to facilitate discussions.
- Conducted a train-the-trainer Safe Zone workshop for 27 faculty/staff, which led to the creation of 68 safe spaces.
- Rolled out Live-Safe app, which promotes student safety and can be used to record and report bias incidents.
- Piloted Courageous Conversation program that created a space for IMSA faculty, staff and students to discuss social issues in society and at IMSA with about 100 participants over 5 sessions.
- Conducted a Student Diversity Climate Assessment in the Residence Halls examining the issues of race, sexual orientation, sex and gender/gender identity, completed by 487/633 students. Students feeling unsafe at IMSA because of race decreased by 77.8%.
- Enhanced external community relations by providing Diversity, Equity and Inclusion trainings for Kane County Regional Office of Education, Kane County Sheriff's Department, Unity Partnerships, CASA-DuPage County, HOPE Fair Housing Center; as well as presented at IAGC, NAGC, NCSSS and UW-Madison Center for Women's Health Research, Bias Research to promote equity and diversity (BREAD), Athens Institute for Research and Education.

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

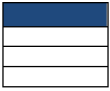
To develop IMSA students, faculty, staff, alumni and parents who understand, respect and appreciate cultural and religious differences and who can communicate and interact effectively across these areas.

Activity	# of occurrences	Participants
Diversity Interactions <ul style="list-style-type: none"> - Read-In – Latinx - Women in STEM Panel Discussions - Faculty and Residential Counselor, Cross the Line Privilege Activity - Ada Lovelace 	5	263
Cultural Programs <ul style="list-style-type: none"> - Diwali, Lunar New Year, Tales of the Homefront, Casa De Alma, Taste of Culture, Harambee, Reyes Poetry, MLK 	7	IMSA Community
Courageous Conversations	5	100
IMSA Author Dashboards – Diversity Resources <ul style="list-style-type: none"> - http://digitalcommons.imsa.edu/sw_gallery.html 	38 Virtual Resources	6478 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
Admissions Speaking Engagements with URP Organizations <ul style="list-style-type: none"> - Bolingbrook Black History Celebration, Girls Tech Savvy, NAACP Afro-Academic, Cultural, Technological, and Scientific Olympics (ACT-SO), High Jump, High School Fairs specifically targeting URP 	32	1000+
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	226
Family Reading Night <ul style="list-style-type: none"> - Exposes URP students from Aurora to IMSA 	1	136



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>	6	184 21 (URP)
IN2 School Visits with Admissions - <i>Introduction to IMSA through a hand-on science activity and tour for predominately URP middle school students.</i>	11	411
Integrated Science Course for URP Students	12	35 (25 URP)
FUSION Schools	121 low-income schools	5487 participants (1863 URP)
STEM Partnership Programs - <i>South Holland and Perspectives Charter Schools Programs)</i>	2	172 (130 URP)
Innovation and Entrepreneurship Programs - <i>First Lego League, Girls IN2 STEM, INSpire, MakerSpace, TALENT, PowerUP #Lightsout, Teen STEM Cafe</i>	21	104 URP clients
Diversity Focused Presentations ▪ <i>Kane County Regional Office of Education, City of Aurora Chamber of Commerce, Illinois Association for Gifted Children, National Association for Gifted Children, National Consortium of Secondary STEM Schools, HOPE Fair Housing Center, Unity Partnerships, CASA of DuPage County, and UW-Madison Center for Women’s Health Research, Bias Research to promote equity and diversity (BREAD)</i>	10	320
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	1,630 unique views 2,019 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, Safe Zone, I am not racist, am I?, New Faculty, Residential Life</i>	6	142
Diversifying STEM Think Tank - <i>Diverse perspectives on how to diversify/strengthen the STEM Education to Career Pipeline.</i>	1	84
Diversity Focused Publications	1	21 downloads 6 countries, 5 organizations



Objective 5: Significant 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, Identity Advocate Program, Culture Panels/Read-In's, URP Support Group, MLK, Courageous Conversations</i>	14	43
Diversity focused Student Programming - <i>Implicit Association Tests for Sophomores, I am not racist, am for Juniors and Implicit Bias for Seniors</i>	3	All Students
IMSA Student Diversity Climate Survey	1	487
Peer Multicultural Educators Programming - <i>Focused on addressing implicit bias, stereotypes and micro-aggressions</i>	5	All Students
Residential Life Diversity Programming	191	652
Live Streamed Cultural Shows, including ISSF	5	2432 views

Objective 6: Progress

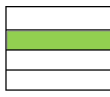
To integrate the diversity focused Standards of Significant Learning (II.A and V.A) into the curriculum of all academic disciplines where appropriate.

Activity	# of occurrences	Participants
Interdisciplinary course on African American history/literature	2	n/a
Diversity and Multicultural Virtual Resources	3 guides	51 downloads
English Team Social Justice and Spoken Word Day	1 day	All Sophomore Classes
Diversity curriculum implemented in Academic Courses (PAD, CSI)	9	161

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.

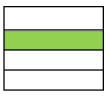
Activity	# of occurrences	Participants
Identity Advocate Program that provides support to LGBTQIA+ Community	2	70
Focus group with URP - Rural Students to study STEM related motivation	5	17
URP- Low-Income SEED (Socio-economic Diversity and Education) support group for students	3	5
CAC's provided fee waivers for URP students, expanding their college options	220 colleges	26
URP – Black/Latino Support Group - <i>Through this program, URP faculty, staff and alumni provided additional academic and social-emotional support for students including URP retreat, Men of Color Summit at Clemson University, and race relation discussions</i>	2	75



Objective 8: Progress

To ensure compliance with any federal, state and local laws, policies, and guidelines, as well as current that pertains to social justice/diversity/multiculturalism.

Activity	# of occurrences	Participants
Developed Equity and Excellence Plan	n/a	n/a
Rolled out Live Safe App to report Bias Incidents	n/a	n/a
Parking stalls for persons with disabilities painted with IDOT (Illinois Department of Transportation) certified identifications	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
Updated Fire Doors at South End of the Building, East Side	n/a	IMSA Community
B-wing science labs equipped with 4 positions that are accessible to persons with disabilities	n/a	IMSA Community
Gender Neutral Bathroom	n/a	IMSA Community



Objective 10: Progress

To provide access to current and appropriate assistive technology.

Activity	# of occurrences	Participants
Ac. Pit - A/V System Upgrade including Interactive Touch Screen	n/a	IMSA Community
Auditorium - A/V System Upgrade including wireless projection connectivity and wireless microphones.	n/a	IMSA Community
Old Cafe - A/V System Upgrade including 16 ft. large projection screen and additional 80 Inch LED screen, wireless projection connectivity and improved audio system.	n/a	IMSA Community
IN2 - Audio system installation	n/a	IMSA Community