



# **Multicultural Development Plan**

Illinois Mathematics and Science Academy®

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### **Diversity Statement**

The appreciation, affirmation, and inclusion of multiple cultures is important to ensure that all students, faculty, and staff will be able to enjoy the educational benefits of a multicultural academic environment and that these various perspectives will also enrich the educational enterprise. From this perspective it is important that community members be effective at interacting across cultures, which is essential to IMSA's mission of being "the world's leading teaching and learning laboratory for imagination and inquiry, igniting and nurturing creative, ethical scientific minds that advance the human condition..." The multiple cultures that make up the IMSA community include individual characteristics that contribute to personal identity such as race, ethnicity, geographic origin, gender, social class, religion, age, sexual orientation, and physical or mental ability. IMSA's diverse cultural groups also include the political orientations, statewide regional cultures, and the multiplicity of beliefs, ideas, and visions that are critical to fostering an educational environment where students, faculty, and staff exchange ideas freely, encourage critical thinking, and reexamine their personal perspectives. In a globalized world, it is essential that the broadest range of discourse be carried out under civil conditions, in so doing, we will provide for civic participation in a democratic space that prepares all involved to be global citizens. The fair and respectful treatment of all persons in a diverse community is also central to our aspirations for social justice. It is indeed the necessary precondition for "advancing the human condition".

The objectives of the Illinois Mathematics and Science Academy are that : "all learners achieve their personal aspirations...The life of each IMSA graduate is recognized for significantly improving the way people live and that the universal paradigm for teaching and learning is grounded in imagination and inquiry" . We believe (that "Everyone is a mystery with unknown and unknowable limits...All people have equal intrinsic worth...No one's path in life is predetermined...Everyone can lead...Belonging to a community requires commitment to the common good...Indifference diminishes individuals and communities...Trust and respect are vital for any relationship to thrive...Diversity in community inspires discovery and creativity...Diverse perspectives enrich understanding. Therefore, every student in the State of Illinois, who is highly talented and interested in mathematics and science, should have an opportunity to benefit from IMSA's programs and services. Further more, IMSA's current strategic plan places a high value upon addressing issues related to fair representation, and equal opportunity, for our students, faculty, and staff.

# Goals for Multicultural Development

Our goal is for the entire IMSA community to support and to demonstrate an appreciation, affirmation, and inclusion of the multiple cultures which are represented, or which we seek to have represented, within and throughout the Academy's programs and services. It is also our goal to educate each member of our community about the strength and value of a multicultural educational environment. It is important to educate each member of the community about the existence and effects of racism, sexism, ageism, homophobia, religious intolerance, and other forms of prejudice and discrimination. When the actions or behaviors of an individual or group result in intolerance, harassment, intimidation, violence, or discrimination of others, the Academy will act expeditiously to address these unacceptable behaviors. Further, we will not accept joking or ignorance as an excuse, reason or rationale for such behavior.

## Objectives

1. To develop IMSA students who tolerate, understand, respect and appreciate cultural differences and who can communicate and interact effectively across cultures
2. To inspire more talented elementary and middle school students from all cultural groups, especially those from historically underrepresented populations in math, science and technology, to pursue learning experiences and envision potential careers in these fields
3. To recruit, enroll, support, develop and graduate in IMSA's advanced residential college preparatory program more highly qualified students from historically underrepresented populations who, as graduates, will pursue degrees and careers in math, science and technology.
4. To recruit, hire, retain and develop a more diverse faculty and staff, especially in roles that provide direct service to IMSA students and external partners who benefit from our off campus programs.
5. To build the capacity of IMSA faculty and staff to meet the needs of IMSA students and external community partners from diverse cultural backgrounds

# Strategies

- A. POLICIES:** Review IMSA Board Policies to ensure that they support the objectives for multicultural development; recommend Policy revisions to the Board if needed. (HR Director, Principal, VP for Strategy and Results, CEMMD)
- B. FUNDING:** Develop and implement relationship-based plans to secure appropriations, gifts, grants and sponsorships for the highest priority needs in support of the objectives for multicultural development (VP for Advancement, DEAAS, CEMMD)
- C. EMPLOYEE HIRING AND RETENTION:** Develop and implement plans to secure a more diverse pool of highly qualified candidates for IMSA positions and to hire, retain and support a more diverse faculty and staff. (HR Director, CEMMD)
- D. PROFESSIONAL LEARNING:** Develop and implement plans to ensure that all IMSA faculty and staff are aware of and prepared to help address multicultural issues and needs at IMSA. (HR Director, Principal, EDFs, CEMMD)
- E. STUDENT RECRUITMENT:** Articulate and aggressively promote IMSA's distinctive programs to targeted populations as defined in Highest Priority Customers (HPC) as well as to gifted math and science students in grades 3-7. (Director of Enrollment and Academic Services, Director of Marketing and Communications, EDFs, CEMMD)
- F. M/S/T PIPELINE:** Develop and implement an integrated pipeline in pursuit of advanced study of math/science/technology (m/s/t) at IMSA and throughout Illinois for high ability/high potential elementary and middle school students from historically underrepresented populations in m/s/t. This includes PROMISE (pre-admission programs focused on enrolling students at IMSA) (Director of Enrollment and Academic Services, EDFs, CEMMD)
- G. STUDENT ACCESS/SUPPORT:** Create and implement a plan to ensure that underrepresented students have equal access to and support success in our offerings in m/s/t. (Principal, Director of Enrollment and Academic Services, CEMMD)
- H. STUDENT DIVERSITY EDUCATION:** Improve existing/Develop and implement new programs and services that promote multicultural awareness, understanding and appreciation among IMSA students. (Director of Enrollment and Academic Services, Director of Student Leadership Development, CEMMD)