



Multicultural Development Plan

Illinois Mathematics and Science Academy®

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The affirmation, appreciation, and inclusion of multiple cultures is vital to ensure that all students, faculty, and staff and the IMSA community will be able to thrive in a multicultural academic and residential environment. From this perspective it is important that community members be effective at interacting across cultures, which is essential to IMSA's vision of "*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, socioeconomic status, 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.

Goals for Multicultural Development

The Illinois Mathematics and Science Academy is a community with a multiplicity of diverse racial, ethnic, and socioeconomic class backgrounds, national origins, religious and political beliefs, physical abilities, ages, genders, and sexual orientations.

It is important to educate each member of the community about the existence and effects of racism, sexism, ageism, heterosexism, classism, ableism, religious intolerance, and other forms of prejudice and discrimination. We strive to learn from each other in an atmosphere of effective intercultural communication and mutual respect, celebrating the unique and collective cultural contributions that make up the IMSA community.

1. Our programs, services and Academy climate will be enriched by the myriad of cultural backgrounds and diverse perspectives.
2. Each member of our community will understand and embrace the value of a multicultural educational environment.

Objectives

1. To develop IMSA students who understand, respect and appreciate cultural differences and who can communicate and interact effectively across cultures.
2. To engage talented elementary and middle school students from all cultural groups, especially those from underrepresented populations, in STEM learning experiences and assist in envisioning potential careers in STEM.
3. To recruit, enroll, support, develop and graduate in IMSA's residential program highly qualified students from historically underrepresented populations who will pursue degrees and careers in STEM.
4. To recruit, hire, develop and retain a more diverse faculty and staff.
5. To build the capabilities of IMSA faculty and staff to meet the needs of students from diverse cultural backgrounds.

Strategies

- A. POLICIES:** Review and revise IMSA Board Policies to ensure that they acknowledge and support the objectives for multicultural development.
- B. FUNDING:** Develop and implement plans to secure appropriations, gifts, grants and sponsorships to support the objectives for multicultural development.
- C. EMPLOYEE HIRING AND RETENTION:** Develop and implement plans to secure a diverse pool of highly qualified candidates for all IMSA positions and to hire, develop and support a more diverse faculty and staff.
- D. PROFESSIONAL LEARNING:** Develop and implement programs to ensure that all IMSA faculty and staff are aware of and prepared to help address multicultural issues and needs.
- E. STEM EDUCATION:** Articulate and promote IMSA's distinctive programs to targeted underrepresented populations in grades 3-9.
- F. STUDENT RECRUITMENT:** Develop and implement an integrated pipeline in pursuit of advanced study of STEM at IMSA and throughout Illinois for talented elementary and middle school students from targeted underrepresented populations.
- G. STUDENT ACCESS/SUPPORT:** Create and implement programs to ensure that underrepresented populations have equal access to and support success in our academic offerings in STEM.
- H. STUDENT DIVERSITY EDUCATION:** Develop and implement programs and services that promote multicultural awareness, understanding and appreciation among IMSA students.