

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY
DIVERSITY AND MULTICULTURAL EDUCATION PROJECT

PREPARED BY
HOUSTON-ROGERS CONSULTING, INC.
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Houston-Rogers Consulting, Inc.

Houston-Rogers Consulting was engaged to deliver the following information to the Illinois Mathematics and Science Academy concerning diversity among its staff and faculty:

- I. An assessment of the current climate concerning diversity; developed via interviews and focus groups.
- II. Based on the above assessment, develop key business/educational imperatives to address employee diversity issues.
- III. Based on the assessment, determine the key components to be addressed in diversity education for IMSA staff, faculty and administration.
- IV. Contribution to the development of the diversity component of the organizational climate survey.
- V. Assistance with other diversity opportunities, i.e. minority recruitment sources and processes.

Section I - Diversity Assessment

Attached is the compilation of all data, analysis and resultant recommendations from the one-on-one interviews conducted with members of administration and the 4 focus groups held with staff and faculty during April and May, 2005.

The recommendations from that assessment include —

- Establishment of a specific diversity definition for IMSA that addresses its current political and economic realities, as well as aspirational aims for the future.



- Development of relationships with key minority educational organizations to accomplish targeted recruitment of faculty and staff.
- Development of a comprehensive retention plan for new and current minority faculty and staff, which will also support retention and commitment of all employees.
- Development of specific, continuous methods to communicate support for diversity.
- Adaptation of the successful diversity practices of the Residential Life staff for application to the recruitment, retention and training of other staff and faculty.
- Development of a multi-year, strategic diversity plan that addresses all facets of employee diversity.
- Location of appropriate institutions to benchmark concerning staff and faculty diversity.
- Development of a new employee orientation program to assist with integration of all new staff and faculty into the IMSA family.
- Development and implementation of a staff development process that includes diversity as a key building block.

Section II - Diversity Business/Educational Imperatives

Based upon the results of the diversity climate assessment, IMSA business/education imperatives for diversity include -

- The correlation of recruitment and retention of a diverse student body with the recruitment and retention of a diverse staff, faculty and administration.
- Continuous development and maintenance of the reputation of IMSA as a leading, “cutting edge” institution in all components of its mission and vision.



- As a publicly funded institution, adherence to the diversity concerns of the state legislature and the citizens of Illinois.

Section III - Diversity Educational Components

Based on the diversity assessment, the necessary components for diversity education for staff, faculty and administration include -

- Development of self and institutional awareness regarding attitudes concerning diversity such as preferences for race, gender, religion and ethnicity.
- Discussion of the business/educational imperatives for IMSA diversity.
- Education and discussion about the historical and current realities of discrimination for racial and ethnic groups in the United States and Illinois and how that affects the mission and goals of IMSA.
- Development of sample diversity plans to address the goals and needs of IMSA.

Section IV - Organizational Climate Survey

Houston-Rogers has collaborated with Russ Scalpone, the IMSA consultant who is developing the meaningful diversity components of the organizational climate survey.

Section V - Additional Diversity Opportunities

Under separate cover, Houston-Rogers will deliver to IMSA Human Resources a compilation of organizations and processes to assist with the recruitment of minority faculty and staff.

