




Diversity Plan
Illinois Mathematics and Science Academy[®]

Updated June 2014

For Board Action



The *IMSA Diversity Plan*, with approval and oversight from the IMSA Board of Trustees, is an organic document developed and maintained by the Multicultural Development Committee, led by the Multicultural Education Specialist. Through the establishment of IMSA's goals, objectives and strategies, this plan furthers IMSA's commitment to an outstanding educational environment; one that appreciates, affirms, and includes students, faculty, and staff from a multiplicity of cultural backgrounds, who have high talent and interest in mathematics and science. The *Plan* is the catalyst for a dynamic, multi-year process that requires IMSA's administrative units, student/residential life, academic departments, and external programs to implement, support, provide resources, and evaluate specific strategies that address diversity/multicultural development. The results of these efforts will be documented in an annual report to the IMSA Board of Trustees and shared with the IMSA community.

Diversity Mission Statement

The IMSA diversity mission is to create, support and sustain a community that genuinely demonstrates the value of diversity of all of its members.

Diversity Vision Statement

IMSA's diversity vision is to support and encourage an environment of trust and sensitivity to all cultures, beliefs, and viewpoints regardless of race, ethnicity, geographic origin, gender, religion, age, nationality, sexual orientation and abilities.

Diversity Goal

The overarching diversity goal, consistent with Illinois Mathematics and Science Academy law (105 IL CS 305/), is:

To inspire multicultural populations in the state of Illinois, through IMSA's residential and extension programs, to engage in mathematics and science education in an effort to promote a diverse STEM workforce.



Objectives for Diversity Development

Objective 1:

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.

Objective 2:

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.

Objective 3:

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.

Objective 4:

To build the capabilities of IMSA faculty and staff to meet the needs of students from diverse cultural backgrounds and address cultural issues.

Objective 5:

To provide diversity/multicultural programming for students to enhance their understanding of cultures and historical experiences in an effort to establish intercultural relationships.

Objective 6:

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

Objective 7:

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.

Objective 8:

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.

Objective 9:

To create and maintain facilities sensitive to the needs of persons with disabilities as well as the needs of other constituencies.

Objective 10:

To provide access to current and appropriate assistive technology.