

# EQUITY AND EXCELLENCE

**Adrienne Coleman, Ed.D.**  
**Speaker | Researcher | DEI Expert**

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DIRECTOR OF EQUITY AND INCLUSION  
ILLINOIS MATHEMATICS AND SCIENCE ACADEMY

<https://www.imsa.edu/discover-imsa/diversity-equity-inclusion/>

# DR. COLEMAN'S SELFIE

*Race/Ethnicity*  
**Black/  
African American**

*Biological Sex/  
Sexual Orientation*  
**Female/Heterosexual**

*Gender & Pronouns*  
**Cisgender  
She, Her, Hers**

*Religion/Spirituality*  
**Christian-Catholic**

*Age/Class/Ability*  
**Middle Age & Class/  
Able-bodied & Emotionally Well**

*Values/Beliefs*  
**Equity, Fairness and Inclusiveness**

*Do I Have Bias?  
Am I A Good Person?*  
**YES & YES**

*BIAS Language*  
**Incompetent, Angry Black  
Woman**

*Social Injustice I've Confronted*  
**Racism, Colorism, & Sexism**

*INSERT NAME HERE*

## **SELFIE**

*Race/Ethnicity*

*Biological Sex/  
Sexual Orientation*

*Gender & Pronouns*

*Religion/Spirituality*

*Age/Class/Ability*

*Values/Beliefs*

*Do I Have Bias?  
Am I A Good Person?*

*BIAS Language*

*Social Injustice I've Confronted*

# DIMENSIONS OF DIVERSITY

## Diversity

Individual differences (e.g. personality, learning styles, and life experiences) and group/social differences (e.g. race/ethnicity, gender, sexual orientation, gender identity or expression, country of origin, and ability as well as cultural, political, religious, or other affiliations) that can be engaged in the service of teaching, learning and advancing the human condition. *Additionally, it includes tracking the numerical and proportional representation of various racial and ethnic groups among students and employees.*



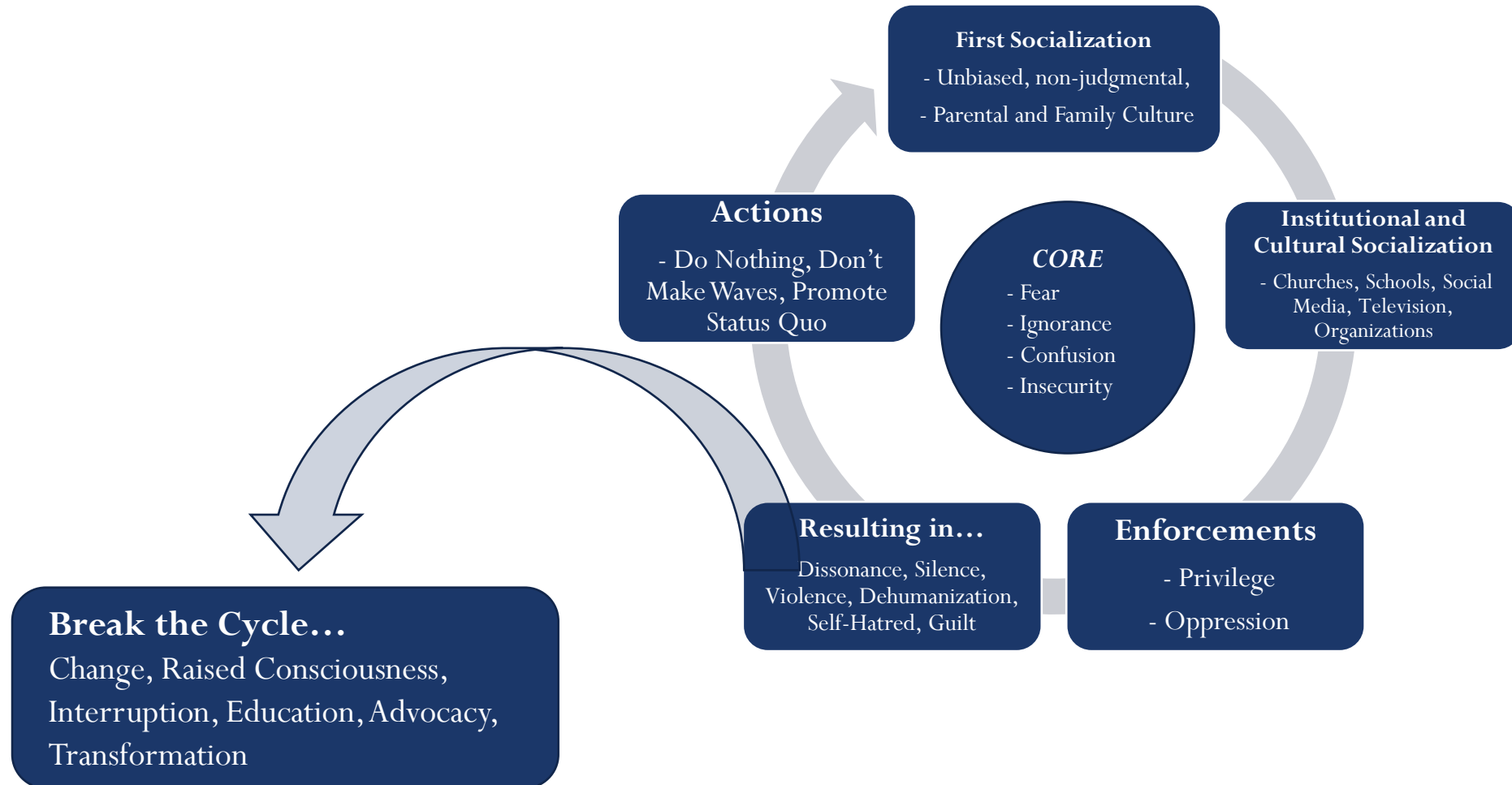
# BIAS . . .

“**Explicit bias**” refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

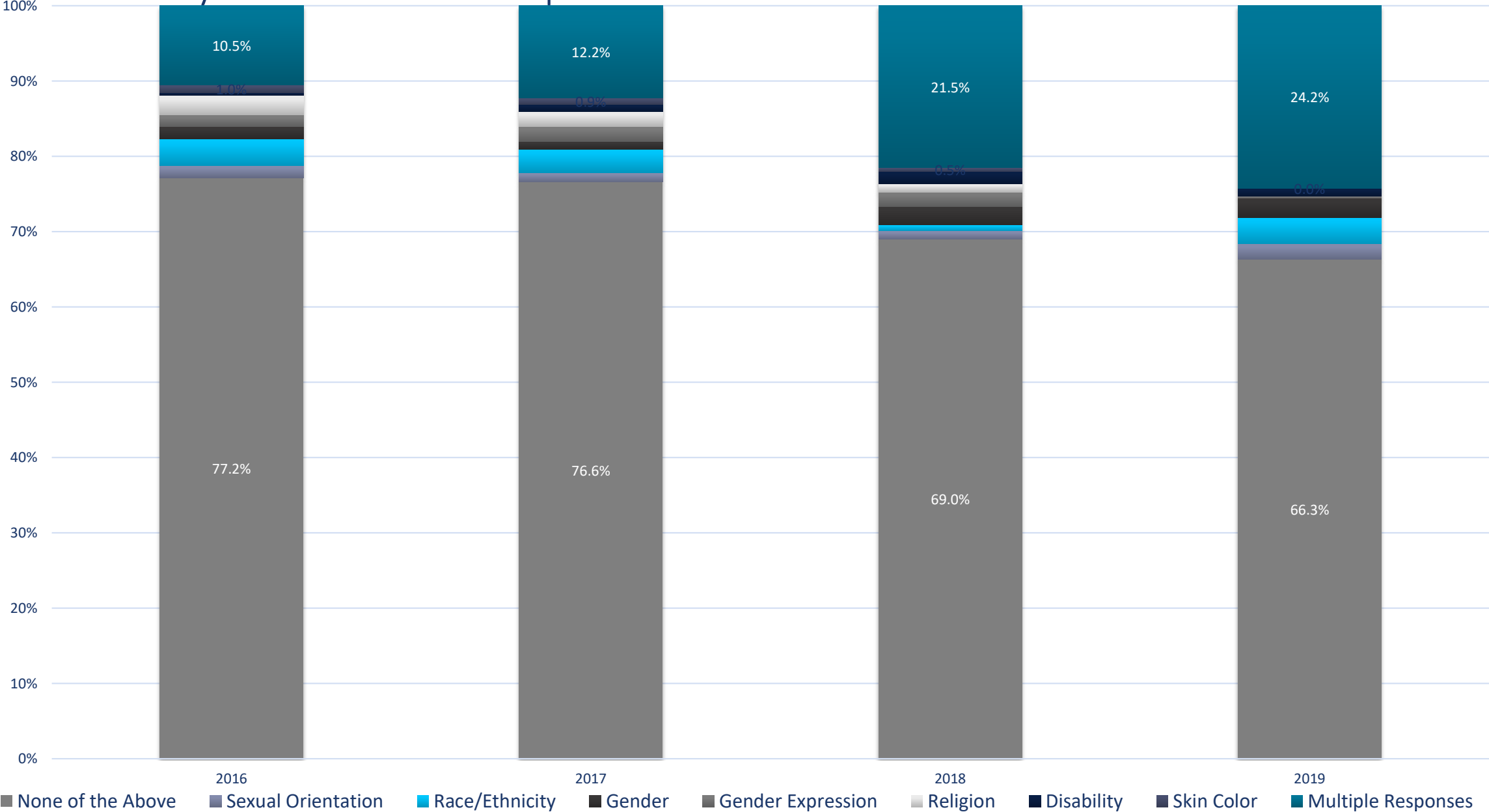
“**Implicit bias**” refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner...it is the mental process that causes us to have negative feelings and attitudes about people based on characteristics like race, ethnicity, age and appearance.

# ROOT CAUSE OF BIAS: CYCLE OF SOCIALIZATION

Source: Teaching For Diversity and Social Justice By Maurianne Adams



# Do you feel UNSAFE on Campus because of...



# BLACK@ISMA

**BLACK LIVES MATTER**

**Make IMSA an Equitable  
Environment for Black People**

“

Being Black at IMSA is knowing you are walking the halls and living with individuals who want to inflict fear and physical harm on you solely because of your race. Being Black at IMSA is knowing that if something does happen that outwardly degrades, terrorizes, or insults me nothing will be done. Time and time again IMSA has proven that they do not value each of their students at the same level. These posts should show everyone that IMSA has failed the Black community. All they do is silence us and cover up situations so that they can save their public image. IMSA ... your time is up. Our “home away from home” needs to be rid of the racist administrators, faculty, staff, and students. Our lives matter. Stop releasing meaningless statements and start putting action behind your words.

”

- CLASS OF 2020

# Report Bias Incidence

<https://imsa.omnigo.one/CESIReportExec/olr/OLRMain.aspx?IsAuth=1&groupid=104>



LiveSafe®



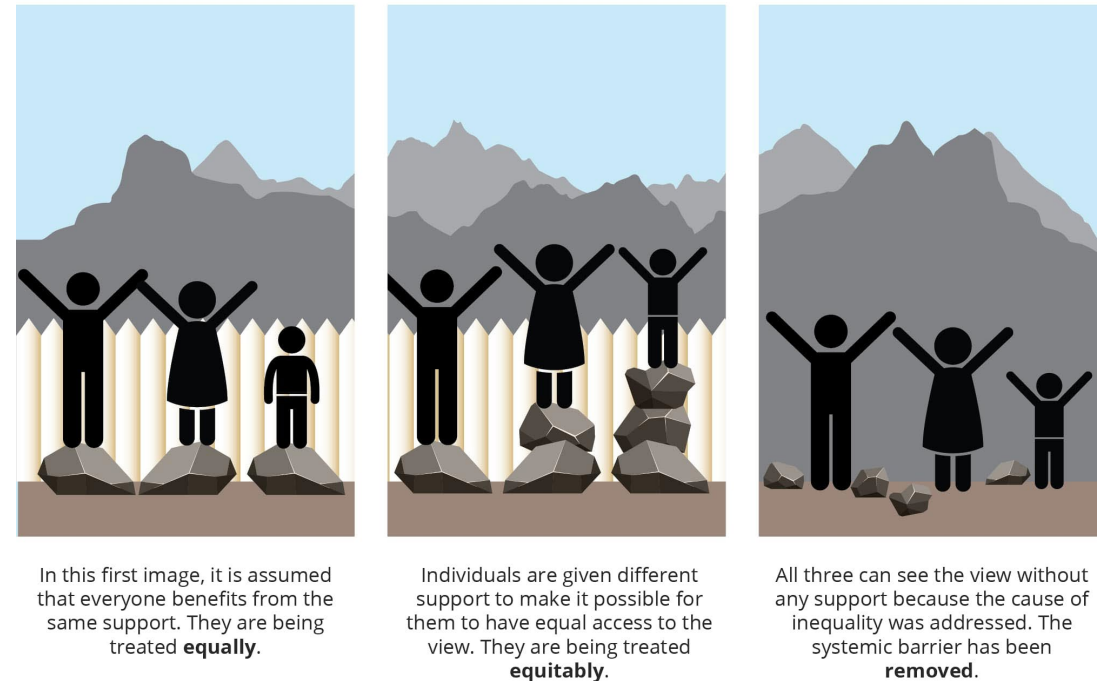
- Incidents of bias and hate affecting a person or group create a hostile climate and negatively impact the quality of the IMSA experience for community members. IMSA takes such incidents seriously and will investigate and respond to reported or observed incidents of bias while under the jurisdiction of the Academy. *At IMSA, a hate or “bias-related” incident is an act that demonstrates prejudice against the victim’s actual or perceived race, color, gender/gender identity/gender expression, sex, sexual orientation, ethnic origin, religion, ability, political affiliation, veteran’s status and/or other aspects of a person’s identity.*



# EQUITY AND EXCELLENCE POLICY

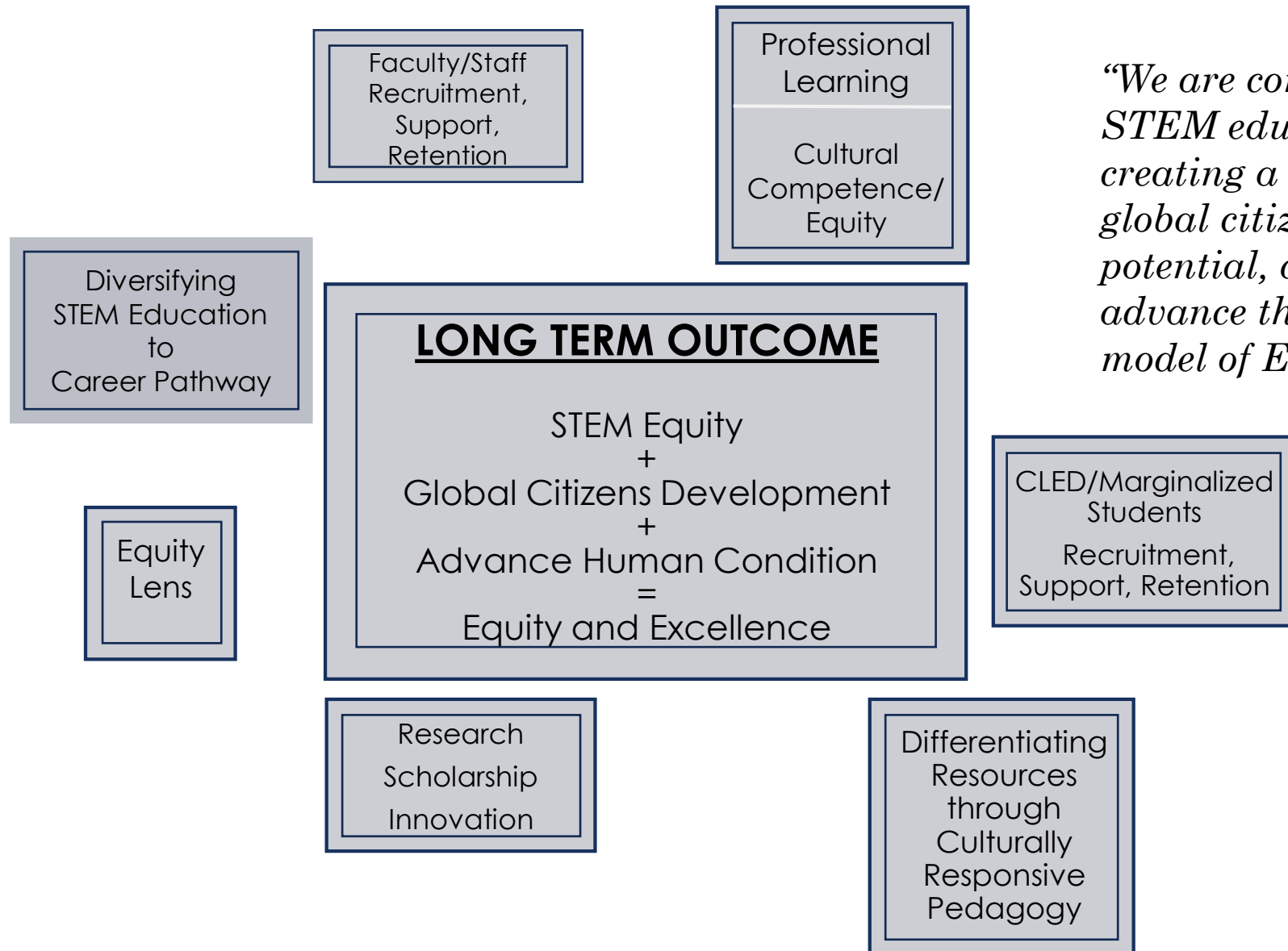
*The Academy recognizes and acknowledges the historical underrepresentation and marginalization of culturally, linguistically, and economically diverse groups, both universally, and particularly, in STEM education and professions. We are committed to advancing equity in STEM education and representation and creating a diverse, inclusive community of global citizens who can realize their full potential, and execute our mission to advance the human condition, through a model of Equity and Excellence.*

FIGURE 7 | Equality vs. equity in the short and long term



Deloitte Insights | [deloitte.com/insights](https://deloitte.com/insights)

# IMSA's Equity and Excellence Policy Outcomes



*“We are committed to advancing equity in STEM education and representation and creating a diverse, inclusive community of global citizens who can realize their full potential, and execute our mission to advance the human condition, through a model of Equity and Excellence.”*

# Equity and Excellence

## Equity

- Access for **Culturally, Linguistically and Economically Diverse and Marginalized students** to differentiated academic and social-emotional supports and interventions that create opportunity for them to participate in educational programs and co-curricular activities that are capable of closing the excellence gaps in student experiences, success and retention.

## Excellence

- The expectation and standard that whatever the Academy does in teaching and learning, research, innovation, student and workforce development, institutional functioning, and participation in local and global communities, is of the highest quality, is on the cutting edge, rigorous, nourishes critical and creative thinking, is responsive to stakeholders and advances equity.

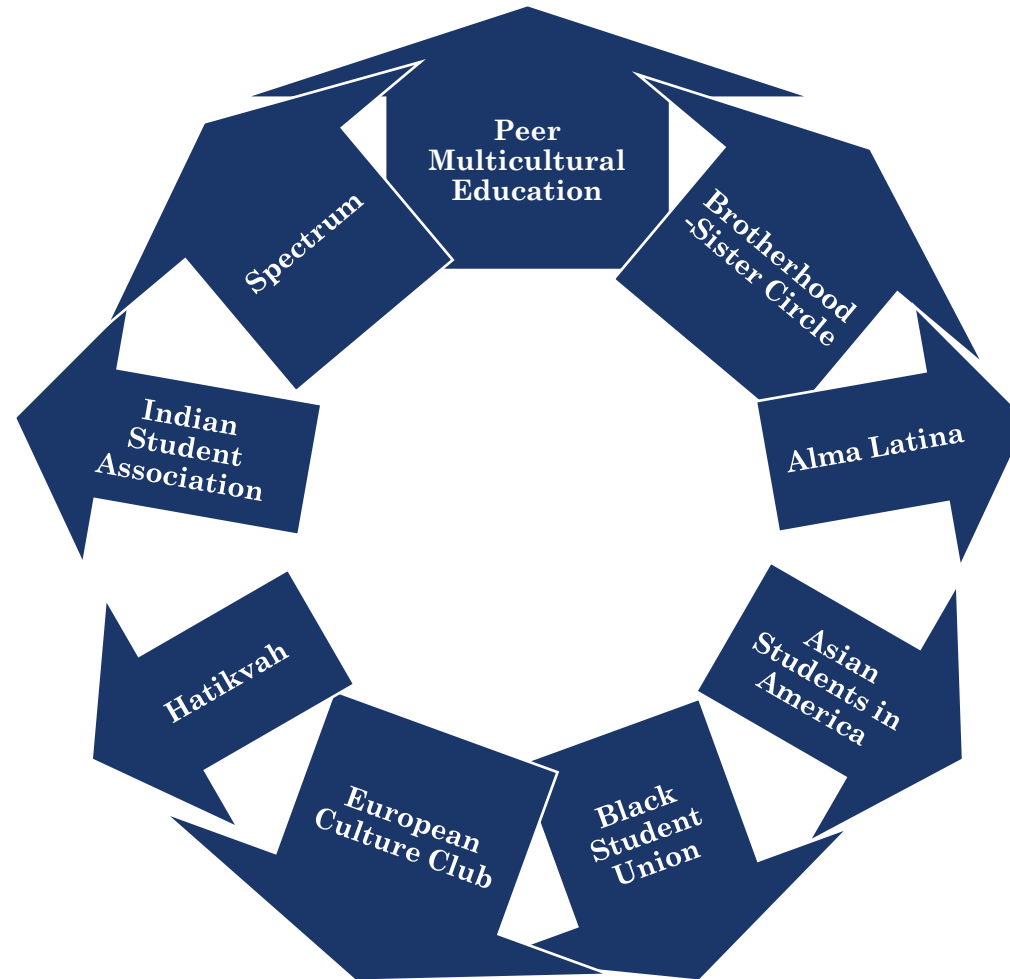
# Office of Diversity, Equity and Inclusion



# IMSA'S STUDENT DEI INITIATIVES AT IMSA

- “This is America” - Implicit Bias, Microaggressions, Relational Leadership
- “I Am Not Your Negro?”
- “Safe Zone” - Gender and Sexual Orientation Diversity Education
- Student Diversity Climate Survey
- Peer Multicultural Educators
  - Courageous Conversations
  - Identity Advocate Program
- “The Hub”
- Brotherhood/Sister Circle
- Student Cultural Programs





## CULTURAL PROGRAMMING

# THANK YOU!

Q&A