

Subject: Fwd: [Maxient] IR #00000510 Bias Incident Report - Main Building - 10/31/2022 16 years
From: [REDACTED]
Date: 11/1/2022, 8:00 AM
To: Evan Glazer [REDACTED]imsa.edu>, [REDACTED]lawyer.com>

Good morning Evan and [REDACTED]

Adrienne submitted a bias report that I asked you to review and provide guidance on.

Nashwa

----- Forwarded message -----

From: **Adrienne Coleman (via Maxient)** <[REDACTED]nt.com>
Date: Mon, Oct 31, 2022 at 6:43 PM
Subject: [Maxient] IR #00000510 Bias Incident Report - Main Building - 10/31/2022 16 years
To: [REDACTED]>

#00000510
Secondary recipient (you were copied)

Bias Incident Reporting Form

Background Information

Nature of this report

Bias Incident Report

Urgency of this report

Normal

Date of incident

2022-10-31

Time of incident

16 years

Location of incident

Main Building

Questions

Type of Bias Incident Report:

Please indicate the type of bias below. You may mark more than one box.

Race, Microaggression

If submitting an "other aspect of identity" report, please indicate briefly what this is concerning.

Please provide a detailed description of the incident/concern using specific concise, objective language (who, what, where, when, why, and how).

It is sometimes difficult to be a Black person at IMSA. Reading remarks from surveys that refer to Black people, including myself, as incompetent, hearing stories that individual(s) are tired of me throwing my "Blackness" in their face, being told that a Black and Latino faculty/staff group that convened to academically and socially-

emotionally support Black/Latino students must disband, listening to Black/Latino students share stories that they feel invisible and are often told that they don't belong at IMSA, and constantly having to defend diversity, equity, and inclusion work. This is exhausting and sometimes traumatic! Walk a mile in my shoes, have a conversation with me, do not judge me, erase the stereotypical perspectives that you have of me, get to know me, see my "Blackness", and understand that it is the most important part of my identity!

This is a statement that I shared in the DEI newsletter Spring 2022. This was written to document the racism, racial violence, and racial microaggressions that I've had to confront during my sixteen year tenure at the Illinois Mathematics and Science Academy. Historically, I've experienced the following:

- Being asked why Black and Latino students do not engage in SIR. Is it because they're lazy and don't want to get up early on Wednesday mornings?
- Being called a Black cock, as depicted in an image given to me.
- Being asked how is it that you became faculty, because of affirmative action.
- Being told that I must disband a group of Black and Latino staff who were working to assist Black and Latino students because we were being "exclusive". This was after the group had permission to meet from the President.
- Having the PROMISE program not supported financially or with human capital.
- Being referred to as incompetent, along with Black and Latino leadership in engagement surveys and program evaluations.

There is a type of bias referred to as competency-proving, when People of Color constantly have to provide evidence of their competence to combat stereotypical views and perspectives. Thus, because I feel that I have to defend myself, below are some of the contributions that I've made during my tenure at IMSA:

- Co-created the first Board approved Equity and Excellence Policy, Plan, and Scorecard,
- Led a 63-member team in a comprehensive, equity-minded data collection process,
- Led a team of 23 cross-departmental faculty/staff members in the creation of the first board approved diversity plan,
- Created the Leading Students to Success Program, which has now existed for over 10 years.
- Developed a student recruitment strategy for CLED students, that yielded a 70% enrollment rate,
- Developed a success strategy for CLED students that yielded an increase in retention by approximately 75%,
- Served as Principal Investigator for 15 SIR students,
- Created the D-STEM Equity Model that has been shared internationally and adopted by the NAACP, American Statistical Association, and National Institute of Health,
- Created E2: Equity and Excellence Framework that has been shared globally.

Despite my contributions, I continue to face racism, racial violence, and racial microaggressions at IMSA. Below are some more recent examples:

- Being told that someone said they were tired of me throwing my Blackness in their face. Then having this comment repeated during professional learning session, as an example, not with ill-intent. But having none of the 200 staff members who heard the comment reach out to check on me.
- Having IMSA leadership welcome students using "rap". I shared with the individual that this was culturally insensitive and appeared to be mocking Black culture. Later, I received a bias incident in which a staff member asked a student what their gangsta name was. This could be an indirect result of the welcome video in rap form to students. After investigating this incident, the staff member told me that he was going to talk with the student, which I advised against because it could cause more harm. I had to reach out to his supervisor to stop the interaction. This led to the staff member filing a retaliatory bias incident against me, which was unfounded.
- IMSA faculty told IMSA leadership that "I'm out to get them". This statement was in reference to me investigating bias incidents reported against them. Now, I'm subjected to a bias incident review, not because there is a problem with the process that is rooted in best practices, but due to my race.
- While the Senior Leadership Team engaged in a common book read, Stamped from the Beginning – The Definitive History of Racist Ideas in America, I led a discussion focused on the history of structural racism on health which compared conditions of "contraband camps" to the impact of COVID-19. I discussed specifically how Blacks and Latinos died and were hospitalized more from COVID. This is an issue that also affected my

family, with my father passing away. Then I had to watch IMSA leadership share COVID memes.

- Three false allegations were filed against me, stating that I used IMSA time and resources for external employment. This was ultimately investigated by OEIG. While there was a finding, I did not disclose my business and how much I made on the Economic Interest Statement, there was no evidence of me violating IMSA's external employment policy. This is racial violence, harassment, and makes me feel unsafe coming to work. The fact that there was a finding does not negate the fact that THREE false allegations were made.
- Despite there being no evidence that I violated IMSA's external employment policy, IMSA leadership is requesting that I sign a statement with inaccuracies. This statement provides the actual OEIG finding, but also says I have violated the external employment policy. IMSA continues to promote this false narrative and it seems a tactical way to drive me out, the same way in which Black and Brown leadership was previously done, with institutional racism.

I was once told by someone in IMSA's leadership that an institution does not care about you. I truly believed that this individual was wrong. However, upon reflection of my 16 year tenure at IMSA, I now believe that IMSA does not care about me or my well-being. IMSA seems to be fine with its' racist behaviors and ideologies because the majority of the community is not negatively impacted. While I have remained loyal and committed to IMSA's mission and beliefs, IMSA has caused me trauma and has not confronted the racism, racial violence nor racial microaggressions that I've faced. The hate towards me is real and racism is alive at IMSA.

By the way, I was hesitant to submit this, as I don't think anything will be done and that it can lead to the detriment of my professional career at IMSA!

Supporting Documentation

No additional documents were attached to this report.

Submitted By

Your full name

Adrienne Coleman

Your affiliation with IMSA

Director of Diversity, Equity and Inclusion

Your email address

██████████@imsa.edu

Your phone number

██████████

Your physical address

1500 Sullivan Road - Aurora, IL 60503

Routing Information

Primary recipient:

Adrienne Coleman (Director of Diversity, Equity and Inclusion/Title IX Coordinator)

Copied recipients:

██████████

• ██████████

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Message sent by Maxient
Replies will be sent to the submitter (acoleman@imsa.edu).

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Chief People, Equity, and Culture Officer
Pronouns: She/Her/Hers
Illinois Mathematics and Science Academy
<https://www.imsa.edu>
1500 Sullivan Road, Aurora, IL 60506





Have you experienced racism, microaggressions or bias at IMSA? Report it [here](#)

— Attachments: —

IR00000510.pdf

12.9 KB