

Subject: Re: Gender Support Plan

From: [REDACTED]@imsa.edu>

Date: 1/23/2023, 12:22 PM

To: [REDACTED]@imsa.edu>

CC: [REDACTED]
[REDACTED]@imsa.edu>

Thank you for reaching out.

I am currently in the next phase of working on the Gender Support Plan where the focus will be on promoting this resource and how to use it. Today, a flyer will go out through staff-I inviting faculty and staff to attend two informational sessions with me about the Gender Support Plan in February. I'll also be creating videos that will be shared with faculty and staff next month. Would CCE be interested in helping me get the word out and encouraging students to use it?

Students can have a Gender Support Plan filled out with a counselor right now. All they would need to do is set up an appointment. Also, the Gender Support Plan form can be updated any time throughout the semester.

[REDACTED]

On Fri, Jan 20, 2023 at 12:45 PM [REDACTED]@imsa.edu> wrote:

Good afternoon,

I hope this email finds you well! As [REDACTED] and I continue to work on the Gender Inclusivity project under CCE, we have been wondering about the status of the Gender Support Plan that was brought up last year. More specifically, we recall your initial presentation of the plan to us about how it would operate with the counselors and what services it would provide for students, but we were unsure of whose hands it is in currently. Any information you could provide would be greatly appreciated, thank you for your time!

Sincerely,

[REDACTED]

--
[REDACTED], CDE
Coordinator of Diversity Equity and Inclusion

Personal Gender Pronouns: She, Her, Hers ([What does this mean?](#))

[REDACTED]

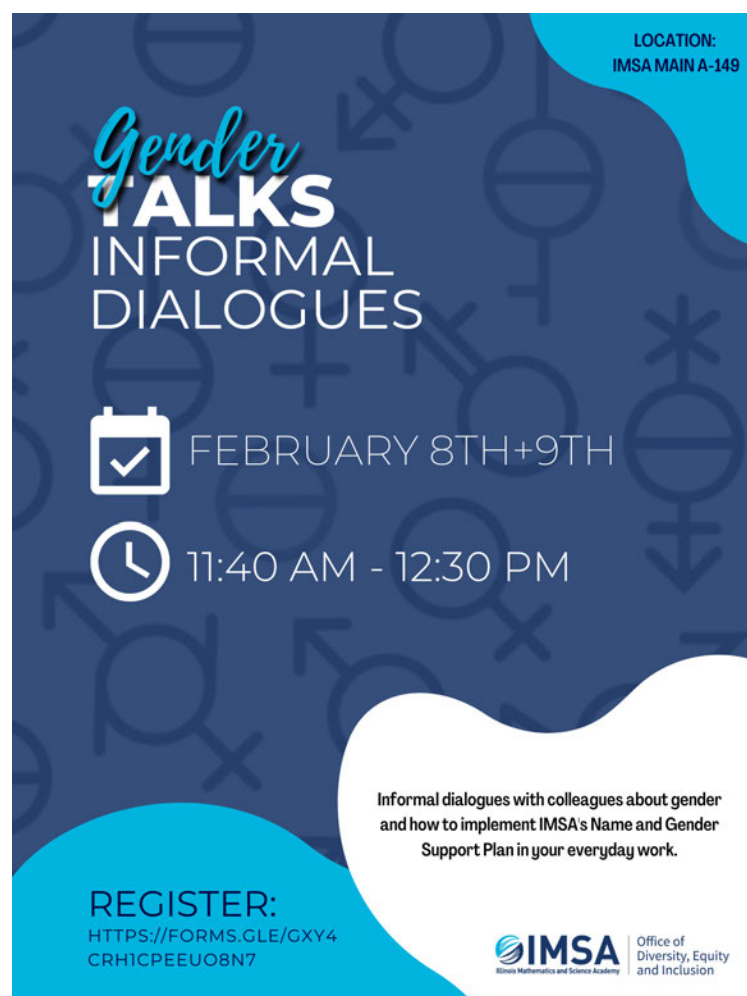
Have you experienced racism, microaggressions or bias at IMSA? Report it here: <https://bit.ly/2BS2DAP>

Subject: [Staff-I] More Details About the Name and Gender Support Plan Talks

From: [REDACTED]@imsa.edu>


Date: 2/6/2023, 9:38 AM


To: [REDACTED]



LOCATION:
IMSA MAIN A-149


Gender
TALKS
INFORMAL
DIALOGUES

 FEBRUARY 8TH+9TH

 11:40 AM - 12:30 PM

Informal dialogues with colleagues about gender
and how to implement IMSA's Name and Gender
Support Plan in your everyday work.

REGISTER:
[HTTPS://FORMS.GLE/GXY4
CRH1CPEEU08N7](https://forms.gle/GXY4CRH1CPEEU08N7)

 **IMSA** | Office of
Diversity, Equity
and Inclusion
Illinois Mathematics and Science Academy

IMSA has always worked to support the needs of individual students in a variety of ways. For any student who requires support related to gender, we are working very deliberately to provide the necessary services. This does not take place without a great deal of care and planning.

The Gender Talks are an opportunity to identify areas where name and gender support are needed and gather information for us to provide supportive measures. This can be in their classrooms, residence halls, any "third spaces" on campus, or offices that have little interaction with students but handle student documents. I welcome questions in advance that I can answer during and after the dialogue. Please email me [REDACTED]

*Though your feedback will inform this work, this is not a mandatory program and you should not feel obligated to attend.

Space is limited to 25 people for each session.

Available Dates:

Subject: Re: Community Day PPT

From: [REDACTED]@imsa.edu>

Date: 2/6/2023, 4:44 PM

To: Adrienne Coleman [REDACTED]

Hi Adrienne,

My conversation with you today during our 1:1 was to bring to your attention that the content for the Gender Support Drive was never shared with me until I specifically requested it from Amberly in our meeting last Friday. While the form has been in use since the fall of 2022, the document and folder were only shared with me an hour ago.

For me to best support and advocate for the Gender Support Plan and other initiatives, I ask that you share these resources with me on a timely basis before distribution academy-wide. As I mentioned to you today, I'd like to ensure that initiatives led by DEI as part of the Equity and Excellence plan stay top of mind across the institution, especially at the cabinet level.

[REDACTED]

On Mon, Feb 6, 2023 at 2:21 PM Adrienne Coleman <[REDACTED]> wrote:

Hi [REDACTED]

I am forwarding this email, as you were initially informed of the gender support work on August 10, 2022. In addition, we discussed all ODEI initiatives in detail at our retreat on October 14, 2022. Also, the information about the Gender Talks came to you in a newsletter, prior to that newsletter going out to the community. Today, it was suggested that I have not informed you of the work that the department is doing, and I just wanted to provide you with evidence that I have done so. -Adrienne

Adrienne Coleman, Ed.D.

Director of Diversity, Equity and Inclusion/Title IX Coordinator

Pronouns: She, Her, Hers

[REDACTED]

https://works.bepress.com/adrienne_coleman/

Have you experienced racism, microaggressions or bias at IMSA? Report it here: <https://bit.ly/2BS2DAP>

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

From: Adrienne Coleman [REDACTED]

Date: Wed, Aug 10, 2022 at 1:08 PM

Subject: Community Day PPT

To: [REDACTED]@imsa.edu>

Hi [REDACTED]

Attached is the Equity and Excellence Update PowerPoint for Community Day. I will send the recording to you tomorrow. -Adrienne

Adrienne Coleman, Ed.D.

Director of Equity and Inclusion

Pronouns: She, Her, Hers

[REDACTED]
https://works.bepress.com/adrienne_coleman/

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--

[REDACTED]

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

[REDACTED]



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

[REDACTED]

Subject: Re: Something I overheard

From: [REDACTED]

Date: 2/6/2023, 1:34 PM

To: [REDACTED]

CC: [REDACTED]

Hi [REDACTED]

Let me preface this by saying if you ever feel unsure if something is biased, you can speak with your supervisor who can address the situation. You also have a right to submit a bias incident report and that can be investigated to determine if bias has occurred.

I'm not sure I fully understand what took place in this situation, but I will tell you that many colleagues hold beliefs and attitudes that vary about identities (their own and others'). Our job is not to shift people's opinions or values, but rather, as IMSA employees, to ensure students are safe and receiving supportive measures according to our Equity and Excellence Policy. It sounds to me that a colleague was confiding in you and possibly expressing a moment of vulnerability and frustration with a student. From what you've shared, she has not allowed her views to prevent her from providing support measures. That's a good thing. If the conversation comes up again, you can remind/encourage [REDACTED] to send students to fill out the Name and Gender Support Plan in Student Life to help with providing the best support aligned with IMSA's policies.

Let me know if you'd like to talk further about what bias is and how it may show up in your workplace.

[REDACTED]

On Wed, Feb 1, 2023 at 5:09 PM D [REDACTED] <[\[REDACTED\]@imsa.edu](mailto:[REDACTED]@imsa.edu)> wrote:

Hi [REDACTED], I just had an interaction with an O3 RC and I'm not sure if it warrants a bias report, but I did want to pass along this information just in case.

I took over for F [REDACTED] for on-call today and she accused a student of lying. I asked what happened and she started telling me that she has personal beliefs about transgender individuals, but that she is trying to be more open-minded and do a better job of using they/them pronouns correctly. She told me the student was accusing her of saying something she didn't say. I asked if she meant that a student was making assumptions about her intentions, but she said that wasn't the case. She did not elaborate on what happened or name the student accusing her, but she told me she hasn't messed up any students pronouns and ended the conversation by assuring that she "did not say that."

Once again, I just wanted to pass this along in case it provides any context. If you have any other questions, let me know.

[REDACTED]

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Subject: The Name and Gender Support Plan

From: [REDACTED]@imsa.edu>

Date: 2/6/2023, 3:28 PM

To: [REDACTED]@imsa.edu>

CC: Adrienne Coleman [REDACTED]

Hi [REDACTED]

As discussed in our meeting last Friday, I said that I would add you to the Gender Support Plan folder. I've just done so. It houses our IMSA documents around the Name and Gender Support Plan as well as information we used to prepare our form and materials for the plan. I know that we discussed in detail what the Name and Gender Support Plan is and how it will be used, but when you have a moment, I'm asking that you take the time to look at this information. This will keep you in the loop and help you be aware/aligned with the work as the [Title IX proposed changes](#) (I shared these with you in a previous email) are put into effect. We spoke in depth about the Name and Gender Support Plan and the Gender Talks (informal dialogues) I will be holding this Wednesday and Thursday. I've attached the flyer to this email.

Here is a direct link to the Name and Gender Support Plan Form: https://docs.google.com/document/d/1Muwt8k-wz-K1rN2nGH_xt6rspUVsYelzFDYf4c3nhs4/edit?usp=sharing

As you already know from our meeting, the Name and Gender Support Plan can be filled out, stored and maintained with counselors in Student Life. The form has been in use since the start of Fall 2022. IMSA's Name and Gender Support Plan practice is informed by best practices and benchmarked from the CPS system. Once a student's plan is finalized, this information will be used to determine supportive measures in the classroom, residence halls, and any "third spaces". This will also be helpful to admins who have little interaction with students but work closely with student documents.

You also shared your thoughts with me regarding the Racial Equity Taskforce in regard to Black student safety and the upcoming lecture series. We will be holding lecture series, similar to the former Leon Lederman Lecture Series, with an emphasis on Black/Latine student safety. We plan to complete this initiative by May 2023.

This is just a brief recap of our meeting and what was discussed.

Best,

[REDACTED]
[REDACTED]d, CDE

Coordinator of Diversity Equity and Inclusion

Personal Gender Pronouns: She, Her, Hers ([What does this mean?](#))

Have you experienced racism, microaggressions or bias at IMSA? Report it here: <https://bit.ly>

Subject: Re: Community Day PPT

From: Adrienne Coleman [REDACTED]@imsa.edu>

Date: 2/7/2023, 4:32 PM

To: [REDACTED]@imsa.edu>

Hi [REDACTED]

Please understand that the gender support plan was developed prior to you being employed at IMSA and was implemented at the beginning of the school year by Student Affairs. This is not work that occurred since you have been here. What [REDACTED] is doing is additional marketing of a resource that was in place prior to you starting. We are not beginning any of this work, and have things that were in place prior to you. We have been at Diversity, Equity, and Inclusion it for many years, and this is the final year of the Equity and Excellence Plan, not the beginning! I've shared information with you and have not received any feedback, nor any action on your part. For example the Equity and Excellence Policy, Plan, and Scorecard have all been shared with you; but until recently spurred absolutely no action in you. Please stop blaming me for things, this work began before you! -Adrienne

Adrienne Coleman, Ed.D.

Director of Diversity, Equity and Inclusion/Title IX Coordinator

Pronouns: She, Her, Hers

[REDACTED]

https://works.bepress.com/adrienne_coleman/

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[REDACTED]

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-Adrienne

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

From: **Adrienne Coleman**

Date: Wed, Aug 10, 2022 at 1:08 PM

Subject: Community Day PPT

To: N

Hi Nashwa.

Attached is the Equity and Excellence Update PowerPoint for Community Day. I will send the recording to you tomorrow. -Adrienne

Adrienne Coleman, Ed.D.

Director of Equity and Inclusion

Pronouns: She, Her, Hers

https://works.bepress.com/adrienne_coleman/

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Chief People, Equity, and Culture Officer

Office of Diversity, Equity, and Inclusion

NAME AND GENDER SUPPORT PLAN

WHAT IS IT?

A plan filled out by a student and a member of ODEI or a counselor detailing how a student's gender identity and chosen name can be affirmed in the IMSA academic environment.

HOW DO I FILL IT OUT?

Schedule an appointment with a member of ODEI (located in the hallway across from Student Life) or with any of the counselors (located in Student Life). To reach out to all the counselors, email counseling@imsa.edu.

WHO DO I GO TO WITH QUESTIONS?

Please reach out to the Coordinator of Diversity, Equity, and Inclusion, Amberly Carter, at acarter@imsa.edu.

Subject: Fwd: Gender Inclusivity Plans at IMSA

From: Evan Glazer <eglazer@imsa.edu>

Date: 5/8/2023, 3:42 PM

To: Adrienne Coleman <acoleman@imsa.edu>, [REDACTED]

Hi Adrienne,

FYI below. I think [REDACTED] is referencing the E&E plan updated report that said:

- Gender Inclusivity Project: In response to the Student Diversity Climate survey findings of students feeling unsafe on campus due to gender and gender expression, along with being in compliance with new Title IX regulations that adds gender as a protected group, ODEI collaborated with the Office of Student Affairs to advance gender inclusion and equity. Proposed initiatives include implementation of a gender support plan, development of a pronoun practice/policy, and creation of gender inclusive living.

Can you offer any materials to share with [REDACTED], or would you like to speak directly with the ETHS team?

Evan

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

From: [REDACTED]

Date: Mon, May 8, 2023 at 2:59 PM

Subject: Gender Inclusivity Plans at IMSA

To: Evan Glazer <eglazer@imsa.edu>

Cc: [REDACTED]

Good afternoon President Glazer,

During one of our most recent meetings, perhaps during the retreat, something was shared about "gender inclusivity plans" and ways that IMSA student services are supporting students if they identify as a part of the community of trans community. Upon hearing of such a process for aiding our students on their journeys in life, I wondered if my own school had such a process in place. I was told that we do, and I will be having a meeting with our ETHS student services to see what we are doing to support ETHS students on their journey.

In that vein, I was hoping I could have a copy of the IMSA "gender inclusivity plan" so that I could compare and share between our two institutions. Can someone send me a version of the plan that IMSA uses? I would be extremely thankful to reciprocate once I have my meeting at ETHS.

Sincerely,

[REDACTED]
[REDACTED]


Subject: Gender Support Plan.docx

From: "[REDACTED]@cs.google.com">

Date: 10/24/2023, 4:39 PM



To: [REDACTED]

New activity in the following document

 Gender Support Plan.docx

 3 comments


Confidential

  • 4:31 PM, Oct 24 (CDT) **New**

as a whole, where preferred language/terminology cannot be implemented into this document due to legal reasons, it would be nice to have DEI staff use preferred language verbally when meeting with the student, if that is possible

[Open](#)


s)

  • 4:32 PM, Oct 24 (CDT) **New**

ask about other family including siblings, cousins etc?

[Open](#)

es such as Graduation.

  • 4:34 PM, Oct 24 (CDT) **New**

Questions on if students will be have to have deadnames and assigned gender at birth for graduation.

[Open](#)

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because you are a participant in the updated items or subscribed to notifications on [Gender Support Plan.docx](#). [Change what Google sends you](#). You cannot reply to this email.

