

Hi [REDACTED]

I think it may be worthwhile to invite [REDACTED] to speak with the faculty and RCs about this new accommodation to support name and gender identity, especially since a faculty member reached out to the PO earlier this school year with concerns and additional guidance on how to address these types of accommodations.

Once a student fills out this accommodation with their counselor, both RCs and Faculty will be expected to apply this accommodation in their communication with students. Let me know if you have any questions, or if I can facilitate this in any way. Thank you.

[REDACTED]  
[REDACTED]  
----- Forwarded message -----

F [REDACTED]

Date: Mon, Feb 6, 2023 at 9:45 AM

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

To: [REDACTED]

<Gender Talks Poster.png>

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 at [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:*

Wednesday, February 8th

Thursday, February 9th

*Time:*

11:40am - 12:30pm

*Location:*



The poster is for 'Gender Talks Informal Dialogues'. It features a dark blue background with a pattern of mathematical symbols (plus, minus, multiplication, division, equals, and gender symbols). The text is in white and light blue. At the top right, it says 'LOCATION: IMSA MAIN A-149'. The main title is 'Gender TALKS INFORMAL DIALOGUES'. Below that, it says 'FEBRUARY 8TH+9TH' and '11:40 AM - 12:30 PM'. A central white bubble contains the text: 'Informal dialogues with colleagues about gender and how to implement IMSA's Name and Gender Support Plan in your everyday work.' At the bottom left, it says 'REGISTER: HTTPS://FORMS.GLE/GXY4 CRH1CPEEU08N7'. At the bottom right, it features the IMSA logo and the text 'Office of Diversity, Equity and Inclusion'.

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11:40am - 12:30pm

**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 <acoleman@imsa.edu>

H [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/\[REDACTED\]](https://docs.google.com/document/[REDACTED])

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]  
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>

**Subject:** Re: Community Day PPT  
**From:** Adrienne Coleman <acoleman@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 Amberly 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/](https://works.bepress.com/adrienne_coleman/)

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

On Mon, Feb 6, 2023 at 4:45 PM [REDACTED]@imsa.edu> wrote:

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 <acoleman@imsa.edu> wrote:

Hi [REDACTED]

*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](mailto: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](mailto:acarter@imsa.edu).

**Subject:** Fwd: Gender Inclusivity Plans at IMSA

**From:** Evan Glazer <[REDACTED]@imsa.edu>

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

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

Hi Adrienne,

FYI below. I think Trustee Brown 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 Trustee [REDACTED] or would you like to speak directly with the ETHS team?

Evan

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

**From:** [REDACTED]@msn.com>

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

**Subject:** Gender Inclusivity Plans at IMSA

**To:** Evan Glazer <[REDACTED]@imsa.edu>

**Cc:** [REDACTED]@imsa.edu>, [REDACTED]@imsa.edu>

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]  
Trustee



**Subject:** Re: Gender Inclusivity Plans at IMSA  
**From:** [REDACTED]@imsa.edu>  
**Date:** 5/9/2023, 8:57 PM  
**To:** [REDACTED]@imsa.edu>  
**CC:** Evan Glazer [REDACTED]@imsa.edu>

Hi [REDACTED]

That is the same information Adrienne shared with me about the Gender Support plan, that it was only a pilot this year, but it was not communicated to me that an agreement was not reached for Gender-Inclusive Housing. I'm happy to be a part of the conversation as we move into the new year.

[REDACTED]

On Tue, May 9, 2023 at 5:36 PM [REDACTED]@imsa.edu> wrote:

Hi Evan,

The [Gender Support Plan](#) was piloted this academic year. The document Dr. Coleman shared (Gender Inclusive Housing) is a proposal drafted by Dr. Coleman and something that [REDACTED] Adrienne and I have been talking about. Adrienne was the R and [REDACTED] were the A. We did not have agreement and because of the timing, we put this proposal on temporary hold. We will re-visit in to determine viability for implementation during the 24-25 academic year.

[REDACTED]

On Tue, May 9, 2023 at 5:15 PM Evan Glazer <[REDACTED]@imsa.edu> wrote:

[REDACTED]

FYI below. Is there a RAPID behind these next steps? Just trying to understand whether this document is an individual recommendation or a decision where approval has been granted.

Thanks,  
Evan

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

**From:** Adrienne Coleman [REDACTED]@imsa.edu>  
**Date:** Tue, May 9, 2023 at 4:18 PM  
**Subject:** Re: Gender Inclusivity Plans at IMSA  
**To:** Evan Glazer [REDACTED]@imsa.edu>  
**Cc:** [REDACTED]@imsa.edu>

Hi Evan,

The document that [REDACTED] has provided shares what has been done to date in terms of the gender inclusivity project. that is to provide a gender support plan option for students. The attached document contains the proposed next steps, name-pronoun policy/practice and gender inclusive living. I am more than willing to meet with

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Adrienne Coleman, Ed.D.

Director of Diversity, Equity and Inclusion/Title IX Coordinator

Pronouns: She, Her, Hers

[REDACTED] 79

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