

(Edited 12/10/23)

We acknowledge the existing efforts from the IMSA administration against racism and other discrimination, but demand the following to be enacted to the fullest extent of the law:

- There must be made public an outline of the possible consequences for students following a bias incident report, and those consequences must have concrete impacts for the offender that include, but go beyond only educational conversations—including detentions, removal from leadership positions, suspensions, expulsions, and notification to parents and potential future colleges.
- There must be made public an outline of the possible consequences for staff and faculty following a bias incident report, and those consequences must have concrete impacts for the offender that include, but go beyond only educational conversations and required training.
- There must be made public an outline of the possible consequences for students, staff, and faculty following sexual assault or harassment, and those consequences must have concrete impacts for the offender including removal from the Academy.
- At the end of every quarter, each of the Office of Diversity, Equity, and Inclusion, Human Resources, and the Principal's Office, as well as any other relevant departments, must publish to students a report detailing their initiatives relating to diversity, equity, and inclusion, and the progress made for those initiatives, readily accessible to students and transparent to the fullest possible extent.
- The IMSA administration should make no effort to abridge IMSA students' freedom to advocate for themselves and their experiences, or to assemble to that end, insofar as that expression does not otherwise violate any policies in the Student Handbook.
- IMSA students from marginalized communities must be involved in the creation and execution of all diversity, equity, and inclusion training for teachers, residential counselors, and students.
- The hiring process for student-facing staff and faculty should prioritize inviting diverse and supportive individuals into the IMSA community, and students and alumni, including students and alumni from marginalized communities, must be involved not only in the interviewing process, but also the decision-making process.
- The IMSA administration must assume more responsibility and accountability for enacting change against racism and other discrimination at IMSA, including reaching out to students for their voices and ideas, as well as taking action originating from the administration's own end.