

This is an example of a disability-related interview request

Subject: Admissions Zoom Meeting Details – Tuesday at 10am

From: Glenn Engelberg <gengelberg@imsa.edu>

Date: 3/27/23, 12:23 PM

To: [REDACTED], [REDACTED], [REDACTED]

Hello [REDACTED] Family,

Below is the Zoom link for our admissions and we look forward to connecting with you at 10am tomorrow morning. Usually, it's around 30-45 minutes and the Zoom call will be with myself, Linda Hefferin, Academic Support Specialist and Emily, one of our school counselors.

This meeting is to discuss any additional questions that our review team has that we need some additional clarification on, prior to our next stage of review. The goal of the meeting is to ensure that we can create plans to best support [REDACTED] living and learning experience if she were admitted to IMSA.

<https://imsa.zoom.us/j/92603111449>

Best,

Glenn Engelberg, M.S.

Executive Director of Admissions

Illinois Mathematics & Science Academy

Pronouns: He/His/Him | Direct: 630-907-5568

IMSA Home - Illinois Mathematics and Science Academy

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

Editor's note: after an allegedly discriminatory screening like the one above, on the next page is an example of a parent seemingly begging and pleading for their child not to be disadvantaged on the basis of disability.

Subject: Re: [REDACTED] Application
From: Glenn Engelberg <gengelberg@imsa.edu>
Date: 3/30/23, 11:34 AM
To: [REDACTED] >
CC: [REDACTED]

Thank you for the message [REDACTED] and sharing that information with us. I'll forward this to Keisha and Dana who were also in the call with us too and will follow up if we have any other questions.

Take care!

Best,

Glenn Engelberg, M.S.
Executive Director of Admissions
Illinois Mathematics & Science Academy
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On Tue, Mar 28, 2023 at 9:25PM [REDACTED] <[REDACTED]> wrote:

Hi Glenn,

Thank you and your colleagues for the chance to discuss [REDACTED] unique needs. We appreciated all the thoughtful questions posed and the opportunity to discuss things further. We feel like we did a good job of advocating for [REDACTED] in a way that fairly represents her.

We knew going into this process that her selective mutism would probably be the biggest hurdle to acceptance. But as mentioned in the meeting, it would be a mistake to underestimate her readiness or her abilities based on this one aspect of her personality.

To demonstrate her determination, I presented [REDACTED] with a challenge today. I explained the importance of IMSA's collaborative environment and that it might help your team if she showed progress. So, I suggested she record a brief message.

To put this in perspective, I've attached her current 504 plan that includes not only accommodations for public speaking, but also video or audio recordings. [REDACTED] has never struggled with homework, but I've **never** succeeded in coaxing her to do **any** kind of recording for **anyone**. There were assignments where I'd spend hours coaching her, urging her, reassuring her to no avail.

After I suggested recording a message for IMSA, we practiced for about 30 minutes. It started the same way as always: nervous groans, uncomfortable grins, reacting to the camera as if it were a snake. But over time, she gradually improved until we finally recorded [REDACTED].

I realize these four words may not seem like much, but it represents a COLOSSAL step forward for her. And what made this possible? The motivation of going to IMSA.

This is why [REDACTED] and I strongly believe that she will flourish in IMSA's environment. She is motivated to succeed at IMSA unlike ANYTHING she's ever wanted to do before.

And if you need further proof of how remarkable this is, I'd urge you to contact [REDACTED] the principal of her school, at [REDACTED]. Tell her about this recording and ask her what she and [REDACTED] teachers think of it. They've been a part of her educational progress since

kindergarten and can give you the necessary context to appreciate what an achievement this is for her.

I apologize for the lengthy letter, but I understand how [REDACTED] can come across when compared with candidate after candidate who fit a particular mold of academic excellence. But I assure you that you have never had a candidate more motivated to succeed than her. And if you look at her record in total, you will see just how much she has to offer your amazing institution.

Thank you,

[REDACTED]