



Second Annual
Diversity, Equity
& Inclusion
Summit

Friday, December 14th, 2018

**College of the Holy Cross,
Worcester, MA**





2nd Annual Diversity, Equity & Inclusion Summit

On behalf of the Massachusetts Interscholastic Athletic Association and Massachusetts School Administrators' Association, welcome to the second annual MIAA/MSAA Diversity, Equity and Inclusion Summit.

I salute our student leaders, coaches, teachers, team captains, athletic directors and school administrators who have joined us today to demonstrate our commitment to the priority to ensure that all students and staff are welcomed and accepted into our world of interscholastic athletics.

A special thank you to members of the MIAA Diversity, Equity and Inclusion Committee for their allegiance to this mission and for providing the expertise, insight and programmatic initiatives leading to cultural competencies.

Our efforts at inclusion must be active, intentional and ongoing. It is my hope that your active participation in today's quality program will provide each attendee greater skills, sensitivity and strategies to use their positive power of influence to leverage our individual differences as powerful strengths.

Enjoy your day!

A handwritten signature in black ink that reads "Bill Gain". The signature is stylized and cursive.

Bill Gain

MIAA/MSAA Executive Director



Diversity, Equity & Inclusion Summit Agenda

8:00 – 8:30 AM **Registration & Continental Breakfast**

8:30 – 9:15 AM **Opening Session**
Welcome: Rachel Moo - Assistant Director, MIAA
Michael Rubin - Assistant Director, MIAA
Keynote: Ed Cooley - Men's Basketball Coach, Providence College

9:15 – 9:30 AM **Transition Time**

9:30 – 10:30 AM **Breakout Session 1**
See program pages 6 & 7 for "Breakout Session" descriptions and locations.
Please assign members of your group to be represented at different sessions.
If a session is full, you will be directed to another session. Thank you for your cooperation.

10:30 – 10:45 AM **Transition Time**

10:45 – 11:45 AM **Breakout Session 2**
See program pages 6 & 7 for "Breakout Session" descriptions and locations.
Please assign members of your group to be represented at different sessions.
If a session is full, you will be directed to another session. Thank you for your cooperation.

11:45 – 11:55 AM **Transition to Closing Session**

11:55 – 12:25 PM **Closing Session**
Keynote: Joanna Lohman - Midfielder, Washington Spirit
Action Planning/Reflection: Rachel Moo - Assistant Director, MIAA

12:30 – 1:15 PM **Lunch / Summit Adjourn**



Keynote Speakers



Ed Cooley
Men's Basketball Coach
Providence College

On March 22, 2011, Ed Cooley became the 15th men's basketball head coach at Providence College. Providence College President, Father Brian Shanley said, "I wanted a coach that could teach our players about the game of life. I also wanted a relationship builder and Ed is a relationship builder. He will connect with our players, our fans and the entire State of Rhode Island. I could not be more thrilled to have Ed Cooley as our basketball coach."

Prior to coming to Providence, Coach Cooley spent five seasons as the head coach at Fairfield University where he earned the 2010 Ben Jobe Award as the top Minority Men's Basketball Coach in the nation after leading the team to its first postseason berth since 2003. The following season, he was named the Metro Atlantic Athletic Conference Coach of the Year after Fairfield won a school record 25 games and the Metro MAAC regular season title. That same year, the United States Basketball Writers Association recognized him as the District 1 Coach of the Year.

A 1994 graduate of Stonehill College, Ed Cooley was a three time captain for the basketball team. He began his coaching career at UMass Dartmouth in 1994. A native of Providence, he attended Providence Central High and earned two Rhode Island Player of the Year honors. Coach Cooley and his wife Nurys, have one daughter, Olivia and one son, Isiah.



Joanna Lohman
Midfielder
Washington Spirit

Joanna Lohman has been a professional athlete for fourteen years and is currently a midfielder for the Washington Spirit in the National Women's Soccer League. She has utilized her platform to impact people around the world. She is a human rights activist and a professional speaker for leading organizations. She also serves as a Sport Diplomat, traveling the world and running programs in less developed nations that promote gender equality, conflict resolution, cultural understanding, and economic development. She has helped individuals and groups find their cool by living an unabashedly authentic life based around deep-rooted acceptance and discovering a comfort in their own skin. As a four-time Academic All-American from the Pennsylvania State University, Joanna is a proponent of lifelong learning and the 10,000 hour rule. She believes that her career is a direct result of the countless hours of practice, preparation and purpose-driven actions she accumulated over 34 years.

The platform of a professional athlete has empowered Joanna to utilize her visibility for the betterment of causes she holds close to her heart. It wasn't always clear, but her desire for positive impact illuminated itself along the way. She believes you can experience the same – or greater – growth on your own aspirational journey.



Breakout Session Presenters

Session 1 9:30 – 10:30 AM	Session 2 10:45 – 11:45 AM
<p><i>Race – Sprint or Marathon?</i> Dr. Carroll Blake Founder & President, Blake Associates cwblake@me.com</p>	<p><i>Race – Sprint or Marathon?</i> Dr. Carroll Blake Founder & President, Blake Associates cwblake@me.com</p>
<p><i>Justice & Equity for All: Working to Undo Bias & End Hate</i> Danika Manso-Brown Associate Education Director Anti-Defamation League dmanso-brown@adl.org</p>	<p><i>Justice & Equity for All: Working to Undo Bias & End Hate</i> Danika Manso-Brown Associate Education Director Anti-Defamation League dmanso-brown@adl.org</p>
<p><i>Inclusion through Special Olympics' Unified Champion Schools Program</i> Kathleen Lutz, Schools and Unified Sports Manager Talia Gabriel, Urban Schools Initiatives Manager Special Olympics Massachusetts kathy.lutz@specialolympicsma.org talia.gabriel@specialolympicsma.org</p>	<p><i>Inclusion through Special Olympics' Unified Champion Schools Program</i> Kathleen Lutz, Schools and Unified Sports Manager Talia Gabriel, Urban Schools Initiatives Manager Special Olympics Massachusetts kathy.lutz@specialolympicsma.org talia.gabriel@specialolympicsma.org</p>
<p><i>Can I Play?</i> Lisa Markland Director of Training Sport In Society, Northeastern University l.markland@northeastern.edu</p>	<p><i>Can I Play?</i> Lisa Markland Director of Training Sport In Society, Northeastern University l.markland@northeastern.edu</p>
<p><i>That's So Gay: Supporting LGBTQ Students</i> Jeff Perrotti Director, DESE Safe Schools Program for LGBTQ Students jmperrotti@aol.com</p>	<p><i>That's So Gay: Supporting LGBTQ Students</i> Jeff Perrotti Director, DESE Safe Schools Program for LGBTQ Students jmperrotti@aol.com</p>
<p><i>Breaking the Binary: Expanding the Definition of Gender</i> Joanna Lohman Midfielder, Washington Spirit lohman.joanna@gmail.com</p>	<p><i>Breaking the Binary: Expanding the Definition of Gender</i> Joanna Lohman Midfielder, Washington Spirit lohman.joanna@gmail.com</p>
<p><i>Inclusion Works!: Inclusive Strategies That Work Across MA</i> Dr. Dwayne B. Thomas Owner & Chief Learning Officer, Thomas Leadership Solutions, Inc. drdbthomas@t-ls.org</p>	<p><i>Inclusion Works!: Inclusive Strategies That Work Across MA</i> Dr. Dwayne B. Thomas Owner & Chief Learning Officer, Thomas Leadership Solutions, Inc. drdbthomas@t-ls.org</p>
<p><i>Swimming with One Hand, Running Blind and Wheelchair Basketball</i> Joseph Walsh President, Adaptive Sports New England joe.walsh@adaptivesportsne.org</p>	<p><i>Swimming with One Hand, Running Blind and Wheelchair Basketball</i> Joseph Walsh President, Adaptive Sports New England joe.walsh@adaptivesportsne.org</p>



Breakout Session Information

Race - Sprint or Marathon?

Facilitator: Dr. Carroll W. Blake, *Founder & President, Blake Associates*

Location: Room 401

Synopsis: This workshop will take a look at the impact of race on the daily life of young men and women. Are there words you have been called and never want to hear again or have you used similar words about others and wished you hadn't? What's the real deal about racism and why don't we just get over it and move on? We had a black president so race must not matter anymore. This workshop will involve challenging but interesting conversations and interactive activities. What are you a "Sprinter" or a "Marathoner"? Come and run with me.

Justice and Equity for All: Working to Undo Bias & End Hate

Facilitator: Danika Manso-Brown, *Associate Director of Education, Anti-Defamation League*

Location: Room 320

Synopsis: To create a more just and equitable world, we must be able to identify the things that contribute to large systems of inequity. This interactive workshop will begin the work of examining one's self, the biases we all hold, and the ways in which we can work together to identify and interrupt hate in our schools and communities.

Inclusion Through Special Olympics' Unified Champion Schools Program

Facilitators: Kathleen Lutz, *Schools and Unified Sports Manager, Special Olympics Massachusetts*

Talia Gabriel, *Urban Schools Initiatives Manager, Special Olympics Massachusetts*

Location: Room 403

Synopsis: Discover more about the program offerings to help change your school climate to a more socially inclusive one. Learn how to become a Unified Champion school and the steps to start a Unified Sports program at your school. Walk away with a playbook to start implementation at your school tomorrow!

Can I Play?

Facilitator: Lisa Markland, *Director of Training, Northeastern University Center for the Study of Sport in Society*

Location: Room 402

Synopsis: This will be an interactive conversation on how equity in sport is important for everyone, focusing on their own leadership abilities to speak up and out when they realize that individuals are being treated unfairly. Finally, engaging participants on what they think can be done to make sports more equitable for everyone.



Breakout Session Information

That's So Gay: Supporting LGBTQ Students

Facilitator: Jeff Perrotti, *Founding Director, MA DESE Safe Schools Program for LGBTQ Students*

Location: Suite B/C, 4th Floor

Synopsis: The Massachusetts Student Anti-Discrimination Law includes gender identity, as well as sexual orientation, as protected categories. Join us for a discussion on ways to support lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) students. The experiences of athletes and other student leaders will be at the heart of this session.

Breaking the Binary: Expanding the Definition of Gender

Facilitator: Joanna Lohman, *Midfielder/Defender, Washington Spirit*

Location: Suite A, 4th Floor

Synopsis: An in-depth discussion on gender and the restrictive stereotypes that come with it. Building an understanding of fluidity and how diversity is a powerful tool to progress.

Inclusion Works!: Inclusive Strategies That Work Across MA

Facilitator: Dr. Dwayne B. Thomas, Ph.D., *Owner & Chief Learning Officer, Thomas Leadership Solutions, Inc.*

Location: Room 519

Synopsis: Inclusion Works! is designed to provide adult school and sports leaders an opportunity for dialog on the contemporary diversity, inclusion, and equity issues that are impacting their district or school. We will get the most out of this session if participants plan to present and share challenges and provide effective strategies used to resolve diversity, inclusion, and equity issues that work in their district or school.

****This session is for ADULTS ONLY****

Swimming with One Hand, Running Blind and Wheelchair Basketball: Inclusion of Para-Sport Student-Athletes on School Teams

Facilitator: Joseph Walsh, *President, Adaptive Sports New England*

Location: Room 304

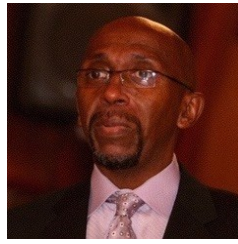
Synopsis: Explore Para-Sports, learn about the Paralympic Games and think creatively about how to best include student athletes who have visual or mobility impairments in sports at your school. We will try adaptations for some sports and design our own set of rules for some others. Some parts of this session may be fun!



MIAA Committee on Diversity, Equity & Inclusion



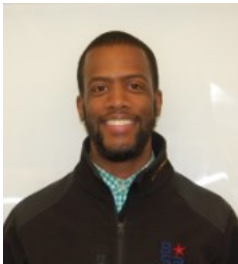
Evan Bjorklund
*General Counsel
MA Office on Disability*



Dr. Carroll Blake
*Founder & Consultant
Blake Associates*



Dawud Brown
*Technology Coordinator
MSAA*



Mackenson Charles
*Athletic Program Coordinator
Scholar Athletes*



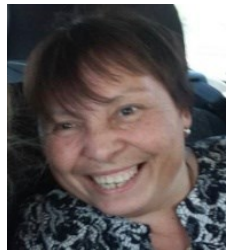
Dr. Omar Easy
*Director of Organizational Assessment
City of Everett*



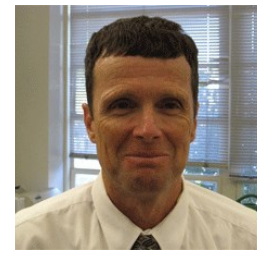
Pam Garramone
Positive Psychology Speaker



Joel Giacobozzi
*Assistant Headmaster
Boston Latin School*



Patricia Gonzalez
*Director of Athletics
Newton South High School*



William Henderson
*Retired Principal
Boston Public Schools*



Albert Holland
*Retired Principal
Boston Public Schools*



Kathy Lutz
*Schools and Unified Sports Manager
Special Olympics Massachusetts*



Lindsa McIntyre
*Headmaster
Jeremiah E. Burke High School*



MIAA Committee on Diversity, Equity & Inclusion



Rachel Moo
*Assistant Director
MIAA*



Gwen Nauls
*Guidance Counselor
Southeastern RVT High School*



Jeff Perrotti
*Founding Director
DESE Safe Schools for LGBTQ Students*



Kevin Ross
*Boston Supervisor
Becoming a Man (BAM)*



Michael Rubin
*Assistant Director
MIAA*



Marilyn Slattery
*Assistant Principal
Malden High School*



Dr. Dwayne Thomas
*Assoc. Professor of Sport Management
Lasell College*



Garin Veris
*Collegiate Athletic
Administrator*



Joseph Walsh
*President
Adaptive Sports New England*

To foster diversity among our member schools, athletic directors, coaches and student-athletes by promoting inclusiveness, awareness and acceptance.



Resources



33 Forge Parkway
Franklin, MA 02038
P: 508-541-7997
W: www.miaa.net



Massachusetts Office
on Disability
One Ashburton Place,
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Blake Associates
Educational & Diversity
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Anti-Defamation League
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P: 617-406-6300
W: www.newengland.adl.org



Adaptive Sports New England
89 South St Suite 603
Boston, MA 02111
P: 1.617.690.9103
W: www.adaptivesportsne.org



Human Rights Campaign
1640 Rhode Island Ave. N.W.
Washington, DC 20036-3279
1-800-777-4723
W: www.hrc.org

Northeastern University

Center for the Study of Sport in Society

Northeastern University
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Pam Garramone

Positive Psychology Coach, Speaker, Workshop Leader

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Special Olympics
Massachusetts

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W: <https://www.specialolympicsma.org/>



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1600 Washington Street
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Upcoming MIAA/MSAA Programs

- Mindfulness and Student Engagement Workshop **January 9, 2019**
- Student Ambassador Huddle.....**January 11, 2019**
- Opioid Misuse Prevention Conference* **January 16, 2019**
- Leadership Training Institute **January 28 – February 1, 2019**
- Massachusetts Celebration of Girls and Women in Sports Day **February 1, 2019**
- Teen Wellness Workshop **February 8, 2019**
- Faces of Addiction Workshop **February 15, 2019**
- High School Captains Workshop **March 1, 2019**
- Wellness Educator Showcase **March 15, 2019**
- Teen Sexuality/Healthy Relationships Workshop **April 12, 2019**
- Mental Health Summit* **April 26, 2019**
- Community Service Showcase **May 3, 2019**
- Diversity, Equity & Inclusion Symposium **May 10, 2019**
- Social Media Safety/Bullying Prevention Workshop **May 13, 2019**

* All programs are hosted at the MIAA/MSAA Office, located at 33 Forge Parkway in Franklin, MA with the exception of the Opioid Misuse Prevention Conference and the Mental Health Summit, which will take place at the Double Tree Hotel in Westborough, MA.

To keep up with the latest information or learn more about upcoming programs please visit www.miaa.net and www.msaa.net or follow us on Twitter and Instagram @MIAA033 (MIAA) and @MSAA_33 (MSAA)



Leadership Matters

EDUCATIONAL ATHLETICS



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