

MSAA



Third Annual
Diversity, Equity
& Inclusion
Summit

Monday, January 13, 2020

Framingham State University
Framingham, MA





Third Annual Diversity, Equity & Inclusion Summit

“To Know is to Understand – A Plan for Action”

On behalf of the Massachusetts Interscholastic Athletic Association and Massachusetts School Administrators’ Association, welcome to the Third 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/MSAA 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 "William Gaine".

Bill Gaine

MIAA/MSAA Executive Director



Diversity, Equity & Inclusion Summit Schedule

8:00 - 8:30 am

Registration and Continental Breakfast

8:30 - 9:15 am

Opening General Session

Welcome: Dr. Dwayne Thomas, *MIAA/MSAA DEI Committee Chair*
Logistics: Michael Rubin, *MIAA/MSAA Assistant Director*
Keynote: Muji Karim, *Paralympic Track and Field Athlete*

9:15 - 9:30 am

Transition to Breakout Sessions

9:30 - 10:30 am

Breakout Session 1

*See program pages 6-7 for workshop 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.*

10:30 - 10:45 am

Transition to Breakout Sessions

10:45 - 11:45 am

Breakout Session 2

*See program pages 6-7 for workshop 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.*

11:45 - 11:55 am

Transition to Closing Session

11:55 - 12:30 pm

Closing Session

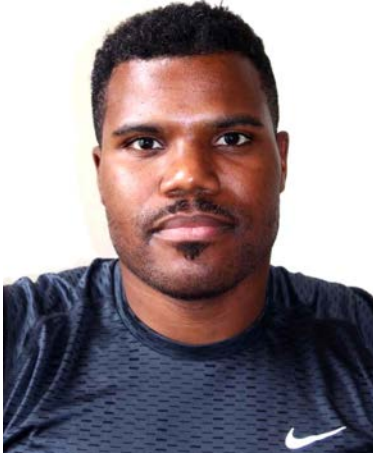
Comments: Dr. Constanza Cabello, *Framingham State University*
Keynote: Briana Mastel, *Boston Pride*
Action Plans: Kathleen McSweeney, *MIAA Assistant Director*

12:30-1:15 pm

Lunch / Summit Adjourn



Keynote Speakers



Muji Karim
Paralympic Track and Field Athlete



Briana Mastel
Boston Pride

Muji Karim was a scholarship football player at the University of New Hampshire, but life challenged Karim's identity as an athlete when he was severely burned in a 2011 car accident. With the loss of both of his legs and his left hand, Karim's prognosis was bleak though his outlook remained steadfastly optimistic. Karim has courageously overcome the odds following his accident with his infectious smile, contagious positivity and dedicated determination.

Today, equipped with Muji Blades, Karim is ranked second among U.S. above-knee amputees in the 200 meter dash, and his sights are set on making the USA team to the 2020 Tokyo Paralympic Games.

"I feel like I'm living on borrowed time and playing with house money. I'm not scared to lose and if I lose, I consider myself still winning," Karim said. "I know I'm good enough to make it and have the ability to make it."

Briana Mastel currently plays defense for the Boston Pride of the National Women's Hockey League and serves as an assistant coach for the East Coast Wizard's Junior Girl's program. She is also a member of the Nonprofit Positive Coaching Alliance, where she leads workshops for players, coaches and parents.

Briana graduated Harvard University in 2017, where she was captain of the Harvard Crimson Varsity Ice Hockey Team. Mastel was a four-time member of the ECAC all-academic team and finalist for the Mandi Schwarz Student-Athlete of the Year while also serving as a member of the Student-Athlete Advisory Committee. During her Senior Year, she was named to the All-Ivy Second Team and was a Dooley Award Recipient—which is presented to the player who best combines the qualities of sportsmanship, enthusiasm, and devotion to the team and to the game of ice hockey.

A Wallingford, CT native, she attended Choate Rosemary Hall where she served as Captain of the Soccer, Ice Hockey, and Lacrosse teams, and was awarded the Charles Wickliffe Kennerly Memorial Award, for exemplifying a generous nature, fair play and positively influencing others. She was also presented with the School Seal prize, the highest honor for contribution to her school.

Briana believes in making a difference specifically in young lives through positive coaching, motivational speaking, radical acceptance, and always letting compassion and empathy lead the way.



Breakout Session Presenters

Session 1 9:30 – 10:30 AM	Session 2 10:45 – 11:45 AM
<p>Race – Sprint or Marathon? <i>Dr. Carroll Blake</i> Blake Associates McCarthy 415</p>	<p>Race – Sprint or Marathon? <i>Dr. Carroll Blake</i> Blake Associates McCarthy 415</p>
<p>Swimming with One Hand, Running Blind and Wheelchair Basketball <i>Joseph Walsh</i> Adaptive Sports New England McCarthy 417</p>	<p>Swimming with One Hand, Running Blind and Wheelchair Basketball <i>Joseph Walsh</i> Adaptive Sports New England McCarthy 417</p>
<p>Inclusion Works!: Inclusive Strategies That Work Across MA <i>Dr. Dwayne B. Thomas</i> Thomas Leadership Solutions, Inc. McCarthy 419</p>	<p>Inclusion Works!: Inclusive Strategies That Work Across MA <i>Dr. Dwayne B. Thomas</i> Thomas Leadership Solutions, Inc. McCarthy 419</p>
<p>Inclusion through Special Olympics' Unified Champion Schools Program <i>Kathleen Lutz</i> Special Olympics Massachusetts Dwight 303</p>	<p>Inclusion through Special Olympics' Unified Champion Schools Program <i>Kathleen Lutz</i> Special Olympics Massachusetts Dwight 303</p>
<p>Justice & Equity for All: Working to Undo Bias & End Hate <i>Danika Manso-Brown</i> Anti-Defamation League Dwight 304</p>	<p>Justice & Equity for All: Working to Undo Bias & End Hate <i>Danika Manso-Brown</i> Anti-Defamation League Dwight 304</p>
<p>Creating Safe and Supportive Schools for LGBTQ Students <i>Jeff Perrotti</i> DESE Safe Schools Program for LGBTQ Students Dwight 315</p>	<p>Creating Safe and Supportive Schools for LGBTQ Students <i>Jeff Perrotti</i> DESE Safe Schools Program for LGBTQ Students Dwight 315</p>
<p>Love A Stranger: Making Authentic Connections by Leading with Compassion <i>Mackenson Charles</i> Scholar Athletes, INC. Dwight 317</p>	<p>Love A Stranger: Making Authentic Connections by Leading with Compassion <i>Mackenson Charles</i> Scholar Athletes, INC. Dwight 317</p>
<p>Until “All Lives Matter”: Cultural Competency and Mental Health Disparities <i>Kyrah Altman</i> Let's Empower, Advocate, and Do Dwight 326</p>	<p>Until “All Lives Matter”: Cultural Competency and Mental Health Disparities <i>Kyrah Altman</i> Let's Empower, Advocate, and Do Dwight 326</p>



Breakout Session Information

Race - Sprint or Marathon?

Location: **McCarthy 415**

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.

Facilitator:

Dr. Carroll W. Blake, *Founder & President*, Blake Associates
cwblake@me.com

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

Location: **McCarthy 417**

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!

Facilitator:

Joseph Walsh, *President*, Adaptive Sports New England
joe.walsh@adaptivesportsne.org

Inclusion Works!: Inclusive Strategies That Work Across MA

Location: **McCarthy 419**

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

Facilitator:

Dr. Dwayne B. Thomas, Ph.D., *Owner & Chief Learning Officer*, Thomas Leadership Solutions, Inc.
drdbthomas@t-ls.org

Inclusion Through Special Olympics' Unified Champion Schools Program

Location: **Dwight 303**

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!

Facilitator:

Kathleen Lutz, *Schools and Unified Sports Manager*, Special Olympics Massachusetts
kathy.lutz@specialolympicsma.org



Breakout Session Information

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

Location: **Dwight 304**

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.

Facilitator:

Danika Manso-Brown, *Associate Director of Education*, Anti-Defamation League
dmanso-brown@adl.org

Creating Safe and Supportive Schools for LGBTQ Students

Location: **Dwight 315**

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.

Facilitator:

Jeff Perrotti, *Founding Director*, MA DESE Safe Schools Program for LGBTQ Students
jperrotti@aol.com

Love A Stranger: Making Authentic Connections by Leading with Compassion

Location: **Dwight 317**

Synopsis: This workshop will help you expand and understand the power of leadership when it is coupled with compassion. We will start by exploring your views on leadership and compassion. Next, we will cover strategies that will enhance your leadership skills and highlight the profound affect compassion has when connecting with people you don't know.

Facilitator:

Mackenson Charles, *Director of Health and Wellness*, Scholar Athletes INC.
mcharles@WeAreSA.org

Until "All Lives Matter": Cultural Competency and Mental Health Disparities

Location: **Dwight 326**

Synopsis: Developing cultural competence around mental health, and having the appropriate skills to respond to a diverse set of students, is essential for all school communities. This understanding is especially true when working with vulnerable populations or students who suffer from health disparities, such as students of color.

Facilitator:

Kyrah Altman, *Co-founder and CEO*, Let's Empower, Advocate, and Do, Inc (LEAD)
kyrah@leadnow.org



MIAA/MSAA Diversity, Equity & Inclusion Committee



Dr. Carroll Blake
Founder & Consultant
Blake Associates



Dawud Brown
Technology Coordinator
MSAA



Mackenson Charles
Director of Health and Wellness
Scholar Athletes, INC.



Arria Coburn
Principal
Springfield Renaissance



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



Dr. William Henderson
Retired Principal
Boston Public Schools



Albert Holland
Retired Principal
Boston Public Schools



Nampera Lugira
Principal
Cathedral High School



Kathy Lutz
Schools and Unified Sports Manager
Special Olympics Massachusetts



MIAA/MSAA Diversity, Equity & Inclusion Committee



Kathleen McSweeney
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



Stephanie Sibley
Assistant Principal
Malden High School



Dr. Caitlin Stover
Dean and Assoc. Professor of Nursing
Assumption College



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



Garin Veris
Collegiate Athletic Administrator



Joseph Walsh
President
Adaptive Sports New England





Resources



MIAA/MSAA
508-541-7997
www.miaa.net



Scholar Athletes
617-517-4573
www.wearesa.org



Blake Associates
Educational & Diversity
Consultants
617-594-5356



Anti-Defamation League
New England Chapter
617-406-6300
www.newengland.adl.org



Adaptive Sports
New England
617.690.9103
www.adaptivesportsne.org



Special Olympics
Massachusetts
508-485-0986
www.specialolympicsma.org



Thomas Leadership
Solutions, Inc.
617-610-5785
www.t-ls.org



DESE Safe Schools Program
safeschoolsprogram@doe.mass.edu
617-624-5495
www.doe.mass.edu/sfs/lgbtq



Let's Empower,
Advocate, and Do (LEAD)
508-717-1243
www.leadnow.org

Pam Garramone

Pam Garramone
617-921-3658
www.pamgarramone.com



Upcoming MIAA/MSAA Programs

- Opioid Misuse Prevention Workshop.....**January 22, 2020**
- Leadership Training Institute **January 27–29, 2020**
- Massachusetts Celebration of Girls and Women in Sports Day..... **February 7, 2020**
- Teen Wellness Workshop**February 12, 2020**
- High School Captains Workshop..... **March 6, 2020**
- Wellness Educator Showcase**March 20, 2020**
- Faces Of Addiction Workshop: Marijuana and Vaping..... **April 8, 2020**
- Mental Health Summit (Doubletree Hotel, Westborough)**April 15, 2020**
- Diversity, Equity & Inclusion Symposium **May 1, 2020**
- Community Service Showcase **May 8, 2020**
- Teen Sexuality and Healthy Relationships Workshop.....**May 11, 2020**
- New England Student Leadership Conference (Worcester State) **July 15-18, 2020**

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)



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