



Third Annual
Diversity, Equity
& Inclusion
Symposium

Friday, May 10th, 2019

***MIAA/MSAA Office
Franklin, MA***



Symposium Agenda

8:30 – 8:45 AM

Registration & Continental Breakfast

8:45 – 9:00 AM

Opening Session

Welcome & Opening Remarks – Michael Rubin, Assistant Director, MIAA
Conference Logistics – Rachel Moo, Assistant Director, MIAA
Keynote Speakers – Alison Foley & Mia Wenjen, How to Coach Girls

9:00 – 9:15 AM

Transition Time

At this time, the room partitions will be closing

9:15 – 10:15 AM

Breakout Session 1

See program pages 6 & 7 for “Breakout Session” descriptions and locations.

10:15 – 10:30 AM

Transition Time

10:30 – 11:30 AM

Breakout Session 2

See program pages 6 & 7 for “Breakout Session” descriptions and locations.

11:30 – 11:45 AM

Transition to Student Panel

At this time, the room partitions will be opening

11:45 AM – 12:15 PM

Student Panel

12:15 – 1:00 PM

Lunch / Closing Remarks



Diversity, Equity and Inclusion Committee

Evan Bjorklund, General Counsel, MA Office on Disability

Carroll Blake, Founder & Consultant, Blake Associates

Dawud Brown, Technology Coordinator, MIAA/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 High School South

William Henderson, Retired Principal, Patrick O'Hearn School

Al Holland, Retired Principal, Boston Public Schools

Kathy Lutz, Schools and Unified Sports Manager, Special Olympics MA

Lindsa McIntyre, Headmaster, Jeremiah E. Burke High School

Rachel Moo, Assistant Director, MIAA

Gwen Nauls, Guidance Counselor, Southeastern Reg. Voc/Tech High School

Jeff Perrotti, Founding Director, DESE Safe Schools Program

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

Michael Rubin, Assistant Director, MIAA

Marilyn Slattery, Assistant Principal, Malden High School

Dwayne Thomas, Associate Professor of Sport Management, Lasell College

Garin Veris, Collegiate Athletic Administrator

Joe Walsh, President, Adaptive Sports New England



Keynote Speakers



Mia Wenjen and Alison Foley How to Coach Girls

Alison Foley, Boston College's Women's Head Soccer Coach, and Mia Wenjen help coaches – both parent volunteer and professional – crack the code of how to keep girls in sports in HOW TO COACH GIRLS. Twenty-two chapters cover major issues, including how to pick captains, the importance of growth mindset, issues around body image and puberty, as well as the challenges of coaching your own daughter. In addition, fifteen professional coaches from a range of sports, including former Olympian athletes, give their advice on what girls need from a coach to allow them to flourish in sports, and most importantly, have fun.

Mia Wenjen co-founded Aquent in 1986 with John Chuang and Steve Kapner as a dorm room entrepreneur at Harvard University. She has been a member of the board of directors ever since and has held a number of roles at the company. In 1992, Aquent (then called MacTemps) placed #12 on the Inc. 500 list for Fastest Growing Private Company. Aquent is the largest Creative Talent Agency in the world with 70 offices in 16 countries. Mia is also the co-founder of Multicultural Children's Book Day, January 27th, which celebrates diversity in children's literature. Mia graduated from Harvard College cum laude in history and science in 1987 and earned an MBA from UCLA's Anderson Graduate School of Management in 1993.

Alison Foley served as head coach for the Boston College Women's Soccer Team from 1997-2018 and during her tenure went to 15 NCAA Tournaments including eight Sweet 16's, three Elite Eights and an appearance in the 2019 Final Four. Her impressive career made her the winningest coach in Boston College history. She is founder and instructor at Soccer on the Mat, which is a unique and innovative soccer and yoga program for girls ages 10-14. The curriculum focuses on building and celebrating the physical and emotional growth of adolescent girls through a variety of footwork drills, yoga poses and conversations.



Breakout Session 1

When Oppression Shows Up: Understanding How Language Shapes a System

Facilitator: Danika Manso-Brown

Associate Director of Education, Anti-Defamation League

Location: Kinney Room

Synopsis: This workshop will allow participants to explore and understand the power of language as we make connections between systems of oppression in an American context. Through conversation and activities, participants will learn to develop a common language through which to identify, examine and more effectively combat hate and injustice.

A Discussion on Communicating With and About Student-Athletes with Disabilities on your School Sports Teams

Facilitator: Joseph Walsh, MS, M.Ed.

President, Adaptive Sports New England

Location: Neal Room

Synopsis: Many MIAA member schools have students with visual or mobility impairment who are eligible for and capable of participating on an interscholastic team, but most schools have never invited these students to join a team in part because they don't know how to start the conversation. We will explore how to include students with disabilities on your teams and how to make everyone comfortable doing so. Come join the engaging conversation!

Inclusion through Unified Sports

Facilitator: Patti Doherty

Director of Schools and Youth Engagement, Special Olympics Massachusetts

Location: Room 3

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!



Breakout Session 2

Understanding Cultural Proficiency: Making Authentic Connections by Examining Race and Culture

Facilitator: Kalise Wornum, Ed.D

K-12 METCO Director and Coordinator for Bates, Hunnewell and Schofield

Location: Kinney Room

Synopsis: Develop and expand an understanding of what cultural proficiency looks like in classroom, in students and teacher behaviors and the climate of the school. Recognize the connection of racial, ethnic, class, gender and other identity factors on engagement and achievement. Participants will appreciate the need for building authentic relationships.

How to Coach Girls: Why are Girls Quitting Sports at 6x the Rate of Boys and What Can we Do About it?

Facilitators: Mia Wenjen & Alison Foley

Co-Authors of How to Coach Girls

Location: Neal Room

Synopsis: The workshop will address the crisis in youth sports today: 70% of all kids give up organized sports by the time they are in middle school, with girls dropping out at 6x the rate of boys. We will start by discussing why girls quit sports at a much higher rate than boys looking at issues like motivation, self-confidence, and body image. Next, we will cover strategies for coaches to both bring kids into sports and retain them, with specific attention to girls.

Promoting Healthy Outcomes for Transgender Students: Policies & Best Practices

Facilitator: Jeff Perrotti

Director, Safe Schools Program for LGBTQ Students,

Massachusetts Department of Elementary and Secondary Education

Location: Room 3

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, with a focus on transgender and gender nonconforming students. The experiences of student leaders will be at the heart of this session.



Symposium Resources



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



Massachusetts Office
on Disability
One Ashburton Place,
Room 1305
Boston, MA 02108
P: 617-727-7440
W: www.mass.gov/mod



Blake Associates
Educational & Diversity
Consultants
Carroll W. Blake, Ed.D,
President
P: 617-594-5356



Anti-Defamation League
New England Chapter
40 Court St., #13
Boston, MA 02108
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
Center for the Study of Sport in Society
101 Belvidere St, Boston, MA 02115
P: 617- 373-4025



W: www.howtocoachgirls.com



Special Olympics
Massachusetts

512 Forest Street
Marlborough MA 01752
P: 508-485-0986
W: <https://www.specialolympicsma.org/>



Thomas Leadership Solutions, Inc.
1600 Washington Street
West Newton, MA 02465
P: (617) 610-5785



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@MSAA_33 & **@MIAA033**



Conference Evaluation

Please complete the online conference evaluation to receive your professional hours:

<https://www.surveymonkey.com/r/XWFMMS>



Symposium Workshop Facilitators

<p>Danika Manso-Brown www.newengland.adl.org DManso-Brown@adl.org</p>	<p>Jeff Perrotti www.jeffperrotti.com jmperrotti@aol.com</p>
<p>Mia Wenjen & Alison Foley www.howtocoachgirls.com Mia: pragmaticmomblog@gmail.com Alison: Alison@foleyathleticadvising.com</p>	<p>Joe Walsh, MS, M.Ed. www.adaptivesportsne.org joe.walsh@adaptivesportsne.org</p>
<p>Patti Doherty www.specialolympicsma.org patti.doherty@specialolympicsma.org</p>	<p>Kalise Wornum, Ed.D www.kwdiversityInc.com Kalise@kwdiversityInc.com</p>

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