



Seventh Annual
**Diversity, Equity
& Inclusion
Symposium**

May 3, 2024

*From Ally to Activist:
Creating More Just and
Equitable Schools*

MSAA/MIAA Office
Franklin, MA

#GrowingCourageousLeaders





Seventh Annual Diversity, Equity & Inclusion Symposium

From Ally to Activist: Creating More Just and Equitable Schools

On behalf of the Massachusetts School Administrators' Association and Massachusetts Interscholastic Athletic Association, welcome to the Seventh Annual MSAA/MIAA Diversity, Equity and Inclusion Symposium.

I salute our school administrators and school personnel who are engaged in Diversity, Equity & Inclusion (DEI) work who have joined us today to demonstrate our commitment to the priority to ensure that all students and staff are welcomed, accepted, and engaged in our world of interscholastic athletics.

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

We must all do our part to make sure all our member schools are supporting the mission that is embedded in this year's theme; *From Ally to Activist: Creating More Just and Equitable Schools*.

Enjoy your day!

A handwritten signature in black ink, appearing to read "Robert Baldwin".

Dr. Robert Baldwin
MIAA/MSAA Executive Director

#GrowingCourageousLeaders



Diversity, Equity & Inclusion Symposium

Friday, May 3, 2024
MSAA/MIAA Office, Franklin, MA

8:00 – 8:30 am

Registration

8:30 – 9:00 am

Opening General Session

Welcome:

Michael Rubin, MSAA/MIAA Assistant Director

Moderator:

Mackenson Charles, MSAA/MIAA DEI Committee

Keynote Presentation:

Gabby Delpico, Brockton High School Alumnus
Harvard Athlete Ally Campus Chapter President

See page 5 for concurrent workshop descriptions

9:00 – 9:05 am

Break

9:05 – 10:00 am

Workshop Session 1

10:00 – 10:05 am

Break

10:05 – 11:00 am

Workshop Session 2

11:00 – 11:05 am

Break

11:05 – 12:00 pm

Workshop Session 3

12:00 – 12:05 pm

Break

12:05 – 12:30 pm

Evaluation/Action Plan Session

12:30 – 1:00 pm

Lunch



Keynote Speaker



Gabby Delpico
*Brockton High School Alumnus
Harvard Athlete Ally Campus
Chapter President*



While studying in undergrad, I have been fascinated by law, particularly immigration and overall human rights. This fascination led me to take government-focused classes. In these classes, I am challenged to understand not only the way governments function and countries interact but also why they do so in this manner. Through my human rights courses, I have gained a deeper understanding of the many forms of discrimination and inequality in our world. This has allowed me to not only expand my education but also allowed me to strive to be an agent of change within my own Harvard community.

As a queer athlete, I have developed skills that allow me to be team-oriented and competitive. These skills have proven to translate into the classroom as well. I strive to be the best and find meaning in everything I do. Co-founding the Queer Athlete group on Harvard's campus I enjoy leading my community in making spaces diverse and inclusive. My goal in life after sports has ended is to participate in a career path where I'm making a difference in people's lives.



Workshop Sessions

9:05 – 10:00 am

Why DEI?

Who & What is it Good for?

Moderator: *Carroll W. Blake, Ed. D., Founder, Blake Associates*

Panelists:

Thomas Claiborne, Athletic Director, Catholic Memorial

Lynsey Page, Principal, Topsfield Vocational Academy

Ashley Bailey-Okeefe, Director of DEI, Collegiate Charter School of Lowell

The term DEI has been used by many schools, organizations, and individuals, but what does it really mean and how and who benefits from it. Many of us have our own definitions and have implemented it in many ways. In this workshop we will hear multiple perspectives of how DEI has worked for various educators and their student body. This will be an interactive workshop that will address DEI questions and concerns from young teachers/administrators who have lived this experience.

10:05 – 11:00 am

A Collaborative Journey: Creating Brave and Safe Cultures of Belonging

Presenters:

Phil Fogelman, Anti-Defamation League, New England Region

William Collins, Superintendent of Schools, Lenox Public Schools

Jeremiah Ames, Principal, Lenox Memorial Middle and High School

In this workshop, a school district will share with participants its early learnings from a collaborative effort in creating brave and safe space and a culture of belonging for students and staff and the impetus behind this effort. In response to a racial incident, Lenox Public Schools reached out to the Anti-Defamation League for assistance. It soon became clear that the incident was a symptom and deeper work would be required. This gave birth to a bold proactive initiative with multiple partners to educate the entire school community to recognize and address the systemic dimensions of identity-based bias and build a culture of belonging. Participants will learn key takeaways from this collaborative endeavor including: school committee, school and district administration, teachers and students.

11:05am – 12:00 pm

Gender Inclusion in Sports: Policies and Best Practices

Presenters:

Landon Callahan, Lead Trainer for the Safe Schools Program for LGBTQ Students

Jeff Perrotti, Consultant, Safe Schools Program for LGBTQ Students

Panelists:

Kelly Wolff, Athletic Director, Swampscott High School

Sean Mackin, Athletic Director, Chicopee High School

Gabby Delpico, Harvard Athlete Ally Campus Chapter President

This panel presentation will shine a spotlight on the success stories of athletic directors who have championed gender inclusion in school athletics. By demonstrating commitment to fostering an environment where all students are able to compete in sports, these individuals have navigated this terrain, including supporting transgender athletes. Participants will leave this session with a better understanding of best practices, resources, and MIAA policies. The Safe Schools Program for LGBTQ Students is a joint program of the [Massachusetts Commission on LGBTQ Youth](#) and the [Massachusetts Department of Elementary and Secondary Education](#) (DESE).



DEI Symposium Presenters



Dr. Carroll W. Blake
Founder
Blake Associates



Phil Fogelman
Education Director
ADL New England Region



Dr. William E. Collins
Superintendent of Schools
Lenox Public Schools



Jeremiah Ames
Principal
Lenox Memorial Middle
and High School



Jeff Perrotti
(he/him)
Consultant
Safe Schools Program for LGBTQ
Students



Landon Callahan
(he/him/his)
Eastern MA Lead Trainer
Safe Schools Program for LGBTQ
Students



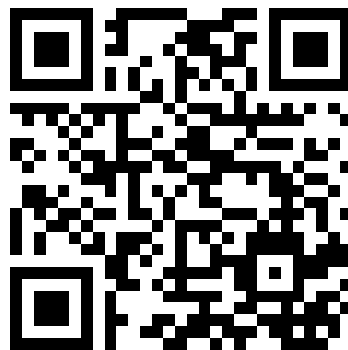
Professional Development Hours

To receive three (3) Professional Development Hours for participation in the MSAA/MIAA Diversity, Equity & Inclusion Symposium, participants must complete the online post-conference evaluation. Please see below for additional details:

- A link to access the **post-conference evaluation** will be emailed to all registered attendees following the conclusion of the event.
- Participants will have **one week to complete** the evaluation.
- Attendance is required in order to complete the online evaluation for Professional Development Hours credit.
- Once the evaluation is successfully submitted, a **PD certificate** will be emailed to the email address provided.
- If you have any questions about this process, please contact Ethel Kawesa at ekawesa@miaa.net.

Your feedback is important!

If you do not plan to pursue PD Hours following the Symposium, please consider completing the online evaluation to provide feedback that will assist in planning future events. Please submit via the QR code below:



Leadership Matters

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