



Fourth Annual

Diversity, Equity & Inclusion Symposium

May 13, 2021

***Using your Voice,
Making the Choice,
Being the Change***





4th Annual Diversity, Equity & Inclusion Symposium Thursday, May 13, 2021

Dear Symposium Participant,

Thank you for joining us at the 4th annual MIAA/MSAA Diversity, Equity & Inclusion Symposium. The mission of the DEIC is to foster diversity among our member schools, athletic directors, coaches, and student athletes by promoting inclusiveness, awareness, and acceptance. Our theme for the Symposium is: **"Using Your Voice, Making the Choice, Being the Change."** The targeted audience is school administrators, teachers, athletic directors, guidance counselors, adjustment counselors, and other school staff. This year we want to celebrate the success of our DEI efforts while recognizing the dire need for continued work in these arenas. Given the current state of our country, the promotion of social justice and inclusion has never been more important.

We would like to extend our appreciation to the many schools and communities represented here today. Thank you for your commitment to this conference and wanting to help your respective school communities become more inclusive.

"When the Whole World is Silent, Even One Voice Becomes Powerful." - *Malala Yousafzai*

"Our lives begin to end the day we become silent about the things that matter." - *Martin Luther King, Jr.*

Sincerely,

Kathleen McSweeney & Michael Rubin

MIAA/MSAA Diversity, Equity & Inclusion Committee Liaisons



Diversity, Equity & Inclusion Symposium

Thursday, May 13, 2021

9:00 a.m. - 12:30 p.m.

REGISTER ONLINE

8:30 - 9:00 a.m.

Computer Login

9:00 a.m.

Welcome

Mackenson Charles

MIAA/MSAA Diversity, Equity & Inclusion Committee

9:05 - 9:25 a.m.

Keynote Address

Ron Walker

Executive Director, Coalition of Schools Educating Boys of Color (COSEBOC)

9:25 - 9:30 a.m.

Transition to Workshop

9:30 - 10:10 a.m.

Equity with Intentionality

Phil Fogelman

Education Director, Anti-Defamation League New England

The achievement gap, disparities in discipline, bias incidents, students' efforts to address social and racial injustice, and other factors have led to new and expansive school-based equity and inclusion initiatives. This presentation will examine the need for intentionality in developing and implementing the initiatives to facilitate systemic change.

10:10 - 10:15 a.m.

Transition to Workshop

10:15 - 10:55 a.m.

**Asian American Youth and the Model Minority Myth;
Removing the Shroud of Silence**

Catherine Wong

Director of Equity Implementation, Leadership Brainery

This presentation will address the systems of privilege and institutional barriers that are shaped by the model minority myth discourse. In order to assist in building collaborative relationships, increasing global understanding and promoting solidarity within schools, organizations and communities, we need to address the oppressive effects of the model minority myth beyond its influence on Asians Americans, to include the intersectionality with other forms of institutionalized racism. Specific strategies to break the silence, expand the dialogue and deepen the understanding of the model minority stereotype in an effort to weaken existing systems of privilege will be identified. Ms. Wong will 1) share personal stories of her awakening to the influences of the model minority myth in her cultural identity development, 2) highlight strategies for challenging the model minority myth's effects on succeeding generations of youth, and 3) facilitate dialogue focused on supporting Asian American students' efforts to raise their 'voices for change.'



10:55 - 11:00 a.m. *Transition to workshop*

11:00 - 11:40 a.m. *Promoting Resilience and Healthy Outcomes for Transgender Students*

Jeff Perrotti

Founding Director, DESE Safe Schools Program for LGBTQ Students

Elijah Oyenuga

Transgender Awareness & Inclusion Consultant

Landon Callahan

Consultant, DESE Safe Schools Program for LGBTQ Students

This interactive session will highlight policies, best practices, and resources for supporting lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) students and families, with a focus on transgender and gender diverse youth. As students are beginning to socially transition their gender as early as preschool, this session will provide a context for understanding gender identity and expression, and feature the experiences of students, parents, and educators who have successfully navigated this terrain.

11:40 - 11:45 a.m. *Transition to Workshop*

11:45 - 12:25 p.m. *What does an Antiracist School Look Like and How do I Get Started?*

Kathy Lopes

Director of Diversity, Equity and Inclusion, Newton Public Schools

Dr. Henry J. Turner

Principal, Newton North High School

Although the term antiracism has been around for a long time as the work to dismantle systemic racism, there has been a greater focus on antiracism over the last few years. This workshop will help you understand that great leaders must use an antiracist lens no matter what school you lead. You will learn about the different components of what an antiracist school should look like and walk away with strategies that you can use to start this work in your school.

12:25 - 12:30 p.m. *Closing Remarks / Conference Evaluation*

Dr. Carrol Blake

MIAA/MSAA Diversity, Equity & Inclusion Committee

Founder & President, Blake Associates



Keynote Speaker



Ron Walker

Executive Director

Coalition of Schools Educating Boys of Color (COSEBOC)

Ron Walker has over 45 years of experience serving as a teacher, principal, staff developer, and consultant in various educational communities. Currently, Ron serves as the Executive Director and is a founding member of the Coalition of Schools Educating Boys of Color. The mission of COSEBOC, founded in 2007, is to connect, inspire, support and strengthen school leaders dedicated to the social, emotional and academic development of boys and young men of color. Under his leadership COSEBOC is impacting over 600 schools across the nation with a combined student population of over 300,000. COSEBOC has been recognized for its work on changing the negative narrative often perpetuated by the media and others to a positive counter narrative that lifts up the gifts, talents and promise possessed by boys and young men of color.

Ron has also grown the visibility of COSEBOC and has made many presentations on the national and state level. He has presented to the U.S. Department of Education, College Board, California Association of African American Administrators and Superintendents, The American Public Health Association, The Council of Urban Boards of Education as well as being interviewed by Soledad O'Brien on the topic of Educating Black Males.

He was also invited to attend President Obama's My Brother's Keeper Forum held at the White House. Ron has been recognized for his service in education by the Boston Public Schools, Boston College School of Education, Temple University School of Education, The Omega Psi Phi Fraternity Inc. and many community groups. He was nominated for Ebony's Magazine Manifest Award for individuals making substantial contributions in the field of education. Ron has authored two publications on leadership and is featured in numerous education articles. He remains steadfastly committed to high quality education for children and particularly boys and young men of color and other underserved populations.

Coalition of Schools Educating Boys of Color (COSEBOC)

rwalker@coseboc.org

855-267-3262



Workshop Speakers



Phil Fogelman
Education Director
Anti-Defamation League New England

A former classroom teacher, Phil Fogelman has been developing and advancing education programs for more than 35 years. As Education Director at the New England Anti-Defamation League and its A WORLD OF DIFFERENCE® Institute, Phil has been leading efforts to facilitate safe, equitable and inclusive schools in which all aspects of human identity are respected and valued.

www.newengland.adl.org
pfogelman@adl.org



Catherine Wong
Director of Equity Implementation
Leadership Brainery

Catherine Wong is a highly recognized diversity, equity and inclusion practitioner scholar, whose career spans K-12 through higher education. Ms. Wong also assists non-profit organizations to develop and implement strategic action plans that are co-constructed with the very youth and community it intends to serve. Her effectiveness is the result of her direct ability to advocate from the heart, and to be unwavering in supporting youth and early career educators/ professionals of color - all while engaging with the Aloha spirit of community and care, drawn from her Chinese Hawaiian cultural background.

Currently, Ms. Wong is working part time as the Director of Equity Implementation for Leadership Brainery, a Massachusetts non-profit organization committed to preparing diverse and first generation college students for postgraduate education and high wage careers. Most recently, she was the Director of Urban Outreach Initiatives, Boston College. Ms. Wong also serves on the Boston Public Schools Equity Roundtable; Executive Committee, Consortium of Colleges and Universities, Institute for the Recruitment of Teacher (IRT), Board of Advisors for E3, Education, Excellence and Equity; and, as an Expert Panelist for the Global Diversity, Equity and Inclusion Benchmarks (GDEIB).

www.leadershipbrainery.org
catherinewongconsults@gmail.com



Workshop Speakers



Elijah Oyenuka

Consultant

Transgender Awareness & Inclusion

Elijah Oyenuka is a transgender man who has worked as an educational consultant for the past five years. Elijah has had the pleasure of working with several schools and organizations, including the Gay, Lesbian, and Straight Education Network (GLSEN), Boston Gay and Lesbian Adolescent Social Services (GLASS), Partners in Sex Education, Boston Public Schools, and the Massachusetts Department of Education's Safe Schools Program for LGBTQ Students. Elijah has given keynote speeches and provided LGBTQ cultural competency training to public and private school personnel, health providers, student leaders, and families.

www.elijahoyenuka.com
Oyenugatosin324@gmail.com



Jeff Perrotti

Founding Director

DESE Safe Schools Program for LGBTQ Students

Jeff Perrotti is the founding director of the Safe Schools Program for LGBTQ Students, an antibullying initiative of the Massachusetts Department of Elementary and Secondary Education and the Massachusetts Commission on LGBTQ Youth. He is the co-author, with Kim Westheimer, of the book, *When the Drama Club is Not Enough*. Jeff has conducted numerous workshops on gender, sexual orientation, and school climate for school administrators, counselors, teachers, nurses, parents, coaches, and students. Jeff is the 2020 recipient of MIAA's Michael J. Kane Award, given in recognition of efforts to promote the health and well-being of children and young adults across Massachusetts. Jeff facilitated the development of Massachusetts' pioneering Guidance on Gender Identity and has assisted schools across New England where students have transitioned their gender. Jeff also teaches and advises students at Harvard University, where he has received several awards for excellence in teaching.

www.doe.mass.edu/sfs/lgbtq
jmperrotti@gmail.com



Workshop Speakers



Dr. Henry J. Turner
Principal
Newton North High School

With 15 years of experience as a high school administrator, Dr. Henry Turner is most proud of the collaborative environment and efforts he works to establish to empower students to fight hate and bigotry within their school community. Committed to preparing his students to flourish in an increasingly digital future, Turner has led two successful 1:1 laptop programs, on the premise that technology is a means to solve real world problems, create equitable opportunities for all, and narrow economic and racial gaps. Recognized for his inclusive leadership style and dedication to student advocacy, Dr. Turner was named 2021 K12 Principal of the Year. The award recognized his efforts to implement antiracist learning skills, incorporate culturally responsive instructional practices, and ensure sustainability of these practices by addressing necessary structural and systematic changes to combat systemic racism. He has a newsletter on social justice leadership <https://bit.ly/SocialJusticeLead>.

www.henryjturner.com
henry@henryjturner.com



Kathy Lopes
Director of Diversity, Equity and Inclusion
Newton Public Schools

Kathy Lopes is a licensed clinical social worker and educator with decades of experience working in education, mental health, non-profit, and government sectors. She began her career as a school social worker in Boston, MA then Washington, DC and has settled back in her home city of Boston where she has held numerous managerial and administrative roles in the field of social work and education. Throughout her career, equity and inclusion have remained an integral part of her leadership and strategic planning priority.

Currently, she is the Director of Diversity, Equity, and Inclusion for the Newton Public Schools system, and in addition, holds a longstanding adjunct faculty role at Simmons University School of Social Work, teaching the Dynamics of Racism and Oppression Course. She is a sought-after guest lecturer and public speaker on topics of cultural humility, equity, and social justice.

www.inklusionconsulting.com
inklusionconsulting@gmail.com



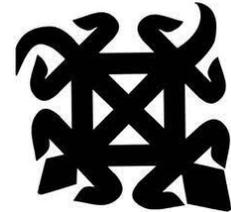
Symposium Resources



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



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



Blake Associates
Educational & Diversity
Consultants
617-594-5356



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



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



Coalition of Schools
Educating Boys of Color
855-267-3262
www.coseboc.org



Henry J. Turner, Ed.D.
www.henryjturner.com



Leadership Brainery
www.leadershipbrainery.org



Elijah Oyenuga
617-792-1253
www.elijahoyenuga.com



inKlusion Consulting, LLC
www.inklusionconsulting.org



Special Thanks

Thank you to the Planning Subcommittee members who helped to organize the 4th Annual MIAA/MSAA Diversity, Equity and Inclusion Symposium:



Mackenson Charles

Planning Subcommittee Chair

Dr. Carroll Blake
Dawud Brown
Patricia Gonzalez
Steve Kendall
Nampeera Lugira
Kathy Lutz
Kathleen E. McSweeney
Jeff Perrotti
Gwen Nauls
Kevin Ross
Stephanie Sibley
Dr. Dwayne Thomas
Henry Turner
Joe Walsh

Please Join Us on Social Media #Inclusion

Follow **MSAA** & **MIAA** on **Social Media** for updates about upcoming programs and important information.

@MSAA_33 & @MIAA033





Professional Development Hours

To receive Professional Development Hours for participation in the MIAA/MSAA 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 sent to all registered attendees following the conclusion of the event.
- Participants will have **one week to complete** the evaluation.
- During the Symposium, **the presenters will provide two keywords**. These keywords will be required in order to complete the online evaluation for Professional Development Hours credit.
- Once the evaluation and keywords are successfully submitted, a **PD certificate** will be emailed to the email address provided at the time of registration.
- 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.

Leadership Matters

EDUCATIONAL ATHLETICS



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION

www.msaa.net



MASSACHUSETTS INTERSCHOLASTIC
ATHLETIC ASSOCIATION

www.miaa.net



@msaa_33



Massachusetts School
Administrators' Association



@miaa033



@miaa033

33 Forge Parkway • Franklin, MA 02038

Phone: 508-541-7997