



**2<sup>nd</sup> Annual**



**Diversity, Equity,  
&  
INCLUSION**

**SYMPOSIUM**

***Let's Talk!***

**“The art of communication is the language of leadership.”**

***Friday, May 18, 2018***

**MIAA - MSAA Office**

**Franklin, MA**

Dear Symposium Participant,

Thank you for joining us at the 2<sup>nd</sup> annual MIAA/MSAA Diversity, Equity & Inclusion Symposium. The mission of the Diversity, Equity & Inclusion Committee is to foster diversity among our member schools, athletic directors, coaches and student-athletes by promoting inclusiveness, awareness and acceptance. Our focus is to celebrate all differences by creating an association that is welcoming and engaging for all with a goal to challenge the members of our association to leverage differences as strengths.

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.

If you need assistance at any time today, please find a member of the Diversity, Equity & Inclusion Committee. Thank you again for attending today's conference.

Sincerely,

Rachel Moo & Michael Rubin  
MIAA/MSAA Diversity, Equity & Inclusion Committee Liaisons





## 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 Speaker – Dr. William Henderson

**9:00 – 9:15 AM**

***Transition to Workshops***

At this time, the room partitions will be closing

**9:15 – 10:30 AM**

***Breakout Session 1***

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

**10:30 – 10:45 AM**

***Transition to Workshops***

**10:45 – 12:00 PM**

***Breakout Session 2***

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

**12:00 PM**

***Transition to Lunch***

At this time, the room partitions will be opening

**12:00 – 12:30 PM**

***Lunch / Closing Remarks***



**Let's Talk!**  
**Diversity, Equity & Inclusion Symposium**

**James Aprea, CAP Advocate, MA Office on Disability**

**Evan Bjorklund, General Counsel, MA Office on Disability**

**Carroll Blake, Adjunct Faculty, University of Massachusetts Boston**

**Dawud Brown, Technology Coordinator, MIAA/MSAA**

**Mackenson Charles, Athletic Program Director, Scholar Athletes**

**David D'Arcangelo, Director, Massachusetts Office on Disability**

**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**

**Rashaun Martin, Supervisor of Social Studies, Haverhill Public Schools**

**Lindsa McIntyre, Headmaster, Jeremiah E. Burke High School**

**Mary Beth McMahon, President & CEO, Special Olympics Massachusetts**

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

**Jeff Perrotti, Founding Director, DESE Safe Schools Program**

**Jerome Singleton Jr., Paralympic Athlete**

**Marilyn Slattery, Assistant Principal, Malden High School**

**Dwayne Thomas, Associate Professor of Sport Management, Lasell College**

**Joe Walsh, President, Adaptive Sports New England**

**Garin Veris, Director of Athletics, Massachusetts Maritime Academy**

**Diversity, Equity and Inclusion Committee**



## **Dr. William Henderson**

*Retired Principal*  
**Boston Public Schools**

In 1989, Bill was appointed principal of the Patrick O'Hearn Elementary School with a mandate to develop an inclusive program, and he remained its leader for 20 years. The Patrick O'Hearn (designated in June 2009 as the William W. Henderson Inclusion Elementary School) serves children from diverse ethnic, linguistic, and ability backgrounds from early childhood through Grade 5. Approximately 33% of the students at the Henderson School have mild, moderate, or significant disabilities. These students learn in general education classrooms with their non-disabled peers. The Henderson has gained widespread recognition for inclusion, academic progress, arts, technology, and family involvement, and it now serves students in 2 campuses from early childhood through grade 12.

Since retiring from the Boston Public Schools, Bill continues to present at universities and conferences and to consult for school systems and agencies. In 2011, Harvard Education Press published his book titled, "The Blind Advantage: How Going Blind Made Me a Stronger Principal and How Including Children with Disabilities Made the School Better for Everyone."

According to Dr. Bill Henderson, "There can be no pretense of teaching all students in inclusive classrooms by using the exact same curriculum materials and instructional strategies. This "one-way fits all" would not be good pedagogy even in so-called homogeneous classes. At [The Henderson], where there are students working at, above, slightly below and well below grade level in every room, a single approach was never an option."

**Keynote Speaker**



### ***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. Participants will consider elements, policies and practices to foster cultural proficiency in their schools

### ***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: Neal Room**

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.

### ***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: Room 3**

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!

**Breakout Session 1**



### ***Politics in Sports***

**Facilitator: Mackenson Charles**

**Athletics Program Manager, Scholar Athletes**

**Location: Kinney Room**

Synopsis: The purpose of this workshop is to have an open dialogue about the historic, present and future interconnections of Sports and Politics.

### ***Gender Equity - Empowering Girls and Women - What Works!***

**Facilitator: Pam Garramone, M.Ed.**

**Positive Psychology Coach, Speaker & Founder of Thrive Now Boston**

**Location: Neal Room**

Synopsis: A facilitated discussion on bridging the gap. How do we empower girls and women to follow their dreams despite stereotypes, criticism, and obstacles? What's working in your schools? What does it look like when it's going well? Students will share their experiences and how they've navigated the system.

### ***Inclusion through Unified Sports***

**Facilitator: Kathy Lutz**

**Schools and Unified Sports Manager, 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**



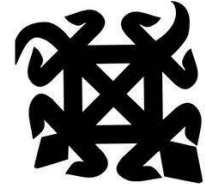
**Let's Talk!**  
**Diversity, Equity & Inclusion Symposium**



33 Forge Parkway  
Franklin, MA 02038  
P: 508-541-7997  
W: [www.miaa.net](http://www.miaa.net)



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



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



33 Forge Parkway  
Franklin, MA 02038  
P: 508-541-7997  
W: [www.msaa.net](http://www.msaa.net)



Adaptive Sports New England  
89 South St Suite 603  
Boston, MA 02111  
P: 617-690-9103  
W: [www.adaptivesportsne.org](http://www.adaptivesportsne.org)



USA Paralympics  
Track & Field  
P: 719-866-2030  
W: [www.teamusa.org/us-paralympics](http://www.teamusa.org/us-paralympics)



**Special Olympics**  
*Massachusetts*

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

**Pam Garramone**

*Positive Psychology Coach, Speaker, Workshop Leader*

Pam Garramone, M.Ed.  
Positive Psychology Speaker, Life Coach  
P: 617-921-3658  
W: [www.pamgarramone.com](http://www.pamgarramone.com)



GLBTQ Legal Advocates & Defenders  
18 Tremont, Suite 950  
Boston, MA 02108  
P: 617-426-1350  
W: [www.glad.org/](http://www.glad.org/)



Thomas Leadership Solutions, Inc.  
1600 Washington Street  
West Newton, MA 02465  
P: 617-610-5785  
W: [www.t-ls.org](http://www.t-ls.org)

**Symposium Resources**





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**@MSAA\_33** & **@MIAA033**



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### **Conference Evaluation**

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

<https://www.surveymonkey.com/r/TS72QNL>



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### **Symposium Workshop Facilitators**

Mackenson Charles www.wearesa.org/ mcharles@WeAreSA.org	Jeff Perrotti www.jeffperrotti.com jmperrotti@aol.com
Pamela Garramone, M.Ed. www.pamgarramone.com pamela.m.garramone@gmail.com	Joe Walsh, MS, M.Ed. www.adaptivesportsne.org joe.walsh@adaptivesportsne.org
Kathleen Lutz www.specialolympicsma.org kathy.lutz@specialolympicsma.org	Kalise Wornum, Ed.D www.welleslyps.org wornumk@wellesleyps.org

# MSAA



**LEADERSHIP MATTERS**  
**EDUCATIONAL ATHLETICS**