



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

May 12, 2022

***Call to Action:
If Not Now...When?***

***Doubletree Hotel
Westborough, MA***



TITLE IX⁵⁰
Celebrating and Growing Opportunities



5th Annual **Diversity, Equity & Inclusion Symposium** Thursday, May 12, 2022

Call to Action: If Not Now...When? *From Moment to Movement to Make a Difference*

Dear Symposium Participant,

Thank you for joining us at the 5th Annual MSAA/MIAA Diversity, Equity, and Inclusion Symposium. The mission of the Diversity and 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.

As we continue to deal with the widespread hate and bias in our school communities and high school athletics in particular, we feel it is critically important that we hear the voice of our students. Today you will hear from nine student affinity groups from throughout the Commonwealth. We encourage you to listen carefully to our young people.

We would like to extend our appreciation to all 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 and end bias and hate.

Sincerely,

Michael Rubin
MSAA/MIAA Diversity, Equity & Inclusion Committee Liaison



Diversity, Equity & Inclusion Symposium

Thursday, May 12, 2022

Doubletree Hotel, Westborough, 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, *Special Olympics Massachusetts*

Keynote Presentation:

Dr. Henry Turner, *Newton North HS Principal, MSAA Board of Directors*

Symposium Logistics:

Peter Smith, *MSAA/MIAA Associate Director*

9:00 – 9:15 am

Transition to Workshop Session 1

9:15 – 10:15 am

Workshop Session 1

See pages 5-6 for concurrent workshop descriptions

10:15 – 10:30 am

Transition to Workshop Session 2

10:30 – 11:30 am

Workshop Session 2

See page 7 for concurrent workshop descriptions

11:30 – 11:45 am

Transition to Closing General Session

11:45 – 12:15 pm

Closing General Session

Keynote: Presentation:

Abigail Taylor, *Chief, Civil Rights Division, Attorney General's Office*

12:15 – 12:20 pm

Evaluation

12:20 – 1:00 pm

Lunch



Workshop Session 1

9:15 – 10:15 am

Captains Room

Acton Boxborough Regional High School A World of Difference Peer Leaders

East vs. West: Racial Tensions Within Schools

Facilitators:

Isha Agarwal, Kubura Issah, Grace Chai, Megan Lin. Contact information: Susan Nugent and Megan McGrath

In our school, people of color, mostly Black and Brown students, tend to gather in a location called the east commons, whereas the White students gather in the west commons. As a result of stereotypes, east commons has taken on a negative connotation, nicknamed “the hood of the school” or “the ghetto wing.” The divide in where students hang out is symbolic of a deep racial divide present within our community, which carries over into classrooms and education. In this presentation, we will talk about the racial tensions that emerge within every nook and cranny of our schools, and ways to create safe spaces for people of color and engage in discussions on race.

Edgewood Room

Innovation Academy Charter School

Awareness, Self-Reflection and Action:

Steps Towards Implementing Anti-Racist Groups and Curriculum at Your School

Facilitators:

Ernestine Hallowanger, Jaylyne Ogbeide, Bug Rader, Emily Hanlon, Kerry Matthews, Elea Zegdoun, Raks Derival (H.S Science Educator), Nneka Cullen (Inclusion Aide Educator), Shantelle Castle (DEI Program Director)

Engage in self reflection and conversation around identity, racism, awareness of implicit and explicit bias, and identifying actionable steps towards incorporating anti-bias and anti-racist practices in your organization. Students will share their understanding of bias, how it has been addressed at school, action steps they've taken towards advocating for change, challenges or problems towards implementing practices at school, and support that they have utilized by staff and faculty at school to make effective and long term changes. Staff will briefly share on how they advocated for the creation of the Racial Justice Committee, implementation of student-based inclusion groups, and their use of culturally responsive practices in the classroom and curriculum.

Chandler Room

Newton South High School

When Hate Strikes: Empowering Students as Schools Confront Discrimination, Inequity and Exclusion

Facilitators:

Daniel Marshak, Hyeongseok Lee, Hanna Chen, Mary Lareau, Andrew Hsu, Shay Weissman, Sarah Scarr, Perla Perez and Tia Russel, Jennifer Morrill (*History Department Chair*), Gerard Gagnon (*Science and Engineering Department Chair*)

Our student presenters represent affinity groups that at one time or other had faced targeted acts of hate and bias in the media, in our country, and in our own community. These students have become agents of change, discussing the issues in creating safe spaces, and crafting responses to the hate. Our panelists have been instrumental in developing awareness and inspiring co-conspirators to speak up for injustice while fostering systemic changes in our school. Within the school, our adults work to empower these students and have worked to build off of their ideas and actions.



Workshop Session 1 (continued) 9:15 – 10:15 am

Baldwin Room

Sutton High School Connection Team

Connections: How We Built a Social Justice Group In Our School and How You Can Too

Facilitators:

Nixon Huggins, Macy Hutchinson, Ted McCarthy (Principal, Connections Advisor), Emily Pietras, Jen Tangen
(Teacher, Connections Advisor)

In this session, members of the Sutton High School Connections Team will talk about how we went from a school with a history of issues bias & intolerance to small group conversations with students about social justice topics to hosting a state-wide social justice conference for over 600 students and teachers. We talk to you about why we believe so strongly in this work and how we made the changes we needed to make our school a more inclusive and supportive place for everyone. You will have a chance to ask questions and problem solve how you can re-energize this work in your own school or maybe even start a social justice club/program of your own.

Jonathan Room

Safe Schools Program for LGBTQ Students

Promoting Resilience and Healthy Outcomes for Transgender Students

Facilitators:

Jeff Perrotti, *Director of the Safe Schools Program for LGBTQ Students*
Landon Callahan, *Trainer and Consultant for the Safe Schools Program for LGBTQ Students*
Students from the MA GSA Leadership Council

An Act Relative to Gender Identity, which became effective in 2012, protects students from discrimination based on gender identity, as well as sexual orientation. This session will review the laws, policies, resources, and best practices for supporting lesbian, gay, bisexual, transgender, queer and questioning student. By the end of this workshop, participants will:

- Have a baseline understanding of content related to biological sex, gender identity, gender expression and sexual orientation
- Be able to articulate and use correct LGBTQ terms and definitions
- Understand the experiences of LGBTQ students and families
- Have reviewed ESE policy guidance as it relates to students, families and staff
- Be aware of the factors that promote resilience and positive outcomes for LGBTQ Students
- Will have a plan to use the content learned



Workshop Session 2

10:30 – 11:30 am

Captains Room

Becoming a Man (BAM) program

Becoming a Man

Facilitators:

High School Scholars

Youth Guidance’s Becoming A Man® program is a school-based group counseling program that guides young men in 7-12th grades to learn, internalize and practice social cognitive skills, make responsible decisions for their future and become positive members of their school and community. This session will include discussion of manhood journey, facing the social, emotional, diversity and inclusion challenges.

Edgewood Room

Cambridge Rindge and Latin School

Student Panel Session

Facilitators:

Anais Killian, Lwam Mahari, Alex Leith, Amelie Jamanka, Isla Mitchell, Janae Santos, Ymari Blackmon, Tiana Melendez

This session will include a panel discussion with students from different groups at Cambridge Rindge and Latin.

Chandler Room

Newton North High School’s Human Rights Council

Student Collaboration and Leadership in Anti-racism Work

Facilitators:

Peter Dukakis, Maddie Fabry, Rose Giroux, Olivia Helfrich-Tapia, Luke Hovagimian, Tiana Lugo, Ashlynn Saint-Preux, Natalie Taw, Yurika Tarui, Michele Leong (*teacher, co-facilitator, NNHS Office of Human Rights*)

Students from Newton North High School will share their experiences as leaders who stand up to racism in their capacities as officers of student organizations committed to anti-racism work. They will also talk about what got them interested in this important work, as well as discuss challenges they have faced and successes they have experienced. Additionally, they will share what it has meant to them to work together as co-conspirators, as well as offer advice for other student leaders invested in this work.

Baldwin Room

Nipmuc Regional High School

Impact & Activism Students and NJC Members: Making An Impact:

The Successes and Obstacles Behind the Process of Establishing an Activism Course

Facilitators:

Amelia Cahill, Naomi de Grood, Avery Allcock, Lauren Scott, Johanna Annunziata (*NJC Advisor*)

Student leaders will talk about how they created a social justice club called Nipmuc Justice Coalition. The inspiration and guidance came shortly after attending Sutton High School's Workshop in 2019 about how to start a social justice club at your school. Nipmuc students and teachers wanted to carry this thoughtful work to their home campus in order to support inclusivity, growth, and empowerment. After two years of running NJC, Nipmuc created an English 10 class called Impact and Activism, empowering students to take on activism projects in the classroom in order to help our community. During this session, you will have the chance to hear from students in the class, the educator teaching the class, and the successes and obstacles behind the process of establishing an activism course.



Keynote Speakers



Dr. Henry J. Turner
Principal
Newton North High School

Henry Turner is the Principal of Newton North High School. He is most proud of the collaborative community he works within to empower students to fight hate and bigotry in their school. Pointing to his unwavering commitment to equity and a student-centered culture, Henry was named 2020 K-12 Principal of the Year by K-12 Dive.

Henry is the author of the newly released book, *Change the Narrative: How to Foster an Antiracist Culture in Your School*, published by DBC Inc. As a national speaker, he shares his experience as an innovative instructional leader, passionate advocate, and committed antiracist educator with educators and organizational leaders. Henry works with educators, leaders, and communities on how to create a culture that commits to diversity, equity, and inclusion empowers students' voices and addresses economic and racial disparities. He has a biweekly newsletter, "Lessons on Social Justice Leadership" that can be found at HenryJTurner.com.

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Abigail Taylor
Chief, Civil Rights Division
Massachusetts Attorney General's Office (AGO)

Abby Taylor is the Chief of Civil Rights Division in the Massachusetts Attorney General's Office (AGO), where she works to combat discrimination and to ensure equal and meaningful opportunity for participation in civic society. She was previously Director of the AGO's Child and Youth Protection Unit, where she promoted positive outcomes for kids across Massachusetts. Formerly a Trial Attorney in the Criminal Fraud Division of the U.S. Department of Justice, she has prosecuted dozens of defendants for their participation in health care fraud schemes amounting to hundreds of millions of dollars. Prior to her work at the Department of Justice, Ms. Taylor co-founded Our Courts and civics, serving as Executive Director from 2008-2011. She grew the organization from a small project at Georgetown Law to the leading resource for social studies games and online civics curriculum. Ms. Taylor was previously the 2007-2008 fellow for the Sandra Day O'Connor Project on the State of the Judiciary at Georgetown Law. She has also worked as a senior policy associate at a national child advocacy organization.

Office of Attorney General
(617) 727-8400
www.mass.gov/ago



Symposium Presenters

<p>Acton Boxborough Regional High School School Size: 1708 students Athletic Conference: Dual County League MIAA District: 4 Type of School: Suburban</p> <p>Contact Information: Susan Nugent and Megan McGrath snugent@abschools.org</p>	<p>Becoming a Man (BAM) Program</p> <p>Contact Information: Kevin Ross kross0929@gmail.com www.youth-guidance.org/ info@youth-guidance.org</p>
<p>Innovation Academy Charter School School Size: 760 students Athletic Conference: Commonwealth Athletic Conference MIAA District: 5 Type of School: Suburban</p> <p>Contact Information: innovationcharter.org scastle@innovationcharter.org</p>	<p>Cambridge Rindge and Latin School School Size: 1844 students Athletic Conference: Dual County League MIAA District: 4 Type of School: Urban</p> <p>Contact Information: 617-349-6690 tarria@cpsd.us</p>
<p>Newton South High School School Size: 1870 students Athletic Conference: Dual County League MIAA District: 4 Type of School: Suburban</p> <p>Contact Information: Gerard Gagnon gagnong@newton.k12.ma.us</p>	<p>Newton North High School School Size: 2148 students Athletic Conference: Bay State Conference MIAA District: 7 Type of School: Suburban</p> <p>Contact Information: NNHS Human Rights Council leongm@newton.k12.ma.us</p>
<p>Sutton High School School Size: 385 students Athletic Conference: Dual Valley Conference MIAA District: 2 Type of School: Suburban</p> <p>Contact Information: suttonhsconnections.weebly.com mccarthy@suttonschools.net</p>	<p>Nipmuc Regional High School School Size: 634 Athletic Conference: Dual Valley Conference MIAA District: 2 Type of School: Suburban</p> <p>Contact Information: jannunziata@mursd.org sites.google.com/student.mursd.org/nipmucjusticecoalition/home</p>
<p>DESE Safe Schools Program for LGBTQ Students</p> <p>Contact Information: 617-624-5495 www.doe.mass.edu/sfs/lgbtq/</p>	<p>Henry J. Turner, Ed.D. www.henryjturner.com henry@henryjturner.com</p> <p>Office of Attorney General 617-727-8400 www.mass.gov/ago</p>



Professional Development Hours

To receive three (3) 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 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:



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