



# MSAA



Sixth Annual  
**Diversity, Equity  
& Inclusion  
Summit**

January 20, 2023

*"Start where you are.  
Use what you have.  
Do what you can."*



**#GrowingcourageousLeaders**



## Sixth Annual Diversity, Equity & Inclusion Summit

*"Start where you are. Use what you have. Do what you can."*

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

I salute our student leaders, coaches, teachers, team captains, athletic directors and school administrators 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 MIAA/MSAA Diversity, Equity and Inclusion Committee for their commitment to this cause and for providing the expertise, insight and programmatic initiatives leading to cultural competencies.

This year's theme allows everyone to contribute to behaviors that promote the respectful treatment of all human beings. We can all start where we are. We must all dedicate ourselves to use what we have. We shall commit to do whatever we can. Let's begin now!

Enjoy your day!

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

Dr. Robert Baldwin  
*MIAA/MSAA Executive Director*



# Diversity, Equity & Inclusion Summit

*"Start where you are. Use what you have. Do what you can."*

8:00 - 8:30 am      **Registration and Continental Breakfast**

8:30 - 9:15 am      **Opening General Session**

**Welcome:**      Mike Rubin, MSAA/MIAA Assistant Director  
                         Bob Baldwin, MSAA/MIAA Executive Director  
**Master of Ceremony:** Mackenson Charles, MSAA/MIAA DEI Committee  
**Keynote:**      GSA Leadership Council, DESE Safe Schools Program

9:15 - 9:30 am      **Transition to Workshops**

9:30 - 10:30 am      **Workshop Session 1**  
*See program pages 5-8 for workshop descriptions and locations.  
Each workshop will be repeated during Workshop Session 2.*

10:30 - 10:45 am      **Transition to Workshops**

10:45 - 11:45 am      **Workshop Session 2**  
*See program pages 5-8 for workshop descriptions and locations.*

11:45 - 11:55 am      **Transition to General Session**

11:55 - 12:25 pm      **Closing General Session**  
**Keynote:**      Dr. Ousmane Power-Green, Clark University  
**Closing:**      Mackenson Charles, MSAA/MIAA DEI Committee

12:30 - 1:15pm      **Lunch**  
*Attendees will be invited to the buffet stations by staff.*



# Keynote Speakers



## GSA Leadership Council

Safe Schools Program for LGBTQ Students

Student leaders from the MA GSA Student Leadership Council will share about their experiences of organizing, leadership, and advocacy. This panel will provide tools for creating queer-inclusive and gender-expansive schools where LGBTQ+ youth - and by extension, all youth - can thrive.

The Massachusetts GSA Student Leadership Council creates and informs policy, promotes inclusive learning environments for all students, supports the development of leadership skills, and fosters statewide collaboration among LGBTQ students and allies. Members of the GSA Student Leadership Council develop and implement projects designed to make change in local schools, districts, and regions. The Council is a program of the Safe Schools Program for LGBTQ Students, a joint initiative of Department of Elementary and Secondary Education and the MA Commission on LGBTQ Youth.

<https://www.mass.gov/info-details/safe-schools-program-for-lgbtq-students>

617-624-5495



## Dr. Ousmane K. Power-Greene

Clark University

Dr. Power-Greene is an Associate Professor in the history department and director of African Studies at Clark University in Worcester, Mass. Professor Power-Greene is a specialist in African American social and political movements. He teaches a course for undergraduate and graduate students on American history with a focus on African American internationalism and comparative social and political movements.

508-421-3725

[opowergreene@clarku.edu](mailto:opowergreene@clarku.edu)



## Workshop Sessions

### **Room 320**

#### *Wheelchair Racing in Massachusetts High School Track & Field Competition: Inclusion with meaning for athletes and teams*

This panel discussion will focus on the past, present and future of the MIAA Para Track & Field Initiative that allows the inclusion of athletes with physical disabilities in existing varsity track & field competition. Please see information on presenters for this session below.

<https://msaa.net/wp-content/uploads/2022/12/DEI-Summit-Program-2023-Walsh.pdf>

Presented by:

**Katrina Lambeth, Delmace Mayo, Anthony Browne**  
**Joe Walsh, President, Adaptive Sports New England**

[joe.walsh@adaptivesportsne.org](mailto:joe.walsh@adaptivesportsne.org)

617-690-9103

[www.adaptivesportsne.org](http://www.adaptivesportsne.org)

### **Room 401**

#### *Social Media and Hate Speech*

Over the last 10 years, hate speech on social media platforms has caused immense damage to individuals, marginalized communities, and democracy at large. Hate speech in particular seems to spread more quickly than other content online. This workshop is in part to generate awareness as to how and why hate speech spreads so quickly on social media. However, despite social media's powerful role in the spread of hate, there is much we can do about this. This workshop will also serve to provide individual and collective action we can take to limit the spread of this type of content, and will showcase examples of individuals and communities that have stood up and used these platforms to enact real positive change.

Presented by:

**Rob Greenfield, Newton North High School**  
NNHS History and Social Sciences/Digital Literacy Coordinator

[greenfieldro@newton.k12.ma.us](mailto:greenfieldro@newton.k12.ma.us)



## Workshop Sessions

### **Room 402**

#### *Let's Make a Podcast: A Tool to Raise Awareness and Pursue Justice*

You have so much knowledge, wisdom and ideas for change. Let's share it with the world! This workshop will help you learn how to outline, record, edit, and publish a podcast to amplify the issues that matter most to you. We'll collaboratively outline an episode idea, then you'll record the audio. Based on your interests, this could be recording your opinion about an issue, researching facts about the issue, interviewing someone about the issue, or creating the podcast intro music. Lastly, we'll talk about the technical pieces needed to put it into a publishable episode.

Presented by:

**Lindsay Lyons**, *Educational Justice Coach*

[www.lindsaybethlyons.com](http://www.lindsaybethlyons.com)

### **Room 403**

#### *Easy Steps to Provide Inclusive Experiences Through the Unified Champion School Program*

Want to hear from other students how they are creating a culture of inclusion? Our Youth Activation Council members share their lived experience on how to create an inclusive culture and environment at your school. These youth leaders act as advocates, share stories, and demonstrate the values of Inclusive Youth Leadership across Massachusetts. Students play a vital role on advocating and making change in their schools. Everyone deserves a meaningful high school experience where everyone feels included and respected for who they are. Join us to learn more.

Presented by:

**Youth Activation Council Members**

**Kathleen Lutz**, *Schools and Unified Sports Manager, Special Olympics Massachusetts*

[kathy.lutz@specialolympicsma.org](mailto:kathy.lutz@specialolympicsma.org)

508-485-0986 x227



# Workshop Sessions

## **Room 410**

### *The 4 P's of the N-Word*

In this workshop we will explore the 4 P's of the N-word. The four P's are Power/Pain/Past & present history and Privilege. The N-word has a long history from enslavement to present. Many people hate the word and what it stands for, while some feel that they can take away the power from the word and reclaim a new meaning and power. This word has such a negative reputation that we don't even say the word, we refer to it as the N-word. This workshop will be interactive and will include videos and music and lively discussions.

#### **Learning Goals:**

- Understanding the 4 P's of the N-word
- To be able to have an open & honest conversation regarding the meaning and impact of the N-word.
- Help students address the word in both individual and group settings.

Presented by:

**Dr. Carroll Blake**, *Founder & Consultant, Blake Associates*

[cwblake@me.com](mailto:cwblake@me.com)

## **Suite A, 4th Floor**

### *Honest and Accurate History for All: The Powers of Multimedia Storytelling*

In this session we will examine the powers of multimedia storytelling to critically examine "hard" history. One of the core powers of storytelling is its ability to help us process and learn from complex history—history that is often painful in many ways. A well told story can help us see our history, our present, and our (collective) futures in new ways. Put simply, stories have the power to change minds, hearts, and the world. Students will experience pieces of multimedia storytelling and then work to plan out what histories they would tell and how they would tell them. Are you a storyteller, a poet, a visual artist, a musician...? Use these skills to examine "hard" history and to change the world.

Presented by:

**Mike Lawrence-Riddell**, *Executive Director, Self Evident Education*

[michael@selfevidentmedia.com](mailto:michael@selfevidentmedia.com)



## Workshop Sessions

### Suite B/C, 4th Floor

#### *Foundations of LGBTQ-Inclusive Schools*

This session provides tools for creating queer-inclusive and gender-expansive classrooms where LGBTQ+ youth - and by extension, all youth - can thrive. 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 workshop will provide a thorough introduction to the laws, policies, resources, and best practices for supporting LGBTQ+ students. It will emphasize strategies for improving school climate, particularly for students at the intersection of multiple marginalized identities. Participants will leave with strategies to immediately use.

#### **Objectives:**

- Build confidence supporting LGBTQ+ students, families, and educators
- Understand DESE's policy guidance around LGBTQ+ inclusion
- Create a plan for institutional and individual action this year

#### Presented by:

**Kimm Topping** (they/them), Safe Schools Program Manager

**Ev Gilbert** (he/they), Youth Programs Coordinator, GSA Student Leadership Council

DESE Safe Schools Program for LGBTQ Students

[www.doe.mass.edu/sfs/lgbtq/](http://www.doe.mass.edu/sfs/lgbtq/)

### Room 519

#### *DEI and Sports - Athletes and Coaches agree, it is a must!*

Diversity, equity and inclusion is a hot topic; we all know that. It seems like it is being talked about everywhere you turn - but, how often do you hear DEI mentioned in connection with sports; well, besides Title IX? This workshop is going to look at the intersectionality of identities and how they relate to privilege and discrimination within the world of sport. We will dive into this topic through interactive activities, videos, group discussions and private reflections.

#### Presented by:

**Tara Cole**, Coach and Multicultural Appreciation Club Advisor, South Hadley High School

[tcole@shschools.com](mailto:tcole@shschools.com)

[www.southhadleyschools.org](http://www.southhadleyschools.org)



# MIAA/MSAA Diversity, Equity & Inclusion Committee

**Dr. Carroll Blake**

*Founder & Consultant  
Blake Associates*

**Jeanine Boulay**

*Assistant Principal,  
Nashoba Reg. High School*

**Mackenson Charles**

*Chief of Member Relations  
Black Economic Council of  
Massachusetts, Inc.*

**Arria Coburn**

*Principal  
Springfield Renaissance*

**Dr. Omar Easy**

*Superintendent  
Wayland Public Schools*

**Shawn Fleurie**

*Community Engagement & Support  
LUK, Inc.*

**Pam Gould**

*Assistant Director  
MIAA*

**Joel Giacobozzi**

*Principal  
Watertown High School*

**Patricia Rivero Gonzalez**

*Director of Athletics  
Newton South High School*

**Steve Kendall**

*Athletic Director  
Ayer Shirley Reg. Sch. District*

**Christopher LaBreck**

*Principal  
Chocksett Middle School*

**Nampera Lugira**

*Principal  
Academy of the Pacific Rim Charter*

**Kathy Lutz**

*Schools and Unified Sports Manager  
Special Olympics Massachusetts*

**Paul Madden**

*Assistant Principal  
Wamsutta Middle School*

**Ted McCarthy**

*Principal  
Sutton High School*

**Bryan Menegoni**

*Principal  
Hamilton-Wenham Reg. High School*

**Gwen Nauls**

*Guidance Counselor  
Southeastern RVT High School*

**Jeff Perrotti**

*Founding Director  
DESE Safe Schools For LGBTQ Students*

**Jennifer Psaradelis**

*Assistant Principal  
Nantucket High School*

**Kevin Ross**

*Boston Supervisor  
Becoming a Man (BAM)*

**Michael Rubin**

*Assistant Director  
MSAA/MIAA*

**Stephanie Sibley**

*Assistant Principal  
Dr. William W. Henderson Inclusion  
School*

**Henry Turner**

*Principal  
Newton North High School*

**Julie Vincentsen**

*Principal  
Hanscom Primary School*

**Joseph Walsh**

*President  
Adaptive Sports New England*

## Special Thanks



Thank you to Lifetouch for providing photography for this event.



## Upcoming MIAA/MSAA Programs

- Best Practices: Urban Schools Committee Summit ..... **January 24, 2023**
- Student Ambassador Huddle ..... **January 27, 2023**
- Becoming a Student of Leadership Workshop ..... **March 10, 2023**
- MIAA Community Service Challenge. [Click here to learn more](#) ..... **May 1, 2023**
- Diversity, Equity & Inclusion Symposium ..... **May 5, 2023**
- Massachusetts Celebration of Girls and Women in Sport Day ..... **April 28, 2023**

*\*All programs are hosted at the MIAA/MSAA Office, 33 Forge Parkway, Franklin, MA with the exception of Girls and Women in Sport Day, which will take place at Faneuil Hall in Boston, MA.*

To learn more about upcoming programs  
 please visit [www.miaa.net](http://www.miaa.net) and [www.msaa.net](http://www.msaa.net)  
 or follow us on Twitter and Instagram  
 @MIAA033 (MIAA) and @MSAA\_33 (MSAA)



## **Diversity, Equity & Inclusion Summit Evaluation/Assessment**

Thank you for participating in today's Summit. Please complete the information below to assist with data collection and evaluation for this program. In addition, if you would like to receive Professional Development Hours for attending this program, please complete the evaluation found at the link below:

<https://www.formstack.com/forms/?5113632-WcrQfqfSu0>



# Leadership Matters

# EDUCATIONAL ATHLETICS



MASSACHUSETTS SCHOOL  
ADMINISTRATORS' ASSOCIATION

[www.msaa.net](http://www.msaa.net)



MASSACHUSETTS INTERSCHOLASTIC  
ATHLETIC ASSOCIATION

[www.miaa.net](http://www.miaa.net)



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Massachusetts School  
Administrators' Association



@miaa033



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