

MSAA



Seventh Annual Diversity, Equity and Inclusion Summit

January 19, 2024

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





Seventh Annual Diversity, Equity and Inclusion Summit

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 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 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!

Dr. Robert Baldwin
MSAA/ MIAA Executive Director

#GrowingCourageousLeaders



Diversity, Equity and Inclusion Summit

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

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
Moderator: Mackenson Charles, MSAA/MIAA DEI Committee
Keynote: Robert Lewis Jr., Boys and Girls Clubs of Boston

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

9:30 - 10:30 am **Workshop Session 1**
See program pages 5-6 for workshop descriptions and locations

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

10:45 - 11:45 am **Workshop Session 2**
See program pages 7-8 for workshop descriptions and locations

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

11:55 - 12:25 pm **Closing General Session**
Keynote: Akrobatik, Hip-Hop Artist
Closing: Mackenson Charles, MSAA/MIAA DEI Committee

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



Keynote Speakers



Robert Lewis Jr.
Boys and Girls Clubs of Boston

As Boys and Girls Clubs of Boston, Nicholas President and CEO, Robert Lewis, Jr. is a nationally recognized thought leader, public speaker, and social innovator. He's a tireless advocate for our urban youth.

Robert's advocacy has brought him numerous awards and honors. Robert launched The BASE in 2013 to shift the national mindset about what it takes for urban youth to succeed. The BASE leverages their passion for sports to create pathways to higher education and meaningful careers through scholarships, academic support, and internships. He serves as executive in residence at the Institute of Social Innovation at Babson College, sits on the Board of Directors for the Make-A-Wish Foundation, is a Trustee for the University of Massachusetts, and serves on the Advisory Committee for National Grid, NE.



Akrobatik
Hip-Hop Artist

Akrobatik (born Jared Bridgeman) is a world-renowned hip-hop artist and a native of Boston. He has also been teaching Hip-Hop Studies courses at UMass Boston since 2014, and a faculty advisor for the UMass Boston Breakers, the university's official breakdance squad.

Akro, is also an accomplished voice actor and radio personality. His "Sports Rap-Up" feature on The Morning Show with Ramiro and Pebbles made him a household name in New England towards the end of the 2000's. Akro's socially and politically conscious style of rap music has appeared in movies, television shows, and video game soundtracks throughout his career.



Workshop Session 1

Room 320

Is It the Same, or Is It Different?

Racing Track and Playing Tennis Using a Wheelchair

Owen Anketell and Delmace Mayo are recognized among the USA's top adaptive sport athletes in their respective sports. Owen won the USTA Wheelchair Tennis Collegiate National Championships in 2021. Delmace won five gold medals in track events at the 2022 Move United Junior Nationals and a silver medal at the 2023 World Ability Sport Games. In this session, you will hear from these athletes about their training, team experiences and accomplishments. This engaging discussion will address the importance of including athletes who play sports like they do in high school competition. We will also consider the challenges of including athletes such as Owen and Delmace.

Panelists:

Owen Anketell, *University of Arizona '22; Hudson High School '18*

Delmace Mayo, *Boston Green Academy, Class of 2025*

Joe Walsh (Moderator), *President, Adaptive Sports New England*

www.adaptivesportsne.org

Room 401

Understanding and Embracing Your Identity

Do you know that your identity is made up of many parts? We will explore the various components of our identity and gain an understanding of how our identities intersect and how we can support each other in the pursuit of positive change. If you don't truly know who you are it is very challenging to become all that you strive to be.

Presenter:

Katani Sumner, *Newton South High School*

sumnerk@newton.k12.ma.us

Room 402-03

Lions, Tigers, Eagles and Racism: How Implicit Bias, Group Think, and Lack of Diversity Can Lead to Intolerance - and What We Can Do About It

What do lions, tigers and eagles have to do with racism? Come to our workshop and find out! In this interactive and engaging workshop, we will discuss how group-think and a lack of diversity can lead to challenging situations for schools and students. We'll talk about how a government program started during the Great Depression - Red Lining - is still impacting our schools and communities. Finally, we'll work in groups to develop a plan for your school on how to challenge these forces.

Presenters:

Maggie Jakubiak, Madi Cruz and Mia D'Anello, *Sutton High School Connections Team*

@Sutton_HS



Workshop Session 1

Suite A, 4th Floor

Creating and Sustaining LGBTQ+ Inclusive Schools

This session provides tools for creating queer-inclusive and gender-expansive schools where LGBTQ+ students - and by extension, all students - can thrive. This interactive workshop will include personal stories, resources, and best practices to improve school climate and student mental health. You will leave with a better understanding of the experiences of LGBTQ+ students, and strategies to be an ally and advocate in your school.

Presenter:

Landon Callahan, *Safe Schools Program for LGBTQ+ Students*

www.doe.mass.edu/sfs/lgbtq

Suite B/C, 4th Floor

Social Media and Social Justice

Over the last 10 years, hate speech on social media platforms has caused immense damage to individuals, marginalized communities, and democracy at large. Because of the business models of social media companies, hate and outrage is often highly recommended and pushed by their algorithms, resulting in a spike in hate speech online and offline. This workshop is in part to generate awareness as to how and why these platforms have spread outrage and hate for their own gain. However, 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 to showcase examples of individuals and marginalized communities that have stood up and used these platforms to advance social justice and enact real positive change.

Presenter:

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

greenfieldro@newton.k12.ma.us

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.

Presenter:

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

tcole@shschools.com



Workshop Session 2

Room 320

Bridging Community and Connection Through Storytelling

Narrative 4's Story Exchange is a process that builds connection and empathy through the power of storytelling. We believe that the shortest distance between two people is a story. We aim to create a space where all voices are heard. In a Narrative 4 Story Exchange, two people are partnered and they tell one another a true story from their life. They then come back together in a larger group and retell one another's stories using first person pronouns. During this workshop, participants will experience a story exchange and reflection. Educators will walk away with deep listening, self-awareness and self-management tools, as well as new connections to bring back to their teaching practice.

Presenters:

Allison Lerman-Gluck and Kate Laskey, *Narrative 4*

www.narrative4.org

Room 401

Bystander Intervention Training: Strategies for Successful Disruption of Harassment

This anti-harassment bystander intervention workshop focuses on providing participants with the "5Ds" (direct, delay, delegate, document, distract) as strategies to disrupt an incident of harassment in addition to examining the ways that power dynamics related to a victim's visible identities come into play during incidents of harassment. The workshop starts by defining the history of bystander intervention, why it's important, and the negative mental, physical, and collective effects of harassment as a public health concern. It then uses a video of a real life harassment incident as an example, covers the five strategies, and provides opportunities for participants to think through how to apply the five strategies if they were in the situation that the video portrays. Most importantly, the workshop ends with four scenarios that take place in a school setting based off of real life incidents that the student presenters have witnessed or experienced and facilitates a discussion of how applying these strategies based on one's identity could help disrupt the harassment.

Presenter:

Erin Nerlino, *King Philip Regional High School*

nerlinoe@kingphilip.org

Room 402-03

Queer Black America

This interactive, multimedia session unearases fascinating history - from the late 19th Century to the late 20th Century - that intersects with Queer, Black resistance, legacy, and empowerment. Learn their stories and then share them widely as a method to create a more equitable and accurate understanding of "We the People" and the evolving story of America.

Presenters:

Triana Wilson and Fatima (Timmy) Al Muntafik, *History UnErased*

www.unerased.org



Workshop Session 2

Suite A, 4th Floor

Brave in the Attempt

The Special Olympics Unified Champion Schools program is aimed at promoting social inclusion through intentionally planned and implemented activities affecting systems-wide change. Through inclusive experiences all students have the opportunity to be part of the pathway to understanding and friendship. Hear first-hand from a panel of student leaders sharing what inclusion can look like in your school. We invite YOU to be the "U" in Unified!

Presenters:

Amalia Zorena, Auburn High School,

Risha Khanderia, Marlborough High School

Jacob Murasko and **Olympia Deisenroth**, Hopkinton High School

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

www.specialolympicsma.org

Suite B/C, 4th Floor

Hip-Hop History and Hip-Hop AS History:

From the Streets to the Classroom and Around the World

As hip-hop culture celebrates its 50th year, legendary Boston MC Akrobatik speaks about his own personal journey from Dorchester, MA to traveling the globe, working with his heroes, and sharing his experiences in classrooms with students. His story illuminates the importance of hip-hop culture in every school curriculum.

Presenter:

Jared Bridgeman aka Akrobatik, University of Massachusetts at Boston

akrodrops@gmail.com

Room 519

Being An Activist For Those With Disabilities

This session will discuss how critical it is to think of disability as part of diversity which is often left out of the DEI conversation. Participants will create a definition of disability through use of a word cloud. This session will provide an overview of the Disability Civil Rights Movement as an outgrowth of the civil rights movement which has provided us with an expanded view of disability. The presentation will include the differences with accommodating students in high school vs. college. Participants will learn about microaggressions specific to individuals with disabilities and inclusive language around disability.

Presenter:

Erin Mayo, Assistant Director of Student Accessibility Services, College of the Holy Cross

emayo@holycross.edu



MSAA/MIAA Diversity, Equity and Inclusion Committee

Dr. Carroll Blake

*Founder & Consultant
Blake Associates*

Arria Coburn

*Principal
Springfield Renaissance*

Patricia Rivero Gonzalez

*Director of Athletics
Newton South High School*

Christopher LaBreck

*Principal
Chocksett Middle School*

Kathy Lutz

*Schools and Unified Sports Manager
Special Olympics Massachusetts*

Bryan Menegoni

*Principal
Hamilton-Wenham Reg. High School*

Jennifer Psaradelis

*Assistant Principal
Nantucket High School*

Stephanie Sibley

Boston Public Schools

Jeanine Boulay

*Assistant Principal
Nashoba Reg. High School*

Shawn Fleurie

*Community Engagement & Support
LUK, Inc.*

Chris Gosselin

*Assistant Principal
Alden School*

Landon Callahan

*Lead Trainer
DESE Safe Schools for LGBTQ Students*

Paul Madden

*Assistant Principal
Wamsutta Middle School*

Gwen Nauls

*Guidance Counselor
Southeastern RVT High School*

Kevin Ross

*Boston Supervisor
Becoming a Man (BAM)*

Kelly St. Coeur

*Principal
Ashland High School*

Joseph Walsh

*President
Adaptive Sports New England*

Mackenson Charles

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

Joel Giacobozzi

*Principal
Watertown High School*

Steve Kendall

*Athletic Director
Ayer Shirley Regional High School*

Nampeera Lugira

*Principal
Academy of the Pacific Rim*

Ted McCarthy

*Principal
Sutton High School*

Jeff Perrotti

*Founding Director
DESE Safe Schools For LGBTQ Students*

Michael Rubin

*Assistant Director
MSAA/MIAA*

Henry Turner

*Principal
Newton North High School*



Diversity, Equity and 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/?5570888-WcrQfqfSu0>



Upcoming MSAA/MIAA Programs

Student Ambassador Winter Huddle	January 26, 2024
Becoming a Student of Leadership Workshop.....	March 1, 2024
Leadership for the High School Student Workshop	March 15, 2024
Learning to Lead for the Middle School Student Workshop	March 22, 2024
MIAA Community Service Challenge Deadline	April 15, 2024
Diversity, Equity and Inclusion Symposium	May 3, 2024
Massachusetts Celebration of Girls and Women in Sports Day	Date TBD

To learn more about upcoming programs
please visit www.msaa.net and www.miaa.net
or follow us on X and Instagram
@MSAA_33 (MSAA) and @MIAA033 (MIAA)



Workshop Locations

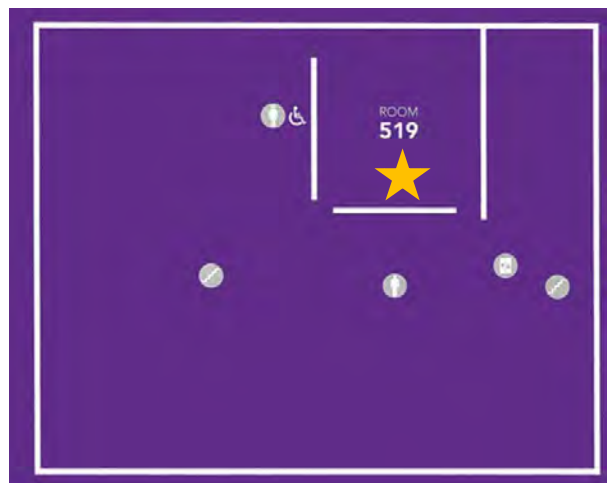
3rd Floor



4th Floor



5th Floor



Leadership Matters

EDUCATIONAL ATHLETICS



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION

www.msaa.net



MASSACHUSETTS INTERSCHOLASTIC
ATHLETIC ASSOCIATION

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Massachusetts School
Administrators' Association



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