



Fifth Annual

Diversity, Equity & Inclusion Summit

January 21, 2022

*Stand Up and Speak Out:
The courage to make
our communities
inclusive for all.*





Fifth Annual Diversity, Equity & Inclusion Summit

On behalf of the Massachusetts Interscholastic Athletic Association and Massachusetts School Administrators' Association, welcome to the Fifth 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.

Let us renew our efforts at Inclusion to be active, intentional and ongoing. It is my hope that your active participation in this DEI Summit will provide each attendee greater skills, sensitivity and strategies to use their positive power of influence to leverage and celebrate our individual differences as powerful strengths.

Enjoy your day!

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

Dr. Robert Baldwin
MIAA/MSAA Executive Director



Welcome from the **MSAA/MIAA Diversity, Equity & Inclusion Committee**

Stand Up and Speak Out: The courage to make our communities inclusive for all.

Courage, the dictionary defines for us, “is the ability to do something that frightens one”. As we celebrate Martin Luther King, Jr. this week he reminds us: “In the end we will remember not the words of our enemies, but the silence of our friends”.

Our 5th Annual Diversity, Equity, and Inclusion Summit is designed to empower each participant with the skill set and tools necessary to advocate for change where and when a non-inclusive environment may exist. We want this summit to ignite a passion within each of you to always be an ally. We want this summit to motivate each of our participants to be an upstander and not a bystander. The speakers and panels we’ve gathered for you are leaders and experts in their respective fields; they walk their talk!

We encourage all participants in today’s summit to be inspired to be the change agents within the communities they live and to believe in their own ability to initiate and make change. Maria Shriver shares: “Using your voice in a way that may initially scare you, that can be the architect of change”.



Diversity, Equity & Inclusion Summit

Friday, January 21, 2022

[REGISTER ONLINE](#)

8:00 - 8:30 am

Computer Login

8:30 - 8:55 am

Opening General Session

Welcome:

Michael Rubin, *MSAA/MIAA Assistant Director*

Moderators:

Mackenson Charles, *Special Olympics Massachusetts*

Maya Varma-Wilson, *Student, Newton North High School*

Keynote Presentation:

Aaron Golub, *Motivational Speaker*

Summit Logistics:

Peter Smith, *MSAA/MIAA Associate Director*

8:55 - 9:00 am

Transition to Workshop Session 1

9:00 - 9:45 am

Workshop Session 1

See pages 5-6 for concurrent workshop descriptions

9:45 - 9:55 am

Transition to Workshop Session 2

9:55 - 10:40 am

Workshop Session 2

See pages 7-8 for concurrent workshop descriptions

10:40 - 10:50 am

Transition to Workshop Session 3

10:50 - 11:35 am

Workshop Session 3

See pages 9-10 for concurrent workshop descriptions

11:35 - 11:45 am

Transition to Closing General Session

11:45 - 12:15 pm

Closing General Session

Keynote:

Schuyler Bailar, *Transgender Athlete and Activist*

Closing Remarks:

Dr. Carroll W. Blake, *Founder & President, Blake Associates*



Workshop Session 1

9:00 - 9:45 am

From Black Power to #blacklivesmatter: Examining the role of youth in recent social and political movements

In this workshop, we will explore the history of student activism, beginning with the Black Power movement of the late 1960s and early 1970s, and then shift to examine the #blacklivesmatter movement, 2012-Present. Our objective will be for the students to come away from the workshop with an understanding of the similarities and differences between these two social and political movements that centered on the role youth played in challenging racial inequality in high schools and colleges. The workshop will consider three subtopics: sports activism, new and old media, and Black arts, music, and poetry. During the workshop, students will learn about well-known leaders from the Black Power icons like Angela Davis and the Black Panther Party, but also less well known student activists in Massachusetts schools, school students and parents who organized.

Presented by:

Dr. Ousmane Power-Greene, *Clark University*

Stand Up and Take Action to Build Inclusive Spaces

If we want to live in an inclusive world, then we must do the work to ensure that our spaces are welcoming to all. In this workshop, participants will discuss how ableism functions in the world and challenge assumptions about people with visible and invisible disabilities. Through a series of activities and dialogue, participants will critique their own schools and communities by developing an inclusive checklist. Participants will leave the workshop with a series of practical action steps so they can STAND UP for INCLUSION in their community.

Presented by:

Dr. Kerry Weir, *State University of New York at Old Westbury*

Exploring Your Identities & Creating Change

This interactive and engaging workshop helps you uncover and reflect on your own intersecting identities. We will also explore strategies for how you can use your life stories to spark transformation and help create real change in our world

Presented by:

Dinah Mack (she/her), *History UnErased*

Mor Erlich (he/him/Mor), *History UnErased*

Diversity, Equity and Inclusion in Sports: Coaches and Athletes 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, *South Hadley High School*

Abbie Sierzego (she/hers), *South Hadley High School*



Workshop Session 1

9:00 - 9:45 am

Antiracist Leaders and Antiracist Upstanders

High-profile police killings of Black people, the explosion of anti-Asian hate incidents during the COVID-19 pandemic, and rising anti-immigrant sentiments have all contributed to the creation of a politically divided and volatile country. How can we begin to address these issues and find new, more socially just ways to move forward together? Henry Turner and Kathy Lopes suggest that facing racism head-on is an essential first step. In this workshop they will help student leaders to begin the work of antiracism in their schools.

Presented by:

Kathy Lopes, *Newton Public Schools*

Dr. Henry Turner, *Newton North High School*

Student Leadership and Collaboration in Anti-racism (Student Panel)

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 to other student leaders invested in this work.

Presented by:

Newton North Student Council, *Newton North High School*

LGBTQ+ Activism in Schools (Student Panel)

This session will feature a panel of students from the Massachusetts GSA Leadership Council. You'll hear from these change makers about their experiences of LGBTQ+ activism in schools - from athletics, to organizing a GSA, to inclusive curriculum. Staff from the Safe Schools Program for LGBTQ Students, a joint initiative between the Massachusetts Department of Elementary and Secondary Education and the Massachusetts Commission on LGBTQ Youth, will moderate the student panel.

Presented by:

DESE Safe Schools Program for LGBTQ Students

Standing Up and Speaking Out: How to Learn from and Overcome Adverse Situations

This fall the Cathedral football team experienced an adverse situation that effected the entire school. Listen and learn how students, staff, and the MIAA helped to navigate the situation.

Presented by:

Mike Parham, *Cathedral High School*



Workshop Session 2

9:55 - 10:40 am

From Black Power to #blacklivesmatter: Examining the role of youth in recent social and political movements

In this workshop, we will explore the history of student activism, beginning with the Black Power movement of the late 1960s and early 1970s, and then shift to examine the #blacklivesmatter movement, 2012-Present. Our objective will be for the students to come away from the workshop with an understanding of the similarities and differences between these two social and political movements that centered on the role youth played in challenging racial inequality in high schools and colleges. The workshop will consider three subtopics: sports activism, new and old media, and Black arts, music, and poetry. During the workshop, students will learn about well-known leaders from the Black Power icons like Angela Davis and the Black Panther Party, but also less well known student activists in Massachusetts schools, school students and parents who organized.

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Workshop Session 2

9:55 - 10:40 am

Mental Health & Social Justice: The Impact On Academics & Athletics

While the focus of school and sports is performance, 1 in 5 students have mental health issues that are organic and/or as a result of traumatic life experiences. This workshop will detail the challenges impacting students in their community as well as the role of race and ethnicity. We will co-present from the lens of a mental health practitioner and as an experienced teacher in the Boston Public Schools working with at-risk youth between the ages of 16-22.

Presented by:

Geoff Cushner, LICSW-MA LCSW-CT, Athletic Mental Health and Wellness

Breaking the Binary: Discussing the LGBTQIA+ Alphabet

Ok so you know what the letters L, G, B, T mean, but do you sometimes get overwhelmed by the many types of queer identities? That's ok! We will look at the differences between gender, sex assigned at birth, gender expression, sexual orientation and break down some gender and/or sexual identities that you may have questions about. This workshop will include an interactive website, videos, group discussion, and private journaling and allow time for questions.

Presented by:

Coleen Motyl-Szary, Sutton High School

We're More Alike Than Different, You and I (Student Panel)

This session will feature a panel of student-athletes with and without a disability who participate alongside one another on Unified or other teams. You will hear how these athletes value the physical activity, competitiveness, and friendships associated with playing high school sports. Leaders from Special Olympics Massachusetts and Adaptive Sports New England will moderate the all-student panel.

Presented by:

Kathleen Lutz, Special Olympics Massachusetts

Joe Walsh, Adaptive Sports New England

Countering Silence: Courageous Communication Against What's Keeping Us Quiet

If we want to speak out against injustice, we need to be aware of what's keeping us quiet. This fireball workshop aims to equip students with the lenses and tools to develop their own practice of deepening their social awareness, and walk students together through the act of speaking against injustice.

We will take a look into the relationship between power and silence, examining the codependence between abuse of power and silence. We'll take a look together at the "Big Quiet" and the "Little Quiet", the ways people are influenced towards quiet from the social infrastructure they are a part of, and the ways we police our own words and behaviors. We'll look into the psychological circumstances behind silence to better understand how to change the circumstance. Finally, we will take a hands-on creative approach in the workshop to formulate how we go from unaware and silent to empowered and capable of action. Educational References to the curriculum will include Brene Brown, Paolo Freire, and bell hooks.

Presented by:

Fitzgerald Pucci, Rural Justice Network



Workshop Session 3

10:50 - 11:35 am

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Geoff Cushner, LICSW-MA LCSW-CT, *Athletic Mental Health and Wellness*

Chris Johnson, M. ED, *Boston Day and Evening Academy*

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Presented by:

Fitzgerald Pucci, *Rural Justice Network*



Keynote Speakers



Aaron Golub
Motivational Speaker

Aaron became the first legally blind athlete to play football in a Division 1 game when he was at Tulane University. He was a captain in his senior year, and went on to also become an NFL free agent. Aaron never let his limited vision get in the way of his success. Aaron’s grit, determination and effort enabled him to earn a spot on the Tulane team, and the respect of his teammates, coaches and fans. Aaron began playing football in seventh grade and worked extremely hard to get where he is today. His goal is to show others that it doesn’t matter what they are fighting or what their perceived limitations are; anything is achievable with hard work and tuning out the judgment of others. His planning, passion and perseverance enables him to be successful. Aaron has paved the way for others with disabilities, and shown that the impossible is possible.

<https://www.aarongolub.com/>



Schuyler Bailar
Transgender Athlete and Activist

Schuyler is the first trans athlete to compete in any sport on an NCAA D1 men’s team, and the only to have competed for all four years. He is an internationally-celebrated inspirational speaker and a respected advocate for inclusion, body acceptance, and mental health awareness. Schuyler graduated from Harvard College in May 2019 with a degree in Cognitive Neuroscience and Evolutionary Psychology. His studies focused on social emotional learning, emotional intelligence, and education. He is a tireless advocate for inclusion through speaking engagements and social media. Schuyler also holds on-going advisory roles with Monte Nido & Affiliates (the leading eating disorder treatment provider), USA Swimming, the Harvard Medical School Primary Care Review – among others – and is a research assistant at Harvard University.

<https://pinkmantaray.com/>



Presenters



Dr. Ousmane K. Power-Greene

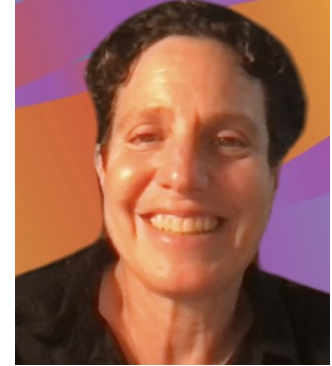
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Clark University

opowergreene@clarku.edu



Dr. Kerry Weir

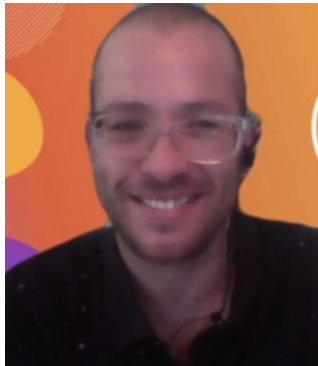
Assistant Professor,
State University of New York at
Old Westbury



**Dinah Mack
(she/her)**

Instructional Facilitator
History UnErased

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**Mor Erlich
(he/him/Mor)**

Co Facilitator
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Tara Cole

Varsity Field Hockey Coach and
Multicultural Appreciation Club
Advisor
South Hadley High School

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**Abbie Sierzego
(she/hers)**

Senior, Field Hockey Captain
South Hadley High School

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Presenters



Kathy Lopes

Director of Diversity, Equity and Inclusion
Newton Public Schools

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Dr. Henry J. Turner

Principal
Newton North High School

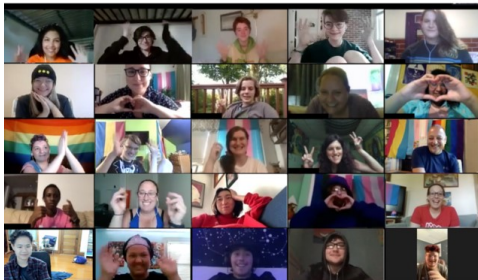
www.henryjturner.com
henry@henryjturner.com



Newton North High School Student Council

Newton North High School

www.newton.k12.ma.us/nrhs



GSA Leadership Council

DESE Safe Schools Program for
LGBTQ Students

www.doe.mass.edu/sfs/lgbtq/



Mike Parham

Assistant Athletic Director
Cathedral High School

<https://cathedralhighschool.net/>



Presenters



Geoff Cushner

Managing Director & Clinician
Revidas, LLC

REVIDAS.COM



Coleen Motyl-Szary

Gender and Sexuality Alliance
Advisor
Sutton High School

motylc@suttonschools.net



Joseph Walsh

President
Adaptive Sports New England

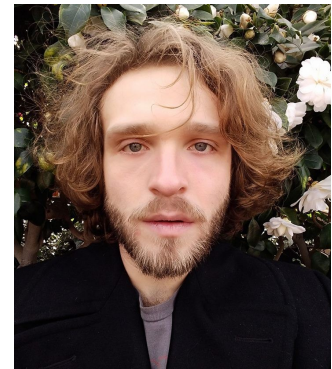
www.adaptivesportsne.org
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Kathleen Lutz

Schools & Unified Sports Manager
Special Olympics Massachusetts

www.specialolympicsma.org
kathy.lutz@specialolympicsma.org



Fitzgerald Pucci

Co-Founder
Rural Justice Network



MIAA/MSAA Diversity, Equity & Inclusion Committee



Dr. Carroll Blake
*Founder & Consultant
Blake Associates*



Dawud Brown
*Technology Coordinator
MSAA*



Mackenson Charles
*Director Inclusive City Initiatives
Special Olympics Massachusetts*



Arria Coburn
*Principal
Springfield Renaissance*



Dr. Omar Easy
*Director of Organizational Assessment
City of Everett*



Shawn Fleurie
*Community Engagement & Support
LUK, Inc.*



Pam Garramone
*Positive Psychology
Speaker*



Joel Giacobozzi
*Principal
Watertown High School*



Patricia 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
Cathedral High School*



MIAA/MSAA Diversity, Equity & Inclusion Committee



Kathy Lutz
Schools and Unified Sports Manager
Special Olympics Massachusetts



Ted McCarthy
Principal
Sutton High School



Kathleen McSweeney
Assistant Director
MIAA



Gwen Nauls
Guidance Counselor
Southeastern RVT High School



Jeff Perrotti
Founding Director
DESE Safe Schools For LGBTQ Students



Kevin Ross
Boston Supervisor
Becoming a Man (BAM)



Michael Rubin
Assistant Director
MSAA/MIAA



Stephanie Sibley
Assistant Principal
Malden High School



Henry Turner
Principal
Newton North High School



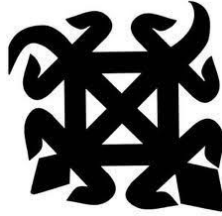
Joseph Walsh
President
Adaptive Sports New England



Resources



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



Blake Associates
Educational & Diversity
Consultants
617-594-5356



Adaptive Sports
NEW ENGLAND

Adaptive Sports
New England
617.690.9103
www.adaptivesportsne.org



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



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



Special Olympics
Massachusetts
508-485-0986
www.specialolympicsma.org



Thomas Leadership
Solutions, Inc.
617-610-5785
www.t-ls.org



Pam Garramone
617-921-3658
www.pamgarramone.com



KW Diversity Inc.
The Cultural Proficiency Coach

KW Diversity Inc.
774-223-7636
www.kwdiversityinc.com



Join Us On Social Media!!
#Inclusion

@MIAA033 @MIAA033
@MSAA_33



Special Thanks

Thank you to the Planning Subcommittee members who helped to organize the 5th Annual MSAA/MIAA Diversity, Equity and Inclusion Summit:

- | | |
|---------------------------|-----------------------|
| Dr. Carroll Blake | Nampera Lugira |
| Dawud Brown | Kathy Lutz |
| Mackenson Charles (Chair) | Ted McCarthy |
| Joel Giacabozzi | Kathleen E. McSweeney |
| Patricia Gonzalez | Jeff Perrotti |
| Ethel Kawesa | Stephanie Sibley |
| Steve Kendall | Dr. Henry Turner |
| Christopher LaBreck | Joe Walsh |

Special Thanks Diversity, Equity & Inclusion Summit Hosts



Mackenson Charles
Director, Inclusive City Initiatives
Special Olympics Massachusetts



Maya Varma-Wilson
Student
Newton North High School

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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