

MSAA



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

January 19-21, 2021

*“Gen Z -
Moving a New Dream
Forward”*





Fourth Annual Diversity, Equity & Inclusion Summit

On behalf of the Massachusetts Interscholastic Athletic Association and Massachusetts School Administrators' Association, welcome to the Fourth 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 allegiance to this mission 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 that reads "Bill Gain".

Bill Gain
MIAA/MSAA Executive Director



Diversity, Equity & Inclusion Committee Welcome

“Gen Z – Moving a New Dream Forward”

Welcome to the 4th Annual MIAA/MSAA Diversity, Equity, and Inclusion Summit! Recent history within our country demands exceptional young leaders to meet the call for action. What can YOU do to impact change within your school community? How will YOU advocate for change in the areas of race equity, social justice, equal opportunity, acceptance of our differences, systemic racism, and the inclusion of all? This Summit will provide you with the skill set necessary to adequately voice your concerns, organize, and design plans of action for much needed change. Leaders such as Dr. Martin Luther King, Eunice Kennedy Shriver and her son Dr. Timothy Shriver, Harvey Milk, and Billie Jean King have done so in the past; YOU are our new leaders who we want to help empower to move the dream forward.

As somber as much of 2020 has been, the potential of 2021 is endless and inspirational! The first black Vice-President of the USA will be sworn in on January 20th; and it's a woman! Two democratic Senators were elected in Georgia for the first time in history, one black and one Jewish; also both first! It is expected the first Senate-confirmed gay member of a Presidential Cabinet will be seated. Our country is changing. YOU need to help continue moving it forward by holding all of us accountable for our words, our actions, and our deeds. Our Summit over the next three days will inspire you to do so. YOU are our advocates for change! We believe in YOU!

As we celebrate Martin Luther King Jr. this week, we encourage you to keep in mind his motivational quotes as inspiration for YOU to help make change and move a new dream forward:

“Faith is taking the first step even when you can't see the whole staircase.”

“There comes a time when silence is betrayal.”

“We must accept finite disappointment, but never lose infinite hope.”

“Our lives begin to end the day we become silent about the things that matter”

“If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward.”

WE ARE SO GLAD THAT YOU HAVE JOINED US FOR THIS IMPORTANT SUMMIT!



Diversity, Equity & Inclusion Summit

Session 1

Tuesday, January 19, 2021

9:30 - 11:00 a.m.

[REGISTER ONLINE](#)

9:00 - 9:25 a.m.

Computer Login

9:30 - 9:35 a.m.

Welcome

Mackenson Charles

Director of Strategy and Operations, Scholar Athletes Inc.

9:35 - 9:55 a.m.

Keynote Address

Robert Lewis, Jr.

Founder & President, The BASE

9:55 - 10:00 a.m.

Transition to Workshop

10:00 - 10:55 a.m.

Becoming an Ally and Upstander

Kathy Lopes

Director of Diversity, Equity & Inclusion, Newton Public Schools

In 2021, we have seen a positive shift in sports culture to include more acceptance and inclusion, but sometimes racism, sexism and homophobia still make their way into locker rooms, practices, games and bus rides. Too often, incidents go unreported or overlooked out of fear of backlash for speaking up, whether for yourself or for others. In this workshop, student athletes will learn more about harmful sports culture and its negative impact on players and teams. They will discuss tools and strategies to help them feel more confident in speaking up as an ally, and learning what it means to be an upstander, rather than a bystander.

10:55 - 11:00 a.m.

Closing Remarks

Dr. Carroll W. Blake

Founder & President, Blake Associates



Session 1 Speakers

Tuesday, January 19, 2021

9:30 - 11:00 a.m.



Robert Lewis Jr.
Founder and President
The Base

Robert Lewis, Jr. is a nationally recognized thought leader, public speaker and passionate advocate for urban youth. Known as a bridge-builder and catalyst for collaboration between diverse business, civic and public sectors, Robert has deep experience with grassroots, community-based organizations throughout Greater Boston and government entities, colleges, sports franchises and philanthropic foundations throughout the country. A 2015 Boston Magazine cover story listed Robert among the city’s 50 Most Powerful Leaders, calling him “a tireless advocate for inner-city kids.”

In 2013, Robert left his high profile position at The Boston Foundation to pursue a lifelong dream to launch The BASE. The BASE is a model and methodology that changes the paradigm for urban youth by providing student athletes with the opportunity, knowledge, skills and confidence needed to develop a winning game plan for success both on and off the field. The BASE embodies everything Robert learned as founder of the Boston Astros, a youth baseball team he launched in 1978. Legendary baseball writer Peter Gammons has called The Astros, “Hands-down the best urban baseball program in the country,”

www.thebase.org
rlewisjr@thebase.org



Kathy Lopes
Director of Diversity, Equity and Inclusion
Newton Public Schools

Kathy Lopes is a licensed clinical social worker and educator with decades of experience working in education, mental health, non-profit, and government sectors. She began her career as a school social worker in Boston, MA then Washington, DC and has settled back in her home city of Boston where she has held numerous managerial and administrative roles in the field of social work and education. Throughout her career, equity and inclusion have remained an integral part of her leadership and strategic planning priority.

Currently, she is the Director of Diversity, Equity, and Inclusion for the Newton Public Schools system, and in addition, holds a longstanding adjunct faculty role at Simmons University School of Social Work, teaching the Dynamics of Racism and Oppression Course. She is a sought-after guest lecturer and public speaker on topics of cultural humility, equity, and social justice.

inklusion Consulting
www.inklusionconsulting.com



Diversity, Equity & Inclusion Summit

Session 2

Tuesday, January 19, 2021

12:30 - 2:00 p.m.

[REGISTER ONLINE](#)

12:00 - 12:25 p.m.

Computer Login

12:30 - 12:35 p.m.

Welcome

Mackenson Charles

Director of Strategy and Operations, Scholar Athletes Inc.

12:35 - 1:25 p.m.

Think: (To Hear Is New Knowledge)

Kevin Ross

Boston Supervisor, Becoming a Man (BAM)

Facilitating the THINK curriculum, I'll be implementing interactive streams of media, television and music activities engaging with youth. This mindfulness curriculum will be empowering youth to be reflective of their responsibilities as "Gen-Z Moving The Dream Forward" and how media impacts, shapes culture and community. We will inspire youth how media utilizing their eye gates and ear gates can be leading factors to their thoughts, behaviors and their actions, as they own the charge fulfilling their Dreams for the change they desire to see and be.

1:25 - 1:30 p.m.

Transition to Workshop

1:30 - 1:55 p.m.

Keynote Address

Jon Cross

Founder, Cross Wellness

1:55 - 2:00 p.m.

Closing Remarks

Kathleen E. McSweeney

MIAA Assistant Director



Session 2 Speakers

Tuesday, January 19, 2021
12:30 - 2:00 p.m.



Kevin Ross,
Boston Supervisor
Becoming a Man (BAM)

Kevin Ross is born and raised from the City of Champions Boston Mass. I have the awesome pleasure working with youth from eleven Metro Boston schools as the Boston Becoming a Man (BAM) Curriculum Specialist, program and DEIC member. I've been a consistent engager of youth and families in Boston and surrounding communities for over 20 years. As an assistant Basketball coach of Jeremiah Burke High School in Dorchester leading the team to a 2019 State Championship season.

www.youth-guidance.org/bam-boston
kross0929@gmail.com



Jon Cross
Founder
Cross Wellness

Jon Cross is an established member of the wellness and athletics community. He has spent the last decade perfecting his craft of helping individuals reach their fullest potential through the practice of mind, body and spirit. After playing soccer at the collegiate level, he received the opportunity to coach a nationally ranked team. He recognized his purpose and went on to become a licensed Drug & Alcohol Counselor, a certified Spiritual Director and carried on to pursue a Masters Degree in Education. Jon's story became featured in both News Center Maine 207tv and NPRS National Radio Stations Show "Only A Game". He has worked tirelessly in the field of social work, managing rehabs, sober living facilities and mastering his knowledge in athletics. He recently started a street soccer league that promotes community building.

<http://www.joncrosswellness.com>
joncrosswellness@gmail.com



Diversity, Equity & Inclusion Summit

Session 3 - Teen Summit

Wednesday, January 20, 2021

9:00 - 11:15 a.m.

REGISTER ONLINE

8:30 - 8:55 a.m.

Computer Login

9:00 - 9:05 a.m.

Welcome

Mackenson Charles

Director of Strategy and Operations, Scholar Athletes Inc.

9:05 - 9:25 a.m.

Finding Your Voice

Kathy Lopes

Director of Diversity, Equity & Inclusion, Newton Public Schools

9:25 - 9:30 a.m.

Transition to Workshop

9:30 - 10:15 a.m.

Words to Action: *What you can do to make your school a better place - today*

Ted McCarthy

Sutton High School

Colleen Motyl-Szary

Sutton High School

Jen Tangen

Sutton High School

We've seen protests on the news and social media. We may have attended a Black Lives Matter rally or posted messages of support on our social media pages. But what do we do when we see instances of intolerance and hate in our own school? What can we do to make sure our schools and communities are places where everyone feels valued and heard? In this interactive workshop, you will learn about how to move beyond saying you are an "Ally" and putting that word into meaningful action. You will have a chance to hear what other folks are doing in their schools and communities, and how you can use your privilege to begin to enact positive change, right away - where you are.

10:15 - 10:25 a.m.

Transition to Workshop

10:25 - 11:10 a.m.

We're More Alike Than Different, You and I

Kathleen Lutz

Special Olympics Massachusetts

Joseph Walsh

Adaptive Sports New England

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'll 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.

11:10 - 11:15 a.m.

Closing Remarks

Patricia Gonzalez

Director of Athletics, Newton South High School



Session 3 Speakers

Wednesday, January 20, 2021

9:00 - 11:15 am



Ted McCarthy

*Principal
Sutton High School*

mccarthyt@suttonschools.net



Coleen Motyl-Szary

*Gender and Sexuality
Alliance Advisor
Sutton High School*

motylc@suttonschools.net



Jen Tangen

*Connections Club Advisor
Sutton High School*

tangenj@suttonschools.net



Kathy Lopes

*Director of Diversity, Equity
and Inclusion
Newton Public Schools*

*inklusion Consulting
www.inklusionconsulting.com*



Kathleen Lutz

*Schools and Unified Sports Manager
Special Olympics Massachusetts*

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



Joseph Walsh

*President
Adaptive Sports New England*

*www.adaptivesportsne.org
joe.walsh@adaptivesportsne.org*



Diversity, Equity & Inclusion Summit

Session 4

Thursday, January 21, 2021

9:30 - 11:00 a.m.

[REGISTER ONLINE](#)

9:00 - 9:25 a.m.

Computer Login

9:30 - 9:35 a.m.

Welcome

Mackenson Charles

Director of Strategy and Operations, Scholar Athletes Inc.

9:35 - 9:55 a.m.

Transformative Approaches to Advancing Social & Racial Justice In Our Schools

Danika Manso-Brown

Associate Education Director, Anti-Defamation League

9:55 - 10:00 a.m.

Transition to Workshop

10:00 - 10:55 a.m.

LGBTQ+ Activism in Schools (Student Panel)

Kimm Topping and Ev Gilbert

DESE Safe Schools Program for LGBTQ Students

This session will feature a panel of students from the MA 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 MA Department of Elementary and Secondary Education and the MA Commission on LGBTQ Youth, will moderate the student panel.

10:55 - 11:00 a.m.

Closing Remarks

Michael Rubin

MIAA/MSAA Assistant Director



Session 4 Speakers

Thursday, January 21, 2021

9:30 - 11:00am



Danika Manso-Brown

Associate Director of Education
Anti-Defamation League

The Anti-Defamation League (ADL) was founded in 1913 “to stop the defamation of the Jewish people and to secure justice and fair treatment to all.” Now the nation’s premier civil rights and human relations agency, ADL fights anti-Semitism and all forms of bigotry, defends democratic ideals and protects civil rights for all. ADL’s New England Regional Office serves Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont.

We employ a multi-faceted educational, community relations and legal approach to combat anti-Semitism and hate of all kinds, promote diversity, and build bridges of understanding between communities.

ADL leads the way in creating respectful, inclusive and civil environments. Our anti-bias education programs operate through ADL’s A WORLD OF DIFFERENCE® Institute and are designed to empower people to recognize and address personal and institutional prejudice and discrimination, and actively promote prejudice-free, inclusive schools and communities in which individual differences are respected and valued. Our programming is implemented in over 120 schools across New England.

www.newengland.adl.org
dmanso-brown@adl.org



Student Panel

GSA Leadership Council

DESE Safe Schools Program for LGBTQ Students

The Safe Schools Program for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ) Students is a joint initiative between the Massachusetts Department of Elementary and Secondary Education (ESE) and the Massachusetts Commission on LGBTQ Youth. Founded in 1993 in response to concerns about LGBTQ youth suicides and other risk factors, the program now offers a range of services designed to help schools implement state laws impacting LGBTQ students, including the state's anti-bullying law, gender identity law, and student anti-discrimination law.

The Safe Schools Program also manages the Massachusetts Gender and Sexuality Alliance (GSA) Student Leadership Council.

www.doe.mass.edu/sfs/lgbtq
617-624-5495



Diversity, Equity & Inclusion Summit

Session 5

Thursday, January 21, 2021

12:30 - 2:00 p.m.

[REGISTER ONLINE](#)

12:00 - 12:25 p.m.

Computer Login

12:30 - 12:35 p.m.

Welcome

Mackenson Charles

Director of Strategy and Operations, Scholar Athletes Inc.

12:35 - 1:25 p.m.

The Winning Element

Deanna Schneyer

Chief Inspiration Officer and Founder, The Winning Element

This workshop is designed to help student-athletes learn, grow, and implement winning habits by providing techniques and strategies to empower student-athletes to believe in themselves, dream big, go hard, and see success in everything they do.

1:25 - 1:30 p.m.

Transition to Keynote

1:30 - 1:55 p.m.

Moving the Dream Forward: Tools for Young Leaders to Effectively Communicate and Collaborate to Impact Change

Dr. Dwayne Thomas

MIAA/MSAA DEI Committee Chair

Owner & Chief Learning Officer, Thomas Leadership Solutions, Inc.

1:55 - 2:00 p.m.

Closing Remarks

Dr. Dwayne Thomas

MIAA/MSAA DEI Committee Chair

Owner & Chief Learning Officer, Thomas Leadership Solutions, Inc.



Session 5 Speakers

Thursday, January 21, 2021

12:30 - 2:00 pm



Deanna Schneyer

*Chief Inspiration Officer and Founder
The Winning Element*

Deanna Schneyer is an author, speaker, and a mindset/performance coach. She is also the Chief Inspiration Officer and Founder of The Winning Element, an online performance platform that is revolutionizing athlete development. The southern California native played Division I Volleyball at The University of Texas: Rio Grande Valley where she graduated summa cum laude with a Bachelor's in Marketing & a Master's in Business Administration. After volleyball, she explored and excelled at endurance sports (triathlon, half marathon), rock climbing, yoga, and slacklining. Deanna holds professional certifications in mental performance, nutrition, and strength and conditioning.

www.coachdeanna.com
contact@CoachDeanna.com



Dr. Dwayne B. Thomas, Ph.D.,

*Owner & Chief Learning Officer
Thomas Leadership Solutions, Inc.*

Dr. Thomas has more than 35+ years as an athlete, coach, and educational and sport leadership professional. He earned his Doctor of Philosophy degree in Education (Sports Management and Organizational Leadership) from Florida State University, where he was one of the first African Americans to graduate from the newly created Doctoral program. His area of expertise is in Program and Personal Evaluation, Assessment, and Monitoring of Educational and Sports Performance and Programs for Athletes, Coaches, and Sports Managers; Sport Governance (Olympic & Intercollegiate Leadership); Managing Diversity in Educational and Sports organizations; and Qualitative and Action Research projects. Upon graduation from FSU (1999) he received a letter of distinction from his Doctoral Committee Chair, Dr. Dewayne J. Johnson, as his hard work, determination, and academic acumen lead to significant changes to the expediency with which Doctoral students could complete the Dissertation process, as one of the top 2-3 graduates in his distinguished 27+ year career.

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drdbthomas@t-ls.org



MIAA/MSAA Diversity, Equity & Inclusion Committee



Dr. Carroll Blake
*Founder & Consultant
Blake Associates*



Dawud Brown
*Technology Coordinator
MSAA*



Mackenson Charles
*Director of Strategy and
Operations at Scholar Athletes Inc.*



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*



Dr. William Henderson
*Retired Principal
Boston Public Schools*



Albert Holland
*Retired Principal
Boston Public Schools*



Steve Kendall
*Athletic Director
Ayer Shirley Reg. Sch. District*



MIAA/MSAA Diversity, Equity & Inclusion Committee



Nampera Lugira
*Principal
Cathedral High School*



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
MIAA/MSAA*



Stephanie Sibley
*Assistant Principal
Malden High School*



Dr. Dwayne Thomas
*Owner and Chief Learning Officer
Thomas Leadership Solutions*



Henry Turner
*Principal
Newton North High School*



Joseph Walsh
*President
Adaptive Sports New England*



Resources



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



Scholar Athletes
617-517-4573
www.wearesa.org



Blake Associates
Educational & Diversity
Consultants
617-594-5356



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



Adaptive Sports
New England
617.690.9103
www.adaptivesportsne.org



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



Thomas Leadership
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617-610-5785
www.t-ls.org



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



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

Pam Garramone

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



Let's Empower,
Advocate, and Do (LEAD)
508-717-1243
www.leadnow.org



Conclusion

Moving the Dream Forward: Tools for Young Leaders to Effectively Communicate and Collaborate to Impact Change

“This program is designed to provide a summary of the multitude of tools covered during the 2021 4th Annual Youth Summit and to provide and reinforce strategies for young people to express themselves, join forces with other young people, and to influence their personal lives, homes, schools, communities, and society, through new knowledge, shifts in attitudes, individual behaviors, and ultimately, group behaviors.”

Dr. Dwayne B. Thomas, Ph.D.

MIAA/MSAA Diversity , Equity, and Inclusion Committee Chair

Special Thanks

Thank you to the Planning Subcommittee members who helped to organize the 4th Annual MSAA/MIAA Diversity, Equity and Inclusion Summit:



Mackenson Charles

*Director of Strategy and Operations
Scholar Athletes Inc.*

Planning Subcommittee Chair

Dr. Carroll Blake
Dawud Brown
Shawn Fleurie
Joel Giacabozzi
Patricia Gonzalez
Ethel Kawesa
Steve Kendall
Kathy Lutz
Kathleen E. McSweeney
Jeff Perrotti
Kevin Ross
Dr. Dwayne Thomas
Henry Turner
Joe Walsh



Special Thanks



Dr. Dwayne B. Thomas, Ph.D.
Owner & Chief Learning Officer
Thomas Leadership Solutions, Inc.

At TLS we provide innovative, creative, and sustainable leadership solutions in Education, Business, & Sports! We have been training the Trainers and executives to address global leadership challenges since 1988!

<https://calendly.com/drddwaynebthomas-thomas-leadership-solutions>



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#Inclusion

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@MSAA 33

To keep up with the latest information or learn more about upcoming programs please visit www.miaa.net and www.msaa.net or follow us on Twitter and Instagram @MIAA033 (MIAA) and @MSAA_33 (MSAA)





Leadership Matters

EDUCATIONAL ATHLETICS



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ADMINISTRATORS' ASSOCIATION

www.msaa.net



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ATHLETIC ASSOCIATION

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