



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

May 5, 2023

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

**MSAA/MIAA Office
Franklin, MA**

GrowingCourageousLeaders





Sixth Annual Diversity, Equity & Inclusion Symposium

*"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 Symposium.

I salute our school staff, teachers, coaches, 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.

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 Symposium

Friday, May 5, 2023
MSAA/MIAA Office, Franklin, 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, MSAA/MIAA DEI Committee Keynote Presentation: A detailed description of how the Westford Academy administration handled a specific case of hate and bias in the athletic arena through the lens of restorative practice. Jim Antonelli, <i>Principal, Westford Academy</i> Jeff Bunyon, <i>Athletic Director, Westford Academy</i> Symposium Logistics: Mackenson Charles, MSAA/MIAA DEI Committee
9:00 — 9:15 am	Transition to Workshop Session 1
9:15 — 10:15 am	Workshop Session 1 See page 4 for concurrent workshop descriptions
10:15 — 10:30 am	Transition to Workshop Session 2
10:30 — 11:30 am	Workshop Session 2 See page 5 for concurrent workshop descriptions
11:30 — 11:45 am	Transition to Closing General Session
11:45 — 12:30 pm	Closing General Session Keynote: Presentation: King Philip Regional High School, Strategies for Successful Intervention: Bystander Training
12:30 — 12:35 pm	Evaluation
12:35 — 1:00 pm	Lunch



Workshop Session 1

9:15 – 10:15 am

Balancing Anti-Racist Learning & Action

Facilitator:

Danika Manso-Brown, *Founder, Manso Brown Group*

Cultivating an inclusive, equitable, celebratory school district requires an intentional balance between anti-racist learning & reflection, and action. This workshop will allow participants to build out knowledge, tools, and language to lead teams through an antiracist lens. Through small and large group discussions, personal reflection, and action planning, participants will identify opportunities to forge more equitable culture, policies and practices.

DEI and Sports - Athletes and Coaches Agree, it is a Must!

Facilitator:

Tara Cole, M.Ed., *Coach and Multicultural Appreciation Club Advisor; English and Special Education Teacher, South Hadley High School*

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 sports. We will dive into this topic through interactive activities, videos, group discussions, and private reflections.

Ordinary Courage in Morally Troubled Times: Reflections on the Moral and Psychological Well-being of Adolescent Boys

Facilitator:

Randy Michael Testa, Ed. D., *Harvard University Graduate School of Education*

With the “latest” school shootings, the ongoing fact of such horrific events makes me wonder: in what ways are educators—administrators and coaches in particular—*explicitly* addressing the moral and psychological well-being of young men in school? More specifically: in what ways are men working with adolescent boys *explicit* role models –and of what? Here I will address a fallacy: –that playing sports inherently “builds character” in young men, and that coaches are automatically “builders of character.”

To explore the healthy development of adolescent boys I will cite passages from NYU Professor of Applied Psychology Niobe Way’s best-selling book, a study of the friendships of some 150 adolescent boys over time -- White, Black and LatinX-- *Deep Secrets: Boys’ Friendships and the Crisis of Connection*. I will also use clips from *Close*, the 2023 Academy Award nominated film. [CLOSE tells the story of two adolescent boys whose friendship shatters around the social pressures put to bear on it and the tragic aftermath of the collapse of that friendship. As partial response, one of the boys joins the hockey team; the film examines the trajectory at adolescence for young men of a psychological move—from physical closeness to physical violence.]

As an affirming conclusion, I’ll address the extraordinary moral courage that unfolded live nationally on American television when Buffalo Bills safety Damar Hamlin went into cardiac arrest during a game for Buffalo’s AFC divisional round playoff game against the Cincinnati Bengals. From this moment I will offer a few modest prescriptives for moral courage in the work we do as educators.



Workshop Session 2

10:30 – 11:30 am

4 Ps of the N-Word

Facilitator:

Carroll W. Blake, Ed. D., *Founder, Blake Associates*

In this workshop we will explore the 4 Ps of the N-word. The four Ps 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 Ps of the N-word
- To be able to have an open and honest conversation regarding the meaning and impact of the N-word
- Help students address the word in both individual and group settings

Connections: Starting & Sustaining Social Justice Work in Your School

Facilitator:

Ted McCarthy, *Principal, Sutton High School*

Over the past year, many of our own students and teachers participated in protests following the deaths of George Floyd, Breonna Taylor and so many other people of color, while others may still have questions and are confused or frustrated by the protests. We must, as schools, allow the space and time for students to learn about and safely discuss issues of equity and social justice. Talking about race, bias and privilege is always challenging, yet is critical if we want our communities to be places that live up to our best ideals. In this session, participants will learn what programming and practices Sutton High School has put into place, hear about its successes and failures, begin to plan how to start or enhance this important work in their own school.

[Connections Club](#)

[Connections Conference](#)

Allies & Upstanders: Shifting the Culture

Facilitator:

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

Over the years, there has been a positive shift towards more acceptance, equity and inclusion within our sports culture. Yet even with progress, 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, public scrutiny, or simply not knowing what to do.

In this workshop, participants will learn more about the harmful impact on players and teams when incidents aren't addressed head-on. We will discuss strategies to reinforce a culture of inclusion that encourages coaches and athletes to become allies and upstanders in the moment, and how to best address incidents as a school community.



Symposium Presenters



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Professional Development Hours

To receive three (3) Professional Development Hours for participation in the MSAA/MIAA 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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