



MSAA



**Eighth Annual
Diversity, Equity
and Inclusion
Summit**

January 17, 2025

Leading with Courage





Eighth Annual Diversity, Equity and Inclusion Summit

Leading With Courage

On behalf of the Massachusetts School Administrators' Association (MSAA) and Massachusetts Interscholastic Athletic Association (MIAA), welcome to the Eighth 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.

Leading courageously involves being uncomfortable and making decisions that benefit the greater good for the long term. Begin your journey of leading with courage today.

Enjoy your day!

Dr. Robert Baldwin
MSAA/MIAA Executive Director

#GrowingCourageousLeaders



Diversity, Equity and Inclusion Summit

Leading With Courage

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: Dr. Nathaniel B. Perez, *Gordon College*

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**
Closing: Mackenson Charles, *MSAA/MIAA DEI Committee*

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



Keynote Speaker



Dr. Nathaniel B. Perez

*Gordon College
Executive Director of Diversity,
Community, and Belonging*

Dr. Nathaniel Perez serves as the Executive Director for the Office of Diversity, Community, and Belonging at Gordon College. His role positions him as a key leader in shaping the college's culture and creating a greater sense of belonging among the growing diverse community at Gordon College. Through his leadership, Dr. Perez oversees a variety of initiatives including faculty and staff development, diverse and inclusive hiring practices, policy formation, and the cultivation of strategic partnerships that can support these goals.

His role extends beyond administrative oversight to include fostering meaningful community engagement, ensuring that efforts around diversity and belonging are integrated into the fabric of campus life, and that all members of the Gordon College community can thrive both personally and professionally.

Prior to moving to Massachusetts, Dr. Perez served as the Associate Dean of Diversity, Equity, and Inclusion/Director for the Center for Racial Reconciliation at Alliance University (formerly Nyack College). He earned his Doctor of Ministry and his Master of Divinity at Alliance Theological Seminary. In addition to being on the pastoral staff of churches in Westchester County, New York, and Bergen County, New Jersey, Dr. Perez has also served as a church planter and as pastor of a multi-ethnic church in White Plains, New York.

With a vision to inspire a new generation of leaders, Dr. Perez has taught several courses related to race, diversity, justice, spiritual formation, and reconciliation on college campuses and in prison education programs. He has also facilitated special forums, panel discussions, small groups, seminars, and conferences. Dr. Perez also serves as a Diversity Commissioner for the Council for Christian Colleges and Universities (CCCU).



Workshop Session 1

Room 320

Beyond the ADA Code: Universal Design in Sports Stadiums

The roar of the crowd. The excitement in the air. Few athletic experiences are as invigorating as being a spectator at a live game in a stadium. Every sports fan wants this experience, including fans with disabilities. However, most stadiums aren't built with the needs of disabled fans in mind. At our workshop, the Bionic Project will lead you through a brief history of the Disability Rights Movement, introduce you to the concept of Universal Design, and examine some well-known New England sports stadiums. Then, we'll let you design a stadium that is truly created for EVERYONE.

Presenters:

Will Borden and **Dana Ross Rogers**, *Bionic Project* / **Joe Walsh** (Moderator), Adaptive Sports New England
Learn more at www.adaptivesportsne.org

Room 401

Speak Up, Stand Together: Navigating Microaggressions with Confidence"

Ever heard a comment that just didn't sit right? Want to know how to handle it when you or your friends are put down in subtle ways? Join us for an interactive and fun workshop where we'll dive into what microaggressions are, how they affect people, and most importantly—what you can do about them. Through real-life scenarios, group activities, and open discussions, you'll walk away with a stronger understanding of how to support your peers and create a more inclusive and positive environment. Let's learn how to speak up, stand together, and make a difference!

Presenters:

Edi Tufts, **Isaac Moore**, **Kaila Wheeler**, **Shaya Birkkrant**, **Jen Tangen** and **Vanessa Haerle**, *Sutton HS*
Learn more at neasc.org/connections-conference

Room 402-03

Challenging Cultural Blindness in Schools

Algonquin Regional High School's Cultural Enrichment Club is a student-led organization that celebrates the diverse cultures within the school, community, and beyond. Recognizing the rise of culture blindness and racial discrimination among students and faculty, the club prioritizes educating the community to build an inclusive environment and combat systemic racism. This workshop will feature a discussion of the club's goals and history, an interactive identity wheel and belonging walk activity, and a conversation about how students and organizations can enhance cultural awareness and combat discrimination in their school communities. By engaging participants in understanding how their environment and experiences shape their identities, this workshop will prepare participants to challenge cultural assumptions, address racial discrimination, and promote awareness in their school communities.

Presenters:

Ashley Ly, *Algonquin Regional High School*
Lilah Peters and **Brandon Truong**, *ACE Club, Algonquin Regional High School*



Workshop Session 1

Suite A, 4th Floor

The Power of Identity

The ability to lead with courage comes from knowing your identity. Without a healthy identity; shame, doubt, fear, and insecurities will dissolve a person's ability to be courageous. In this workshop we will explore why courage is simply a byproduct of identity. Participants will also learn to walk in the power of their identity through growing in self awareness, dismantling false beliefs, and establishing a new foundation.

Presenter:

Dr. Nathaniel Perez, Gordon College Executive Director of Diversity, Community, and Belonging

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. 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, 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, and to provide a roadmap for how to hold platforms accountable for promoting inflammatory content.

Presenter:

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

Room 519

DEIB in Sports: Building Inclusive and Equitable Athletic Programs

This presentation dives into Diversity, Equity, Inclusion, and Belonging (DEIB) within sports, exploring how athletic programs can be intentionally structured to foster inclusivity and equity for all athletes. It addresses the unique challenges and opportunities within sports environments, examining both visible and invisible barriers to participation and the steps coaches, administrators, and athletes can take to create a more welcoming culture. Key topics include promoting equitable access to resources, representing diverse identities and backgrounds, and creating a sense of belonging for every athlete. This session will be valuable for players, coaches, athletic directors, and school administrators; providing insights into the importance of DEIB in: fostering team unity, enhancing athlete development, cultivating leadership skills and building a more inclusive athletic community.

Presenter:

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



Workshop Session 2

Room 320

Students Leading For Change

In this workshop, student leaders in DEI work will share their perspectives on disrupting microaggressions and implicit bias, as well as how they have collaborated with others to help students feel valued, heard, and celebrated.

Presenters:

Charlene Beh, and **Courtney Albert**, *Newton North HS Leadership in a Diverse Society Co-Teachers*
Michele Leong, *Newton North HS English Department/Office of Human Rights*

Room 401

Bystander Intervention Training: Strategies for Successful Disruption of Harassment

This workshop provides 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 regarding how to apply these strategies.

Presenter:

Erin Monnell, *King Philip Regional High School Adjustment Counselor*

Room 402-03

Literacy as Activism: Reading, Writing, Thinking and Discussing for Social Change

This session explores literacy as a tool for social change in schools and communities through several activities and discussion. We will briefly examine the historical intersection between literacy, education and power as well as consider current examples of student and educator activism in high school, college, and other educational spaces. Lastly, we will brainstorm ideas for participants to workshop. Participants will leave with a literacy-based toolkit for activism.

Presenter:

Erin Nerlino, *Clark University Associate Professor of Practice, Education*
Grace Bromage, **Julia Dantzler**, **Sophia Friedmann**, and **Patrick Liddy**, *Clark University*



Workshop Session 2

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*

Suite B/C, 4th Floor

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 A. Sumner, *Newton South High School METCO Counselor/Teacher*

Room 519

Brave in the Attempt

We believe that when students share experiences together as equals, they develop the understanding and perspectives that creates change. Unified student led initiatives and Unified student advocacy is our future. The Unified Champion Schools' goal is to activate young people to develop school communities where all young people are agents of change.

The mission of the Special Olympics Unified Champion Schools program is to promote social inclusion and create welcoming environments for students of all abilities through sports, inclusive youth leadership, and whole school engagement. Learn first-hand stories and motivation from our Youth Activation Council members. Come join our YAC members to learn fun ways to bring back inclusive activities to your school!

Presenter:

Amalia Zorena and **Alivia Zorena**, *Students from Auburn High School*
Makayla Parris, and **Kathleen Lutz**, *Special Olympics Massachusetts*



Diversity, Equity and Inclusion Summit Resources

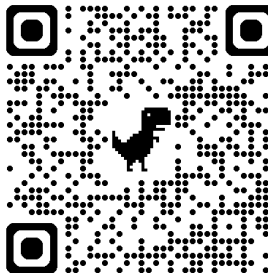
Thank you for participating in today’s summit.
Please utilize the QR codes below to access the following resources for today’s program

MSAA/MIAA Diversity, Equity and Inclusion Summit Program
Contains the schedule and workshop sessions information



[MSAA/MIAA Diversity, Equity and Inclusion Summit Evaluation/Assessment](#)

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:



Upcoming MSAA/MIAA Programs

Student Ambassador Winter Huddle.....	January 24, 2025
Becoming a Student of Leadership Workshop	March 14, 2025
MIAA Community Service Challenge Deadline	April 15, 2025
Diversity, Equity and Inclusion Symposium	May 3, 2025
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)



MSAA/MIAA Diversity, Equity and Inclusion Committee

Ashley Bailey-O'Keefe

*Director of Diversity, Equity & Inclusion
Collegiate Charter School of Lowell*

Mackenson Charles

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

Joel Giacobozzi

*Principal
Watertown High School*

Christopher LaBreck

*Principal
Chocksett Middle School*

Steven Martin

*Assistant Principal
Woburn Memorial High School*

Lynsey Page

*Principal
Topsfield Vocational Academy*

Michael Rubin

*Assistant Director
MSAA/MIAA*

Joseph Walsh

*President
Adaptive Sports New England*

Dr. Carroll Blake

*Founder & Consultant
Blake Associates*

Thomas Claiborne

*Athletic Director
Catholic Memorial School*

Patricia Rivero Gonzalez

*Director of Athletics
Newton South 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*

Stephanie Sibley

*Regional Principal
Boston Public Schools*

Jason Wheeler

*Director/Consultant
DESE Safe Schools For LGBTQ Students*

Landon Callahan

*Lead Trainer
DESE Safe Schools for LGBTQ+ Students*

Rapheal Dowdye

*Athletic Director
Taunton High School*

Steve Kendall

*Athletic Director
Ayer Shirley Regional High School*

Kathy Lutz

*Schools and Unified Sports Manager
Special Olympics Massachusetts*

Gwen Nauls

*Guidance Counselor
Southeastern RVT High School*

Kevin Ross

*Boston Supervisor
Becoming a Man (BAM)*

Henry Turner

*Principal
Newton North High School*

Thank you!

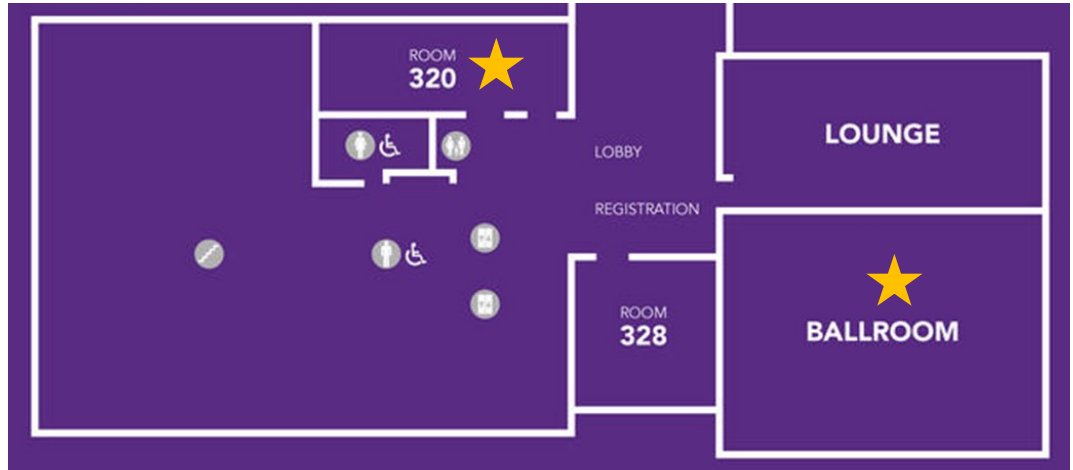


Our photographer for this event



Workshop Locations

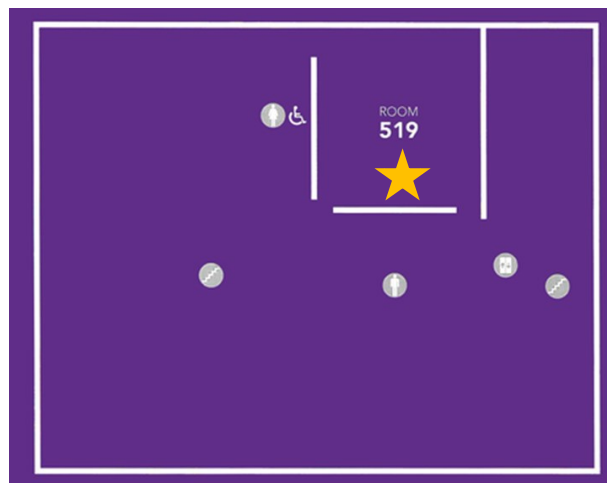
3rd Floor



4th Floor



5th Floor



Leadership Matters

EDUCATIONAL ATHLETICS



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