



MIAA/MSAA Diversity, Equity and Inclusion (DEI) Committee Meeting Highlights October 14, 2020

Opening: New members were introduced. The MIAA Conflict of Interest Form was reviewed and needs to be returned.

2020-2021 DEI Committee Officers:

- Chair: Dr. Dwayne Thomas, Thomas Leadership Solutions, Inc.
- Vice Chair: Pat Gonzalez, Athletic Director at Newton South HS
- Secretary: Kathy Lutz, Schools and Unified Sports Manager, Massachusetts Special Olympics

Reporting Tool: Tom Arria, AD at Cambridge Rindge and Latin, made a presentation relevant to inappropriate actions and language surrounding DEI at athletic contests. He addressed the need to have a reporting tool when such incidents occur; reporting this to both schools involved and the MIAA. He shared the “Discriminatory Incident Form” recently created by the CR&L athletic department.

A DEI subcommittee was formed to review the discriminatory incidents protocols with the goal of meeting with the Sportsmanship/Officials Committees in the near future for next steps in the process. Sub-Committee members include: Dr. Carroll Blake, Blake Associates, Pat Gonzalez, AD at Newton South HS, Omar Easy, Founder and President of the EasyWay Foundation, Ted McCarthy, Principal at Sutton Memorial HS.

DEIC and Sportsmanship Committee: Review of the final product as a result of joint sub-committee work between the DEIC and the Sportsmanship Committee in re-writing the MIAA Tournament PSAs

Grant Updates:

“Good news” from the NFHS with reference to our submitted grant “Enhance the Conversation, Build the Foundation, Create a More Peaceful Nation” - we are in the conversation and funding is expected

Work on the Boston Foundation Grant will begin very soon. The grant will be very similar to the NFHS Grant in its content and goals

Urban Committee: The 6th Annual Summit will be January 6, 2021 in a Virtual format

2021 Youth Summit: A planning committee was established: Sub-Committee members are: Joe Walsh- President, Adaptive Sports New England, Dr. Carroll Blake- Blake Associates, Dr. Thomas- Thomas Leadership Solutions, Inc., Mack Charles- Strategy and Operations Specialist Scholar Athletes Program, Kathy Lutz- Schools and Unified Sports Manager, Massachusetts Special Olympics, Michael Rubin- Assistant Director MIAA/MSAA, Kathleen E. McSweeney- Assistant Director MIAA

Training: There is a need to train coaches in the issues of DEI. A suggestion is to include the “Positive Coaching Alliance.” Also, addressing DEI as two Associations that will continue to provide learning opportunities for membership. Association staff is exploring ideas to increase learning opportunities for its members.

MAHPERD Conference: Members of the DEIC, Dr. Thomas, Michael Rubin, Kathleen E. McSweeney, will present on November 2, 2020 at the MAHPERD conference. The presentation is titled “*The Tools Necessary To Start ‘Must Have Conversations’ and How To Keep Them Going Within Your School*” is scheduled at 3:15 -4:15p.

Next meeting: March 16, 2021

