



Family & Professional Learning Center
at Northshore Education Consortium

Northshore Education Consortium Conference

A professional development day for all NEC staff

LOCATION

Northshore Academy Upper
126 Sohier Road, Beverly, MA 01915

March 13 PD Day: Equity, Diversity, and Inclusion

7:30-8:15 Sign-In and Breakfast

8:15-8:30 Welcome from Fran and Diversity Task Force Members

8:30-9:45 **Kathy Lopes, LICSW: Listen to My Story; Don't Create One for Me – The Impact of Unconscious Bias on School Communities**

This presentation will explore the social emotional impact of unconscious biases on students, families, and their feelings of belonging. The presenter will incorporate personal reflections, research, and interactive discussion to examine individual and group biases, as well as develop applicable strategies to engage the community in conversations and activities that promote inclusion.

10:00-12:00: Choose one of these Breakout Sessions: See Below (choose 1 of these 6 sessions)

12:00-12:45 Lunch

1:00- 1:15 Presentation of Diversity Dollar Prizes

1:15 -2:30 Pam Garramone, M.ED: Seven Ways to Feel Happier, Instantly!

In this interactive presentation, you will learn about Positive Psychology, the Science of Happiness, and how happiness can give you the advantage you seek in your career, personal life and relationships. Participants will learn practical, science-based strategies such as "strength-spotting" that increase productivity, joy, happiness and wellbeing. When we feel better, we do better. Learn how to capitalize on the happiness advantage to improve performance and maximize potential in yourself and others.

Choose a Breakout Session: [Register Here](#)

(Choose 1 of these 6 sessions. If you don't register, your first choice may fill up and not be available)

1) Cultural Proficiency, Cory Mashburn

Educators are encouraged to adapt to the diversity of their community and lead activities which allow students to see their lives reflected in curriculum, instructional materials, and school practices. Designed to engage, challenge, and provoke serious conversations related to diversity, this in-service workshop promotes educational equity through the lens of cultural proficiency and provides a model for individual transformation and organizational change.

2) Supporting Students Who Immigrated from other Countries at School, Debbie Connell

Many students in our schools come from other countries, with multiple languages and cultures. This workshop will identify school interventions for individual children and will also address how to set up larger systems in the community and school districts to welcome and support all students.

3) Supporting Transgender Youth, Robb Johnson

Transgender students are at a higher risk for peer ostracism, victimization, and bullying. Participants of this workshop will examine the terminology associated with gender identity; learn about inclusive school policies & practices, and why it is important to provide a safe and supportive school environment for these students whose rights are protected under the law.

4) Unconscious Bias and Microaggressions, Jen Dirga and Dawn Shearer-Coren

Biases and microaggressions: we all have them, though they can be hard to see and even harder to admit or address. In this workshop, participants will explore how we and our students learn about differences at an early age and how the resulting conscious and unconscious biases and microaggressions can be identified and addressed when they emerge in school settings. Participants are encouraged to bring actual situations/dilemmas they have faced when hearing seemingly biased or offensive student or staff comments.

5) Difficult Conversations: How to Talk About Race, Dr. Paula Martin and Doug Weinstock

This workshop is designed to help educators develop a better understanding of ways to address and respond to issues of race and racism on a personal and professional level. Participants will examine the barriers to talking about race/racism/ethnicity and strategies for turning these difficult conversations into productive discussions.

6) Cultural Competence for School Leaders, Dr. Roderick MacNeal and Jennifer Wolfrum
(Restricted to Program Directors, Clinicians, Task Force Members and others with advanced knowledge on this topic)

This workshop is designed for school leaders and clinicians who already have an understanding of the elements of cultural proficiency and want to continue developing their skills to be able to lead staff in this ongoing work. The workshop will deepen their knowledge of the inner workings of cultural proficiency, including examining behavioral standards for planning and measuring growth toward cultural proficiency. School leaders will learn strategies on how to apply these elements to supporting culturally proficient classrooms and school environments, as well as applying their learning to their school at the institutional level

Speaker Bios:

Kathy Lopes, LICSW, inKLusion Consulting, LLC (www.inklusionconsulting.com) 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 eventually returned back to Boston to take on managerial and administrative roles in the field of social work, supporting children and families. Throughout her career, equity and inclusion have remained an integral part of her leadership and strategic planning priority. She holds a longstanding adjunct faculty role at Simmons University School of Social Work, teaching the Dynamics of Racism and Oppression Course, and is a sought-after guest lecturer and public speaker on topics of cultural humility, equity, and social justice.

Robb Johnson, M.P.H., is a non-profit leader with over 30 years of experience in health care, human service, and environmental organizations in Massachusetts. He holds a Masters in Public Administration from the Harvard Kennedy School and a Masters in Public Health from the University of Michigan. His past professional experience includes over 15 years at Fenway Health, a community health center in Boston that provides comprehensive health care, prevention and research services for the LGBTQ community, and terms as Board President and Interim Executive Director of MassEquality, a statewide organization that engages in legislative and electoral advocacy to improve the lives of the LGBTQ community. He now serves as part-time Executive Director of a statewide association of environmental organizations and provides consulting services to non-profit organizations.

Cory Mashburn, M.Ed., has over 20 years' experience working with youth and people with disabilities, as well as over 10 years expertise in the field of prevention services. As the father of two young children he understands the importance of equipping youth, their parents, and their communities with the knowledge and skills to enable young people to become the best version of themselves.

Dr. Roderick MacNeal, Jr. is currently the assistant superintendent of curriculum and instruction for the Arlington Public School District. He has over 20 years of public school experience during which time he has served as a 2nd, 3rd, 4th grade teacher, assistant principal of a K-8 and 6-8 middle school, as well as an elementary school principal. As principal of the John Eliot Elementary School in Needham, MA he led a staff that earned level 1 status and a Commendation award for high progress and narrowing proficiency gaps. He has an undergraduate degree in English Literature from the University of Michigan, a Masters of Arts in Teaching in Elementary Education with an emphasis in Early Childhood Development and Educational Specialist Certificate in Administration from Wayne State University, and a Doctorate in Educational Leadership from Boston College. His research for his dissertation.

Dr. Paula S. Martin, Adjunct Professor, Quinsigamond Community College, Consultant, IDEAS Instructor, Retired Middle School Administrator, Academic Coach and Scholar Practitioner with over 25 years of experience in Education and Professional Development. Her dissertation focus was The Effect of Antiracism Education on Racial Identity in K-12 Educators. Additionally, she has delivered courses and workshops on Difficult Conversations about Race, Unconscious Bias: Cleaning Your Backpack, Mentoring Students of Color, Anti-Racist Practices in the Classroom and Diversity in the Workplace. Currently, Dr. Martin teaches a Valuing Diversity Class with a focus on Unconscious Bias, Stereotypes, Culture and Gender at Quinsigamond Community College.

Doug Weinstock has been an instructor with IDEAS (previously Empowering Multicultural Initiatives) since 2002. He is also a senior consultant with VISIONS, Inc., where he began at a similar time. Prior to that he spent three decades working in public education in several Boston-area districts, in the roles of teacher, staff developer, and principal.

Jennifer Dirga is a Social Emotional Learning consultant and trainer, along with an instructor and presenter for IDEAS (Initiatives for Developing Equity and Achievement for Students). Previously, she was the Director of Social Emotional and Learning at Project Adventure. For over 15 years she has worked at Open Circle as a Program manager, trainer and coach at the Wellesley Centers for Women at Wellesley College. She works with school districts throughout the Northeast to ensure safe and positive learning environments for all students. In addition, Ms. Dirga is the school counselor at the Chestnut Hill School. She has worked as a school counselor for almost 15 years.

Jennifer Wolfrum, MEd, is currently an IDEAS Instructor and has provided a range of graduate courses and professional development workshops addressing race, racism, white privilege and cultural proficiency. She retired as a Senior Instructor at Cambridge College for graduate studies in Health, Family and Consumer Sciences in 2018 and retired (2016) from the Lexington Public Schools where she was Assistant Coordinator of Health and Physical Education, K-12, teaching health education at the high school and supervising health and physical education teachers K - 12. She is the proud mother of twin daughters and a white woman committed to anti-racist education and social justice issues.

Pam Garramone, M.Ed. teaches Positive Psychology – the Science of Happiness to middle and high school students, teachers, healthcare providers and to community and corporate groups and is a Positive Psychology Life Coach and Founder of Thrive Now Boston – a happiness incubator. She's been awarded the GOAL Community Service Award, the Greater Boston Business Council's Individual Award for Excellence, the Grace Sterling Stowell Award for Excellence in Advocacy and Service, the North Shore Pride Professional Achievement Award, the MSSAA Gerald H. Silverman Friend of the Association Award and the MIAA Wellness Partner of the Year Award.

When Pam realized that she wasn't all that happy, she decided to study how to be happier with Dr. Tal Ben-Shahar, a former Harvard University professor. Now, she practices happiness strategies and teaches them to others. She found that the very smallest changes can make the biggest difference and that you can truly become happier. Thousands of stressed out and over-burdened youth and adults have learned that feeling happier is simple when you know and practice happiness habits.