



# Diversity, Equity, and Inclusion Statement and Resources

June 3, 2020

Dear MSAA and MIAA Colleagues,

We write this letter to pledge to you, our membership, that MSAA and the MIAA stand together, and are united in our condemnation of the recent killings of George Floyd, Ahmaud Arbery, and Breonna Taylor. We condemn the unlawful violence and looting. We condemn any unlawful violence and unlawful police violence perpetrated on people of color. We condemn the unlawful violence towards peaceful protestors.

We laud the families of the victims who are calling for calm coupled with action. We laud the peaceful protestors who are willing to put their lives on the line to have their voices heard. We laud the religious leaders who call for us to confront 401 years of systemic racism and injustice and to examine our own beliefs. And finally, we laud the courage of the free press who risk their lives to bring us the truth as deeply painful as it is.

To that end, we are committed to addressing these issues in an ongoing, enduring, purposeful, and determined manner. In order to do this, we will utilize structures already in place specifically the joint MSAA/MIAA Diversity Equity Inclusion Committee (DEIC) whose mission is, "To foster diversity among member schools, athletic administrators, coaches and student-athletes by promoting inclusiveness, awareness, and acceptance. The focus is to celebrate all differences by creating an association that is welcoming and engaging for all."

Our work in affirming the value of diversity, equity, and inclusion is foundational, intentional, and is ongoing. We will continue to develop meaningful and deep professional learning opportunities, while enhancing a long-term professional development plan for both organizations; we will partner together to accomplish this. We will dedicate ourselves to providing you with relevant, timely resources to use in your schools and districts and have created a resource page on our websites to facilitate sharing them.

[CLICK HERE](#) to access the resources page.

We understand that true change takes time and persistence. We will remain steadfast in the pursuit of justice and equity for all. We guarantee that we will diligently and

tirelessly examine our actions and our programs to promote equity and justice for all. We also recognize this will not be easy, but then again, no real accomplishment is ever achieved with ease. And finally, we welcome and value the input of our respective memberships and are committed to traveling this long and challenging road together with you. We owe this to the students whom we serve.

Respectfully,



William N, Gaine Jr.  
MSAA/MIAA Executive Director



The banner features a central collage of four images: a person speaking at a podium, two young girls in blue athletic wear, a person in a white shirt with 'CHAMPION' on it, and a group of people. The left side of the banner is maroon with the text 'MASSACHUSETTS SCHOOL ADMINISTRATORS' ASSOCIATION'. The right side is dark blue with 'MASSACHUSETTS INTERSCHOLASTIC ATHLETIC ASSOCIATION'. Below the images, the address '33 Forge Pkwy | Franklin, MA 02038 | 508-541-7997' is displayed in white.

