



**Regional School Unit 5**  
Durham · Freeport · Pownal

*“To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions.”*

Jean Skorapa, Superintendent of Schools  
Kelly Wentworth, Director of Finance & Human Resources

Cynthia Alexander, Assistant Superintendent of Schools  
June Sellers, Ed.D., Director of Instructional Support

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**Diversity, Equity, and Inclusion Committee**

**October 10, 2023**

**7:00 a.m.**

<https://networkmaine.zoom.us/j/83955767193>

**Meeting ID: 839 5576 7193**

**Committee Members:** Allie Edwards, Julie Labbay, Michelle Tussing, Lily West, Victoria Winters, Colin Cheney, Malik Farlow, Cynthia Alexander, Jen Gulko, June Sellers, Jean Skorapa

**Attendance:** Lily West, Colin Cheney, Malik Farlow, Cynthia Alexander, Jen Gulko, June Sellers, Jean Skorapa

**Absent:** Allie Edwards, Julie Labbay, Michelle Tussing, Victoria Winters

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**Agreed upon Norms: DRAFT**

- *Trust collective wisdom and give some time and thought to ideas before passing judgment.*
  - *Be conscious of your own and others' assumptions, and always go to the source to seek accurate information.*
  - *Assume good intentions, especially during the busiest and most stressful times. Intentions do not negate impact.*
  - *Maintain confidentiality concerning students, educators, and families with whom we work.*
  - *Express a Growth Mindset. We have to support our learning by accepting and encouraging each other to learn from mistakes as well as from success. Do not try and avoid the discomfort around difficult conversations.*
  - *Centering the participation or experiences of those most impacted by the topic at hand.*
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**RSU 5 Strategic Plan Goal:** *Strengthen diversity, equity, and inclusion practices.*

**DEI Committee Charge:** *Create a culture in RSU 5 where diversity, equity, and inclusion are respected and celebrated through the implementation of thoughtful, iterative, and innovative*

*strategies that inspire an inclusive mindset in RSU5 employees, students, and community members.*

### **Agenda Items and Discussion:**

1. Establish Group Norms - The committee will review the norms at the next meeting as several members were absent.
2. Review Charge - The committee reviewed its charge.
3. DEI “B” - *Belonging* Discussion - The committee discussed the importance of having actionable steps and perhaps including “B” as part of the charge.
4. Work Plan - The committee discussed the importance of understanding what is already in place in our schools. The item will be put on the agenda for the next meeting.
5. Upcoming Meetings - via ZOOM  
One committee member graduated and another stepped down from the committee at the conclusion of last school year. The committee will discuss membership, meeting times and meeting dates at the next meeting.

November 14, 2023

December 12, 2023

January 9, 2024

February 13, 2024

March 12, 2024

April 9, 2024

May 14, 2024