



**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

---

**Diversity, Equity, and Inclusion Committee**  
**November 14, 2023**  
**Minutes**

Submitted By: Jean Skorapa, Superintendent  
Committee Members in Attendance: Allie Edwards, Malik Farlow, Colin Cheney, Cynthia Alexander, Jen Gulko, June Sellers, Jean Skorapa  
Members absent: Michelle Tussing, Lily West

---

**Agreed upon Norms**

- *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.*
- *Seek out and center the participation or experiences of those most impacted by the topic at hand.*

*Adopted 11/14/23*

---

**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

- a. The committee reviewed and adopted group norms.
2. DEI “B” - *Belonging* Discussion
    - a. The committee discussed adding “B”-*Belonging* to the committee name and the importance of a common understanding of the term. Committee members will bring definitions of the terms diversity, equity, and inclusion to the next meeting for review.
  3. Committee Membership, meeting times, meeting dates
    - a. Membership - currently there is an open seat for one student, one teacher, and a member of the Tri-County Equity and Inclusion Committee.
    - b. Meetings will continue at 7:00 a.m. via ZOOM.
  4. Work Plan
    - a. The committee will discuss the displaying of flags at their next meeting.
  5. Upcoming Meetings - via ZOOM

December 12, 2023

January 9, 2024

February 13, 2024

March 12, 2024

April 9, 2024

May 14, 2024