



**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**  
**December 12, 2023**  
**Minutes**

Submitted By: Jean Skorapa, Superintendent

Committee Members in Attendance: Michelle Tussing, Lily West, Malik Farlow, Colin Cheney, Jen Gulko, June Sellers, Jean Skorapa

Members absent: Allie Edwards, Cynthia Alexander,

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**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*

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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. DEI “B” - *Belonging* Discussion

- a. The committee reviewed several definitions of diversity, equity, inclusion and belonging and discussed the importance of integrating terms. A common understanding of the terms will support the development of actionable steps. The committee will continue discussion at the next meeting.
2. Displaying of Flags
  - a. It was recommended that a procedure is established for the displaying of items. School walls are not public forums.
  - b. Principal Gulko will reach out to fellow principals regarding their established procedures and bring information back to the committee in January.
3. Committee Membership
  - a. Membership requirements were established by the board when the DEI Committee was an Advisory Committee. Now that the committee is an “other” committee further discussion needs to take place regarding committee makeup and how membership is determined.
4. Upcoming Meetings - via ZOOM

January 9, 2024

February 13, 2024

March 12, 2024

April 9, 2024

May 14, 2024