



**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**  
**January 9, 2024**  
**7:00 a.m.**  
**Minutes**

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

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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. DEIB - Establishment of Common Definitions
  - a. The committee reviewed a compilation of definitions of diversity, equity, inclusion, and belonging. The committee discussed how a common understanding of the terms will support the development of actionable steps.
  - b. The information will be shared with Freeport High School's Equity Team and the SAF (Student Action in Freeport) Group for input regarding current practices at the school
  - c. Feedback from other schools will be solicited in the future.
2. Procedures for Displaying Flags
  - a. The committee discussed the school's obligation to create a safe learning environment for all students and also honoring the right to free speech.
  - b. Principal Gulko will follow up with the committee with input from other principals regarding the establishment of procedures.
3. Committee Membership
  - a. The committee will review committee membership and the charge of the committee at the next meeting.
4. Upcoming Meetings - via ZOOM

February 13, 2024

March 12, 2024

April 9, 2024

May 14, 2024