



**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**

**March 12, 2024**

**7:00 a.m.**

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

**Meeting ID: 839 5576 7193**

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

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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. Committee Membership and Charge

2. DEIB - Current Practices Report Out from Freeport High School
3. Procedures for Displaying Flags
4. Upcoming Meetings - via ZOOM

April 9, 2024

May 14, 2024



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**RSU5 Board of Directors**  
**DEI Advisory Committee**

**Committee Charge:**

Whereas the RSU5 Board of Directors recognizes the importance of promoting practices that strengthen diversity, equity, and inclusion within RSU 5, we hereby charge the RSU5 Diversity, Equity, and Inclusion Advisory Committee (DEI) with creating 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. RSU 5 will strive to transform our community into a place where each individual will thrive and grow as they are recognized for their inherent value in an evolving world.

The DEI Committee will reference a multitude of resources to influence their decision-making. These include but are not limited to the following:

- Results from the equity audit,
- RSU5 Mission and Vision documents, and
- Other related materials.

**Committee Membership:**

The DEI will consist of stakeholders representing staff, students and the community. The committee will be composed of representatives from the three towns and the following stakeholder groups.

- Teachers (2)
- Building Administrators (2)
- Community Members, one from each town (3) as possible
- Students (2)
- Board of Directors representative (2)
- Superintendent of Schools (1)
- Assistant Superintendent of Curriculum, Instruction, and Assessment (1)
- Member of the Tri-Town Equity & Inclusion Committee (1)

**Decision-Making Considerations:**

The DEI will strive to build consensus among committee members when making recommendations to the RSU5 Board of Directors. Final authority for all decisions relating to the equity plan rests with the RSU5 Board of Directors.

**Meetings:**

Monthly meetings of the DEI will be held the second Tuesday of each month from 7:00 a.m. to 8:00 a.m. The initial meeting will be held after the committee is selected. Regular meetings will begin when the equity audit findings are final. Additional meetings may be scheduled as needed.

Individuals who wish to be considered for membership on the DEI should submit a letter indicating what strengths you would bring to the committee to Ginny McManus, Assistant to the Superintendent, by **October 1**. The letter can be e-mailed to [mcmanusg@rsu5.org](mailto:mcmanusg@rsu5.org).

The RSU5 Board will appoint individuals to the DEI at the October 28 Board of Directors' meeting.

Approved: 9/23/20