



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

March 12, 2024

7:00 a.m.

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

Meeting ID: 839 5576 7193

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

Attendance: Lily West, Ashley Schumacher, Colin Cheney, Malik Farlow, Cynthia Alexander, June Sellers, Jean Skorapa

Absent: Jen Gulko, Allie Edwards, Michelle Tussing

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.

Minutes

1. Committee Membership and Charge
 - a. The committee reviewed the development of the Diversity, Equity and Inclusion Committee. Initially the committee was an Advisory Committee of the Board. In 2021, the Board of Directors changed the committee's status to "other" committee.
2. DEIB - Current Practices Report Out from Freeport High School
 - a. The Freeport High School Student Leadership Team is in the process of preparing a report for the RSU 5 Board of Directors.
3. Procedures for Displaying Flags
 - a. No new information.
4. Upcoming Meetings - via ZOOM

April 9, 2024

May 14, 2024