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
Elisha Morris., Director of Instructional Support

Diversity, Equity, and Inclusion Committee
November 19, 2024
7:00 a.m.
https://networkmaine.zoom.us/j/83955767193
Meeting ID: 839 5576 7193

Committee Members: Ashley Schumacher, Cheyenne Farrell, Malik Farlow, Cynthia Alexander, Jen Gulko, Jean Skorapa
Attendance: Ashley Schumacher, Cheyenne Farrell, Cynthia Alexander, Jen Gulko, Jean Skorapa
Guests: Jessica Najera (FHS)
Absent: Malik Farlow, Allie Edwards

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. Group Norms

2. FHS Equity Work
    a. Principal Gulko and Freeport High School teacher Jessica Najera shared the work that is being done by the Freeport High School Equity Team.
        1. Barriers for Students - The team is examining “hidden costs” associated with courses and clubs that may be a barrier to participation.
        2. Enhancing Student Voice - The Student Leadership Team is focusing on peer to peer respect and examining who’s voice is not being heard.
        3. Professional Development - Teachers have had professional development about student microaggressions and their response. They continue to work on looking at curriculum, instructional materials, and instructional practices through the lens of equity.

3. Framing the Work
    a. Agreed upon definitions for diversity, equity, inclusion and belonging - Making them front facing for the committee
    b. Strategic Planning Process
        1. Identifying marginalized groups so all voices are at the table
        2. Focus Group for the process

4. Next Meeting: January 14, 2025