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
January 14, 2025
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: Cheyenne Farrell, Malik Farlow, Cynthia Alexander, Jen Gulko, Jean Skorapa
Guests:
Absent: Ashley Schumacher

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. Agreed upon definitions for diversity, equity, inclusion and belonging
    a. The definitions developed by the committee will be shared with the Administrative Team for consideration as well as the Strategic Planning Process Consultants.

2. Strategic Planning Process - Identifying marginalized groups
    a. The committee brainstormed groups to be reached out to as part of the Strategic Planning Process. This information will be shared with the consultants.
    b. The DEI Committee will have an opportunity to provide input as a focus group at a future meeting.

3. Next Meeting: March 11, 2025