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
May 13, 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: Ashley Schumacher, Cheyenne Farrell, Malik Farlow, Cynthia Alexander, Jen Gulko, Jean Skorapa
Guests: Michelle Milstein, Great Schools Partnership
Absent:

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. Strategic Planning Process Input
    a. The district is soliciting input regarding a *Portrait of a Graduate* as part of the Strategic Planning Process. The committee provided feedback on the following questions:

        1. What goals, hopes, and dreams do you have for the young people of our schools?

        2. What knowledge, skills, experiences and character traits do you think will be essential to achieve these goals, hopes, and dreams?

        3. In what ways do you think our schools currently help students develop knowledge, skills, and character traits that you identified? In what ways do you think our schools help students have the experiences they need to achieve these goals, hopes, and dreams?

        4. In what ways do you think our schools could better prepare learners for life?

    b. The collected information will be included with other data collected.