Regional School Unit 5
Durham · Freeport · Pownal

"To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions."

Tom Gray, Superintendent of Schools
Kelly Wentworth, Director of Finance & Human Resources
Erica Mazzeo, Assistant Superintendent of Schools
Elisha Morris, Director of Instructional Support

Diversity, Equity, and Inclusion Committee
December 9, 2025

7:15 a.m.
Video call link: https://meet.google.com/taw-rxqu-zpe
Or dial: (US) +1 415-849-0127 PIN: 200 393 712#

Committee Members: Ashley Schumacher, Valerie Williams, Malik Farlow, Erica Mazzeo, Jen Gulko, Tom Gray

---

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

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. Reflect on the work of the District DEI Committee to date
2. Project what is needed next