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, Inclusion, and Belonging Committee
Minutes
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

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

Absent: None

Guiding Definitions HERE

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[B] Committee Charge: The DEI[B] Committee is charged with creating a culture in RSU No. 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 RSU No. 5 employees, students, and community members.

To better execute this charge, the Committee had adopted the following definitions (Guiding Definitions HERE) of the terms core to our work. These definitions have been adapted from resources developed by a range of secondary and higher education institutions who have researched these domains.

Agenda Items and Discussion:

1. Reflect on the work of the District DEI[B] Committee to date
    - All members asked to share historical perspectives of committee work.
    - DEIB Committee Charge statement is now adjusted to reflect the changes made in 2024
    - DEIB Definitions (also 2024) now attached (adjustment)
    - Members shared historical information about the formation of the committee, composition of membership, efforts to include student membership, professional development, and document creation
    - Jen shared high school specific efforts including goals within the high school's strategic plan and guiding documents (in shared drive)
    - Erica shared Districtwide PD opportunities thus far this year including Counted Out Screening, Choosing to See Book Study, Wabanaki Educator's Conference, and Dawnland Screening. And, likely future work: Universal Design for Learning (UDL) discussions, Grading Discussions, etc.

2. Project what is needed next
    - Determining what DEIB work we want represented in the District's Strategic Plan
    - Promote Student Engagement. District will identify students for committee participation - Remote attendance, supported by school administrators
    - Meeting times (Thursdays @ 10:30): February 5, April 2, June 4, 2026)
        - Share Introductions
        - 10 minutes Jigsaw Guiding Definitions
        - Solicit Feedback from committee members regarding District Strategic Plan goals, other work and needs