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, Inclusion, and Belonging Committee
Agenda
February 5, 2026
10:30 a.m.

Video call link: https://meet.google.com/hjm-cimf-bfa
Or dial: (US) +1 478-308-5304 PIN: 558 066 662#

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

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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. Share Introductions
2. 10 minutes Jigsaw Guiding Definitions
3. Solicit Feedback from committee members regarding District Strategic Plan goals, other work and needs