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
February 5, 2026
Meeting via Google Meet
Minutes

Committee Members: Ashley Schumacher, Valerie Williams, Malik Farlow, Erica Mazzeo, Jen Gulko, Tom Gray,
Guests Present: Hadley Herling (Student); Shelby Jenusaitis (Student); Lexi Triggiani, School Counselor, DCS; Pam Crosby, Principal, FMS; Kelsi Gagne, parent (MSS)

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 - Committee members and guests introduced themselves

2. 10 minutes Jigsaw Guiding Definitions - How can we explain these guiding terms more succinctly?

Diversity - **Awareness** of all the different types of diverse humans in the world
Equity - **Recognizing & Responding to individual needs** so that every person has access to opportunities and support required to succeed.
Inclusion - **Embracing differences and eliminating barriers**
Belonging - **Support and Connection** - Feeling included by showing your true authentic self and experiencing support and connection.

3. Solicit Feedback from committee members regarding District Strategic Plan goals, other work and needs

Committee members and guests shared the following:

- Doing more work for parents, especially those whose children have disabilities/individual needs, celebrate differences, elevate awareness
- How do we stay committed to this work while federal funding is being threatened/pulled. How do we build these things in for the long term/build things out meaningfully?
    - Recognizing places where institutional oppression is playing out. Ex: When we're forced to consider cuts understanding how we compensate for those most marginalized populations
- Safety for families in our community
- Time to share 'the work' in the committee has been valuable. Going forward, what is the action this team takes? What is the scope of this team's work?
- Would like to see the committee continue to focus on the curriculum - civics ed, elevating the voices of marginalized populations.
- Support for students with disabilities - parents, students, and staff - more global understanding
    - Understanding of the intention of the DEIB group

Next meeting: Focus on the action of the committee