Diversity, Equity, Inclusion, and Belonging Committee
June 4, 2026
Meeting via Google Meet
Minutes

Committee Members: Valerie Williams, Malik Farlow (joined 10:57), Jen Gulko, Tom Gray,
Committee Members Absent: Kelsi Gagne and Ashley Schumacher due to technical issues. Erica Mazzeo
Guests Present: FHS students: Amelia Connolly, Addie Foley; FMS students: Elliot Schmidt, Noah Helstadt; FMS School Counselor Phyllis Latham; DCS Student Hadley Herling; DCS School Counselor Lexi Triggiani

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.

1. Meeting began at 10:47 am due to technical difficulties.

2. FHS Report Out
    a. Principal Gulko shared work that had been unfolding at FHS over the past several months.
        i. Staff workshop with Maine Human Rights Commission, focusing on the role of schools in protecting Human Rights. This was very well received by the staff.
        ii. P.A.C. [Prevention, Action, Change] worked with students on active bystander training.
    b. Thoughts from FHS for ongoing priorities:
        i. Growing the Civil Rights team at FHS
        ii. Building connections between the FHS Civil Rights teams and those in other schools

3. Priorities for 2026-2027
    a. Continuing to support educational efforts in schools such as those shared by the FHS team, above.
    b. Recruiting representatives from marginalized groups the community to work with this committee
    c. Have this committee review the newly revised RSU 5 Strategic Plan to identify action steps that fit with the committee's purview, and to then help support efforts to achieve those action steps
    d. Continue to support schools in planning specific offerings that expand Diversity, Equity, Inclusion, and Belonging.

4. Meeting Adjourned 11:10