



DEIJ Community Group
22-23 Meeting Agenda

ORCSD DEIJ Vision, Work Statement, and Intentions

Adopted by the DEIJ Committee on Dec. 13, 2021

- **OUR VISION** of the Oyster River Cooperative School District’s Diversity, Equity, Inclusion, and Justice (DEIJ) Group is to create and sustain a school community that acknowledges, integrates, and honors a diversity of histories, identities, and lived experiences.
- **OUR WORK** centers the concepts of anti-racism, equity, and justice within the K-12 educational experience and shapes compassionate and humanizing policies, practices, and procedures within our school systems and culture.
- **OUR INTENTIONS:**
 - Recognize and acknowledge the historical centering of dominant histories, lives, and experiences in our school district’s culture and curricula;
 - Dismantle discriminatory systems and policies and establish ones that are equitable and inclusive;
 - Disrupt instances of interpersonal discrimination and work to repair relationships among consenting parties;
 - Prioritize the development and support of all faculty, staff, and administration in gaining the skills necessary for engaging in and sustaining this work;
 - Communicate, collaborate, learn, and grow with the wider community around this work;
 - Develop ongoing assessment, evaluation, and reflection tools that support us to maintain our vision, mission, and goals.

Learning Community Group Agreements

- We will be functioning the group around these core agreements listed below. This list can grow and/or be updated as needed.
- If you notice yourself feeling defensive... noting this as discomfort and encouraging self to be curious.
- Accept non-closure
- Foster a culture of learning together
- Interrogate our own authority
- Accept a space where we notice our blind spots
- Bring vulnerability
- Be choosy with reply all 😊

AGENDA – January 31st, 6-7:30 ORHS Library	Time	Notes
Welcome / Check-In & Food <i>Dinner will include vegan/vegetarian/gluten-free options.</i> LARGE GROUP DISCUSSION <ul style="list-style-type: none"> • Recentring us back to our “why” UPDATES	6pm-6:45pm	DEIJ Coordinator (*Steering Committee can add as needed)

<p>GROUP ACTION PLANS</p> <ul style="list-style-type: none"> • Sub-group work • Identify next steps <p>Identified Actions:</p> <ol style="list-style-type: none"> 1. Creating more opportunities to engage in difficult dialogue and conversations (training, practicing & building safe spaces) 2. Hosting more community events 3. Share & collaborate with DEIJ Community groups 4. Recruit more interest in the DEIJ group and influencing more people to participate in opportunities dedicated to this work 5. Design a culture/climate survey to be shared in Fall 2023 6. Building a tool to measure the DEIJ Community Group's goals and progress 	6:45pm-7:30pm	DEIJ Coordinator
CLOSING REMINDERS		