



**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 choosey with reply all 😊

<b>AGENDA – March 28th, 6-7pm Microsoft Teams</b>	<b>Time</b>	<b>Notes</b>
Welcome / Check-In & Food  <b>SUBGROUP UPDATES</b> <ul style="list-style-type: none"> <li>• What has your group been working on? Where are you currently at in your action plan? Where do you want to go?</li> </ul>	6pm-6:20pm	DEIJ Coordinator (*Steering Committee can add as needed)

<ul style="list-style-type: none"> <li>• How can the large group help to support?</li> </ul>		
<p><b>SUBGROUP WORK TIME</b></p> <p><b>Identified Actions:</b></p> <ol style="list-style-type: none"> <li>1. Creating more opportunities to engage in difficult dialogue and conversations (training, practicing &amp; building safe spaces)</li> <li>2. Hosting more community events</li> <li>3. Share &amp; collaborate with DEIJ Community groups</li> <li>4. Recruit more interest in the DEIJ group and influencing more people to participate in opportunities dedicated to this work</li> <li>5. Design a culture/climate survey to be shared in Fall 2023</li> <li>6. Building a tool to measure the DEIJ Community Group's goals and progress</li> </ol>	6:20pm-6:45pm	DEIJ Coordinator
<p><b>SUBGROUP REPORT OUT</b></p>	6:45pm-7pm	
<p><b>CLOSING REMINDERS</b></p>		