

**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 😊

<b>AGENDA – October 25th, 6-7:30 ORHS Library</b>	<b>Time</b>	<b>Notes</b>
<b>Welcome / Check-In &amp; Food</b> <i>Dinner will include vegan/vegetarian/gluten-free options.</i>	6pm-6:20pm	Rachael (*Steering Committee can add as needed)
<b>UPDATES</b> <b>LAST MEETING RECAP</b>	6:20pm-6:35pm	Rachael
<b>DEIJ Goals &amp; Brainstorming</b> <ol style="list-style-type: none"> <li>1. Where have we been?</li> <li>2. Where do we want to go?</li> <li>3. <b>How do we get there?</b></li> </ol>		

<p><b>ACTION ITEMS DISCUSSION &amp; PLANNING</b></p> <p><b>Action Items &amp; Progress Chart</b></p> <ul style="list-style-type: none"> <li>- Form working sub-groups</li> <li>- Group discussion &amp; initial strategy building</li> </ul>	<p>Group discussion 6:35-7pm</p> <p>Strategy Building 7pm-7:30pm</p>	<p>Rachael</p>
<p><b>Closing Reminders</b></p> <ul style="list-style-type: none"> <li>- Next Meeting will be held in Tuesday, November 29<sup>th</sup> 6pm-7:30pm in the HS Library</li> <li>- December meeting will be a learning opportunity offered to members of this group</li> </ul>		<p>Rachael</p>