

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 ☺

| AGENDA – November 29th, 6-7:30 ORHS Library | Time | Notes |
|--|-------------|--|
| WELCOME/CHECK-IN & FOOD <i>Dinner will include vegan/vegetarian/gluten-free options.</i> CHECK-IN QUESTION - What would you consider your superpower? UPDATES | 6pm-6:40pm | Rachael (* <i>Steering Committee can add as needed</i>) |
| REVIEW & UPDATES ON SCOPE OF WORK ACTION PLAN ACTIVITY - Worksheet | 6:40-7:25pm | Rachael |
| Closing Reminders - December Meeting Cancelled | 7:25-7:30pm | Rachael |