



7 Lions Lane  
Camden, Maine 04843  
**(207) 236-3358**  
**FAX (207) 236-7810**

**Maria Libby**  
Superintendent  
**Debra McIntyre**  
Assistant Superintendent



**DEI Task Force  
Charter  
September 15, 2020**

The DEI Task Force will serve as an advisory group to the districts' administration. The intention of the Task Force is to bring a diverse group of stakeholders together to examine the sensitive and timely topic of race, equity, and inclusion in our country from the lens of our school district. As an educational institution, we yearn to be an organization that genuinely embraces one another's differences in order to create a more just and equitable society. Committee members will keep their respective groups apprised of the committee's progress.

**Guiding Principles**

1. Try On: An invitation to be open-minded to others' ideas, feelings, worldviews and ways of doing things so that greater exploration and understanding are possible.
2. Experience Discomfort: When talking about something that is not usually a part of daily conversation, it is natural for some people to become uncomfortable.
3. Move up, Move up: In order to ensure that everyone has an opportunity to participate in the conversation, please monitor your own engagement. If you find yourself speaking loudly and often, move up your listening. If you are more hesitant to share your voice, move up your verbal participation.
4. Be aware of Intent & Impact: Our intent might not match our impact. When we have a negative impact on others across culture, ensuring a successful outcome requires changing that negative impact. This guideline requires a willingness to take risks and to exchange and receive honest feedback about the impact of our words and actions on others. It is possible to be well-intentioned AND still say and do hurtful things.
5. Practice "both"/"and" Thinking: More than one reality or perspective can be true at the same time, rather than seeing reality as strictly either/or, right or wrong, good or bad, this or that.
6. Listen without judgment. Try not to be defensive when you hear the pattern of others' experiences.

**Purpose:** The Task Force will look at our district as an institution to determine if we are unintentionally contributing to systemic racism, inequities, and exclusion toward certain populations of students.

**Goals:**

1. To better understand issues surrounding racism, inequity, and exclusion in our society.
2. To look at our districts' institutional practices to identify potential areas of unintentional systemic racism, inequity, or exclusion to one or more groups.
3. To make recommendations to the district administration by June, 2021, regarding ways in which the institution and its schools can improve practices to better promote equity and inclusion.

**Outcome:** The Task Force is being formed in order to have the capacity to hold a mirror up to our operations and identify action steps to assist the district in being a more inclusive and equitable organization for students and staff.

**Decision Making:** Decision-making within the group is by consensus, which means that after all points of view have been heard, the will of the group is evident, even to those who most oppose it. The decisions of this group will lead to recommendations to the administration.

**Communication:** Minutes of the committee will be posted to committee members and district leadership within a couple of days of each meeting and kept on file in the Central Office. We will also have minutes available under the DEI section of our website.

**Logistics:** Most meetings will take place after school and last for one hour, with research and some work happening outside of meeting time. Meetings will be available in-person and via Zoom.

**Timeframe:** This Task Force will meet monthly between September, 2020 and June, 2021.

**Membership:** Membership is voluntary, but inclusive. Membership includes parents, high school students, teachers, administration, and school board. The Committee is made up of the following members who responded to a solicitation to various stakeholder groups by the Superintendent.