



RSU 3

Regional School Unit #3

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Dear RSU #3 Community & Families,

On June 19, 1865, Union soldiers shared the news that the Civil War had ended and black people were free. This historic day has become more significant in the past years as our society continues to struggle with addressing injustices of the past and present. As of June 17th, Juneteenth is now recognized as a federal holiday.

RSU #3 joins the nation in recognizing this historic day and is reminded of the work that still lies ahead. We will strive to provide a safe and equitable environment for all. However, our community is not immune to bias. Just recently, at MVHS, an incident occurred where a group of students allegedly mimicked a Tik Tok video in which an individual uses racial slurs. Immediately upon being informed, MVHS and RSU #3 administration, in conjunction with our School Resource Officer, conducted a thorough investigation. Numerous students and staff were interviewed, hours of security footage was watched, amongst other investigative actions. The investigation could not substantiate that any individuals knowingly or intentionally acted racially insensitive. RSU #3 takes all allegations of bias seriously and has several policies and practices in place to address these situations.

In the Summer of 2020, RSU #3 created an Equity and Cultural Responsive Committee (ECRC). This committee is composed of students, staff, administration, board members, and community members. The purpose of this committee is:

To review and provide recommendations on RSU #3 practices, curriculum, procedures, and policies in regards to equity and cultural responsiveness. The team's mission is to create an environment where all students feel safe and welcome. The team will present these recommendations to the RSU #3 school board.

In addition, the ECRC has developed a "Statement of Inclusion" for RSU #3:

Regional School Unit 3 recognizes that all students, staff, and community members must feel safe and welcome within our district. The district accepts its role and responsibility in addressing the inequities that have been sewn into the fabric of American society. It is our commitment to ensure equity, inclusion, safety, and support

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for all individuals. By respecting each individual as unique and valuable, we will foster a community that celebrates every facet of diversity.

We are committed to the challenge of achieving equity for all. Our dedicated teachers and staff worked tirelessly this past year to provide our students with the best instructional practices and best learning opportunities possible. We will continue that effort as we plan for the 2021-22 school year.

As we plan for the future, we will continue to provide quality professional development and resources in trauma-informed practices, restorative justice protocols, and social-emotional learning. Our schools will provide relevant curriculum to teach students appropriately about injustices. RSU #3 will work to strengthen its relationships with community partners to help address equity and bias across the community.

On behalf of the students and staff of RSU #3, I want to thank you for your support of our schools. I look forward to your continued support as we work together to address these important issues.

For more information and resources about Juneteenth, please visit [Maine DOE Statement & Resources](#).

Sincerely,

Mr. Charles Brown, Superintendent of Schools

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