
2024-2025

General Information

Gorham Anti-Racism & Equity Committee



Overview

In 2019, Superintendent Perry, the Gorham School Committee and various community stakeholders commissioned a committee that would focus on making Gorham Schools more safe, inclusive, and welcoming for all students and staff. This group was titled the “Anti-Racism and Equity Committee”. Over the last several years, extensive work has been done at the district level to design and implement structural/cultural changes to bolster anti-racism and equity work throughout the district.

Mission

The mission of the Gorham Anti-Racism and Equity Committee, “GAREC”, is to both support and guide the process of ensuring safe, inclusive and welcoming learning environments for all Gorham students and staff. The GAREC serves as a mechanism for upholding the district’s [Commitment to Equity & Inclusion](#).

Purpose

The GAREC will act as an ad-hoc advisory to the Gorham School Committee and be composed of various community stakeholders.

Specifically, the GAREC will advise and support Gorham Leadership on the implementation of:

- a) Equity Education Throughout the District
- b) Equity Policies and Toolkits
- c) Culture changes towards Equity, and Anti-Racism

The Gorham School Committee stands on the principle of rejecting all forms of “racism as (it is) destructive to the district’s mission, vision, values, and goals.” The Anti Racism & Equity Committee continues these efforts by establishing a path to eliminate all forms of racism, intolerance, inequity, and disparity in the school system. Ensuring each school creates a welcoming and equitable culture, with an inclusive environment and reflects and celebrates the diversity of the district’s student population, their families, the community and an environment that reflects the Code of Conduct.

Goals

While the purpose of the GAREC remains the same each year, the specific actions that need to be taken will evolve as the work being done shapes the school community. In order to effectively continue and expand the work that has been done in previous years, the committee will focus on 3 specific goals for the 2024-2025 school year.

Goals for 2024-2025 school year:

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1. Finalize the Equity Toolkit
 2. Create and host quarterly GAREC events
 3. Amplify student voice

During the first GAREC meeting these goals will be shared and delegated to sub committees.

Committee Members

The committee will be composed of various Gorham community stakeholders. This includes but is not limited to:

- Superintendent
- Assistant superintendent
- School administrators
- Staff from all grade levels
- Caregivers
- Community members
- Local business owners
- School committee members

The group will be facilitated by Kellie Hall, owner/operator of Kellie Nichole Wellness. The meetings will be grounded in the goals of the year but may evolve to address specific district needs.

The GAREC will be broken down into 3 subcommittees in order to execute the goals for the 2024-2025 school year.

The effectiveness of the GAREC depends on the diversity of the group's members. The more perspectives, skills and life experiences, the better. Please do not underestimate your ability to contribute to the group. All who value diversity, equity and inclusion are welcome.

Time Commitment

In order to achieve the goals set forth for the year, there is a need for members to participate *consistently*. However, ability to participate varies from person to person and life may interfere with participation intentions. With this in mind, it is asked that you do your best to commit to the meetings, the goal implementation and participate to the best of your ability.

The GAREC will meet quarterly as a large group, while subcommittees will meet monthly. Additionally, the Community Engagement Committee will host at least one event in the Spring. In between meetings it will be necessary to communicate by phone/email to stay informed and engaged. Meeting notes will also be shared through email and the committee members may need to engage in shared work throughout the year.

Expected hours throughout the year:

- GAREC meetings 6 hours
- Subcommittee meetings 13.5 hours
- Events 3-6 hours
- Other Communication or work 36 hours

Join the GAREC

The GAREC is open to all who want to support the mission as set forth.

If you would like to join or for more information please contact Dr. Heather Perry, Gorham Superintendent: heather.perry@gorhamschools.org