

Monday, April 20, 2026**6:00 PM****McFarland Municipal Center**
5915 Milwaukee St, McFarland
Community Room

AGENDA

The public may attend in-person or remotely through the Zoom webinar or telephone options listed below. *Please Note: Virtual attendance is offered as a convenience, but technical difficulties beyond the Village's control may prevent or limit its availability at any meeting. The public is encouraged to attend the meeting in person to assure full access to the proceedings.*

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/88153227446>

Or by Telephone: +1 (312) 626-6799

Webinar ID: 881 5322 7446

Press *9 to raise/lower hand. Press *6 to mute/unmute.

1. CALL TO ORDER, ROLL CALL.
2. PUBLIC APPEARANCES.
 - a. This is an opportunity for attendees to provide public comment on matters that are not on the agenda. Attendees desiring to provide public comment on specific items on the agenda may do so at the time that agenda item is brought up. Zoom attendees wishing to speak should type their name, address, and the relevant agenda item in the Q&A feature within the online meeting platform. Zoom attendees may also register in support or opposition of an item through the Q&A feature. In person attendees should fill out a public comment form and turn into the meeting chairperson. When you are called upon to speak, state your name, address, and provide your public comment. Please adhere to the 3-minute time limit. Written comments will not be read into the record during the meeting but may be sent to DEI@mcfarland.wi.gov to be included with the agenda materials.
3. APPROVAL OF MINUTES.
 - a. Motion to approve the minutes of the March 16, 2026 meeting.
4. BUSINESS.
 - a. Presentation regarding McFarland School District Equity Update.
 - b. Discussion regarding event planning for Juneteenth.
 - c. Discussion and Action on Planning Education and Awareness Campaigns for July-December 2026.
 - d. Discussion regarding event planning of World Day for Cultural Diversity for Dialogue and Development.
 - e. Discussion regarding event planning for Pride Flag Raising.
 - f. Update and discussion regarding engagement with McFarland High School.
 - g. DEI Committee Updates: Committee members will have the opportunity to share community updates and updates from other village committees, commissions, and boards to assist in implementing ordinance 2-461 (a)(b)(c)

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, May 18, 2026 at 6:00 pm.

6. ADJOURNMENT.

Any person who has a qualifying disability as defined by the Americans with Disabilities Act that requires the meeting or materials at the meeting to be in an accessible location or format should contact the McFarland Municipal Center at (608)838-3153, 5915 Milwaukee Street, McFarland, Wisconsin, or village.clerk@mcfarland.wi.us by 2:00 p.m. at least 5 business days prior to the meeting so that any necessary arrangements can be made to accommodate each request. If the meeting or request is less than 5 business days from the meeting, requests for accommodations may still be made and reasonable efforts will be made to accommodate each request.

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Wednesday, March 25, 2026 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Miguel Peña called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:05 PM in Community Room.

Members present: Miguel Peña, Kathy Annen, Mona Nelson, and Kelly Thompson.

Members not present: Monica Bruce and Meghan Kelling-Shanks.

Staff Present: Village Administrator Matt Schuenke.

2. PUBLIC APPEARANCES.

a. This is an opportunity for attendees to provide public comment on matters that are not on the agenda. Attendees desiring to provide public comment on specific items on the agenda may do so at the time that agenda item is brought up. Zoom attendees wishing to speak should type their name, address, and the relevant agenda item in the Q&A feature within the online meeting platform. Zoom attendees may also register in support or opposition of an item through the Q&A feature. In person attendees should fill out a public comment form and turn into the meeting chairperson. When you are called upon to speak, state your name, address, and provide your public comment. Please adhere to the 3-minute time limit. Written comments will not be read into the record during the meeting but may be sent to DEI@mcfarland.wi.gov to be included with the agenda materials.

3. APPROVAL OF MINUTES.

a. Motion to approve the minutes of the February 16, 2026 meeting.
Motion by Peña, second by Annen, to approve the minutes of the February 16, 2026 meeting. Motion carries 4 - 0 - 0 by acclamation.

4. BUSINESS.

a. Update and discussion regarding engagement with McFarland High School.
The Administrator Schuenke provided an update on a meeting that Chairperson Peña and he attended with high school students in February. We were able share our work regarding diversity, equity, and inclusion as well as talk about how people can get involved in the Community. Thompson discussed the Youth Unity Summit that was also held in February with Peña commenting on the positive impact the event had on the attendees. Thompson and Schuenke discussed another opportunity in April to attend the Equity Picnic the students are hosting. We will follow up with Committee members about attendance and plan to have a presence with the Students. No action was taken on this item.

b. Discussion regarding event planning for Juneteenth.
Administrator Schuenke discussed how he met with the McFarland Equity Project since the February meeting to discuss the Village's supporting role for the event. Details are coming together, and they are following up with the Students to assist in planning for

the event. We will schedule an update for our April meeting. No action was taken on this item.

c. Discussion regarding event planning of World Day for Cultural Diversity for Dialogue and Development.

Administrator Schuenke went over the inventory of supplies from the previous years of hosting the event and talked about the different formats. High School students are interested in helping got plan and host the event with the Village. Schuenke will attend the next meeting of the Multi-Cultural Club and begin the process to put a plan together. We will finalize that plan in April to host the event in May. No action was needed on this item.

d. DEI Committee Updates: Committee members will have the opportunity to share community updates and updates from other village committees, commissions, and boards to assist in implementing ordinance 2-461 (a)(b)(c)

Updates were provided as follows:

- Administrator Schuenke stated that position planning to support diversity, equity, and inclusion remains ongoing by the Village Board. They are planning for a second meeting to discuss this in April, and then refer to the Committee for review after that.
- Thompson is working to further connect with the Senior Outreach Department to prepare additional "goody bags" to include within the senior meal program. This has been popular in the past and Students remain interested in assisting.

5. SCHEDULE NEXT MEETING DATE.

a. Monday, April 20, 2026 at 6:00 pm.

6. ADJOURNMENT.

Motion by Annen, second by Thompson, to adjourn at 6:44 pm. Motion carries 4 - 0 - 0 by acclamation.

Pursuant to law, written notice of this meeting was given to the public and posted on the public bulletin board in accordance with Open Meetings Law.

Respectfully submitted,
Matthew G. Schuenke
Village Administrator


McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Presentation regarding McFarland School District Equity Update.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

McFarland Superintendent Aaron Tarnutzer will be present to provide an overview of the School District's Equity Initiatives. He recently provided a similar presentation to the School Board and will be present to provide a similar presentation as well as answer questions from the Committee following his report.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed for this item. Presented for discussion.

ATTACHMENTS:

None


McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding event planning for Juneteenth.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

The McFarland High School Black Student Union (BSU) in partnership with the McFarland Equity Project (MEP) have co-hosted a Juneteenth Celebration on the holiday for the last few years. The Village through the DEI Committee is looking to partner with them to help support this effort. This year, the holiday is scheduled for Friday, June 19th but sometimes the event falls on the weekend. Representatives from both groups will be present for the meeting to discuss plans for the event and how to better formalize this partnership.

Additionally, from the Communications Division perspective we will put this on their radar as an event to cover as we do other things. It is recognized as a Village Holiday but we will work with Staff to determine their availability to support the event as well.

FINANCIAL/BUDGET IMPACT:

Funding support will shift to the programming allocation established by the Village Board within the annual budget.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed on this item.

ATTACHMENTS:

None



**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and Action on Planning Education and Awareness Campaigns for July-December 2026.

PREVIOUS ACTION:

The DEI Committee approved the education and awareness campaigns for January through June of 2026 at its meeting on December 15, 2025.

ISSUE SUMMARY:

Please find enclosed the list of recognitions from the first 6 months of this year, and what we completed in the second half of last year. Our objective is to provide direction on the areas of education and awareness we wish to pursue for the second half of this year. We do now have the Paradigm calendar for 2026, and that is included in the packet for reference. Similar to what we did become, we will need to consider the following as we think about areas we are planning to recognize:

1. **Availability of Resources** – Whether that is Staff time, Committee members time, or just money... how much we have of these things should be factored in to our ability to address each issue.
2. **Variability in Selections** – As the Paradigm calendar suggests, there are many different items and ideas to choose from all of which are likely worthy of recognition. In relation to resources, need to think about the volume and whether or not items can change from one year to the next to spread out what is recognized from year to year.
3. **Alignment of Selections with Village Services** – As has been noted, most of our recognitions historically have been aligned with Village services. Our ability to act through these services while recognizing them creates a strong platform for education and awareness. For those areas where they do not align with the services we provide, our ability to recognize might be more limited.

Once we have finalized the enclosed list, then Village Staff will work with all involved to establish deadlines, gather the information needed, figure out what is missing, and make assignments to carry out the work.

FINANCIAL/BUDGET IMPACT:

The 2026 Budget will be approved with an allocation of \$3,000 to be used for diversity, equity, and inclusion programming next year.



VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

Motion, second to accept the enclosed list of recognitions to set the education and awareness campaigns for July through December of 2026.

This is setup for action, but if we are not ready to finalize this in the April meeting then we can defer completion to May as needed.

ATTACHMENTS:

1. DEI Recognition Awareness Campaigns 04162026 mgs
2. Paradigm Inclusion Calendar 2026

Recognition	Category	Begin	End	New or Repeat	Assignment	Actions	Proclamation	Blog post	Lookout feature	Social post	Event/special project	Done?
Crossing Guard Appreciation Week	Week	Feb 16	Feb 20	Repeat	Police	Defer to Brian.	Yes	Yes	N/A	Yes	N/A	YES
Black History Month	Month	Feb 1	Feb 28	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Reuse trivia	YES
Lunar New Year	Day	Feb 17	Feb 17	New	DEI Strategist	Content received before departure	No	N/A	N/A	Yes	N/A	YES
World Day of Social Justice	Day	Feb 20	Feb 20	New	DEI Strategist	Content received before departure	No	N/A	N/A	Yes	N/A	YES
Social Work Month	Month	Mar 1	Mar 31	New	Senior Outreach	Defer to Katie.	Yes	Yes	Yes	Yes	SO events, reel of profile of local social workers (5)	YES
Women's History Month	Month	Mar 1	Mar 31	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Reuse nominate a woman, reuse trivia	YES
World Down Syndrome Day	Day	Mar 21	Mar 21	New	Communications	Research from scratch	No	N/A	N/A	Yes	N/A	YES
Autism Acceptance Week	Week	30-Mar	6-Apr	New	Communications	Day recognition is April 2	Yes	Yes	Maybe	Yes	N/A	YES
Transgender Day of Visibility	Day	Mar 31	Mar 31	Repeat	Communications	Use content from last year	No	N/A	N/A	Yes	N/A	YES
Volunteer Appreciation Month	Month	1-Apr	30-Apr	New	Senior Outreach	Defer to Katie.	Yes	Yes	Yes	Yes	Volunteer Appreciation event	YES
Earth Day	Day	Apr 22	Apr 22	New	Communications	Connect to Community Service Day	No	N/A	Yes	Yes	Community Service Day	Pending
Arbor Day	Day	Apr 24	Apr 24	Repeat	Public Works	Defer to Sayer.	Yes	N/A	Yes	Yes	Event	Pending
Community Service Day	Day	Apr 25	Apr 25	Repeat	Senior Outreach	Defer to Katie.	No	N/A	Yes	Yes	Earth Day connection	Pending
World Migratory Bird Day	Day	9-May	9-May	Repeat	Public works	Defer to PW.	Yes	N/A	Maybe	Yes	Bird Festival photos	
Public Works Week	Week	17-May	23-May	Repeat	Public Works	Defer to PW	Yes	Yes	Yes	Yes	Public Works Open House	
Mental Health Month	Month	May 1	May 31	Repeat	Communications	Use content from last year	Yes	Yes	Yes	Yes	Social media reel, how does staff take care of their mental health	
Asian American Month	Month	May 1	May 31	New	Communications	Do we have previous content?	Yes	Yes	Yes	Yes	Create trivia - Eleanor get trivia to Ben by April 1	
Pride Month	Month	Jun 1	Jun 30	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Flag raising	
Pride Flag Raising	Day	Jun 3	Jun 3	Repeat	Administrator	Defer to Matt.	No	N/A	Yes	Yes	Pride month connection	
Juneteenth	Day	Jun 19	Jun 19	Repeat	Administrator	Defer to Matt, Comm, School.	No	N/A	Yes	Yes	School event supported by MEP and Village.	
World Refugee Day	Day	Jun 20	Jun 20	New	Communications	Research from scratch	No	N/A	N/A	Yes	N/A	
Disability Pride Month	Month	1-Jul	31-Jul	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Not sure yet	
National Senior Citizens Day	Day	21-Aug	21-Aug	Repeat	Senior Outreach	Same format as 2025.	No	No	No	Yes	N/A	
National Falls Prevention Month	Month	1-Sep	30-Sep	New	Senior Outreach	Defer to Katie	Yes	Yes	Yes	Yes	Senior Outreach events	
Hispanic Heritage Month	Month	15-Sep	15-Oct	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Trivia	
Indigenous People's Day	Day	13-Oct	13-Oct	Repeat	Communications	Same format as 2025.	No	No	No	Yes	N/A	
International Pronouns Day	Day	15-Oct	15-Oct	New	Communications	Research from scratch	No	No	No	Yes	N/A	
Native American Heritage Month	Month	1-Nov	30-Nov	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Trivia	
Day of the Dead	Day	1-Nov	1-Nov	New	Communications	Research from scratch	No	No	No	Yes	N/A	
Veterans Day	Day	11-Nov	11-Nov	Repeat	Communications	Same format as 2025.	No	No	No	Yes	N/A	
Transgender Day of Remembrance	Day	20-Nov	20-Nov	New	Communications	Research from scratch	No	No	No	Yes	N/A	
International Day for People with Disabilities	Day	3-Dec	3-Dec	New	Communications	Research from scratch	No	No	No	Yes	N/A	

2026 Inclusion Calendar

Heritage, Religious, and Identity Dates

Throughout the year there are multiple months and days that recognize people, groups, and topics related to heritage and identity. This calendar highlights important observations around the world, as well as key religious dates. All dates below are recognized internationally, unless specified otherwise. Those marked with an asterisk (*) have Paradigm Reach resources that can help you commemorate these points in time within your organization. We hope this helps you build belonging for your colleagues from all backgrounds in 2026!

Is there a date you think should be added? Email us at contact@paradigmiq.com

Heritage and Identity Calendar

January	February	March	April	May	June	July	August	September	October	November	December
<p>4 World Braille Day</p> <p>19 Martin Luther King Jr. Day (U.S.) *</p> <p>27 International Holocaust Remembrance Day *</p>	<p>Black History Month (U.S. & Canada) *</p> <p>LGBT History Month (U.K.)</p> <p>15-21 Aromantic Spectrum Awareness Week</p> <p>17 Lunar New Year *</p>	<p>Women's History Month (U.S., U.K., & Australia) *</p> <p>1 Zero Discrimination Day</p> <p>3 World Hearing Day</p> <p>8 International Women's Day</p> <p>21 Nowruz</p> <p>21 World Down Syndrome Day</p> <p>21 Human Rights Day (South Africa)</p> <p>21 International Day for the Elimination of Racial Discrimination</p> <p>31 International Transgender Day of Visibility *</p> <p>31 Cesar Chavez Day</p>	<p>Autism Acceptance Month (U.S.) *</p> <p>Arab American Heritage Month (U.S.) *</p> <p>2 World Autism Acceptance Day *</p> <p>5 Qingming/Ching Ming Festival</p> <p>14 Ambedkar Jayanti (India)</p> <p>20-26 Lesbian Visibility Week</p> <p>22 Earth Day</p> <p>25 Australian and New Zealand Army Corps Day</p> <p>26 Lesbian Visibility Day</p>	<p>Mental Health Awareness Month *</p> <p>Asian Heritage Month (Canada) *</p> <p>Asian American, Native Hawaiian, & Pacific Islander Heritage Month (U.S.) *</p> <p>European Diversity Month (European Union)</p> <p>Jewish American Heritage Month (U.S.) *</p> <p>1 International Workers' Day</p> <p>1 May Day</p> <p>1 Labour Day</p> <p>17 International Day Against Homophobia, Transphobia, and Biphobia *</p> <p>19 Agender Pride Day *</p> <p>21 Global Accessibility Awareness Day</p> <p>21 World Day of Cultural Diversity for Dialogue and Development *</p> <p>24 Pansexual & Panromantic Awareness and Visibility Day</p> <p>25 Memorial Day (U.S.)</p> <p>26 National Day of Healing (Australia)</p>	<p>LGBTQ+ Pride Month *</p> <p>Caribbean American Heritage Month (U.S.)</p> <p>19 Juneteenth (U.S.) *</p> <p>19 Dragon Boat Festival (Tuen Ng Festival - Hong Kong)</p> <p>20 World Refugee Day</p> <p>21 National Indigenous Peoples Day (Canada) *</p>	<p>Disability Pride Month *</p> <p>BIPOC Mental Health Month (U.S.)</p> <p>14 Non-Binary People's Day *</p>	<p>6 Day of the Bolivian Indian (Día del Indio Boliviano - Bolivia)</p> <p>9 International Day of the World's Indigenous People *</p> <p>26 Women's Equality Day (U.S.) *</p>	<p>National Hispanic Heritage Month begins (Sept 15 - Oct 15 - U.S.) *</p> <p>18 International Equal Pay Day</p> <p>23 Celebrate Bisexuality Day</p> <p>30 National Day of Truth and Reconciliation (Canada) *</p>	<p>ADHD Awareness Month *</p> <p>LGBTQ+ History Month (U.S. & Canada) *</p> <p>Latin-American Heritage Month (Canada) *</p> <p>Women's History Month (Canada) *</p> <p>Black History Month (U.K. & Ireland) *</p> <p>Down Syndrome Awareness Month (U.S.)</p> <p>Filipino American History Month (U.S.) *</p> <p>National Disability Employment Awareness Month (U.S.) *</p> <p>National Hispanic Heritage Month begins (15 Sep to 15 Oct - U.S.) *</p> <p>2 Gandhi Jayanti (India)</p> <p>8 World Sight Day</p> <p>8 International Lesbian Day</p> <p>10 World Mental Health Day</p> <p>11 National Coming Out Day (U.S., U.K., Ireland, Switzerland, & the Netherlands)</p> <p>12 Day Of Respect For Cultural Diversity (Día del Respeto a la Diversidad Cultural - Argentina)</p> <p>12 National Indigenous People Day (U.S.) *</p> <p>21 International Pronouns Day *</p> <p>26 Intersex Awareness Day</p>	<p>Trans Awareness Month *</p> <p>Native American Indian/Alaska Native Heritage Month (U.S.) *</p> <p>1 Day of the Dead (Día de los Muertos - Mexico)</p> <p>8 Intersex Day of Solidarity</p> <p>11 Veterans Day (U.S./Remembrance Day (Canada & U.K.) *</p> <p>20 Transgender Day of Remembrance</p> <p>20 Black Awareness Day (Dia da Consciência Negra - Brazil)</p>	<p>3 International Day for People with Disabilities *</p>



Religious Calendar

January	February	March	April	May	June	July	August	September	October	November	December
<p>6 Feast of Epiphany (Christianity)</p> <p>7 Orthodox Christmas (Christianity)</p> <p>13 Lohri (Hinduism)</p> <p>14 Maghi (Sikhism)</p> <p>14 Makar Sankranti (Hinduism)</p>	<p>15 Parinirvana Day (Buddhism)</p> <p>17 First day of Ramadan (Islam)</p> <p>18 Ash Wednesday (Christianity)</p>	<p>2-3 Purim (Judaism)</p> <p>4 Holi (Hinduism)</p> <p>4-6 Hola Mohalla (Sikhism)</p> <p>20 Spring Equinox</p> <p>19-20 Eid al-Fitr - Last day of Ramadan (Islam)</p> <p>19-27 Chaitra Navratri (Hinduism)</p>	<p>1-9 Passover (Judaism)</p> <p>3 Good Friday (Christianity)</p> <p>5 Easter (Christianity)</p> <p>12 Orthodox Easter (Christianity)</p> <p>14 Vaisakhi (Hinduism and Sikhism)</p>	<p>1 Wesak (Buddhism)</p> <p>21-23 Shavuot (Judaism)</p> <p>25-26 Day of Arafah (Islam)</p> <p>26-27 Eid al-Adha</p>	<p>17 Islamic New Year (Islam)</p> <p>18 Shaheedi (Sikhism)</p> <p>24 Midsummer</p>	<p>29 Asalha Puja Day (Buddhism)</p> <p>29 Guru Purnima (Hinduism)</p>	<p>17 First Parkash (Sikhism)</p> <p>25 Mawlid (Islam)</p> <p>27 Ullambana (Buddhism)</p>	<p>11-13 Rosh Hashanah (Judaism)</p> <p>20-21 Yom Kippur (Judaism)</p> <p>22 Fall Equinox</p> <p>24-26 Chuseok</p> <p>2 Mid-Autumn Festival and Tsukimi</p> <p>Sep 25- Oct 2 Sukkot (Judaism)</p>	<p>Sep 25- Oct 2 Sukkot (Judaism)</p> <p>11-20 Sharad Navratri (Hinduism)</p>	<p>1 All Saints Day (Christianity)</p> <p>2 All Souls Day (Christianity)</p> <p>8 Bandi Chhor Divas (Sikhism)</p> <p>8 Diwali (Hinduism, Sikhism, Jainism)</p> <p>24 Guru Nanak Jayanti (Sikhism)</p>	<p>4-12 Chanukah (Judaism)</p> <p>8 Bodhi Day (Buddhism)</p> <p>25 Christmas Day (Christianity)</p> <p>Dec 26- Jan 1 Kwanzaa</p>



Heritage, Religious, and Identity Dates

January 2026

- 4 World Braille Day
- 6 Feast of Epiphany (Christianity)
- 7 Orthodox Christmas (Christianity)
- 13 Lohri (Hinduism)
- 14 Maghi (Sikhism)
- 14 Makar Sankranti (Hinduism)
- 19 Martin Luther King Jr. Day (U.S.)*
- 27 International Holocaust Remembrance Day*

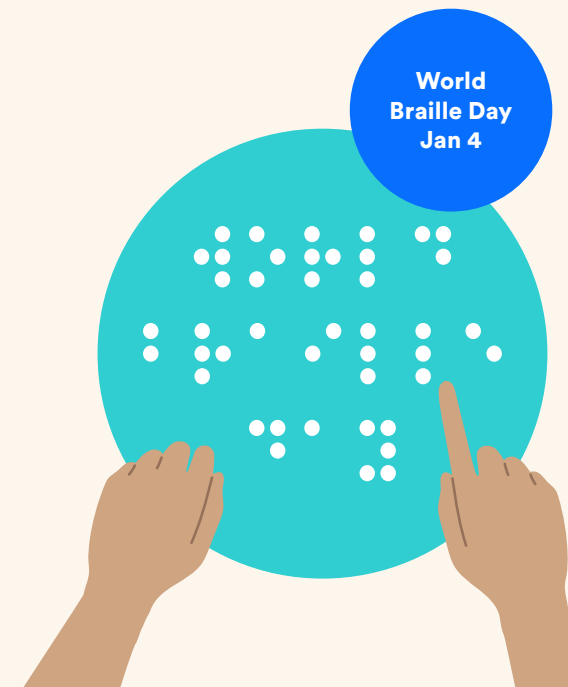
* Resources available for Paradigm Reach subscribers

Reach Content

- 19 **Martin Luther King Jr. Day**
Reading List: Understanding and Combating Racism
- 27 **International Holocaust Remembrance Day**
What is Antisemitism?

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Heritage, Religious, and Identity Dates

February 2026

Black History Month (U.S. & Canada)*

LGBT History Month (U.K.)

- 15 Parinirvana Day (Buddhism)
- 15-21 Aromantic Spectrum Awareness Week
- 17 Lunar New Year*
- 17 First day of Ramadan (Islam)
- 18 Ash Wednesday (Christianity)

Reach Content

Black History Month (U.S. & Canada)

- Commemorate and Amplify Black History
- Celebrating and Amplifying Black History Month
- Reading List: Celebrating Black History Month

17 Lunar New Year

- Lunar New Year Celebrations Around the World

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Black History Month (U.S. & Canada)

* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

March 2026

Women's History Month (U.S., U.K., & Australia)*

- 1 Zero Discrimination Day
- 2-3 Purim (Judaism)
- 3 World Hearing Day
- 4 Holi (Hinduism)
- 4-6 Hola Mohalla (Sikhism)
- 8 International Women's Day
- 20 Spring Equinox
- 19-20 Eid al-Fitr - Last day of Ramadan (Islam)
- 19-27 Chaitra Navratri (Hinduism)
- 21 Nowruz
- 21 World Down Syndrome Day
- 21 Human Rights Day (South Africa)
- 21 International Day for the Elimination of Racial Discrimination
- 31 International Transgender Day of Visibility*
- 31 Cesar Chavez Day

Reach Content

Women's History Month (U.S., U.K., & Australia) and International Women's Day

- 📖 Women's History Month: Fifty Years of Progress at Work
- 📖 How to Practice Meaningful Allyship Toward Women
- 📖 Reading List: Women's History Month

31 International Transgender Day of Visibility

- 📖 An Introduction to Transgender Identity
- 📖 Transgender Inclusion in the Workplace

Key

- 📖 Resource
- 📖 Microlearning
- 🟡 Heritage and Identity Dates
- 🟢 Religious Dates



Eid al-Fitr
March 30



International Women's Day
March 8

* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

April 2026

Autism Acceptance Month (U.S.)*

Arab American Heritage Month (U.S.)*

- 1-9 Passover (Judaism)
- 2 World Autism Acceptance Day*
- 3 Good Friday (Christianity)
- 5 Qingming/Ching Ming Festival
- 5 Easter (Christianity)
- 12 Orthodox Easter (Christianity)
- 14 Ambedkar Jayanti (India)
- 14 Vaisakhi (Hinduism and Sikhism)
- 20-26 Lesbian Visibility Week
- 22 Earth Day
- 25 Australian and New Zealand Army Corps Day
- 26 Lesbian Visibility Day

Reach Content

Autism Acceptance Month and World Autism Acceptance Day

- Neurodiversity in the Workplace
- Actions You Can Take to Advance Autism Acceptance
- Neuro-inclusive Workplace Checklist

Arab American Heritage Month (U.S.)

- Reading List: Arab American Heritage Month

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

May 2026

Mental Health Awareness Month*

Asian Heritage Month (Canada)*

Asian American, Native Hawaiian, & Pacific Islander Heritage Month (U.S.)*

European Diversity Month (European Union)

Jewish American Heritage Month (U.S.)*

- 1 International Workers' Day
- 1 May Day
- 1 Wesak (Buddhism)
- 1 Labour Day
- 17 International Day Against Homophobia, Transphobia, and Biphobia*
- 19 Agender Pride Day*
- 21 Global Accessibility Awareness Day
- 21 World Day of Cultural Diversity for Dialogue and Development*
- 21-23 Shavuot (Judaism)
- 24 Pansexual & Panromantic Awareness and Visibility Day
- 25 Memorial Day (U.S.)
- 25-26 Day of Arafah (Islam)
- 26 National Day of Healing (Australia)
- 26-27 Eid al-Adha

* Resources available for Paradigm Reach subscribers

Reach Content

Mental Health Awareness Month

- 📖 Destigmatizing Mental Health
- 📖 Reading List: Mental Health Awareness Month

Asian Heritage Month (Canada)/Asian American, Native Hawaiian, and Pacific Islander Heritage Month (U.S.)

- 📖 Supporting AAPI Advancement at Work
- 📖 Honoring the AANHPI Community
- 📖 Unpacking the Model Minority Myth
- 📖 Reading List: Asian American Native Hawaiian and Pacific Islander Heritage Month

Jewish American Heritage Month (U.S.)

- 📖 Reading List: Jewish American Heritage Month

17 International Day Against Homophobia, Transphobia, and Biphobia

- 📖 An Introduction to Transgender Identity
- 📖 Transgender Inclusion in the Workplace

19 Agender Pride Day

- 📖 Pronoun Primer

21 World Day of Cultural Diversity for Dialogue and Development

- 📖 Cross-Cultural Communication

Key

- 📖 Resource
- 📖 Microlearning
- 🟡 Heritage and Identity Dates
- 🟢 Religious Dates

Mental Health Awareness Month



Heritage, Religious, and Identity Dates

June 2026

LGBTQ+ Pride Month*

Caribbean American Heritage Month (U.S.)

- 17 Islamic New Year (Islam)
- 18 Shaheedi (Sikhism)
- 19 Juneteenth (U.S.)*
- 19 Dragon Boat Festival (Tuen Ng Festival - Hong Kong)
- 20 World Refugee Day
- 21 National Indigenous Peoples Day (Canada)*
- 24 Midsummer

* Resources available for Paradigm Reach subscribers

Reach Content

LGBTQ+ Pride Month

- An Introduction to Transgender Identity
- Inclusive Language
- Pride Month: Continuing the Fight for Equal Rights
- 📄 Pronoun Primer
- 📄 Reading List: Pride Month
- 📄 Transgender Inclusion in the Workplace

19 Juneteenth (U.S.)

- 📄 Reading List: Understanding and Combating Racism
- 📄 Understanding and Honoring Juneteenth

21 National Indigenous Peoples Day (Canada)

- 📄 Honoring Indigenous Peoples Around the World

Key

- 📄 Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



Heritage, Religious, and Identity Dates

July 2026

Disability Pride Month*

BIPOC Mental Health Month (U.S.)

- 14 Non-Binary People's Day*
- 29 Asalha Puja Day (Buddhism)
- 29 Guru Purnima (Hinduism)

Reach Content

Disability Pride Month

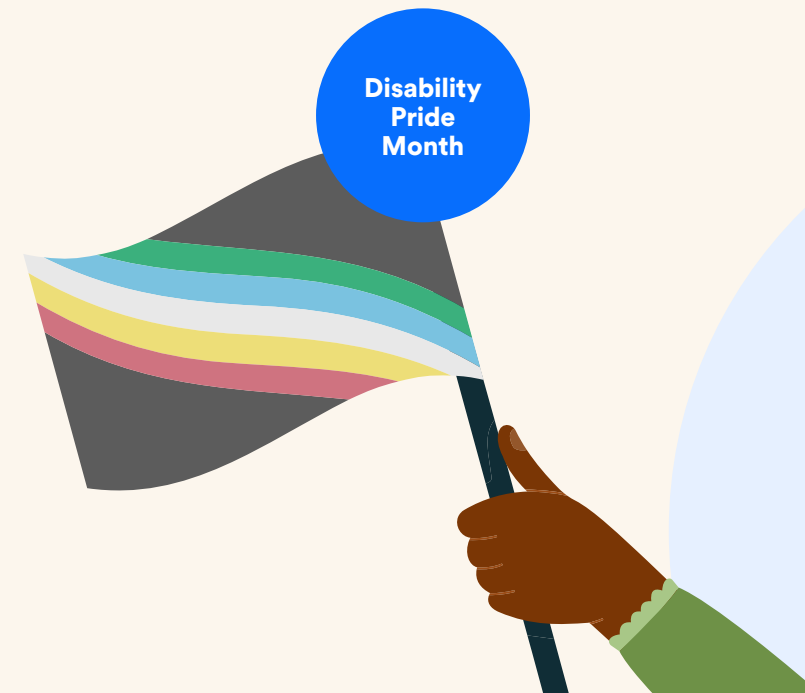
- Disability Inclusion
- Celebrating the Disability Community
- Reading List: Disability Inclusion

14 Non-Binary People's Day

- An Introduction to Transgender Identity
- Pronoun Primer

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

August 2026

- 6 Day of the Bolivian Indian (Día del Indio Boliviano - Bolivia)
- 9 International Day of the World's Indigenous People*
- 17 First Parkash (Sikhism)
- 25 Mawlid (Islam)
- 26 Women's Equality Day (U.S.)*
- 27 Ullambana (Buddhism)

Reach Content

9 International Day of the World's Indigenous People

- 📄 Honoring Indigenous Peoples Around the World

26 Women's Equality Day

- 📄 How to Practice Meaningful Allyship Toward Women
- 📄 Reading List: Women's History Month

Key

- 📄 Resource
- 📖 Microlearning
- 🟡 Heritage and Identity Dates
- 🟢 Religious Dates



* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

September 2026

National Hispanic Heritage Month begins (Sept 15 - Oct 15 - U.S.)*

11-13	Rosh Hashanah (Judaism)
18	International Equal Pay Day
20-21	Yom Kippur (Judaism)
22	Fall Equinox
23	Celebrate Bisexuality Day
24-26	Chuseok
25	Mid-Autumn Festival and Tsukimi
Sept 25-Oct 2	Sukkot (Judaism)
30	National Day of Truth and Reconciliation (Canada)*

Rosh Hashanah (Judaism)
Sept 11-13



Reach Content

National Hispanic Heritage Month (Sept 15 – Oct 15, U.S.)

- Five Things You Might Not Know About the Latine Workforce
- Inclusive Terminology Within the Hispanic, Latino, and Latine Community
- 📖 Reading List: Hispanic Heritage Month

30 National Day of Truth and Reconciliation (Canada)

- 📖 Honoring Indigenous Peoples Around the World

Key

- 📖 Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates



National Hispanic Heritage Month begins (Sept 15 - Oct 15 - U.S.)

* Resources available for Paradigm Reach subscribers

Heritage, Religious, and Identity Dates

October 2026

ADHD Awareness Month*

LGBTQ+ History Month (U.S. & Canada)*

Latin-American Heritage Month (Canada)*

Women's History Month (Canada)*

Black History Month (U.K & Ireland)*

Down Syndrome Awareness Month (U.S.)

Filipino American History Month (U.S.)*

National Disability Employment Awareness Month (U.S.)*

National Hispanic Heritage Month begins (15 Sep to 15 Oct - U.S.)*

Sept 25-Oct 2	Sukkot (Judaism)
2	Gandhi Jayanti (India)
3-4	Simchat Torah (Judaism)
8	World Sight Day
8	International Lesbian Day
10	World Mental Health Day
11	National Coming Out Day (U.S., U.K., Ireland, Switzerland, & the Netherlands)
11-20	Sharad Navratri (Hinduism)
12	Day Of Respect For Cultural Diversity (Día del Respeto a la Diversidad Cultural - Argentina)
12	National Indigenous People Day (U.S.)*
21	International Pronouns Day*
26	Intersex Awareness Day

* Resources available for Paradigm Reach subscribers

Reach Content

ADHD Awareness Month

- Embracing ADHD in the Workplace

Latin-American Heritage Month (Canada)

- Five Things You Might Not Know About the Latine Workforce
- Inclusive Terminology Within the Hispanic, Latino, and Latine Community

Women's History Month (Canada)

- Women's History Month: Fifty Years of Progress at Work
- How to Practice Meaningful Allyship Toward Women
- Reading List: Women's History Month

Black History Month (U.K. & Ireland)

- Commemorate and Amplify Black History
- Celebrating and Amplifying Black History Month
- Reading List: Celebrating Black History Month

Filipino American History Month (U.S.)

- Reading List: Filipino American History Month

National Disability Employment Awareness Month (U.S.)

- Disability Inclusion
- Celebrating the Disability Community
- Neurodiversity in the Workplace
- Reading List: Disability Inclusion
- Disability Inclusion: Three Actions to Get Started
- Neuro-inclusive Workplace Checklist

12 National Indigenous People Day (U.S.)

- Honoring Indigenous Peoples Around the World

21 International Pronouns Day

- Inclusive Language
- Pronoun Primer

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates

World Mental Health Day
October 10



Heritage, Religious, and Identity Dates

November 2026

Trans Awareness Month*

Native American Indian/Alaska Native Heritage Month (U.S.)*

- 1 All Saints Day (Christianity)
- 1 Day of the Dead (Día de los Muertos - Mexico)
- 2 All Souls Day (Christianity)
- 8 Intersex Day of Solidarity
- 8 Bandi Chhor Divas (Sikhism)
- 8 Diwali (Hinduism, Sikhism, Jainism)
- 11 Veterans Day (U.S.)/Remembrance Day (Canada & U.K.)*
- 20 Transgender Day of Remembrance
- 20 Black Awareness Day (Dia da Consciência Negra - Brazil)
- 24 Guru Nanak Jayanti (Sikhism)

Reach Content

Trans Awareness Month and Transgender Day of Remembrance

- Inclusive Language
- An Introduction to Transgender Identity
- Pronoun Primer
- Transgender Inclusion in the Workplace

Native American Indian/Alaska Native Heritage Month (U.S.)

- Reading List: Native American Heritage Month

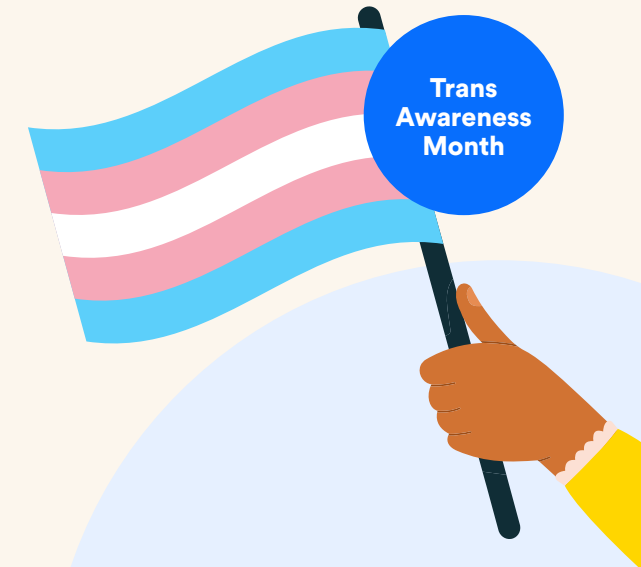
11 Veterans Day (U.S.)

- Honoring Veterans Day
- Veterans Day

Key

- Resource
- Microlearning
- Heritage and Identity Dates
- Religious Dates

Día de los Muertos
Nov 1



* Resources available for Paradigm Reach subscribers


Heritage, Religious, and Identity Dates

December 2026


- 3** International Day for People with Disabilities*
- 4-12** Chanukah (Judaism)
- 8** Bodhi Day (Buddhism)
- 25** Christmas Day (Christianity)
- Dec 26-Jan 1** Kwanzaa


Reach Content

Happy Holidays

 Religious Inclusion


3 International Day for People with Disabilities


 Disability Inclusion

 Disability Inclusion: Three Actions to Get Started

Key

 Resource

 Microlearning

 Heritage and Identity Dates

 Religious Dates



* Resources available for Paradigm Reach subscribers


McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding event planning of World Day for Cultural Diversity for Dialogue and Development.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Staff met with the Multicultural Club through the High School about partnering in the World Day of Cultural Diversity. They have done similar work surrounding events like the Youth Unity Summit and Equity Coalition. Enclosed in the packet is a general outline to summarize preparations for the event that we will discuss with the Committee. If agreeable, we will continue to plan out the remainder of the event and discuss various roles for the Committee to be involved to help facilitate.

FINANCIAL/BUDGET IMPACT:

The overall programming budget is \$5,000 and historically we've used about \$1,000 to \$1,500 for this event depending on what is planned.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Presented for discussion. No action needed.

ATTACHMENTS:

1. World Day of Cultural Diversity - Event Outline

World Day of Cultural Diversity Event Outline

Date: Thursday, May 21, 2026

Time: 5:00 – 7:00 pm

Location: McFarland High School

Program: Combination of displays, food, music/dance/art, and dialogue.

5:00-5:15 – Gathering/Welcome *

5:15-5:45 – Food/Meal/Dialogue *

5:45-6:15 – Music/Dance/Art

6:15-6:45 – Structured Roundtable

6:45-7:00 – Closing

* Decorations, fashion display, henna, and face painting will be offered during the first portion of the event. Items on display will continue for the duration of the event, but activities could be paused so others can participate in the second portion of the event.

Remaining questions:

- Kelly is confirming location in the cafeteria. Still going to think about indoors versus outdoors.
- Matt will share this outline with Eleanor to start to build the marketing for the event.
- Structured Roundtable – The idea is to have a set number of tables that have a topic, a moderator, and a list of questions to spur dialogue amongst those at the table. After a period of time, they will rotate to the next table where there will be a new table with a new topic for them to participate in. This is an activity to spur dialogue within the them of the event.
 - How many tables/topics?
 - Suggest we plan on 3.
 - Ten minutes to rotate through each topic for 30 minutes.
 - What are the topics?
 - Whom are our moderators?
 - Student Led Table
 - Matt can lead a
 - What questions should they asked aligned with their topic?

- Kelly is checking with the Music Department to see if they would be able to have a role. We could also look at outside vendors to provide this service too. Matt could talk to Katie and Heidi for ideas on this.
 - It also doesn't have to be 30 minutes. I just put blocks of time and it could be shorter if we feel that is too much.
- Kelly will be working with the students on preparing what is needed for the fashion display.
- Kelly and Matt will work with students on what is needed for the decorations. Students will review what we have currently, and then we'll work to add additional items as needed.
- Students will follow up if they are able to provide henna and face painting. This had been done before, and Kelly will work with them to see if this can be done again.
- Matt will talk with Stephanie and Heidi about arranging for food carts. Plan would be to park them in the driveway by the entrance.


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding event planning for Pride Flag Raising.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Annually on the first Wednesday of June, the Village has hosted an event at the Municipal Center to raise the Pride Flag. Recognition of Pride Month is part of the education and awareness campaign for June, and hosting the event helps to support that awareness. The program is planned to be held within a similar format as previous years with an event outline included within the packet. We will review this in the meeting, and if agreeable continue to plan around these areas.

FINANCIAL/BUDGET IMPACT:

Costs for the event have ranged around \$100-\$200, and will be paid for through the current operating budget for DEI Programming.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Presented for discussion.

ATTACHMENTS:

1. 2026 Pride Flag Raising Ceremony

2026 Pride Flag Raising Ceremony

Date: Wednesday, June 3, 2026

Time: 5:30 pm

Location: McFarland Municipal Center
Flag Pole/Entrance/Parking Lot

Program: Introduction – Matt
Speech – Village President
Speech – High School Student
Flag Raising – High School Student
Closing – Matt

Setup: Sound System
Chairs
Tables
Displays

Food/Bev: Cookies (Red Bake Shop)
Lemonade (Store)
Utensils

Attendees: Village Board
DEI Committee
All BCCs?
Department Heads
School Board
High School Clubs
Dane County – Melissa and Patrick
State Representatives – Joan, Randy, and Sheila
State Senators – Melissa and Kelda
Community at Large

Next Steps:

- Village Board Approvals – May 26
 - Proclamation
 - Flag raising request
 - Announce event
- Meet with Communications, line up support same as was done in previous years.
- Send out invites, begin marketing.


McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Update and discussion regarding engagement with McFarland High School.

PREVIOUS ACTION:

The DEI Committee discussed the general approach to engagement with the high school at its meeting on December 15, 2025.

The DEI Committee reviewed proposed engagement opportunities at the high school as part of their meeting on February 16, 2026.

The DEI Committee discussed participation within the Equity Picnic at its March 25, 2026 meeting.

ISSUE SUMMARY:

The Equity Picnic with Students from various clubs at the High School is scheduled for Wednesday, April 22nd from 8:30 am to 12:00 pm. There will be Student led programs from 8:30-11:30 and then lunch will be served for the final half hour. The Committee is invited to participate with the Students and those that have RSVP were provided to the High School. This is just a reminder for the upcoming event and answer any final questions people might have.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed, presented as an update.

ATTACHMENTS:

1. 2026 Youth Unity Summit Info Poster

JOIN US FOR THE 4TH ANNUAL YOUTH UNITY SUMMIT



Scan me!

Registration Details:

Scan the QR Code to secure your spot or
CLICK HERE to register!

For questions, contact us at
info@united-against-hate.org



Ready to connect with other student leaders and help build a stronger sense of belonging at your school? The Youth Unity Summit is a chance to share ideas, learn from each other, and take small steps that make a big difference. We'd love to have you join us and feel free to invite a friend! *We'd also especially like to welcome SRO officers and school administrators.* You'll have your own breakout session to talk about the unique ways you can support student belonging!

CALLING ALL STUDENT LEADERS, SCHOOL ADVISERS, AND SRO PERSONNEL!

What's in store:

- **Dynamic Keynote Speaker:** Kick off the day with an energizing keynote that will spark ideas and inspire meaningful conversations.
- **Breakout Sessions:** Join smaller groups to explore important topics, learn new strategies, and hear different perspectives from students across districts.
- **Small Group Reflection & Action Planning:** Wrap up the day by creating a plan you can bring back to your school to help strengthen belonging in your community.

SMALL SCHOOL
SUMMIT

DODGEVILLE

912 W CHAPEL ST
DODGEVILLE, WI 53533

WEDNESDAY, FEB. 25TH

9:00 AM - 2:00 PM

LARGE SCHOOL
SUMMIT

MCFARLAND

5103 FARWELL ST.
MCFARLAND, WI 53558

THURSDAY, FEB. 26TH

9:00 AM - 2:00 PM


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, April 20, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: **DEI Committee Updates: Committee members will have the opportunity to share community updates and updates from other village committees, commissions, and boards to assist in implementing ordinance 2-461 (a)(b)(c)**

PREVIOUS ACTION:

This agenda item is provided as an opportunity for discussion on this topic at each meeting.

ISSUE SUMMARY:

The Diversity, Equity, and Inclusion Committee, as outlined in ordinance 2-461 (a)(b)(c), is responsible, among other facets of the code, to make recommendations to the Village Board, serving as a resource, setting goals, and advising the Board, committees, and staff on various aspects of diversity, equity, and inclusion within the Village. Allocating dedicated time during the meeting for committee members to discuss promotes the effective implementation of this ordinance.

Chair and Board Trustee - Share any initiatives/updates to discuss with the DEI Committee

Other Village Committee members- Provide any committee updates or initiatives from other Village committee's that you may serve on

Staff - Share any updates or recommendations

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

For discussion only. No action on this item.

ATTACHMENTS:

None

