

Monday, May 18, 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. Discussion and action to approve the minutes of the September 9, 2025 joint Village Board and Diversity, Equity, and Inclusion Committee meeting.
 - b. Discussion and action to approve the minutes of the April 20, 2026 meeting.
4. BUSINESS.
 - a. Discussion and Action on Planning Education and Awareness Campaigns for July-December 2026.
 - b. Discussion regarding event planning of World Day for Cultural Diversity for Dialogue and Development.
 - c. Discussion on follow-up from the Equity Picnic held by the High School in April.
 - d. Update and discussion regarding event planning for Juneteenth.
 - e. Update and discussion regarding event planning for Pride Flag Raising.

- f. 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, June 15, 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
**Joint Meeting of the Diversity, Equity, and Inclusion Committee and Village Board
Minutes**

Tuesday, September 9, 2025 - 5:30 PM

1. CALL TO ORDER.

Village President Brassington called the joint meeting of the McFarland Village Board and Diversity, Equity, and Inclusion Committee to order at 5:30 pm in the Community Room of the McFarland Municipal Center.

2. ROLL CALL.

Village Board Members Present: Miguel Peña, Luke Fessler, Stephanie Brassington, Kathy Annen, Ken Boyd (arrived at 5:40 pm).

Village Board members not present: Mona Nelson, Monica Bruce, Kelly Thompson, Cyndi Jaye, Meghan Kelling-Shanks, Miguel Peña, and Kathy Annen.

Members Not Present: Alisa Leamy (Village Board) and Lowell Prill (Village Board).

Staff Present: Village Administrator Matt Schuenke and DEI Strategist Krystal Johnson.

3. PUBLIC APPEARANCES.

a. This is an opportunity for members of the public to address the Village Board for items that are not on the agenda. Please remember this is a hybrid meeting conducted in person and through the Zoom online meeting platform. Meeting attendees wishing to address the Board about items not on the agenda may do so at this time. Zoom attendees should type their name and address in the Question and Answer feature within the Zoom online meeting platform at this time. Members of the public who are present in person and wish to address the Board 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 comments to the Board for their consideration. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to village.clerk@mcfarland.wi.us to be included as part of the meeting.

Members of the public may also speak during their selected agenda item as they designate on the public comment form or in the Question and Answer feature on Zoom.

None.

4. BUSINESS.

a. Presentation and discussion of the work of the DEI Committee within the past year.

A presentation was given to provide an overview of the work the Committee has completed within the last year. The ordinance was reviewed along with events, recognitions, and other policy considerations that were addressed within the last year. This included but not limited to a decision making guide framework, goal revision, Flag Raising Policy, Department funding support, World Day for Cultural Diversity, and general growth/development of the Committee. The members discussed this and reviewed these areas. No further action was taken on these items.

b. Review the DEI Goal for 2025-2026 and discuss plans for the coming year.

The Village Board recently accepted the 2025/2026 Goals for the coming year, and these

were presented to the group. Each objective was presented and discussed to strengthen alignment with the Board and Committee's work. The members discussed this and provided their feedback. No action was taken on this item.

5. ADJOURNMENT.

Motion by Peña, second by Boyd, to adjourn at 6:50 pm. Motion carried.

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

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, April 20, 2026 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Chairperson Peña called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:00 PM in Community Room.

Members Present: Kathy Annen, Miguel Peña, Monica Bruce, Meghan Kelling-Shanks, Mona Nelson (arrived at 6:10 pm), and Kelly Thompson.

Members Not-Present: None.

Staff Present: Village Administrator Matt Schuenke and Communications Specialist Eleanor Kay.

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.

None.

3. APPROVAL OF MINUTES.

a. Motion to approve the minutes of the March 16, 2026 meeting.

Motion by Annen, second by Peña, to approve the minutes of the March 16, 2026 meeting. Motion carries 6 - 0 - 0 by acclamation.

4. BUSINESS.

a. Presentation regarding McFarland School District Equity Update.

Superintendent Aaron Tarnutzer was present from the McFarland School District to provide an update on the school's equity initiatives. He

b. Discussion regarding event planning for Juneteenth.

Christine Pribbenow was present on behalf of the McFarland Equity Project (MEP) to talk about their work to assist the Black Student Union through the High School on the 2026 Juneteenth Celebration. This is a co-planned event between the groups where students help to provide the vision and programs with MEP assisting in various logistics around food, activities, and other needs. The event will be held on Saturday, June 20th from 12:00-3:00 pm at Arnold Larson Park. The Committee discussed ways the Village can help support the student run event with Communications presence, marketing assistance, volunteering, financial support, and a speaker to participate in the

program. MEP will follow-up with the Administrator with an update to be provided next month. No action taken on this item.

c. Discussion and Action on Planning Education and Awareness Campaigns for July-December 2026.

The Communications Specialist and Administrator reviewed the first six months of 2026 for recognitions that were approved previously in December. Everything has now been included beyond what DEI selected including recognitions within all Departments. The updated paradigm calendar was provided as background. The Committee reviewed and discussed the second half of 2026 provide direction on how to proceed. The group would finalize the list at its next meeting. No action was taken on this item.

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

Administrator Schuenke has been working with the Multi-Cultural Club at the High School to plan for this year's event. A draft outline was included in the packet where the Committee provided comments on. The preference is to lean information and work with students to finalize menu then proceed to complete remaining tasks. A final walk through will be held at the meeting next month. No action was taken on this item.

e. Discussion regarding event planning for Pride Flag Raising.

Administrator Schuenke reviewed an event outline for the Pride Flag Raising. This is scheduled for June 3rd at 5:30 pm in the front of the Municipal Center. The event program will be the same as in previous years with speeches/recognitions, flag raising, and light refreshments. The flag then will remain for the rest of June. The Committee reviewed the outline and was fine proceeding within a similar format. We will further check in on this at the next meeting in May. No action on this item.

f. Update and discussion regarding engagement with McFarland High School.

Following up on a number of different engagements with the High School, the Equity Picnic hosted by the Equity Coalition will be on Wednesday, April 22nd from 8:30 to 11:30 am. The Students have invited the Committee to participate and we discussed what the program will look like with our involvement. No action was taken on this item.

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)

No additional updates provided at this time.

5. SCHEDULE NEXT MEETING DATE.

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

6. ADJOURNMENT.

Motion by Peña, second by Annen, and unanimously carried by the DEI Committee to adjourn at 8:01 pm. Motion carried 6 - 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



**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, May 18, 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.

The DEI Committee reviewed the draft and discussed ideas at its meeting on April 20, 2026.

ISSUE SUMMARY:

Please find enclosed the list of recognitions from the first 6 months of this year, and what is recommended for the second half of this year. Our objective for this meeting is to finalize this list so that Staff has direction on what to carry out for the rest of this year. Included in the packet for reference is the Paradigm calendar for 2026. 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.

ATTACHMENTS:

1. Paradigm Inclusion Calendar 2026
2. 2026 DEI Recognition & Awareness Campaigns

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*

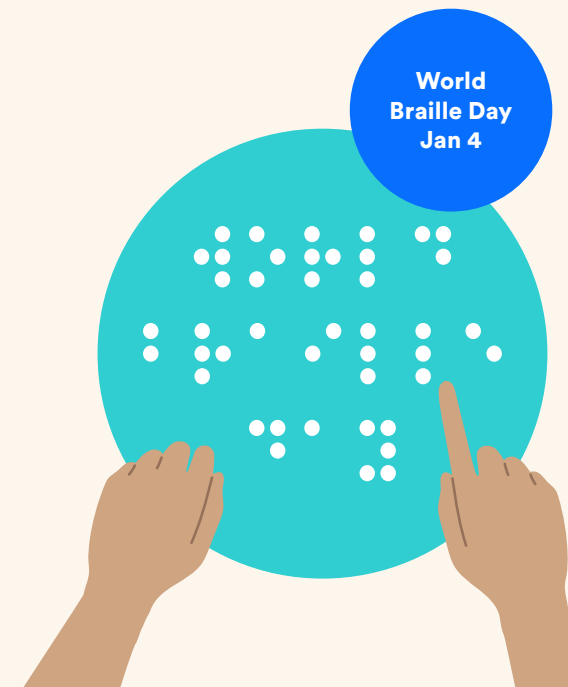
* Resources available for Paradigm Reach subscribers

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

* Resources available for Paradigm Reach subscribers

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

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

World Autism Acceptance Day
April 2

Easter and Orthodox Easter
(Christianity)
April 5 & 12

* 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

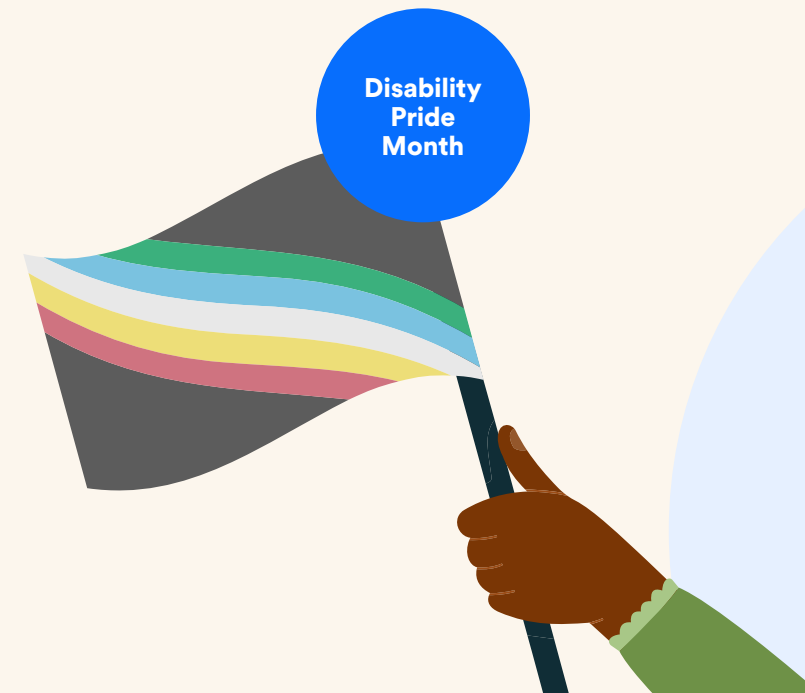
- Disability Inclusion
- Celebrating the Disability Community
- Reading List: Disability Inclusion

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)*

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



Rosh Hashanah (Judaism)
Sept 11-13



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.)

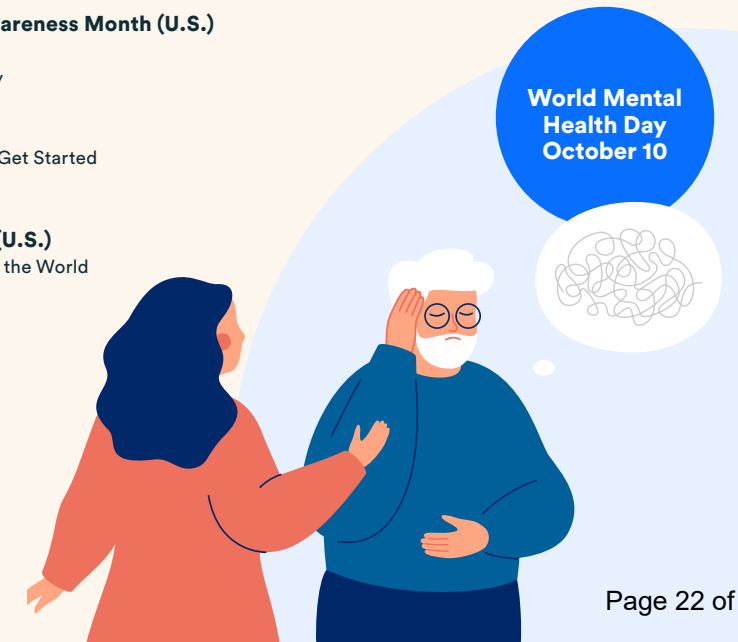
- Honoring Indigenous Peoples Around the World

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.)

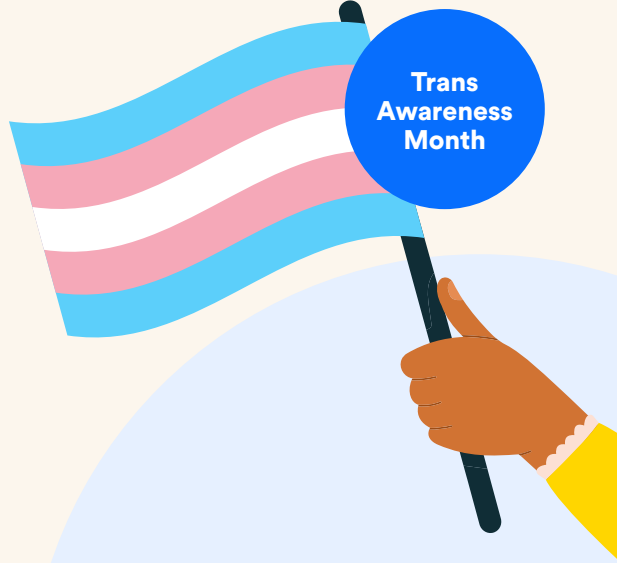
- Reading List: Native American Heritage Month

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



Happy Holidays!

* Resources available for Paradigm Reach subscribers

Recognition	Category	Begin	End	New/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
Administrative Professionals Day	Day	22-Apr	22-Apr	New							DO NEXT YEAR	
Earth Day	Day	Apr 22	Apr 22	New	Communications	Connect to Community Service Day	No	N/A	Yes	Yes	Community Service Day, Solar Farm Ribbon Cutting	YES
Arbor Day	Day	Apr 24	Apr 24	Repeat	Public Works	Defer to PW.	Yes	N/A	Yes	Yes	Event	YES
Community Service Day	Day	Apr 25	Apr 25	Repeat	Senior Outreach	Defer to Katie.	No	N/A	Yes	Yes	Earth Day connection	YES
Public Service Recognition Week	Week	3-May	9-May	New							DO NEXT YEAR	
Land Acknowledgement Anniversary	Day	3-May	3-May	New	Communications	Defer to Matt	No	No	No	Yes	N/A	YES
World Migratory Bird Day	Day	9-May	9-May	Repeat	Public works	Defer to PW.	Yes	N/A	Maybe	Yes	Bird Festival photos	YES
Peace Officers Memorial Day	Day	15-May	15-May	New	Police	Defer to Brian.	No	No	No	Yes		
National Police Week	Week	11-May	17-May	New	Police	Defer to Brian.	Yes	Yes	No	Yes		
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	
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/Stephanie.	No	N/A	Yes	Yes	Pride month connection	
Juneteenth	Day	Jun 19	Jun 19	Repeat	Administrator	Need to address with School.	No	N/A	Yes	Yes	School event	
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	
Women's Equality Day	Day	26-Aug	26-Aug	New	Communications	Research from scratch	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	
World Alzheimer's Day	Day	21-Sep	21-Sep	New	Senior Outreach	Defer to Katie	No	No	No	Yes	N/A	
Hispanic Heritage Month	Month	15-Sep	15-Oct	Repeat	Communications	Same format as 2025.	Yes	Yes	Yes	Yes	Trivia	
Fire Prevention Week	Week	4-Oct	10-Oct	New	Fire & Rescue	Research from scratch	Yes	Yes	No	Yes	N/A	
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	
National First Responders Day	Day	28-Oct	28-Oct	Repeat	Communications	Same format as 2025.	No	No	No	Yes	N/A	
Social Connection Awareness Month	Month	1-Nov	30-Nov	New/Repeat	Senior Outreach	Defer to Katie	Yes	Yes	Yes	Yes	Senior Outreach events/bingo	
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	


VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 18, 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:

Please see enclosed the final event outline for the World Day of Cultural Diversity to be held on Thursday, May 21st in partnership with the Multicultural Club at the High School. We will review the final setup needs and discuss preparations for the event in the meeting.

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
2. World Day Flier

World Day of Cultural Diversity
Event Outline

Date: Thursday, May 21, 2026

Time: 5:00 – 7:00 pm

Location: McFarland High School - Cafeteria

Program: Combination of displays, food, music, and dialogue.

5:00-5:05 – Gathering/Welcome

5:05-5:45 – Food/Meal/Dialogue

- Palenque
- MeKong
- Maharani
- Keur Fatou
- Fraboni's

5:45-6:15 – Music/Art

- Student led decorations
- Culturally Specific Clothing Display
- Student Displays
- Music Playlist

6:15-6:45 – Roundtable Dialogue

- Open mic for general room dialogue for people to share their local experiences.
- Table themes centered around structured dialogue to meet your table neighbors.
- Name tags will be used to guide engagement.

6:45-7:00 – Closing

One Village, *Many* Stories

*Celebrating Local Heritage
with Global Appreciation*

Thursday, May 21

McFarland High School

Featuring:

5-7 p.m.

FREE

Music and traditions from around the world
Guided conversations with McFarland neighbors
Activities, prompts & learning resources for all ages
Food & beverages from a variety of regions & cultures

**Join us for a family-friendly event in honor of
World Day for Cultural Diversity for Dialogue & Development**



McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 18, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion on follow-up from the Equity Picnic held by the High School in April.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

The Equity Coalition through the McFarland High School held its annual Equity Picnic on April 22nd. Students from Plateville High School also participated in the event and led an element of the program. Members of the DEI Committee, Village Staff, and Police Department were present for the event that was led locally by Students. We wanted to provide an overview of what was discussed as part of the event.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed, presented for discussion.

ATTACHMENTS:

None


McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 18, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Update and 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 with the event scheduled from 12:00 pm to 3:00 pm. Enclosed is a flier for the event and there is a Facebook event created that can be shared. 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.

Please note the following support identified by the Village:

- Communications Division has confirmed Staff can attend the event to provide media coverage.
- The Village will promote the event through its Social Media channels.
- We will work with MEP on the financial support needed through our programming line item.
- Monica and Mona were going to participate by speaking at the event. Need to confirm and will share with MEP.
- MEP will be providing a signup genius that will be shared with the Committee once available.

Otherwise the remaining tasks are coming together between the BSU and MEP for the event to be held next month. We'll review these tasks and see if there is anything else we wish to address.

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:

1. 2026 McFarland Juneteenth Celebration

**McFARLAND
HIGH SCHOOL
BLACK STUDENT
UNION**

A MOMENT OF UNITY, REFLECTION, AND JOY

JUNE Teenth

**CELEBRATE
THE DAY OF
FREEDOM**

**SATURDAY JUNE 20TH
AT ARNOLD LARSON PARK
12:00-3:00PM**

Join us as we honor Juneteenth — a powerful day of remembrance, resilience, and joy.

**GUEST SPEAKERS
FOOD
DRINKS
GAMES
MUSIC
FACE PAINT!**




VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 18, 2026

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Update and 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 - Event Outline
2. Pride Flag Raising Ceremony Flier

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
Utensils

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



Pride Flag Raising Ceremony

& Community Gathering

5:30 p.m., Wednesday, June 3

McFarland Municipal Center
5915 Milwaukee Street

All are welcome.

Stick around after the ceremony
to connect with neighbors over
cookies and lemonade.




VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 18, 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

