

**Joint Committee of the
Whole (Village Board) and
McFarland School District
Board**

Monday, June 28, 2021

5:30 PM

McFarland Municipal Center
Community Room

AGENDA

You are invited to this meeting through a Zoom webinar. The Public is strongly encouraged to watch and participate in these meetings remotely through either the webinar or telephone options listed below.

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/84789813962>

Or by Telephone: +1 (312) 626-6799
Webinar ID: 847 8981 3962

1. CALL TO ORDER.
2. ATTENDANCE/ROLL CALL.
3. PUBLIC APPEARANCES.
 - a. This is an opportunity for members of the public to address the Village Board. Please remember this is a virtual meeting conducted through the Zoom online meeting platform. Zoom meeting attendees wishing to address the board may do so using the Question and Answer feature within the Zoom online meeting platform. You may state your name, address, and provide your comments to the board for their consideration. 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. Members of the public may speak during public appearances or during their selected agenda item as they designate on the public comment form. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to cassandra.suettinger@mcfarland.wi.us to be included as part of the meeting.
4. BUSINESS.
 - a. Presentation and update from Diversity, Equity, and Inclusion Subcommittee.
 - b. Presentation from the McFarland School District regarding diversity, equity, and inclusion initiatives.
 - c. Discussion on diversity, equity and inclusion initiatives.
5. ADJOURNMENT.

This meeting notice constitutes an official meeting of the above referenced group and was posted in accordance with all applicable laws related to Open Meetings Law. It is possible that members of and possibly a quorum of members of other governmental bodies

of the municipality may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice. Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals. For additional information or to request this service, contact the McFarland Municipal Center at (608) 838-3153 or cassandra.suettinger@mcfarland.wi.us

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, June 28, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Stephanie Miller, Comm & Technology Director, Matt Schuenke,
Village Administrator

AGENDA ITEM: Presentation and update from Diversity, Equity, and Inclusion
Subcommittee.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Patrick Miles who is Chairperson of the Diversity, Equity, and Inclusion Subcommittee will be present along with Staff to go over the work of the Subcommittee since they began meeting in January of this year. There are a number of topics that will be presented and reviewed within the meeting as well as outlook for initiatives they are looking forward to in the future. Members of the Subcommittee have also been invited as attendees for the meeting. Resolutions outlining the creation of this group are included within your packet as background.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action required on this item. This item is to allow for the presentation of information and discussion of information presented as appropriate.

ATTACHMENTS:

1. 2020-19 To Create a Special Committee to Advance Racial Equity, Social Justice, Diversity, and Inclusion in the Village of McFarland
2. 2020-25 To Amend Resolution #2020-19 Regarding the membership on the Special Committee to Advance Racial Equity, Social Justice, Diversity, and Inclusion

RESOLUTION #2020-19

A RESOLUTION TO CREATE A SPECIAL COMMITTEE TO ADVANCE RACIAL EQUITY, SOCIAL JUSTICE, DIVERSITY, AND INCLUSION IN THE VILLAGE OF MCFARLAND

WHEREAS, the Village of McFarland through the Village Board, Village Staff, members of boards, commissions, and committees are committed to advancing racial equity, social justice, diversity, and inclusion within our Community and encouraging all residents to do the same;

WHEREAS, the Village Board for the Village of McFarland has previously adopted Resolution #2020-14 which is its commitment to the included action plan prepared by the Community to effectuate change;

WHEREAS, Resolution #2020-14 identified a commitment by the Village Board to “create a diversity and inclusion committee or special committee”; and

WHEREAS, the Village Board desires to create such a special committee to reaffirm its commitment to the Community in order to advance racial equity, social justice, diversity, and inclusion.

NOW, THEREFORE BE IT RESOLVED, that the Village Board of the Village of McFarland, Dane County, Wisconsin, does hereby create the Diversity, Equity, and Inclusion Subcommittee (“DEI Subcommittee”) under the requirements of Section 2-481(b) of the McFarland Municipal Code as follows:

1. Membership of the Subcommittee will be made up entirely of Residents of the Village of McFarland. Prospective Members shall be appointed by the Village President subject to confirmation by the Village Board. Additionally, the Village President shall appoint the Chairperson and Vice-Chairperson of the DEI Subcommittee subject to confirmation by the Village Board. Total membership of the Subcommittee shall not exceed 9 individuals.
2. The charge of the DEI Subcommittee shall be to:
 - a. Review and provide feedback on Village practices, policies, procedures, objectives, and goals as related to diversity, equity, and inclusion.
 - b. Identify ways to encourage all Village elected/appointed officials, resident appointees, and Community members at large to learn about diversity, equity, and inclusion.
 - c. Promote the engagement of all voices of the Community.
 - d. Identify initiatives for how the Village can work towards advancing racial equity, social justice, diversity, and inclusion while also reflecting these values within our Community.

e. Make a recommendation to the Village Board regarding the DEI Subcommittee being established within the McFarland Village Code of Ordinances as a Standing Committee.

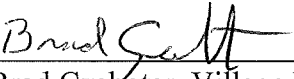
3. The DEI Subcommittee will be advisory in nature and serve under the direct supervision and discretion of the Village Board.

4. The DEI Subcommittee will make its recommendation by November, 2021 unless otherwise decided or extended by the Village Board. Further, the Subcommittee will make progress reports at least every 3 months following the scheduling of its first meeting.

5. The DEI Subcommittee will be supported by the Village Administrator with assistance and full cooperation from all Village Department Heads and Staff as directed by the Administrator.

The above and foregoing Resolution was duly adopted at a regular meeting of the McFarland Village Board on September 14, 2020.

APPROVED:


Brad Czebotar, Village President

ATTEST:


Cassandra Suettinger, Village Clerk/Treasurer

RESOLUTION # 2020-19	
MOTION	SECOND
Flaherty	Czebotar
ACTION	DATE
Adopted	09/14/2020
Referred	
Tabled	
Withdrawn	
Defeated	
Published	
INDIVIDUAL VOTING RECORD	
Brassington – Aye	Kryzenske – Aye
Clow – Aye	Rupert – Aye
Czebotar – Aye	Utter – Aye
Flaherty – Aye	
VOTING RESULTS	
Motion Carried	7 – 0 – 0
Motion Defeated:	

RESOLUTION #2020-25

A RESOLUTION TO AMEND RESOLUTION #2020-19 REGARDING THE MEMBERSHIP ON THE SPECIAL COMMITTEE TO ADVANCE RACIAL EQUITY, SOCIAL JUSTICE, DIVERSITY, AND INCLUSION IN THE VILLAGE OF MCFARLAND

WHEREAS, the Village of McFarland through the Village Board, Village Staff, members of boards, commissions, and committees are committed to advancing racial equity, social justice, diversity, and inclusion within our Community and encouraging all residents to do the same;

WHEREAS, the Village Board for the Village of McFarland has previously adopted Resolution #2020-14 which is its commitment to the included action plan prepared by the Community to effectuate change;

WHEREAS, the Village Board for the Village of McFarland has also previously enacted Resolution #2020-19 creating the Diversity, Equity, and Inclusion Subcommittee as part of the original action plan;

WHEREAS, the Village Board has determined that including at least one of its members on the Subcommittee will benefit the work of the Subcommittee by facilitating the sharing of information between the Board and the Subcommittee; and

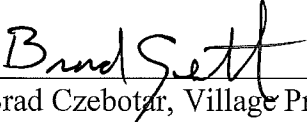
WHEREAS, the Village Board desires to amend Resolution #2020-19 by revising the membership definition that was created for the Subcommittee.

NOW, THEREFORE BE IT RESOLVED, that the Village Board of the Village of McFarland, Dane County, Wisconsin, does hereby amend Subsection 1 of Resolution #2020-19 to read as follows:

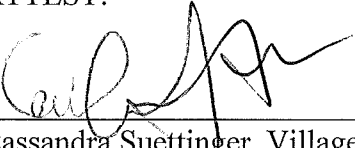
1. Membership of the Subcommittee will be made up entirely of Residents of the Village of McFarland. Prospective Members shall be appointed by the Village President subject to confirmation by the Village Board. Additionally, the Village President shall appoint the Chairperson and Vice-Chairperson of the DEI Subcommittee subject to confirmation by the Village Board. Total membership of the Subcommittee shall not exceed 10 individuals including at least one member from the Village Board with the Village Administrator, and/or Designee, serving as the Staff Support.

The above and foregoing Resolution was duly adopted at a regular meeting of the McFarland Village Board on November 9, 2020.

APPROVED:


Brad Czebotar, Village President

ATTEST:


Cassandra Suettinger, Village Clerk/Treasurer

RESOLUTION # 2020-23	
MOTION	SECOND
Czebotar	Clow
ACTION	DATE
Adopted	11/09/2020
Referred	
Tabled	
Withdrawn	
Defeated	
Published	
INDIVIDUAL VOTING RECORD	
Brassington – Aye	Kryzenske – Aye
Clow – Aye	Rupert – Aye
Czebotar – Aye	Utter – Aye
Flaherty – Aye	
VOTING RESULTS	
Motion Carried	7 – 0 – 0
Motion Defeated:	

McFarland
SUMMARY SHEET

MEETING DATE: Monday, June 28, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Presentation from the McFarland School District regarding diversity, equity, and inclusion initiatives.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Representatives from the McFarland School District will be present to discuss diversity, equity, and inclusion initiatives within the district. Education administrators will lead this presentation with also members of School Board in attendance. This item is presented as an opportunity to learn more about efforts the School District is making regarding issues of diversity, equity, and inclusion within the school community.

Enclosed is the presentation that will be provided on Monday.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed or required on this item.

ATTACHMENTS:

1. MSD Equity Update for Village Board June 28, 2021

McFarland School District
Equity Update Village Board Report
June 28, 2021

Principles Guiding This Work

- 1. Accepting institutional responsibility for diversity, equity, and inclusion:**
 - a. As guided by the School Board priority to “embrace opportunities for diversity and address challenges of equity,” as well as the Board-approved [Inclusive Curriculum Statement](#) and the [Anti-Racist Resolution](#) (policy 2105.01).
- 2. Examine the system’s impact on families and students:**
 - a. Listen and believe: We must provide multiple ongoing opportunities for our students and families to share their experience and be involved in decision making. We must believe what they say, especially when it is hard to hear. We must connect what we learn to guide our strategic planning with ongoing feedback during implementation.
 - b. Data analysis: We must review our data on an ongoing basis to quantitatively assess the impact of our system on all students, especially marginalized students.
- 3. Stay focused and be strategic:**
 - a. Moving forward thoughtfully together: We will build a foundation with common definitions and a shared understanding of our current practices and their impact on students and families. We recognize that this is an ongoing process by prioritizing where to start and doing it well with clear goals, expectations, and support for all staff.
 - b. Actions address a variety of levels from schoolwide systems to individual student support and opportunities.

Summary of Upcoming Work

- Implementation of the **Community Impact Grant** to Support the Social Emotional Health of K-12 African American Students through the Natural Circles of Support program (\$1 million over 5 years)
- Implement the **District Anti-Racism Resolution Action Plan**.
- Key areas of focus:
 - Implement a more cohesive, intentional, and coordinated district plan, including a district-wide book study for ALL staff
 - EC-12 racial anti-bias, anti-microaggression, implicit bias, and bystander intervention training
 - Deliver a more inclusive curriculum
 - Ongoing equity audits related to student and family perceptions and outcomes
 - K-12 Parent Equity Council and partnership with the McFarland Equity Project
 - Expanding Natural Circles of Support and the Black Student Union to other schools

Focus Area	Updates and Next Steps
Communication	• Creation of a webpage on our district website highlighting our equity work (LINK) • District Equity Snapshot summarizing key efforts related to creating a more equitable school system was published on our website and shared with the School Board and K-8 Parent Teacher Organization (LINK)
Partnerships	• Natural Circles of Support • McFarland Equity Project (LINK) • McFarland Village Board • Dane County Equity Consortium • The Center for Culturally Responsive Teaching and Learning • Wisconsin Rtl Center: K-12 Representatives attended a 5 day series of workshops called “Building Culturally Responsive Systems” (LINK) • We Are Many United Against Hate: MHS is a charter member of this organization

Focus Area	Updates and Next Steps
Examining Our System's Impact on Student's and Families	• Annual data review process that includes a quarterly data disaggregation • Ongoing collaboration and mentorship through Natural Circles of Support ◦ Next step: Expand Natural Circles of Support to K-12 ◦ Next step: Connect the high school Black Student Union with IMMS circles • Next steps: Creation of staff/student climate surveys and a Parent Equity Council
Coordination	• Created equity positions: Equity Coordinator, K-5 and 6-12 Teacher Equity Leaders • Creation of building level equity teams ◦ Next step: Creation of a K-12 equity team to share across buildings ◦ Next step: Coordination and planning with Natural Circles of Support with administration and building equity representatives this summer. • Established definitions of "educational equity" and "culturally responsive practices"
Policies	• Family Handbooks: Response to hate speech or incidences of hate/bias added to the district family handbooks for the 2021-22 school year (LINK) ◦ Next step: Implementation of Hate Speech protocols in building ◦ Next Step: Gather feedback from students and families on the policies in the family handbook • Policy 2210: Curriculum Development updated to include "by including student voices in both the development of new curricula and the evaluation of existing curricula, and an emphasis on critical thinking skills, especially in the history curriculum." • Policy 2105.01: Adopted District Resolution in Support of Diversity and Equity.
Staff Professional Development	• Multiple professional development opportunities including 80 district staff members who participated in a book study of <i>How To Be an Antiracist</i> by Dr. Ibram X. Kendi • Identified professional development at each building for teachers, implementation varies by building and may or may not include support staff. Due to COVID-19 this PD ranged from 1-4 hours with focus on identity development • Developed a comprehensive plan for all staff for the 2021-22 school year regarding culturally responsive practices (using Dr. Sharroky Hollie's text) with mixed K-12 learning groups ◦ Next steps: Implement K-12 book study and develop an ongoing professional development for future years.
Curriculum	• Social Studies Curriculum Review Cycle included an analysis of a student survey (grades 9-12) reflecting on the inclusiveness of the curriculum 6-12 (note: students provided feedback on the survey prior to implementation) ◦ Next steps: Student feedback on ELA Curriculum during 2021-22, and subsequent areas as curriculum review cycle progresses. • Curriculum review process includes assessment of the inclusivity of the curriculum as a part of the process • Inclusive Curriculum Statements is a regular part of curriculum meetings. • Teams are expected to review literature choices and to make revisions to be more inclusive with support from the library media specialist and literacy coordinators. • Bystander training provided to all students K-8 as part of the Second Step Curriculum. ◦ Next Steps: Develop a K-12 scope and sequence to ensure the K-8 Second Step and 9-12 Curriculum to ensure it is specific to racial anti-bias, microaggression, and implicit bias education as directed by the School Board Anti-Racist Resolution. • Next step: Explore what is meant by "Diversity days" in the Anti-Racism Resolution and develop plans for implementation.

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, June 28, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion on diversity, equity and inclusion initiatives.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

This final item for the meeting is to allow members of the School and Village Boards to jointly discuss diversity, equity, and inclusion within the communities we represent. Having heard both presentations, this item allows an opportunity to talk about successes, areas to improve upon, areas for collaboration, and other related topics. Likely the beginning of a discussion between the two organizations that will cascade into additional discussions at future meetings to be scheduled.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed or required on this item, presented for discussion only.

ATTACHMENTS:

None