

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Wednesday, June 16, 2021 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Patrick Miles called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:00 PM via Zoom.

Members present: Hilary Brandt (arrived at 6:08 PM), Stephanie Brassington, Monica Bruce, Sean Chislom, Laetitia Hollard (arrived at 6:24 PM), Patrick Miles, Mona Nelson, Dave Pagenkopf, Edward Wreh (arrived at 6:12 PM)

Members not present: Bridget Bell

Staff Present: Stephanie Miller, Aaron Chapin, Jeremy Job

2. 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.*

No public appearances.

3. APPROVAL OF MINUTES.

- a. *Discussion and action regarding minutes of the meeting held on May 19, 2021.*
Motion by Member Dave Pagenkopf, second by Member Sean Chislom, to Discussion and action regarding minutes of the meeting held on May 19, 2021. Motion carries 6 - 0 - 0 by acclamation.

4. BUSINESS.

- a. *Discussion and action to make a recommendation to the Village Board regarding a proposal for diversity, equity, and inclusion consulting services from Rainey Briggs and Percy Brown.*

Due to consultants' late arrival, this agenda item was discussed second, after agenda items b1 and b2.

Dr. Rainey Briggs briefly attended the meeting to answer questions from subcommittee members and discuss further items regarding the presented proposal.

Motion by Village Trustee Edward Wreh, second by Member Hilary Brandt, to make a recommendation to the Village Board regarding a proposal for diversity, equity, and

inclusion consulting services from Rainey Briggs and Percy Brown. Motion carries 9 - 0 - 0 by acclamation.

b. Discussion with the Police Department on general operations:

Due to consultants' late arrival, this agenda item was discussed first, before agenda item a.

1) Complaint Procedure and Process

Police Chief, Aaron Chapin, and Police Lieutenant, Jeremy Job, provide a walkthrough and discussion on how the complaint procedure and process occurs within the Village. The Subcommittee provided questions and feedback regarding this. Suggestions included, but were not limited to, providing the complaint process in other languages, making sure the form includes "Fill out to the best of your ability," altering how to navigate the forms/links on the police website, as well as how to educate the public on how they can do this.

2) Regularly Scheduled Town Hall Style Meetings

This discussion item was brought to the subcommittee by Trustee Wreh. Ultimately, Wreh would like for the DEI Subcommittee to sponsor regular meetings that would provide a safe environment for residents to come and discuss with Village department staff members any concerns, wants, needs, etc. The subcommittee would serve as a neutral party. The goal here is to provide communication, trust, and togetherness within the community. Subcommittee members requested for this item to be brought to the next agenda (July 2021) with a plan of action to make these meetings come to fruition.

c. Discussion regarding charge and/or definition of the Subcommittee.

With the potential future change in Village committee structure, Chair Miles questioned subcommittee if there are any changes needed to be made to the overall charge. Discussion lead to potentially bringing this to new consultants, as well as making the subcommittee a standing committee within the Village. Thoughts were that DEI needs to be a priority and that it is ongoing work, just like any other work within a committee. As a standing committee, DEI members feel that they can have function within overall Village governance. Additionally, as a standing committee, members agreed that they could define their role within the community, vision, and mission. Chair Miles requested that subcommittee members provide feedback to staff about the current charge in order to make any possible changes.

The subcommittee requested that this item be made as an actionable item for the next agenda (July 2021).

5. SCHEDULE NEXT MEETING DATE.

a. Monday, June 28, 2021 at 5:30 pm (Joint Village Board and School Board meeting)

Concerns about school district adding DEI roles to other district staff were discussed. Consensus with the subcommittee was that there should be a shared role of an equity director between the Village and school district. Subcommittee members discussed that this be mentioned at the upcoming joint meeting.

b. Wednesday, July 21, 2021 at 6:00 pm.

c. Requests for future agenda items.

- Town Hall logistics and plan of action (referring to previous discussion of agenda item b2).
- "Educate the Masses" initiative/ACLU's "Know Your Rights" - Partner with E.D. Locke Public Library and find resources to share with general public.
- Communications plan regarding support and recognition for various days/weeks/months of certain groups, organizations, and communities (i.e. Pride Month, Public Works Week, etc.).
- Recommendation to the Village Board on making the DEI Subcommittee a standing committee.

6. ADJOURNMENT.

Motion by Member Dave Pagenkopf, second by Member Mona Nelson, to adjourn at 8:21 PM.

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

Respectfully submitted,
Stephanie R. Miller
Director of Communications and Technology