

Diversity, Equity, and Inclusion Committee Minutes

Wednesday, October 20, 2021 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Trustee Edward Wreh called the regular meeting of the McFarland Diversity, Equity, and Inclusion Subcommittee to order at 6:02 p.m. via Zoom.

Members present: Hilary Brandt, Stephanie Brassington, Monica Bruce (arrived at 6:20 p.m.), Mona Nelson, Dave Pagenkopf, Edward Wreh

Members not present: Bridget Bell, Patrick Miles

Staff Present: Stephanie Miller, Matt Schuenke

2. PUBLIC APPEARANCES.

- a. *This is an opportunity for members of the public to address the Diversity, Equity, and Inclusion Subcommittee. 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 were made.

3. APPROVAL OF MINUTES.

- a. *Discussion and action regarding minutes of the meeting held on September 15, 2021.*
Motion by Village Trustee Edward Wreh, seconded by Member Dave Pagenkopf, to approve the minutes of the meeting held on September 15, 2021. Motion carries 5 - 0 - 0 by acclamation.

4. BUSINESS.

- a. *Discussion on various diversity, equity, and inclusion initiatives within the McFarland School District.*

Matt Schuenke introduced Anne Nichols, of the McFarland School District, to present further information regarding various DEI initiatives happening within the schools. Nichols made a public appearance at the September 15, 2021 DEI meeting regarding this topic, but was invited back to the October meeting in order for the subcommittee members to ask questions and have further discussion with Nichols.

Topics that were presented by Nichols included:

- Equity Director position and plan to hire a full-time employee for the 2022-2023

school year

- September 24, 2021 event with Dr. Sharroky Hollie
- Book study within each school building
- Binder study to begin with students and staff on October 28, 2021
- One-on-one coaching sessions to begin for staff in spring of 2022

b. Discussion and action to make a recommendation to the Village Board to establish the Diversity, Equity, and Inclusion Subcommittee as a standing committee.

Trustee Brassington stated that this subcommittee needs to be made a standing committee just like all of the other committees within the Village.

Matt Schuenke presented and discussed where the Village Board is at with the restructuring of all committees within the Village.

- Liaison idea was well-received.
- Member Mona Nelson expressed concern about reduced total membership.
- Requested by Member Nelson: under "Essential Functions," remove the word advocacy.

Motion by Village Trustee Edward Wreh, seconded by Village Trustee Stephanie Brassington, to recommend to the Village Board to establish the Diversity, Equity, and Inclusion Subcommittee as a standing committee. Motion carries 6 - 0 - 0 by acclamation.

c. Discussion and participation in a diversity, equity, and inclusion SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis Framework.

Consultants, Dr. Rainey Briggs and Percy Brown conducted a SWOT analysis with the DEI subcommittee.

No action was taken.

5. SCHEDULE NEXT MEETING DATE.

a. Wednesday, November 17, 2021 at 6:00 pm.

b. Requests for future agenda items.

Trustee Edward Wreh requested the discussion regarding budgetary impacts for DEI once made into a standing committee.

6. ADJOURNMENT.

Motion by Village Trustee Edward Wreh, seconded by Member Dave Pagenkopf, to adjourn at 8:35 p.m.

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