

Diversity, Equity, and Inclusion Committee Minutes

Wednesday, August 18, 2021 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Chair Patrick Miles called the regular meeting of the Diversity, Equity, and Inclusion Subcommittee to order at 6:00 PM on Wednesday, August 18, 2021.

Members present: Bridget Bell, Hilary Brandt, Stephanie Brassington, Monica Bruce, Laëtitia Hollard, Patrick Miles, Mona Nelson, Dave Pagenkopf, Edward Wreh.

Members not present: none.

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.

1. Carolyn Clow of 6603 Schneider Place, commented to thank resigning members, Laëtitia Hollard and Sean Chislom, for their work on the subcommittee, as well as their efforts in creating the resolution 2020-19. Clow also commented that there will be an opportunity for residents to apply for the openings on the subcommittee.
2. Carrie Nelson of 5211 N Autumn Lane, commented to show her appreciation and thank Laëtitia Hollard and Sean Chislom, for their work. Additionally, she thanked all of the other current DEI subcommittee members for their efforts.

3. APPROVAL OF MINUTES.

a. Discussion and action regarding minutes of the meeting held on July 21, 2021.

Motion by Village Trustee Edward Wreh, second by Member Dave Pagenkopf, to approve discussion and action regarding minutes of the meeting held on July 21, 2021. Motion carries 9 - 0 - 0 by acclamation.

4. BUSINESS.

a. Updates from the McFarland Equity Project (MEP) educational group.

Subcommittee member, Hilary Brandt, provided an overview of updates as a member of the McFarland Equity Project (MEP) educational group. She brought forth the question

what could be done for recruitment, discussed efforts with Nature Circles of Support, as well as an update of when she met with the McFarland School Board and their DEI positions created within the district.

b. Discussion and action to set the calendar list of recognition for the remainder of 2021.

Stephanie Miller presented an updated calendar list of recognitions to the subcommittee which focused on the last four months of the year. Subcommittee member, Bridget Bell, suggested adding in Latino holidays and would provide Miller with a list. Subcommittee member, Mona Nelson, stated that the list of Christian holidays should also have descriptions listed. Subcommittee member, Laëtitia Hollard, suggested adding in Día de los Muertos on November 1st. Subcommittee member, Hilary Brandt suggested including any days that recognize those in healthcare if there are any within the last four months of the year. Chair Miles stated that Dane County does not schedule government meetings on significant Jewish holidays so those practicing Judaism can properly observe their holidays.

Overall, the calendars were well received with additional suggestions. The subcommittee also agreed that there should be a way for residents to submit any holidays, events, or recognitions that may not be represented on the displayed calendars. It was decided that there will be a form on the Village website to include this for submittals. If any are to be submitted, they will be brought to the next subcommittee meeting for approval to be added to the calendar.

Motion by Member Dave Pagenkopf, second by Village Trustee Edward Wreh, to approve the calendar list of recognition for the remainder of 2021 with suggested editions by the subcommittee. Motion carries 9 - 0 - 0 by acclamation.

c. Update regarding diversity, equity, and inclusion consulting work.

Matt Schuenke provided an update regarding the Village's ongoing work with consultants, Dr. Rainey Briggs and Percy Brown, Jr. The first project to take place will be the equity audit. Stephanie Miller and Schuenke will work with Briggs and Brown to see what is needed for this project to begin and implement. Following, will be the SWOT analysis, Equity Institute, and then leadership development.

d. Discussion of logistics and plan of action to implement future Town Hall-style meetings for public engagement.

Matt Schuenke worked with trustee Ed Wreh on how the Village can offer a way for the public and residents of McFarland to be engaged with leaders within Village government. They discussed that they would like for this to be an office hours-type meeting that Schuenke and President Clow will make themselves available for. These meetings will not be broadcasted nor recorded. They will be a way for community members to have a safe space for open dialogue with Schuenke, Clow, and other leaders, such as those in law enforcement or other Village departments.

The subcommittee questioned about what would be the best time for most residents' schedules. How can voices of those who don't necessarily work "1st shift" hours be heard? Another point that was raised was to preface that these meetings are not related to the school district and that these leaders cannot speak on behalf of the school district or school board. Lastly, a suggestion that was raised is to hold these meetings at different local businesses or restaurants. A budget would need to be allocated for this.

- e. Discussion to create a plan to possibly partner with E.D. Locke Public Library to "Educate the Masses" based on the ACLU's "Know Your Rights" initiative.

Subcommittee member, Laëtitia Hollard, and staff member, Stephanie Miller, co-discussed and presented the potential for bringing in ACLU's, "Know Your Rights" initiatives to the Village, specifically for those of the Black community. It was discussed that this could be tied in with multiple other facets of the Village including, but not limited to, the town hall-style meetings that will be held by the Village Administrator and Village President, E.D. Locke Public Library, and various future events in McFarland. It was mentioned that the ACLU has pamphlets and information and that those materials could be provided in public buildings. Additionally, Miller suggested that the subcommittee could reach out to Ann Engler, the Adult Services Librarian at E.D. Locke Public Library, and potentially co-host an event regarding this in the future.

5. SCHEDULE NEXT MEETING DATE.

- a. Wednesday, September 15, 2021 at 6:00 pm.

- b. Requests for future agenda items.

Chair Patrick Miles asked for subcommittee members to submit any future agenda items to staff.

6. ADJOURNMENT.

Motion by Laëtitia Hollard, second by Stephanie Brassington, to adjourn at 8:00 PM.
Motion carries 9 - 0 - 0 by acclamation.