

Monday, June 20, 2022**6:00 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/86051361268>

Or by Telephone: +1 (312) 626-6799

Webinar ID: 860 5136 1268

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 members of the public to address the Diversity, Equity, and Inclusion Committee. Please remember this is a virtual meeting conducted through the Zoom online meeting platform. Zoom meeting attendees wishing to address the Committee 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 Committee for their consideration. Members of the public who are present in person and wish to address the Committee 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 communications@mcfarland.wi.us to be included as part of the meeting.
3. APPROVAL OF MINUTES.
 - a. Motion to approve the minutes of the March 16, 2022 meeting.
4. BUSINESS.
 - a. Discussion and action regarding acceptance of the McFarland Diversity, Equity, and Inclusion Report in order to establish goals and objectives of the Diversity, Equity, and Inclusion Committee.
 - b. Discussion and action to adjourn the Village Board portion of the joint meeting.
 - c. Discussion regarding land acknowledgement(s) in McFarland.
 - d. Discussion and possible approval of the DEI Recognitions Calendar for quarter three (July, August, and September) of 2022.
5. SCHEDULE NEXT MEETING DATE.
 - a. Monday, July 18, 2022 at 6 p.m.

- b. Requests for future agenda items.

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

Diversity, Equity, and Inclusion Subcommittee Minutes

Wednesday, March 16, 2022 - 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.

Members present: Hilary Brandt (joined at 6:18 p.m.), Stephanie Brassington, Monica Bruce, Patrick Miles, Mona Nelson, Dave Pagenkopf, Edward Wreh, Angela Bazan, Maya Thompson (joined at 6:28 p.m. and left early at 7:30 p.m.)

Members not present: none.

Staff Present: Matt Schuenke, Stephanie Miller

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.

3. APPROVAL OF MINUTES.

- a. Motion to approve the minutes of the January 19, 2022 meeting.*

Motion by Village Trustee Edward Wreh, seconded by Member Dave Pagenkopf, to approve the minutes of the January 19, 2022 meeting. Motion carries 7 - 0 - 0 by acclamation.

4. BUSINESS.

- a. Discussion to acknowledge McFarland's Indigenous history.*

Various members of the McFarland community have been initiating a discussion around acknowledging the Indigenous history that is in McFarland. These residents were invited to the meeting to briefly present what they're working on and the goals they have. In order to move forward with some, the Village needs to get involved, meaning the DEI Committee would be a good group to partner with these initiatives.

The following were guests who presented during this agenda item:

- Samantha Zeilenga, McFarland Equity Project (MEP)

- Presented on land acknowledgement, mounds, and education
- Brian Ward, McFarland School District
 - Presented on his initiatives within the schools - Indigenous Peoples Day, land acknowledgement at the high school, and classes being offered.
 - Ward asked, how can we bring these initiatives into the community?
- Dawn & Art Shegonee, Call For Peace
 - Discussed their non-profit organization, their tepee on their land, zoning, and acknowledging the island of Lake Waubesa being named "Wa-che-etch-a," which translates to "my home."
- Tamie Klumpyan
 - Summed up initiatives and introductions. Requests Village's involvement in co-creating a land acknowledgement and a sustainable honoring of our community's indigenous history and story. Thanked for involvement.

b. Update from Diversity, Equity, and Inclusion consultants regarding equity audit, SWOT analyses, and equity institute.

DEI consultant, Dr. Rainey Briggs presented a progress update to members and staff. Updates included a SWOT summary, details on the Equity Institute (specifically regarding dates and participants), and strategic planning with DEI and other stakeholders in the community. The strategic planning includes short term and long term goals, other recommendations, a process for progress monitoring, and a summary.

c. Discussion and possible action to approve the recognition calendars for the second quarter of 2022.

Communications and Technology Dept. Director, Stephanie Miller presented the latest recognition calendars for the second quarter of 2022. Members and staff reviewed each month and requested the following updates:

- Ramadan - begins April 2nd (not April 3rd); also add to header with monthly recognitions as it takes place for a month
- McFarland High School Graduation - add to June 5th

Motion by Member Dave Pagenkopf, seconded by Member Hilary Brandt, to approve the recognition calendars for the second quarter of 2022. Motion carries 8 - 0 - 0 by acclamation. Member Maya Thompson was not present for the vote.

d. Discussion regarding the creation of the Diversity, Equity, and Inclusion Subcommittee as a standing committee.

Administrator, Matt Schuenke presented an update on the DEI subcommittee becoming a standing committee starting in May of 2022. The DEI Committee meetings will meet on the 3rd Monday of each month, residents and trustees will be appointed in April of 2022 after the Spring Election.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, May 15, 2022 at 6 pm.
- b. Requests for future agenda items.

Chair Patrick Miles instructed members to send requests to staff.

Member Hilary Brandt requested to continue the discussion regarding indigenous history and land acknowledgement, as well as policy and procedures written in Village ordinances.

Trustee Edward Wreh requested to discuss ARPA funds.

6. ADJOURNMENT.

Motion by Village Trustee Edward Wreh, seconded by Member Dave Pagenkopf, to adjourn at 8:02 p.m. Motion carries 8 - 0 - 0 by acclamation. Member Maya Thompson was not present for the vote.

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

VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, June 20, 2022

SECTION: Business

DEPARTMENT: Communications & Technology

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

AGENDA ITEM: Discussion and action regarding acceptance of the McFarland Diversity, Equity, and Inclusion Report in order to establish goals and objectives of the Diversity, Equity, and Inclusion Committee.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Please find enclosed the McFarland Diversity, Equity, and Inclusion Report that will establish the goals and objectives of the Diversity, Equity, and Inclusion Committee. This report is the culmination of a year's worth of work with our Consultants and longer than that with the Committee that was formed whom originally created the idea of this effort. The report outlines the original proposal, Equity Audit, SWOT Analysis, and Equity Institute in order to develop goals and objectives for the Village to follow regarding diversity, equity, and inclusion. Rainey Briggs and Percy Brown will be present in the meeting to go over this final report outlining the work we have done to reach this point.

FINANCIAL/BUDGET IMPACT:

The costs for the proposal are detailed within Appendix A of the attachments.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

Motion, second to approve the acceptance of the McFarland Diversity, Equity, and Inclusion Report in order to establish goals and objectives of the Diversity, Equity, and Inclusion Committee.

ATTACHMENTS:

1. McFarland DEI Report 06162022



2. Appendix A - Contract
3. Appendix B - Equity Audit
4. Appendix C - DEI SWOT
5. Appendix D - Public Safety SWOT
6. Appendix E - Senior Outreach SWOT
7. Appendix F - PRNR SWOT
8. Appendix G - Library SWOT
9. Appendix H - Community SWOT
10. Appendix I - Exit Slip

Village of McFarland DEI Committee Report

"Naturally Connected"



June 20, 2022

INTRODUCTION

This Village of McFarland believes they must create an inviting, dynamic, diverse community that offers a high quality of life and a supportive environment in which all citizens may practice their individual value choices. Village elected officials and employees will maintain and enhance the quality of life of the community by delivering quality services in an efficient and accountable manner and by providing an orderly, unbiased system of government that is transparent and accessible.

The Village of McFarland (VoM) decided to follow their belief and engage in consultation with Meraki Consulting to support and guide the Village to unpack their mission and vision for the community. VoM started with a presentation to the Village Board and DEI that resulted in the following contract (Appendix A).

OVERVIEW OF PROCESS

July 26th, 2021 signing of the contract for Meraki Consulting to consult with the VoM.

August 3rd and September 8th, 2021 Prep work began Meraki Consulting met with Village Administrator and Communications and Technology Director to flush out the next steps.

September 20th, 2021 Equity Audit (Appendix B) development and sharing to collect data from all stakeholder groups. September 27th and October 4th served as check-ins related to the Equity Audit.

September 27th, 2021 Strengths, Weaknesses, Opportunities, and Threats (SWOTs) began with the Diversity, Equity, and Inclusion Committee that was formerly known as the DEI Subcommittee (Appendix C).

October 13th, 2021 SWOT completed with the Public Safety Committee (Appendix D).

October 21st, 2021 SWOT completed with the Senior Outreach Committee (Appendix E).

October 28th, 2021 SWOT Completed with the Parks, Recreation, and Natural Resources Committee (Appendix F).

November 1st, 2021 SWOT completed with the Library Board (Appendix G).

January 31st and February 1st, 2022 SWOT completed with the Community (Appendix H).

May 13th, 14th, and 15th, about 20-30 people from the respective Village committees participated in the Equity Institute. Attached you will see the results of the exit slip (Appendix I) for day 3.

EQUITY INSTITUTE OVERVIEW AND TESTIMONIALS

The Equity Institute is designed for government staff and community members who want to address equity challenges in the Village of McFarland. Through experiential based learning, participants will explore the implications of historical and contemporary discrimination in governmental policies, housing policies, economic opportunities and hiring practices on historically disenfranchised groups. Data from the Village of McFarland Equity Audit and SWOT Analyses will be used to bridge foundational learning and place it in the context of the Village of McFarland. The facilitators will use personal narratives and research-based content to engage Village of McFarland staff and community members in meaningful self-reflection, small/large group dialogue and community building.

Participants in the workshop will experience:

1. a deepened awareness of why discrimination exists
2. learning about equity challenges in the Village of McFarland
3. learning about inequities through personal narratives from facilitators
4. action planning to advance the work of the Village of McFarland DEI Committee

Testimonials just to give some perspective to the experience people had with the institute.

- “The Equity Institute was an incredibly illuminating experience. It provided a wonderful opportunity to dig in deep and understand my individual beliefs and understanding of the topic, and exposed me to new information and ideas that I know I will bring to other spaces and discussions in the community.”
- “This was an invaluable experience. The information was well-structured and provided essential groundwork that we all need to continue to develop. I am grateful for the opportunity to clean insights from this experience!”
- “The institute was an amazing experience. Percy and Rainey did an amazing job of creating an atmosphere where everyone could let their walls down, and have an honest, raw, powerful experience but in a controlled manner where the space was safe. My only one thought after going through it, it is likely best split up perhaps over a longer period of time. I know that was not an option, and we had a reason and purpose for the schedule we chose. But definitely wishing I had more time to process before coming back to unpackage things. Again not a criticism as I understand why the decisions were made.”

RESULTS

Event Development:

Guest Speaker/Program Development	Specific: • The DEI Committee will work with the Village Board to develop and implement programs that celebrate diversity within the Community. • The DEI Committee will collaborate with the Library, School District, and applicable community groups on program development within the for Village. Measurable: • Community events that acknowledge and celebrate events such as but not limited to Juneteenth, Latino Heritage Month, Black History Month, Women's History Month, etc... Attainable: • DEI Committee will review opportunities for guest speakers and program development through the quarterly review of planned recognition within the Community Calendar. Relevant: • The DEI Committee already works to provide recognition throughout the year to various groups, issues, causes, etc. that can become part of the educational of the group. Time Bound: • Community events will be developed and implemented by June of 2023 and will be ongoing.
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Community Space:	Specific: • The DEI Committee will create opportunities for community dialogue and discussion. • The DEI Committee will collaborate with the Library, School District, and applicable Community partners to develop and implement community round tables. Measurable: • In person and virtual “community roundtables • Annual schedules, topics for discussion and agendas for in person and virtual roundtable • Goal is to hold one Community Space round table event per year. Attainable: • DEI Committee in partnership with the Village Board and Staff will work through existing events or consider new events. • Opportunities for inclusion within existing events include Community Service Day, Winter Wonderland in the Village, and/or McFarland Community Festival. Relevant: • Provides opportunity to bring people together in a social setting to talk about what is important to them within the Community. Time Bound: • Community Roundtables will be developed and implemented by the Fall of 2022.
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Land Acknowledgement	Specific: • The Village of McFarland will complete a land acknowledgement by Indigenous Peoples' Day (Monday, October 10, 2022). Measurable: • The land acknowledgement is annual. • Community members become increasingly aware of Indigenous Persons Day in October. Attainable: • Village Staff in partnership with Community Partners and the DEI Committee have had preliminary discussions on this action with planning ongoing. Relevant: • Request originated from within the Community. • Has purpose and respect within the Native American Community. Time Bound: • October of 2022 will be the launch and annual recognition thereafter.
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Improve Staff Support:

Explore Resource Allocation	Specific: • Continue resource allocations to support DEI work in the Village. Measurable: • Village Staff is able to track allocations within the budget process in line with the goals and objectives of this plan. • Resources allocated will be used in alignment with the Mission and Vision of the Village as well as these goals and objectives for diversity, equity, and inclusion. Attainable: • Recommendations regarding the allocation of resources to support diversity, equity, and inclusion may be made to the Village Board by the DEI Committee and/or Village Staff as is applicable and appropriate. Relevant: • Resource allocation for diversity, equity, and inclusion supports the action steps of this plan for our goals and objectives. Time Bound: • Six to twelve months to develop and implement protocols that support equitable decision making in the budget process.
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Develop Data Collection on Applicable Demographics	Specific: • The DEI Committee will utilize the equity audit to maintain and update demographic data in the Village. Measurable: • Village departments will use equity audit data to inform areas of growth and track impact of diversity, equity, and inclusion initiatives. Attainable: • Maintain and update equity audit, review at least annually. • Community partnerships (YWCA, Anesis, etc...) Relevant: • Continuing to review key data points in the Community can help to guide Village services and our efforts to enhance diversity, equity, and inclusion. Time Bound: • Fall of 2022 and annually thereafter.
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Recruitment/Staffing	Specific: • The Village of McFarland will review its employment policies to ensure plans for recruitment, hiring, and retention reflect values of diversity, equity, and inclusion. • Consider collection of demographic data in recruitment/staffing to measure effectiveness of policy changes related to diversity, equity, and inclusion. Measurable: • Conduct revisions to employment policies to take into consideration applicable elements of diversity, equity, and inclusion. • Build partnerships within the Community to provide open position networks. Attainable: • Process overseen by Village Staff in line with policies and recruitments led by applicable Village departments. Relevant: • Actions within recruitment to reflect diversity, equity, and inclusion align with the Mission and Vision of the Village. • Helps to build a diverse work force that is knowledgeable regarding equity and inclusion within the organization/Community. Time Bound: • Completion of policy updates scheduled by December of 2022 for implementation in 2023.
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Training Program	Specific: • The Village of McFarland will develop and implement a DEI professional learning plan to support the growth of Village staff. Measurable: • The Village will commit resources to support DEI professional learning for Village staff. • Village will schedule DEI professional learning for staff at least annually. Attainable: • Village Staff will be working to prepare a training program for the Village that is system wide and includes aspects of diversity, equity, and inclusion. Relevant: • Topics of diversity, equity, and inclusion are important to the continued growth and development of Staff to fulfill the Mission and Vision of the Village. • Core development within these skill sets help broaden and improve outreach within the Community. Time Bound: • Work on developing the training program by December of 2022 for implementation in 2023.
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CONCLUSION

In conclusion there has been great growth within the Village. When building the Beloved Community the framework of Information gathering, Education, Commitment, Negotiation, Direct Action, and Reconciliation are a must! The Village of McFarland have lived over the last 1.5 years in many of these areas and have moved to the next stage of “Direct Action”. This journey is never complete, however, there is continued growth that takes place with those that are engaging in the building of the “Beloved Community.” The Village Board in consultation with the Diversity, Equity, and Inclusion Committee are planning to meet jointly to discuss goals and objectives within the board year. Through that process this work can continue to evolve from year to year as the Community makes progress completing some items while desiring to grow in other areas. Next steps will be to finalize action steps that are relevant, measurable, attainable, time bound and realistic. The equity institute supported in the development of these goals and the focus of these goals. Please see the structure above.

APPENDICES

Appendix A	McFarland Equity Consulting Proposal
Appendix B	Equity Audit for the Village of McFarland
Appendix C	Diversity, Equity, and Inclusion Committee SWOT Analysis
Appendix D	Public Safety Committee SWOT Analysis
Appendix E	Senior Outreach Committee SWOT Analysis
Appendix F	Parks, Recreation, and Natural Resources Committee SWOT Analysis
Appendix G	Library Board SWOT Analysis
Appendix H	McFarland Community SWOT Analysis
Appendix I	Equity Institute Exit Slips



Village of McFarland Consultant Proposal:

This agreement is by and between Meraki Consulting LLC and the Village of McFarland (herein referred to as VOM). For the purposes of this agreement, reference to the Village of McFarland through the acronym VOM will refer to the municipal organization and the use of the word Community shall refer to the Village at large. The parties agree to the following terms:

1. Consultant, Rainey Briggs (Meraki Consulting) shall participate as trainer/facilitator for VOM administrator and community based teams in the development of systemic critical consciousness for the remainder of 2021 and 2022, ending on June 30, 2022.
2. Sub-Consultant, Percy Brown (Critical Consciousness) shall assist the lead Consultant as a trainer/facilitator for VOM administrator and community based teams in the development of systemic critical consciousness for the remainder of 2021 and 2022, ending on June 30, 2022.
3. Scope of Work: Consultation with VOM staff on the planning and preparation for each session.

A. **Equity Audit**

- i. Description – Quantitative data collection and analysis of the VOM as an organization based on areas selected by the Village Board upon recommendation of the DEI Subcommittee and Department Heads. Dates to be determined in consultation with VOM leaders.
- ii. Definition – The goal of an Equity Audit is to identify institutional practices that produce discriminatory trends in data that affect communities, students, school systems, and organizations. Equity Audits are conducted to analyze data in three key areas: Departmental Equity; Recruitment, Hiring and Retention Equity; and Community Collaboration Equity (Skrla, McKenzie & Scheurich, 2009). In Section 3(A)(iii) are examples of guiding questions related to each of the three areas of equity to study. These questions help community leaders find areas of concern that may require further investigation.

iii. Guiding Questions:

Departmental Equity

- Which population groups are underrepresented in particular areas of focus?
- Which groups are overrepresented or underrepresented in particular departments etc?

Recruitment, Hiring and Retention of VOM Staff Equity

- What efforts have taken place to recruit and hire VOM staff that reflects McFarland?
- What are the current demographics of VOM staff?
- What efforts have taken place to provide village staff equity based professional learning opportunities?
- Are there certain departments that have high employee mobility? Why?

VOM and Community Collaboration Equity

- In what ways does the VOM collaborate with the McFarland School District?
- In what ways does the VOM collaborate with community-based stakeholders (community-based organizations, clergy, chamber of commerce, etc...)?
- What is the purpose and mission of the VOM DEI Committee?

When the Meraki Consulting facilitates equity audits with organizations, we work together to discover the institutional changes that will ensure equitable, diverse and inclusive environments for all community members.

iv. Data Collection and Review – An equity audit requires data collection from stakeholders across the VOM organization. Organizations collect data in many forms to provide them with a wide range of influences that contribute to better service for all residents of the VOM. Data collection can come from a variety of sources, including but not limited to the following:

- Listening sessions with stakeholders/community leadership;
- Organization observations;
- Focus group interviews with community members;
- Reviews of VOM policies, mission statement, vision statement, and ordinances;
- Information provided on the organization's website;
- Organization climate surveys;
- Attrition and retention reports; and
- State reports based on the organization.

Several community characteristics help tell the story of data. These include race, gender and gender identity, family income, national origin. Data indicators for community achievement include job opportunities; incarceration rates; restorative opportunities within the community with criminal justice system; and family and community engagement and leadership etc.

v. Deliverables – The deliverables of this process will be identifying challenges in the Community regarding diversity, equity, and inclusion. Additionally it will provide involvement from people who do not always have a voice at the table to give them a chance to be heard. That input collected through this audit will be crucial in plan development within the institute process to shape desired outcomes that consistently address the challenges outlined within the audit and SWOT analysis. This alignment between these efforts are key to ensure our message is consistent so that our targeted outcomes can be achieved. The Consultant will work with the VOM on the development of a survey template in order to extract and collect the necessary data from the organization. Consultant will organize and engage data collection where necessary as identified in Section 3(A)(iv) of this proposal with assistance from VOM as needed.

B. **SWOT Analysis**

- i. Description – Planned to run concurrently with or adjacent to the Equity Audit as a means to gather more information about the Village as an organization and how it operates within the Community. SWOT analysis with following groups: Families, VOM staff, Students, and Board members and other stakeholder groups as recommended by the Village Administrator. (Dates to be determined in consultation with VOM leaders.)
- ii. Definition – SWOT stands for Strengths, Weaknesses, Opportunities, and Threats. The analysis will look at these four elements against the organization drawing vantage points from several different stakeholders both internal and external the organization. The intent is to partner this information with the data collected in the Equity Audit in order to fuel the learning process in the Equity Institute and recommendation planning within Leadership Development.
- iii. Deliverables – Each session will be approximately 90-120 minutes in length led by the Consultant(s). A report will be prepared upon completion of the sessions that summarizes the findings and input received. Consultant will provide presentation to Village Board and DEI Subcommittee on preliminary findings at the conclusion of this item.

C. **Equity Institute**

- i. Description – Equity Institute for up to 60 individuals within key stakeholder groups to be determined by the Village Board upon recommendation of the DEI Subcommittee. Dates to be determined in consultation with VOM leaders.
- ii. Definition – The Equity Institute is designed for government staff and community members who want to address equity challenges in the VOM. Through experiential based learning, participants will explore the implications of historical and contemporary discrimination in governmental policies, housing policies, economic opportunities and hiring practices on historically disenfranchised groups. Data from the Equity Audit and SWOT Analysis will be used to bridge foundational learning and place it in the context of the VOM. The facilitators will use personal narratives and research-based content to engage participants in meaningful self-reflection, small/large group dialogue and community building.

- iii. Deliverables – The Institute will take place over the period up to three workshops with dates/times to be determined with the Consultant. Flexibility can be provided to conduct this work over consecutive days, nights, and weekends at the availability of all involved. The objective of the institute is to deepen the awareness of inequities in the VOM and its relationship to inequities across Dane County and the State of Wisconsin. Outcomes of the institute will be the development of recommendations, benchmarks, and progress monitoring tools that will guide the work of the VOM. Participants in the workshop will experience:
- A deepened awareness of why discrimination exists.
 - Learning about equity challenges in the Community.
 - Learning about inequities through personal narratives from facilitators.
 - Action planning to advance the work of the VOM DEI Subcommittee.

D. Leadership Development

- i. Description – Delivery of a full day in person or virtual leadership development in the area of diversity, equity and inclusion for the VOM including the Village Board, Diversity, Equity, and Inclusion (DEI) Subcommittee, and Department Heads. Dates to be determined in consultation with VOM leaders and responsive discussion of next steps.
- ii. Definition – Leadership Development is an exercise to take all the data through the audit, gather all the input through the SWOT analysis, and create education awareness through the institute in order to prepare recommendations for the VOM. These recommendations will outline goals and objectives on key diversity, equity, and inclusion initiatives that are specific to improving the VOM and its work within the Community. Additionally this will also include built in tools to monitor progress on how these recommendations can be implemented and maintained.
- iii. Deliverables – This step will take place over the course of a workshop at a time and date to be determined. It will be completed with a report provided outlining the recommendations developed and monitoring tools provided.

4. Cost Proposal: VOM agrees to pay Meraki Consulting LLC for services rendered as follows:

A. **Year 1- 2021/2022** – VOM agrees to pay educational consultant for services rendered as follows:

- i. Equity Audit – \$8,000 for the items listed in Section 3(A). Paid within 30 days of completion.
- ii. SWOT Analysis – \$7,000 for the items listed in Section 3(B). Cost is per group that is paid within 30 days of the workshop.
- iii. Equity Institute – \$20,000 for the items listed in Section 3(C). Paid within 30 days of workshops.
- iv. Leadership Development – \$8,000 for the items listed in Section 3(D). Responsive discussion, goal setting, & next steps. Paid within 30 days of the workshop.
- v. If applicable- mileage to be paid at the rate of \$.58 per mile.

B. **Year 2- 2022/Beyond** – Community Engagement to be determined.

5. The parties agree and understand that Meraki Consulting, LLC retains sole and exclusive right and title to all intellectual property produced under this agreement. Furthermore, the parties agree VOM retains the right to use the work products from the consulting engagements to support the VOM boards, commissions, committees, and departments in DEI activities. The right does not extend to hosting workshops using the consultant's intellectual property or materials.

6. Consultants enter into this agreement as, and shall continue to be, an independent contractor. In no circumstances shall educational consultants look to VOM as her/his employer, partner, agent, or principal. Educational Consultant shall not be entitled to any benefits accorded to VOM.

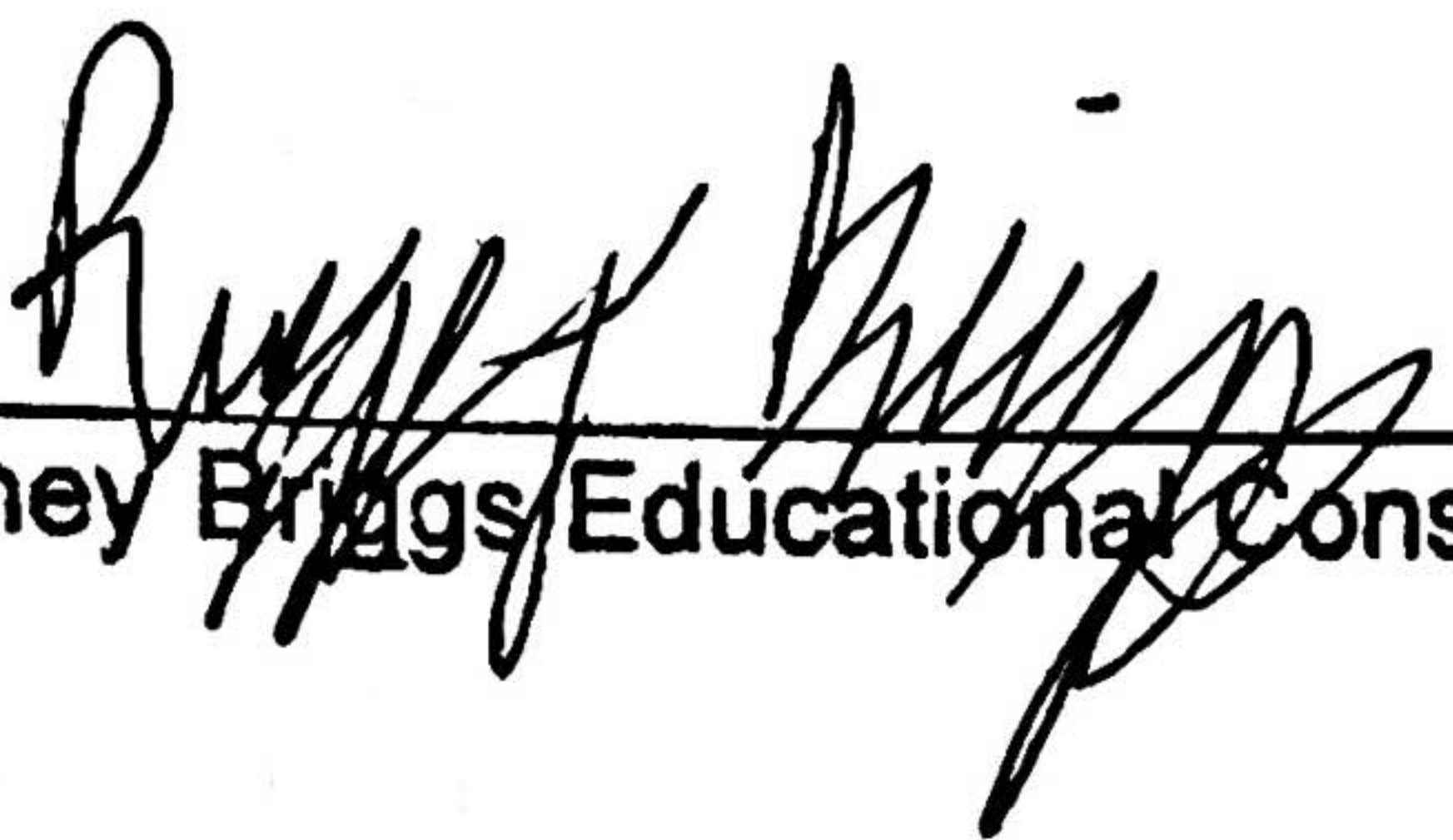
7. The undersigned Consultants shall be solely liable and responsible to pay all required taxes and other obligations including, but not limited to, withholding and Social Security.

8. The Consultants will maintain insurance coverage and shall provide the VOM with a copy of the Certificate of Insurance.

9. The Consultants will adhere to all privacy policies, practices and laws with regard to information, events, anecdotal, qualitative and quantitative data collected and used as part of this contract.

10. This contract may be terminated under mutual agreement of both parties or due to negligence or violations of policy, statute, or federal law.

For Meraki Consulting, LLC:

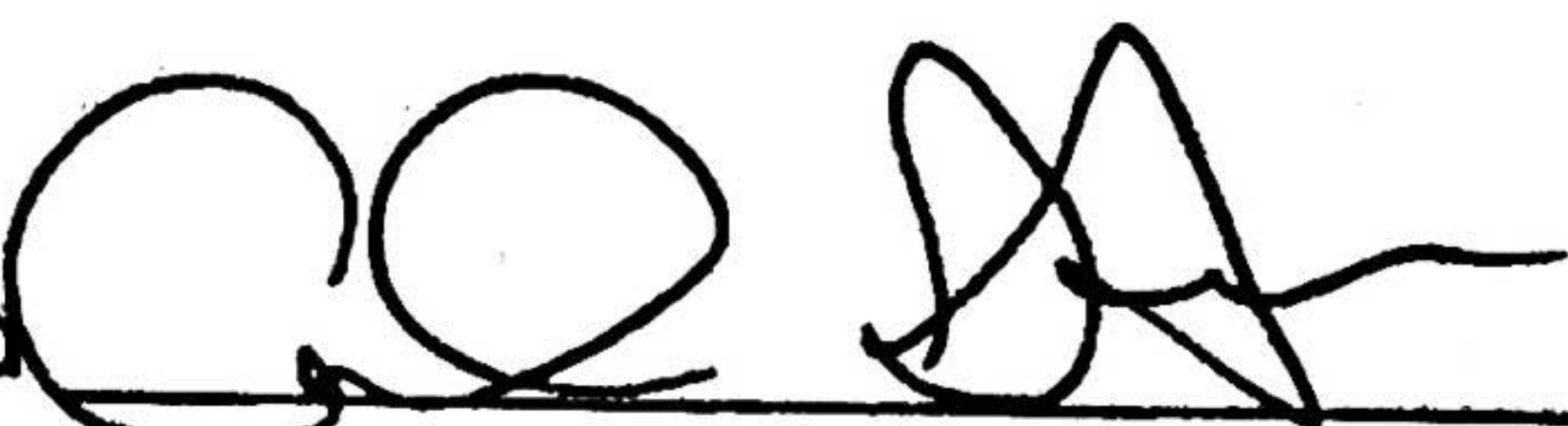
Signed 
Dr. Rainey Briggs Educational Consultant

Date 7/26/2021

For Village of McFarland:

Signed 
Carolyn A. Clow, Village President

Date 7/26/2021

Signed 
Cassandra Suettinger, Village Clerk/Treasurer

Date 7/26/2021

2020 Equity Audit for the Village of McFarland

Prepared by Rainey Briggs, Meraki Consulting and Percy Brown, Critical Consciousness, 2020

	2018	2019	2020
A. General Data			
1. Number of residents in the Village of McFarland	8,527	8,700	8,952
2. Number of single family homes in the Village of McFarland	2,863	2,839	2,889
3. Number of businesses in the Village of McFarland			
4. Number of students in the McFarland School District	2,607	2,591	2,483
B. Demographic Breakdown	2017	2018	2019
1. Residents identified as American Indian in the Village of McFarland	0	6	6
2. Residents identified as Asian in the Village of McFarland	88	90	97
3. Residents identified as Black in the Village of McFarland	164	191	202
4. Residents identified as Hawaiian/Pacific Islander in the Village of McFarland	0	0	0
5. Residents identified as Hispanic in the Village of McFarland	106	117	61
6. Residents identified as 2 or more races in the Village of McFarland	121	109	93

Residents identified as White in the Village of McFarland	7837	7979	8191
C. Police Department Data			
1. Citations received	See Appendix C1	See Appendix C1	See Appendix C1
2. Arrests made	See Appendix C2	See Appendix C2	See Appendix C2
3. 911 Calls	See Appendix C3	See Appendix C3	See Appendix C3
D. Affordable Housing			
1. Home ownership	See Appendix D1	See Appendix D1	See Appendix D1
2. Average Price Per Home			
E. Fire and Rescue			
1. Fire & Rescue calls made	See Appendix E1	See Appendix E1	See Appendix E1
2. Fire & Rescue calls made by neighborhood	See Appendix E2	See Appendix E2	See Appendix E2

F. Fire and Rescue			
1. Business Ownership	See Appendix F1	See Appendix F1	See Appendix F1
G. Park & Recreation			
1. Budget by park	See Appendix G1	See Appendix G1	See Appendix G1
2. Geographical location of parks	See Appendix G2	See Appendix G2	See Appendix G2
H. School District			
1. Academic Reading Proficiency	See Appendix	See Appendix	See Appendix

	H1	H1	H1
2. Office Discipline Referrals K-5	See Appendix H2	See Appendix H2	See Appendix H2
3. Office Discipline Referrals 6-8	See Appendix H3	See Appendix H3	See Appendix H3
4. Office Discipline Referrals 9-12:	See Appendix H4	See Appendix H4	See Appendix H4
5. Police Calls resulting in citation or arrest	See Appendix H5	See Appendix H5	See Appendix H5
I. Village Construction Projects			
1. Contract Bidding	See Appendix I1	See Appendix I1	See Appendix I1
J. Senior Outreach Services			
1. Case Management	See Appendix J1	See Appendix J1	See Appendix J1
2. Nutrition Services	See Appendix J2	See Appendix J2	See Appendix J2
3. Health and Wellness Activities	See Appendix J3	See Appendix J3	See Appendix J3
4. Educational Programs	See Appendix J4	See Appendix J4	See Appendix J4
5. Social Groups	See Appendix J5	See Appendix J5	See Appendix J5

Appendix C1 Citations Received

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	All Residents	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	2,150	18	55	242	Unknown	39	1,792	0	Not Collected	Not Collected	1,276	874
2019	2,552	9	75	376	Unknown	41	2,039	0	Not Collected	Not Collected	1,530	1,022
2020	1,276	12	30	237	Unknown	35	955	0	Not Collected	Not Collected	834	442

Appendix C2 Arrests Made

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	All Residents	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	143	2	1	28	Unknown	2	110	N/A	Not Collected	Not Collected	104	39
2019	143	0	2	39	Unknown	0	101	N/A	Not Collected	Not Collected	99	44
2020	83	0	0	19	Unknown	2	62	N/A	Not Collected	Not Collected	61	22

Appendix C3

911 Calls

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	Total Calls Made	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	319	Data Not Collected.										
2019	388											
2020	446											

Appendix D1

Home Ownership

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	Total # of Homeowners	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2017	2,657	0	38	0	0	18	2,588	31	736	7,484	1,729	1,620
2018	2,688	6	40	0	0	50	2,608	34	946	7,794	1,683	1,741
2019	2,615	6	46	0	0	28	2,563	0	946	7,687	1,713	1,696

Appendix E1 Fire & Rescue Calls Made

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	Total Calls Made	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female	Male to Female	Female to Male
2018	661	n/a	1	22	n/a	11	592	n/a	Not Collected	Not Collected	320	338	0	n/a
2019	740	n/a	n/a	36	n/a	4	597	n/a	Not Collected	Not Collected	348	364	1	2
2020	860	1	5	25	2	13	638	3	Not Collected	Not Collected	356	354	2	1

Appendix E2 Fire & Rescue Calls Made by Neighborhood

(Insert neighborhood names or areas of the Village into headers below)

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	Total Calls Made	<i>Please see maps for 2018, 2019, and 2020 at the end of this document.</i>												
2018														
2019														
2020														

Appendix F1 Business Ownership

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	# of Businesses	American Indian owned	Asian owned	Black owned	Hawaiian/ Pacific Islander owned	Hispanic owned	White owned	2 or more races owned	Residents with Disabilities owned	Male owned	Female owned
2018											
2019											
2020											

Appendix G1 Budget by Park

(List names of parks in headers below)

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	Capital Budget by Park	Arnold Larson	Brandt	Cedar Ridge	Community Park	Discovery Garden	Egner	Jaeger	Lewis	McDaniel	Dog Exercise Area	Orchard Hill
2018	\$2,685,000	0	\$396,933	0	0	\$200,562	\$45,955	\$304	0	\$275,787	0	\$183,741
2019	\$3,800,000	0	(\$839)	0	\$867,936	0	0	0	0	\$79,537	0	\$38,574
2020	\$1,665,000	\$11,724	0	\$26,314	\$10,319	0	0	0	\$12,292	\$405,326	\$710,569	\$2,070

Cont.	Ridgeview Tot Lot	Siggelkow Road	William McFarland		Presently, we do not have a mechanism to track operating expenses according to individual parks. This would require a pay code for each park and employees would need to track their time according to which park they worked on. Additionally, we would need to establish an activity code within accounts payable to track which expenses applied to which park. It's not impossible, but just noting it would require a shift in procedure and time to adjust. -MGS
2018	0	0	\$665	\$1,103,946	
2019	0	0	0	\$985,209	
2020	\$17,627	\$5,824	\$9,439	\$1,211,503	

Appendix G2

Geographical location of parks

(List names of neighborhoods in headers below)

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	Total # of parks		Please visit our Parks Facilities website .
2018	The Village of McFarland is home to 16 parks, 2 tot lots, and 8 conservancy areas (26 in total).		
2019			
2020			
			<i>Map of the geographical location of each park within the Village's inventory has been provided at the end of this document.</i>

**Indicates affordable housing in the area*

Appendix H1

4th Grade Reading Proficiency

(Include total number of students and percent proficient)

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	Total # of Students in 4th grade	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018-2019	175	2 1.14%	1 0.57%	0 0.00%	0 0.00%	3 1.71%	86 49.14%	5 2.86%	7 4.00%	90 51.43%	1 0.57%	96 54.86%	47 26.86%	50 28.57%
2020-2021	142	0 0.00%	2 1.41%	0 0.00%	0 0.00%	4 2.82%	53 37.32%	4 2.82%	5 3.52%	58 40.85%	1 0.70%	62 43.66%	33 23.24%	30 21.13%

Appendix H2
Office Discipline Referrals K-5
[Return to top](#)

	Total # of referrals	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Students with Disabilities	Students without Disabilities	EL4L	Not ELL	Male	Female
2018-2019	604	0	1	15	0	14	466	108	175	429	4	600	550	54
2019-2020	543	0	2	5	0	5	423	108	186	357	2	541	498	45
2020-2021	100	0	1	1	0	1	88	9	34	66	1	99	78	22

Appendix H3
Office Discipline Referrals 6-8
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	Total # of referrals	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018-2019	729	0	5	21	0	16	628	59	322	407	7	722	574	155
2019-2020	473	0	5	7	0	12	379	70	252	221	7	466	362	111
2020-2021	336	0	5	20	0	11	253	47	133	203	3	333	233	103

Appendix H4
Office Discipline Referrals 9-12
[Return to top](#)

	Total # of referrals	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018-2019	3,051	10	155	213	0	300	2,111	262	631	2,420	110	2,941	1,971	1,080
2019-2020	1,917	5	37	91	0	126	1,517	141	535	1,382	44	1,873	1,337	580
2020-2021	1,490	9	18	107	0	107	1,156	93	337	1,153	28	1,462	998	492

Appendix H5
Police Calls to Schools Resulting in Citation or Arrest
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	Total # of police calls to the school district	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018														
2019														
2020														

Appendix I1 Contract Bidding

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	Total # of Contract Bids	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	5	<i>Demographics not collected.</i>										
2019	3											
2020	2											

Appendix J1 Case Management

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	Total # of residents with case managers	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	121	0	0	0	0	4	121	Unknown	n/a	n/a	43	78
2019	138	1	1	2	0	2	138	Unknown	n/a	n/a	47	95
2020	165	1	0	2	0	4	162	Unknown	n/a	n/a	52	113

Appendix J2 Nutrition Services

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	Total # of residents receiving nutrition services	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female	Other
2018	156	n/a	n/a	2	n/a	7	144	n/a	Not Collected	Not Collected	47	109	3
2019	173	1	1	4	n/a	6	159	n/a	Not Collected	Not Collected	58	115	2
2020	154	1	1	1	n/a	8	139	n/a	Not Collected	Not Collected	56	98	2

Appendix J3 Health and Wellness Activities

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	Total # of residents participating in health & wellness activities	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	<i>No data collection was taken before 2020.</i>											
2019												
2020	260	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	n/a	n/a	32	228

Appendix J4 Educational Programs

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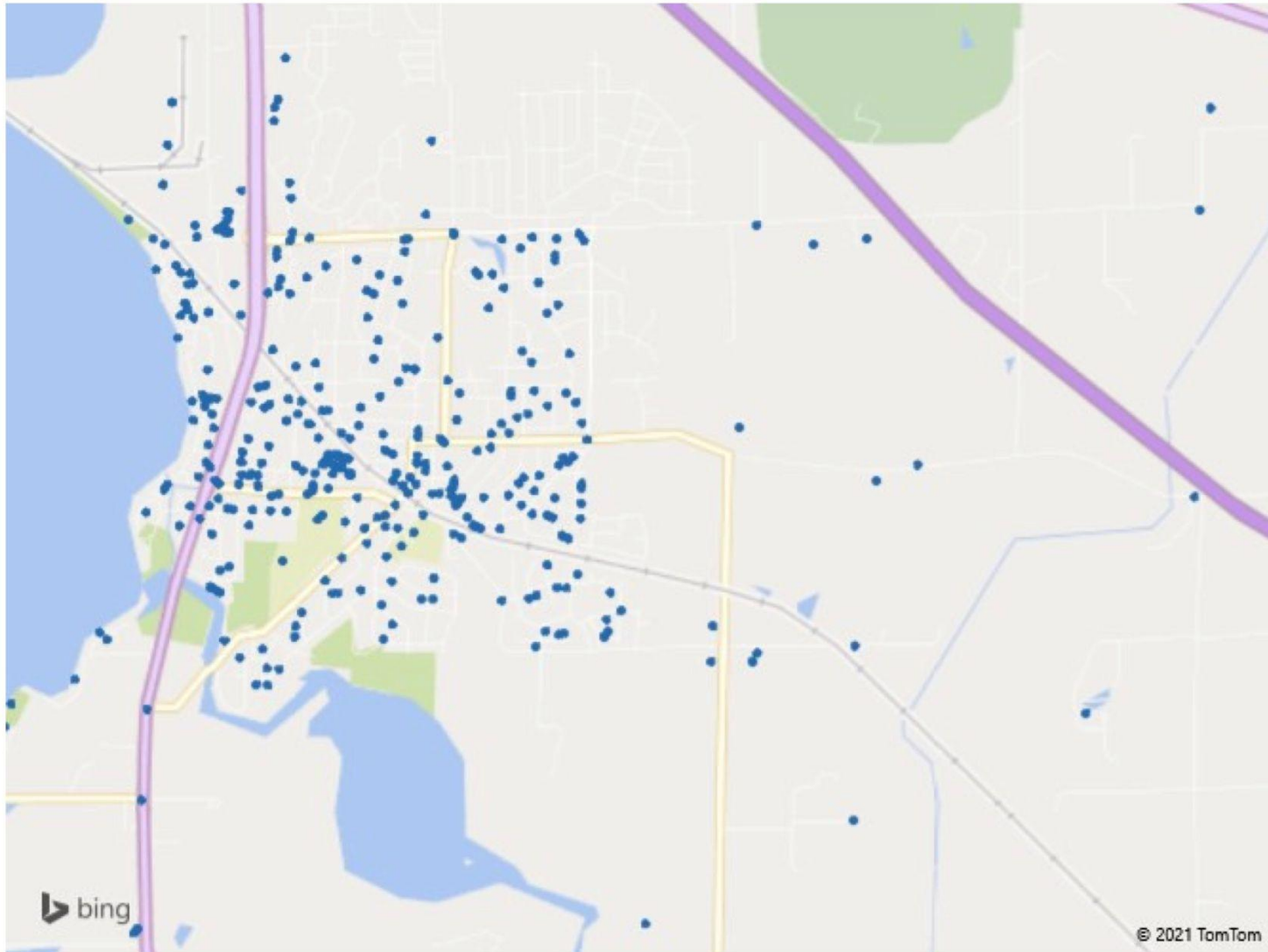
	Total # of residents participating in educational programs	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	<i>No data collection was taken before 2020.</i>											
2019												
2020	15	0	0	1	0	0	14	Unknown	n/a	n/a	3	12

Appendix J5 Social Groups

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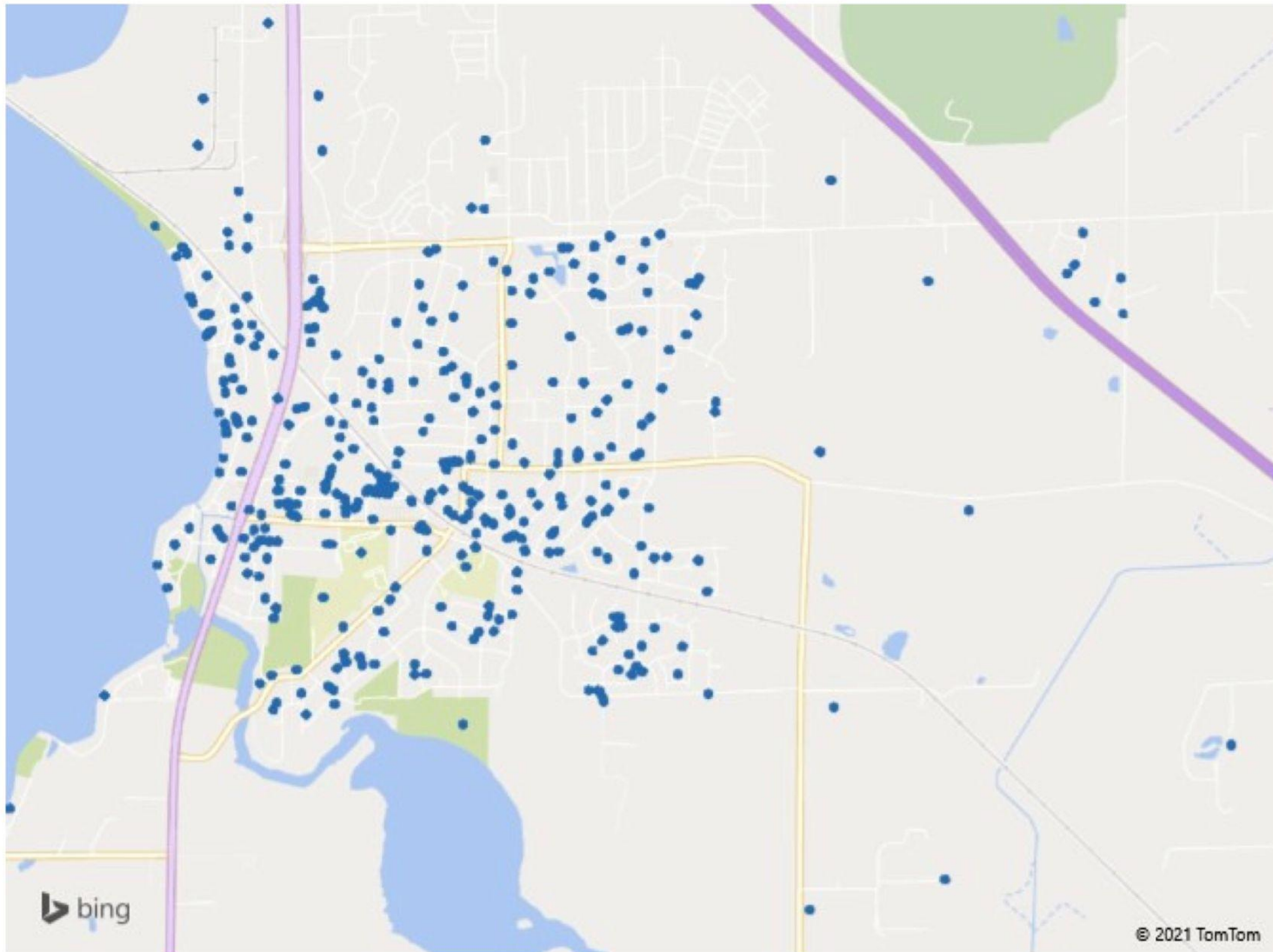
	Total # of residents participating in social group activities	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic	White	2 or more races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	<i>No data collection was taken before 2020.</i>											
2019												
2020	123	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	n/a	n/a	Unknown	Unknown

E2. Fire & Rescue Calls (2018)



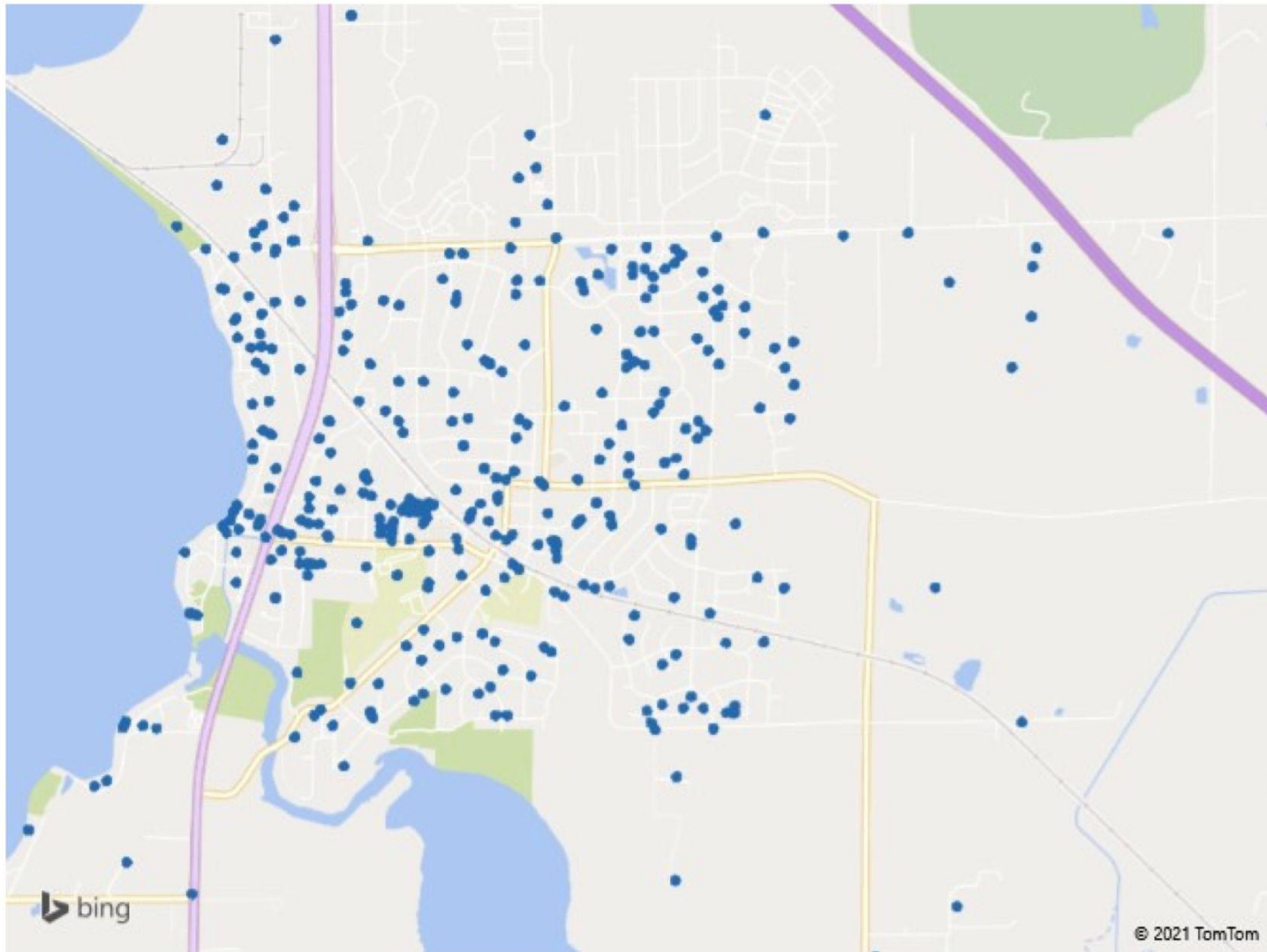
2018

E2. Fire & Rescue Calls (2019)



2019

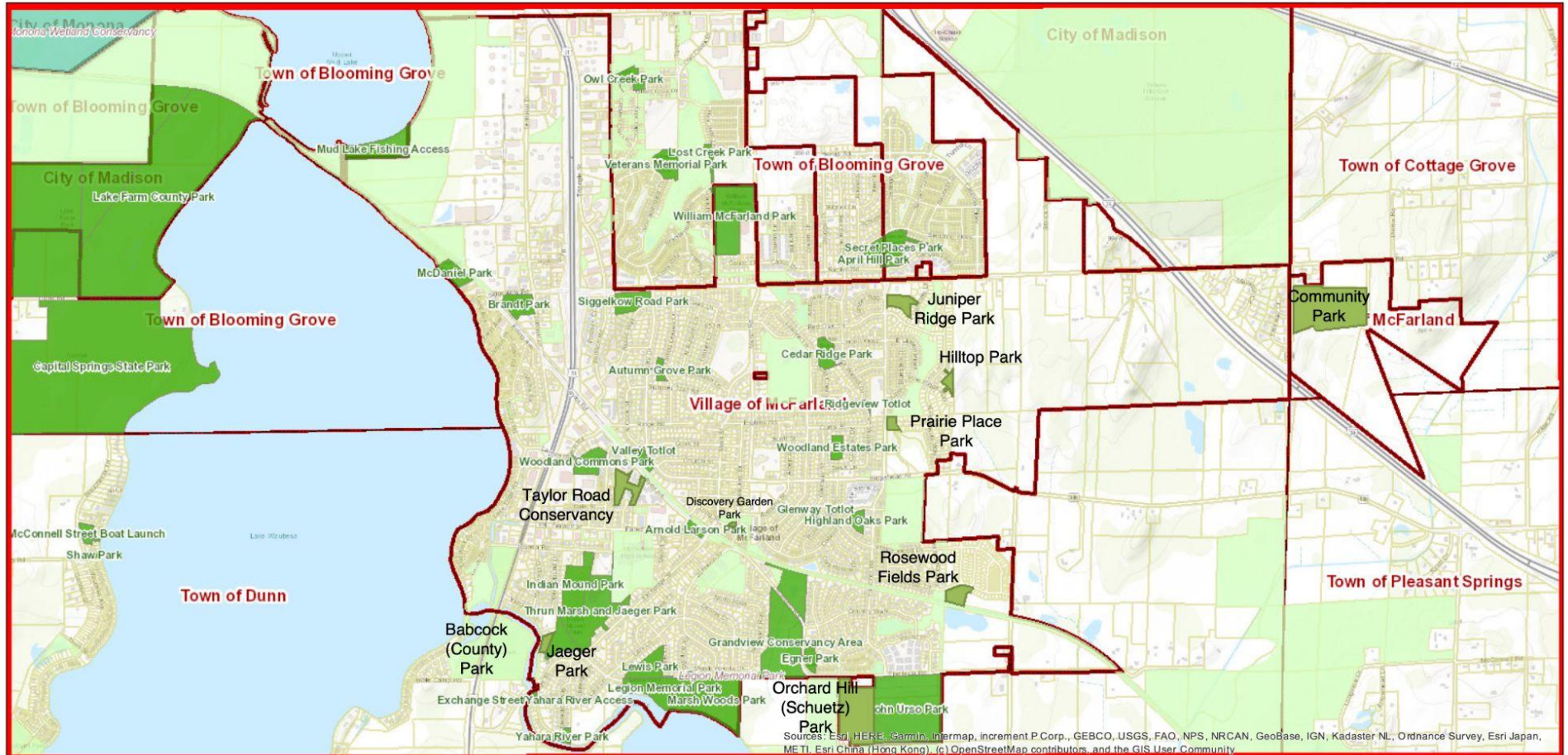
E2. Fire & Rescue Calls (2020)



2020

G2. Parks Map

Dane County Map



October 5, 2021

Dane County Mask

Municipal Parks

Municipalities

- | | |
|--|---|
|  Dane County Mask |  City |
|  Park |  Village |
|  Natural Area |  Town |
|  Other Public Lands |  Parcels |

0 1,150 2,300 4,600 Feet



DEI Committee SWOT

STRENGTHS

What does the DEI do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- Original resolution helped us focus as a subcommittee and community
- Connecting the school and village
- Collaborative approach
- Result-oriented
- Engaging with the public, esp with concerns
- Progress that has been made by committee and Village staff, as well as efforts to sustain

WEAKNESSES

What are the areas with which DEI either struggles or fails to deliver?

- Gov't [sub]committee and understanding the process that it takes
- Attracting more diversity to subcommittee
- Scope of responsibilities; power to true change
 - i.e. budget
- Identify what works and what doesn't within the public sector/municipal entity
- Early on, what to focus on
- Employment & diverse talent
- Training [internally] - not a part of regular curriculum for staff
- Communications/Marketing - purpose and goals

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Communications/Marketing - purpose and goals
- Educational opportunities within community
 - Communicate effectively & be a resource
 - Don't come off as aggressive or blaming
- Partner with school district
- Create safe spaces with community members for thoughts they want to share
- Exposure; getting to know the issues

THREATS

Are there emerging challenges that DEI should be aware of in order to better position itself for the future?

- Lack of communication between school, village, community members; leads to misinformation
- [Financial] support, esp from village residents
- Alienating those while still trying to be inclusive
 - balance
- Communication and messaging
- External and internal threats
- Remembering that it's not just about race, but also gender, religion, sexual orientation, etc.

Public Safety Committee SWOT Group 1

STRENGTHS

What does Public Safety do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- McPD- support racial diversity & providing resources
- McPD- making public statements in support of DEI
- PS providing open & honest communication within the committee (which then benefits our shareholders (community))
- McPD/EMS understanding diverse needs (eg: special needs residents and the need for family/community support)
- PS/McPD/EMS/community: all willing to listen, grow and adapt to demand for change
- Willingness to be involved (members, committees, community)
- Diversity within our committee (organically, recruitment based)
- Community sense of value for Public Safety (financial, social, time commitment)

WEAKNESSES

What are the areas with which Public Safety either struggles or fails to deliver?

- Visibility to groups outside of mainstream (eg: schools, municipal events, etc); for example: families with children <5yo, no children, elderly, etc?
- Diversity within the workforce ("majority of PD force is white male")
- Recruitment (police, fire, EMS) aside from part time staffing (within and without diversity)
- Space/storage/training limitations (new Public Safety Center in 2022!)
- Providing an avenue for outside feedback based on encounters of the Public with members of our safety teams (PD, fire, EMS) without fear or concern for retaliation (neutral third party feedback system?)
- Work life balance vs training & maintaining competence

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Leverage social media (enhance transparency between PS and community)
- Create/form new relationships (post COVID interaction surge)
- "Department 360" "Post Hoc analysis" "Post response Huddle" "After Action Report"
- Safety Teams from MHS/IMMS/WIS/CEPS (diversity recruiting from the diversity within our schools)- school to work programs
- pay/benefit increases across positions within public safety teams (current compensation analysis in process)
- Potential federal dollars for COVID support?

THREATS

Are there emerging challenges that Public Safety should be aware of in order to better position itself for the future?

- Misinterpretation of motives (eg: fake news, etc)
- Being "ahead" of the negativity narrative and divisive dialogue (eg: fostering collaboration vs being engaged in the threat)
- Missing (or fear of missing?) the proactive ways to find common ground
- Constant threat of division (not just racially, but politically, and other ways, as well)
- THEME: DEHUMANIZING FACTORS
- Staffing to meet demands of a growing community
 - Allocation and reallocation of resources

Senior Outreach Committee SWOT

STRENGTHS

What does the Senior Outreach Specialist do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- Reaching out and connecting to senior citizens.
- Commitment from the Director of Senior Outreach Services
- Ability to identify and secure funding
- Current programming: Meals on Wheels and other social services are strong
- Effective in reaching seniors outside of the Village
- Commitment from long standing community members
- The Director has vision for the future
- Depth and width of experience the committee members have
- McFarland Area Outreach Endowment
- Commitment from department staff
- Tax levy has more than tripled
- Coffee in the park
- 96% of residents have technology and access to internet

WEAKNESSES

What are the areas which Senior Outreach Specialists either struggle or fail to deliver?

- Lack of space needed for staff
- Inability to provide programming because of space and how department is structured
- Cross communication between department and subcommittees.
 - Ex. Parks having discussions without considering senior citizens perspectives
- Communication and alignment between the Village board members, departments and subcommittees
- No Senior Center for one stop shop servicing (recreation, community building, reading, etc...)
- Department is understaffed
- Space is a huge barrier to programming and opportunities for senior citizens
- Call to sacrifice social services funding for recreation
- Senior citizens may not be as civically engaged as others in the community when lobbying for resources
- Communicate programming to everyone in the village. Some residents don't have internet, cell phones, etc...

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Design a new program focused on the needs and wants of the community.
- Developing square footage for office space and programming at the Senior Citizen community center
- Building on programming that is currently strong
- Building on people that are nearing senior citizen status
- Considering what the village can do for the community b/c of the increase in tax levy
- Financial opportunities (Dane County funding, meals program, etc...)
- 110 square miles of area serviced by the Senior Outreach Services Dept. The Village may find opportunity to do more specific to the village if services beyond the village are discontinued
- Shared resources with building and space for more opportunities
- Wellness component
- Practical goal setting or blue print
 - Short term and long term goals
- Building a village for walkers

THREATS

Are there emerging challenges that Senior Outreach Specialists should be aware of in order to better position itself for the future?

- Pushback on spending because of other projects
- The pandemic has opened eyes about the ways in which senior citizens are served
- In person programming because of the pandemic
- The senior community has a diverse range and make up 16% of the population. The senior community is not as unified as it should be to support lobbying for programming and services
- More community based care and people living with limited capabilities much longer
- Gun violence and sexual assault across the greater Madison area
- Diversity: Uptick in racial slurs being used in schools and parents reaction
- Mission is so broad that nothing is accomplished
- Access to affordable housing, transportation and health care
- The village was built for cars
- Communication
- Varying degrees of communication styles within the community

Parks, Recreation and Natural Resources **SWOT**

STRENGTHS

What does the Parks, Recreation and Natural Resources do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- Completed a 15 month project for new parks
- Provides sound long term planning
- Parks provides a resource for community members of all ages, particularly the youth
- Open mindedness
- Committee provides diverse perspectives
- Support to village staff
- Planning project involved the community to get their voice
- Electronic and print surveys
- Newspaper to communicate with the community
- Collaboration with other groups

WEAKNESSES

What are the areas with which Parks, Recreation and Natural Resources either struggles or fails to deliver?

- Short term projects can get lost because of detailed long term planning and the amount of time it takes.
- Public input may be skewed (most times from people who are against) and not reflective of the broader community.
- Not much open space/Parks are limited and small
- Connecting with the community in a more effective way (COVID)
- Village Board representation turnover
- Groups that the committee collaborate with are not diverse/reflective of the community
- The new park may not be accessible to families (low-ses, not in proximity for certain community members, etc...)
- Disconnect between the Village and the school district with programming. The school district runs the programs and has community space but isn't really community b/c there are school based programs always using the space.

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Village Board approval of the parks plan
- Community Center
- Align programming between parks, school district
- Making park equipment more accessible for users
- Linking up with neighboring communities with trails
- Outreach and engagement internally and externally
- CDA and looking for other partnerships to support the well being of the village.

THREATS

Are there emerging challenges that Parks, Recreation and Natural Resources should be aware of in order to better position itself for the future?

- Fundraising and borrowing money to fund projects
- Ongoing maintenance of pools, parks, landscaping, etc...
- Balance between capital and operating costs
- Population

Library Board Committee SWOT

STRENGTHS

What does the Library Board do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- One service where it is truly inclusive and serves the majority of the community.
- 95% of McFarland checkouts are in the McFarland branch.
- Madison, Town of Dunn and McFarland make up the users of the library.
- Mapping project to locate users of the library.
- Listened to the community and eliminated late fines.
- The library offers a variety of programs for the youth and senior citizens. The programs are free of charge.
 - Cooking Club: People represent a variety of ethnic and racial backgrounds
 - Go Big Read
 - Book club with a speaker from Ghana to speak on immigration
- Participation rates for programming were high!
 - During the pandemic, more than 100,000 people participated.
- Amazing library staff!
- Bilingual and Sensory story time: Partnered with the school districts
- Senior Citizen
 - Memory text
 - Financial planning for retirement/estates
 - Book clubs
 - Hybrid programming
- The public supports the library based on feedback

WEAKNESSES

What are the areas with which the Library Board either struggles or fails to deliver?

- Limited resources.
- Connecting or marketing to community members who are non users or don't have access to technology.
- Library space is maxed out.
- As the Village grows, accessibility may become a problem.
- Lacking bilingual support.
- Identifying underserved populations and building a bridge to access the library.
- Books published in different languages
-

- Endowment for start up funding
- Teen librarian is working closely with McFarland High School
 - 120 9th and 10th graders toured the library this year.
- Amazing children's library
- Technology Support
- Bilingual apps

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Partnerships/collaboration with outside organizations and other departments within the village.
- Identifying parts of the community that are underserved.
- New endowment fund.
- Long range plan that includes an expansion and remodeling of the current building.
- More space can create more programming and diversity of offerings.
- Partnering with the community festival board for the Community Festival.
- New community center will be in close proximity to the library.
- Stronger partnerships/collaboration with the school district.
- Taking advantage of grant opportunities
 - Strong grant writer on staff
 - Received grants from Southeast Asian and African studies

THREATS

Are there emerging challenges that the Library Board should be aware of in order to better position itself for the future?

- The demographics of the service is a challenge and not really a threat.
- Divided community from political polarization
 - Not as intense as other communities
- Climate change
- Climate control at the library...lol!
- Voices of color are not legitimated.
- Financial/Limited Resources
- People who will be unwilling to change their mindset about embracing diversity
- Village board elections
- Subcommittees are oftentimes filled with community members who are working in the professional working class and middle aged.

McFarland Community SWOT

STRENGTHS

What does the McFarland Community do well that matters to the stakeholders of the Village (e.g., students, parents, and the community)?

- School
- Friendly
- Committed Village staff
- Parks and natural resources
- Walkable
- People willing to participate and opportunities
- Proximity to other communities
- Growth strategy
- Sense of community
- Bike path
- Willingness to move forward
- New people feel welcome
- Access to opportunities
- Committed district members

WEAKNESSES

What are the areas which The McFarland Community either struggle or fail to deliver?

- White/Christian is the norm
- Affordable housing and affordable senior housing
- Financial inequity
- Values McFarland lifetime residents vs new comers
- Lack of hiring diversity
- Infrastructure- Walking, no transportation
- Affordable child care
- Lack of physical identity
- Lack of diverse businesses(and village staff)
- Secluded
- Not enough community groups
- Social services in McFarland
- High Property Taxes

OPPORTUNITIES

Are there emerging trends or situations that could prove beneficial to either improve a weakness or further develop a strength?

- Community willing and time is right for DEI
- Community expanding to bring more opportunities and diversity
- Creating and building community center
- Community Festival
- Strategic development
- Affordable housing
- Leveraging resources to expand them
- Meet with habitat for humanity for affordable purchase opportunities
- Grass roots- Generational engagement

THREATS

Are there emerging challenges that The McFarland Community should be aware of in order to better position itself for the future?

- Irresponsible spending
- Not developing communication plan
- Lack of engagement
- COVID
- Complacency and lack of commitment
- “Good Ol’boy network
- Stuck in negative situation/circumstances
- Not allowing people to grow hold them accountable
- Assume someone else will do it

Timestamp	How do I keep moving forward in my understanding of race and equity now that the Equity Institute is over?	How can we support one another moving forward in doing this very challenging and rewarding work? (What will you need from your colleagues/staff, your administrators, parents, and other participants? And, what will you do to support others?)	If you would be willing to offer a testimonial to your experience with Equity Institute please do so.
5/15/2022 20:02:13	Continue the conversation with those that attended and bring more people into the conversation. I also need to read more. There are many great books that help shed light on the history ongoing struggles surrounding DEI. Finally, it's bringing what I learned into spaces that I have influence with, such as community organizations and Village committees.	Make sure the momentum continues to build. We need to look at our DEI work, and determine where exactly we want to go, and how we're going to get there. Once some of those pieces are formed, it'll be a framework to work off of in other community spaces. We will always need an open mind by everyone involved as well as enthusiasm to make sure the framework is not only implemented, but successfully carried out.	The Equity Institute was an incredibly illuminating experience. It provided a wonderful opportunity to dig in deep and understand my individual beliefs and understanding of the topic, and exposed me to new information and ideas that I know I will bring to other spaces and discussions in the community.
5/16/2022 16:27:07	Continue to listen, learn and recruit like minded individuals.	More gatherings to build relationships with like minded people. Form your tribe and focus on the 20-60-20.	

Timestamp	How do I keep moving forward in my understanding of race and equity now that the Equity Institute is over?	How can we support one another moving forward in doing this very challenging and rewarding work? (What will you need from your colleagues/staff, your administrators, parents, and other participants? And, what will you do to support others?)	If you would be willing to offer a testimonial to your experience with Equity Institute please do so.
5/17/2022 22:41:31	Proceed to step involving action and gathering like minded folks to share in the goals to reach those who need to hear these ideas.	Listening skills are a great support. Respectful engagement and make all bridge building better.	This was an invaluable experience. The information was well-structured and provided essential groundwork that we all need to continue to develop. I am grateful for the opportunity to clean insights from this experience!
5/18/2022 15:10:06	Being purposeful in continuing training and education	Continuing access to training and education resources for Village employees, committee members, and the public at large.	

Timestamp	How do I keep moving forward in my understanding of race and equity now that the Equity Institute is over?	How can we support one another moving forward in doing this very challenging and rewarding work? (What will you need from your colleagues/staff, your administrators, parents, and other participants? And, what will you do to support others?)	If you would be willing to offer a testimonial to your experience with Equity Institute please do so.
5/20/2022 12:19:29	Continue to be reflective of the work, and make sure we keep it at the forefront. Also, take steps to put an action plan in place. This likely involves setting goals, timelines, and action plans to accomplish this work. Overall, making sure we do more than just reflect on the powerful work from this week, but be actionable.	Just continue to have these conversations and support one another. Not sure if there is a place for this, but perhaps this group as a whole can get together going forward to build on the work. I think what is likely is we crammed a lot of work and thought into three days. Much of that work, as you outlined, as likely began permeating in our subconscious. Most of us having been processing this work, and will continue to process this all. Might be beneficial to get to follow up on additional thoughts we had on and how we can carry this work forward.	The institute was an amazing experience. Percy and Rainey did an amazing job of creating an atmosphere where everyone could let their walls down, and have an honest raw, powerful experience but in a controlled manner where the space was safe. My only one thought after going through it, it is likely best split up perhaps over a longer period of time. I know that was not an option, and we had a reason and purpose for the schedule we chose. But definitely wishing I had more time to process before coming back to unpack things. Again not a criticism as I understand why the decisions were made.
5/25/2022 18:06:59	Keep the conversation going and stay active in the community. Vote.	Be there for each other, open, and accepting. Open to criticism and change.	

VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, June 20, 2022

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action to adjourn the Village Board portion of the joint meeting.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

At the conclusion of the first item, the Village Board work as part of the joint meeting is done and those members are free to leave following adjournment.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

Motion and second (from Village Board members) to adjourn the Village Board portion of the joint meeting.

ATTACHMENTS:

None

McFarland
SUMMARY SHEET

MEETING DATE: Monday, June 20, 2022

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion regarding land acknowledgement(s) in McFarland.

PREVIOUS ACTION:

ISSUE SUMMARY:

This is an opportunity for the DEI Committee to further discuss goals and initiatives within the Village regarding land acknowledgement(s) throughout the community. This discussion is to pick up from the previously held discussion around this topic (March 16, 2022). There is a working group within McFarland who have similar goals and is also invited to be a part of this updated discussion.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

None

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, June 20, 2022

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion and possible approval of the DEI Recognitions Calendar for quarter three (July, August, and September) of 2022.

PREVIOUS ACTION:

ISSUE SUMMARY:

Communications and Technology Director, Stephanie Miller, will present a list of various calendar recognitions to implement within Village communications moving forward. This is an opportunity to go through the compiled list, add, remove, and discuss the daily, weekly, and monthly dates for the third quarter of 2022. Action of approval by the committee is requested.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. 2022 Calendar Recognitions_DRAFT-Q3

July 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Nat'l Postal Worker Day	2
3 Int'l Plastic Bag Free Day	4 Independence Day	5 Independence Day (VEN) Eid al-Adha	6	7 Global Forgiveness Day	8	9 Independence Day (ARG)
10 Global Energy Independence Day	11	12 Malala Day	13	14 Bastille Day	15	16
17	18 Nelson Mandela Int'l Day	19	20 Independence Day (COL)	21	22	23
24 Nat'l Amelia Earhart Day Int'l Self Care Day Parents' Day	25 Nat'l Hire a Veteran Day	26 Nat'l Disability Independence Day	27 Nat'l Korean War Veterans Armistice Day	28 World Conservation Day Independence Day (PERU)	29	30 Awal Muharram
31						

Notes:

- ¹ **Nat'l Postal Worker Day** – National Postal Worker Day on July 1st recognizes postal workers across the nation and encourages us to show our appreciation. Thank the numerous men and women who work consistently and diligently to deliver all our mail. These employees suffer some of the harshest working conditions yet continue to persevere six days a week.
- ³ **Int'l Plastic Bag Free Day** – Every year on July 3rd, International Plastic Bag Free Day encourages people to cut down on the use of plastic bags.
- ⁴ **Independence Day** – Independence Day is annually celebrated on July 4 and is often known as the Fourth of July. It is the anniversary of the publication of the declaration of independence from Great Britain in 1776. Patriotic displays and family events are organized throughout the United States. It is recognized as a federal holiday.
- ⁵ **Independence Day** (Venezuela) – Known in Spanish as 'Díe Independencia' or 'Cinco de julio', this day is the National Day of Venezuela and commemorates the signing of the 1811 Venezuelan Declaration of Independence.
- ⁵⁻¹⁴ **Eid al-Adha** – Known as Eid al-Adha, Eid ul Adha, Id-ul-Azha, Id-ul-Zuha, Hari Raya Haji or Bakr-id; the 'Feast of Sacrifice' is the most important feast of the Muslim calendar. The festival may also be known as Al Eid Al Kabeer, which means the 'Grand Eid'. This festival is celebrated throughout the Muslim world as a commemoration of Prophet Abraham's willingness to sacrifice everything for God.
- ⁷ **Global Forgiveness Day** – July 7th recognizes Global Forgiveness Day. The day and other forgiveness days like it encourage forgiveness as part of an element of personal health.
- ⁹ **Independence Day** (Argentina) – Argentine Independence Day (Spanish: Día de la Independencia) is always celebrated on July 9th. This national public holiday marks Argentina's independence from Spain which was declared on July 9, 1816.
- ¹⁰ **Global Energy Independence Day** – Every year on July 10th, Global Energy Independence Day promotes awareness for alternative forms of energy. The day also offers opportunities to learn more about renewable forms of energy, such as solar, wind, and geothermal.
- ¹² **Malala Day** – Every year on July 12th, the world celebrates the birthday of Malala Yousafzai. At age 17, Malala was the youngest recipient ever of the Nobel Peace Prize. The day also honors the rights of children and women.
- ¹⁴ **Bastille Day** – Bastille Day, in France and its overseas departments and territories, holiday marking the anniversary of the fall on July 14, 1789, of the Bastille, in Paris. Often called, "la fête nationale," in France, became an official holiday in 1880.
- ¹⁸ **Nelson Mandela Int'l Day** – On July 18 every year, celebrate Nelson Mandela International Day by making a difference in your communities. Everyone has the ability and the responsibility to change the world for the better! Mandela Day is an occasion for all to act and inspire change.
- ²⁰ **Independence Day** (Columbia) – Colombia's national day and marks the start of the movement to independence from Spain in 1810.
- ²⁴ **Nat'l Amelia Earhart Day** – Each year on July 24th, National Amelia Earhart Day honors the achievements of the aviation pioneer on the date of her birth.
- ²⁴ **Int'l Self Care Day** – International Self-Care Day (ISD), on July 24 each year, provides a focus and opportunity to raise the profile of healthy lifestyle self-care programs around the world. ISD is a device developed by the International Self-Care Foundation to promote self-care as a vital foundation of health.
- ²⁴ **Parents' Day** – The day aims to promote responsible parenting and to recognize positive parental role models. It celebrates the special bonds of love between parental figures and their children.
- ²⁵ **Nat'l Hire a Veteran Day** – Every day, hundreds of our military personnel leave the service in search of civilian employment. On July 25th, National Hire a Veteran Day reminds employers to consider veterans to fill their open positions. As highly trained, qualified individuals, they are ideal for numerous trades.
- ²⁶ **Nat'l Disability Independence Day** – National Disability Independence Day on July 26th commemorates the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990. The ADA provides protection from employment discrimination as well as better access to goods, services, and communications for people with disabilities.
- ²⁷ **Nat'l Korean War Veterans Armistice Day** – National Korean War Veterans Armistice Day commemorates the end of the Korean War on July 27, 1953, and those who served during this often-forgotten war.
- ²⁸ **World Conservation Day** – Every year on July 28th, World Nature Conservation Day acknowledges that the foundation for a healthy society is a healthy environment. It's also a day to increase awareness about the importance of protecting our natural resources.
- ²⁸ **Independence Day** (Peru) – Known as 'Fiestas Patrias', this holiday is always celebrated on July 28th and marks Peru's declaration of independence from Spain in 1821.
- ³⁰⁻³¹ **Awal Muharram** – Awal Muharram or Hijri New Year is celebrated by Muslims as the day symbolizes two important events in the Islamic year. Awal means, "beginning," in English and Muharram is the name of the first month in the Muslim calendar. The first day of Muharram is therefore the Islamic New Year's Day and, on this date, the Hijra, the historic journey from Mecca to Medina began.

July Sources:

www.britannica.com

www.isfglobal.org

www.nationaldaycalendar.com

www.observances.global

www.officeholidays.com

www.rilatinoarts.org/LatinoHolidays

www.timeanddate.com

www.un.org

www.veteran.com

[Black Business Month](#)
[International Peace Month](#)
[National Wellness Month](#)
[National Water Quality Month](#)

[Family Fun Month](#)
[Children's Eye Health & Safety Month](#)
[National Dog Month](#)

August 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Nat'l Minority Donor Awareness Week Nat'l Minority Donor Awareness Day Emancipation Day World Lung Cancer Day	2	3	4 Nat'l Coast Guard Day	5	6 Independence Day (BOL)
7 Purple Heart Day Ashura	8	9 Nat'l Book Lovers Day Int'l Day of the World's Indigenous Peoples	10 Independence Day (ECUA)	11 National Sons & Daughters Day	12 Int'l Youth Day	13 International Left Handers Day
14	15	16	17 Nat'l Nonprofit Day	18	19 National Aviation Day	20 Int' Day of Medical Transporters
21 National Senior Citizens Day	22	23	24	25 Be Kind to Humankind Week Nat'l Park Service Founders Day Independence Day (URU)	26 Nat'l Women's Equality Day	27
28	29	30 Nat'l Grief Awareness Day	31 Nat'l Eat Outside Day Int'l Overdose Awareness Day Ganesh Chaturthi			

Notes:

- ¹⁻⁷ **Nat'l Minority Donor Awareness Week** – National Minority Donor Awareness Week was created to increase awareness about organ donation, especially among minorities and observed annually in August.
- ¹ **Nat'l Minority Donor Awareness Day** – On August 1, National Minority Donor Awareness Day focuses attention on the need for minority donors. The day is part of the awareness campaign of National Minority Donor Awareness Week.
- ¹ **Emancipation Day** – This international holiday marks the end of slavery in the British Empire. It is a public holiday in several Caribbean countries and although the holiday commemorates events that took place on August 1st, 1834, it may be celebrated on different days in these countries.
- ¹ **World Lung Cancer Day** – On World Lung Cancer Day, 1 August, the European Respiratory Society (ERS), alongside members of the Forum of International Respiratory Societies (FIRS) commemorates, celebrates and supports those impacted by lung cancer.
- ⁴ **Nat'l Coast Guard Day** – National Coast Guard Day on August 4th celebrates and honors the courageous work of the service members of Coast Guard.
- ⁶ **Independence Day (Bolivia)** – Independence is a public holiday in Bolivia on August 6th. Known in Spanish as 'Día de la Patria', this is Bolivia's National Day and marks the signing of the Declaration of Independence on August 6th, 1825.
- ⁷ **Purple Heart Day** – Purple Heart Day, on August 7th, commemorates the creation of the oldest American military decoration for military merit. The Purple Heart honors the men and women who are of the Military Order of the Purple Heart. This day encourages us to honor everyone who has received a Purple Heart.
- ⁷⁻⁸ **Ashura** – The Day of Ashura is the 10th day of Muharram in the Islamic calendar. It marks the Remembrance of Muharram but not the Islamic month.
- ⁹ **National Book Lovers Day** – In honor of National Book Lovers Day August 9, we put away our smartphones, pull out a good book and simply read. (Well, an audiobook will suffice too.) From clay tablets to today's eBooks, literature has played a crucial role in preserving cultures, educating the masses, and storytelling.
- ⁹ **Int'l Day of the World's Indigenous Peoples** – By resolution 49/214 of December 23rd, 1994, the United Nations General Assembly decided that the International Day of the World's Indigenous Peoples shall be observed on August 9 every year.
- ¹⁰ **Independence Day (Ecuador)** – This national public holiday is celebrated on 10 August. In Spanish, it is known as 'Día del Primer Grito de Independencia de Quito' and marks Quito's declaration of independence from Spain in 1809.
- ¹¹ **National Sons and Daughters Day** – National Son's and Daughter's Day on August 11th brings parents and their children together for quality time. Let your children know that you are glad they are part of your life.
- ¹² **Int'l Youth Day** – Each year on August 12, we observe International Youth Day (IYD). On this day, we celebrate youth across the globe to honor the promising future today. In addition, the day also brings worldwide awareness to issues youth face in their lives daily.
- ¹³ **Int'l Left Handers Day** – International Left Handers Day on August 13th recognizes all those individuals who have mastered using their left hand in a right-handed world. We take our hats off to you – left-handed!
- ¹⁷ **Nat'l Nonprofit Day** – National Nonprofit Day is commemorated on August 17 each year to recognize nonprofit organizations' ongoing efforts to serve the local community. If you've ever volunteered, you're aware of the significance of these charitable organizations.
- ¹⁹ **National Aviation Day** – National Aviation Day is observed in the United States on August 19 each year to celebrate the history and development of the aviation. It coincides with the birthday of Orville Wright who, together with his brother Wilbur, made significant contributions to powered flight.
- ²⁰ **Int'l Day of Medical Transporters** – Every year on August 20th, International Day of Medical Transporters honors ambulance drivers and the important work they do. The day also encourages us to learn more about the job of a medical transporter.
- ²¹ **Nat'l Senior Citizens Day** – National Senior Citizens Day recognizes contributions senior citizens make in communities across the United States. It is annually observed on the third Sunday of August.
- ²⁵⁻³¹ **Be Kind to Humankind Week** – Be Kind to Humankind Week is an annual worldwide celebration of kindness that is observed from August 25 to August 31. This week is a time for us to reflect on what we can do to make this world a better place.
- ²⁵ **Nat'l Park Service Founders Day** – On August 25, 1916, President Woodrow Wilson signed the Organic Act, creating the National Park Service Founders Day is celebrated each year on August 25 in all of America's national parks to honor the creation of the agency.
- ²⁵ **Independence Day (Uruguay)** – Known as 'Día de la Independencia', this public holiday in the Oriental Republic of Uruguay is always celebrated on August 25th. It is Uruguay's National Day and marks Uruguay's independence from Brazil in 1825.
- ²⁶ **Nat'l Women's Equality Day** – Women's Equality Day, celebrated every August 26, commemorates the passage of women's suffrage in the U.S. and reminds us of the hurdles overcome by the heroic women who faced violence and discrimination to propel the women's movement forward.

- ³⁰ **Nat'l Grief Awareness Day** – This National Grief Awareness Day on August 30 is dedicated to raising awareness of the myriad ways in which individuals cope with loss. It offers resources to those going through personal losses and reminds us to support people we know who are grieving.
- ³¹ **Nat'l Eat Outside Day** – Friends, fresh air, and good food are the focus of National Eat Outside Day every year on August 31. Whether at home, a park, a favorite restaurant or food truck, or the beach, food just tastes better when we eat it under the open sky.
- ³¹ **Int'l Overdose Awareness Day** – The world's annual campaign to end overdose, remember without stigma those who have died, and acknowledge the grief of the family and friends left behind.
- ³¹ **Ganesh Chaturthi** – A 10-day festival marking the birth of the elephant-headed deity Ganesha, the god of prosperity and wisdom. It begins on the fourth day (chaturthi) of the month of Bhadrapada (August–September), the sixth month of the Hindu calendar.

August Sources:

www.ersnet.org

www.nationaldaycalendar.com

www.nps.gov

www.officeholidays.com

www.overdoseday.com

www.rilatinoarts.org/LatinoHolidays

www.timeanddate.com

www.unesco.org

Hispanic Heritage Month (9/15 - 10/15)

National Preparedness Month

Suicide Prevention Month

World Alzheimer's Month

SEPTEMBER 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 National Suicide Prevention Week	5 Labor Day	6 Read A Book Day	7	8 Nat'l Pediatric Hematology/Oncology Nurses Day	9	10 World Suicide Prevention Day
11 Patriot Day/National Day of Remembrance National Grandparent's Day	12	13	14	15 First Day of Hispanic Heritage Month *Independence Days	16 Independence Day (MEX) National POW/MIA Recognition Day	17 Citizenship Day
18 Independence Day (CHILE) Nat'l HIV/AIDS and Aging Awareness Day	19 International Week of the Deaf	20 Voter Registration Day	21 World Alzheimer's Day	22 Autumnal Equinox	23	24 Nat'l Public Lands Day
25 Rosh Hashanah Begins at Sundown	26 Navaratri	27	28 Nat'l Women's Health & Fitness Day	29 VFW Day	30	

September Notes:

- ⁴⁻¹⁰ **Nat'l Suicide Prevention Week** – National Suicide Prevention Week is the Monday through Sunday surrounding World Suicide Prevention Day, September 10. A week to share resources and stories, as well as promote suicide prevention awareness. This week focuses on informing and engaging health professionals and the general public about suicide prevention and warning signs of suicide.
- ⁶ **Labor Day** – A federal holiday observed the first Monday in September; initially organized to celebrate labor unions and their contributions to the United States' economy (*This is considered a Federal & State Legal Holiday*)
- ⁶ **Read A Book Day** – National Read A Book Day is observed annually on September 6th. This day invites us all to grab a book we might enjoy and spend the day reading.
- ⁸ **Nat'l Pediatric Hematology/Oncology Nurses Day** – Established in 2010 by the Association of Pediatric Hematology/Oncology Nurses (APHON), Pediatric Hematology/Oncology Nurses' Day is celebrated each year on September 8. We salute all pediatric hematology/oncology nurses on this day for their life-long commitment to children, adolescents, and young adults with cancer or blood disorders and their families.
- ¹⁰ **World Suicide Prevention Day** – Observed on September 10th each year, World Suicide Prevention Day aims to promote ways to prevent suicide. The International Association for Suicide Prevention (IASP) organizes the observance.
- ¹¹ **Patriot Day** – Patriot Day is an annual observance on September 11 to remember those who were injured or died during the terrorist attacks in the United States on September 11, 2001. Many Americans refer to Patriot Day as 9/11 or September 11.
- ¹² **Grandparent's Day** – The Sunday following Labor Day, National Grandparents Day is a day to honor grandparents.
- ^{*15} **Independence Days: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua** – Commemorating the independence from Spain in 1821.
- ¹⁶ **Independence Day (Mexico)** – This holiday celebrates Mexico's declaration of independence from Spain in 1810.
- ¹⁷ **Citizenship Day** – Constitution Day and Citizenship Day on September 17th commemorates the adoption of the Constitution of the United States and those who have become United States citizens. On this day, members of the U.S. Constitutional Convention signed the Constitution in 1787.
- ¹⁶ **Nat'l POW/MIA Recognition Day** – Observed across the nation on the third Friday of September each year. Many Americans take the time to remember those who were prisoners of war (POW) and those who are missing in action (MIA), as well as their families.
- ¹⁸ **Independence Day (Chile)** – A holiday which declares the history of conditional independence from Spain in 1810.
- ¹⁸ **Nat'l HIV/AIDS and Aging Awareness Day** – This day brings attention to the growing number of people living long and full lives with HIV and to their health and social needs.
- ¹⁹⁻²⁵ **International Week of the Deaf** – International Week of the Deaf during the last week of September draws attention to the accomplishments of people who are deaf and promotes their rights. (It is also known as the Deaf Awareness Week or International Week of Deaf People.)
- ²⁰ **Voter Registration Day** – National Voter Registration Day is a nonpartisan civic holiday celebrating our democracy. Celebrated every September, National Voter Registration Day involves volunteers and organizations from all over the country hitting the streets in a single day of coordinated field, technology, and media efforts.
- ²¹ **World Alzheimer's Day** – Occurs on September 21st, health organizations across the globe focus their efforts on raising awareness about this disease.
- ²⁴ **Nat'l Public Lands Day** – NEEF's National Public Lands Day (NPLD) is the nation's largest single-day volunteer event for public lands. Established in 1994 and held annually on the fourth Saturday in September, this celebration brings out thousands of volunteers to help restore and improve public lands around the country.
- ²⁵⁻²⁶ **Rosh Hashanah** – Rosh Hashanah is the Jewish new year. It begins at sundown and lasts two days and it is celebrated by Jews all over the world.
- ^{26-10/4} **Navaratri** – Navaratri is a biannual and one of the most revered Hindu festivals observed in the honor of Mother Goddess Durga. It spans over nine nights, first in the month of Chaitra and again in the month of Sharada.
- ²⁸ **Nat'l Women's Health & Fitness Day** – On the last Wednesday in September, National Women's Health & Fitness Day promotes the largest event for women's health of all ages.
- ²⁹ **VFW Day** – On September 29th, National VFW Day honors the men and women devoted to this valuable organization and those members who have served our nation. Members of the organization named Veterans of Foreign Wars (VFW) today hold a long-standing history of volunteerism in their communities.

September Sources:

www.aphon.org
www.britannica.com

www.hiv.gov
www.iasp.info
www.nami.org
www.nationaldaycalendar.com
www.nationaltoday.com
www.nationalvoterregistrationday.org
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www.timeanddate.com
www.wfdeaf.org