

Monday, January 30, 2023**6:00 PM****McFarland Municipal Center**
*Community Room***AGENDA**

You are invited to this meeting through a Zoom webinar. The public may attend in-person or remotely through the webinar or telephone options listed below.

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/89238174078>

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

Webinar ID: 892 3817 4078

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 for items that are not on the agenda. Please remember this is a hybrid meeting conducted in person and through the Zoom online meeting platform. Meeting attendees wishing to address the Committee about items not on the agenda may do so at this time. Zoom attendees should type their name and address in the Question and Answer feature within the Zoom online meeting platform at this time. 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. When you are called upon to speak, state your name, address, and provide your comments to the Committee for their consideration. 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.

Members of the public may also speak during their selected agenda item as they designate on the public comment form or in the Question and Answer feature on Zoom.

3. APPROVAL OF MINUTES.

- a. Motion to approve the minutes of the meeting held on December 19, 2022.

4. BUSINESS.

- a. Discussion and possible action to recommend the written land acknowledgment to the McFarland Village Board.
- b. Discussion of "Event Development - Guest Speaker/Program Development" within the DEI S.M.A.R.T. goals.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, February 20, 2023 at 5:30 p.m. in the McFarland Municipal Center.

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.



Public Comment Form

This form is for members of the public wishing to address the Board/Committee/Commission on a topic that is on or off the agenda. For additional questions, please see the full public comment policy. Please print clearly and submit to the President/Chair prior to the meeting.

Speaker Information

Name: Monica Bruce Address: 5020 Farwell St. McFarland
Group or Organization you are representing(if applicable): _____

Check the appropriate box:

- ☒ I wish to speak to the Board/Committee/Commission on the following item that is NOT on the agenda:

Policing

*Note: Discussion on topics not on the agenda shall be limited to the Public Appearance period. While the Village Board encourages input from residents, open meetings law prohibits the Board from discussion or action on any item not duly noticed on the agenda

- ☐ I wish to speak to the Board/Committee/Commission on the following item that IS noticed on the agenda(if possible, please include the item number): _____

*When would you like to speak?

- ☒ I wish to speak during public appearances
☐ I wish to speak at the time the agenda item is presented.

- ☐ I DO NOT wish to speak but I would like to register my: ☐ - support ☐ - opposition
to the following agenda or other item(s) _____

Procedure

1. Fill out the Public Comment form and submit it to the Village President/Committee Chair prior to the meeting. Keep the bottom procedure portion for your reference.
2. Once recognized by the President/Chair, go to the podium and speak directly into the microphone.
3. State your name and address for the record.
4. Limit your comments to 3 minutes, ensure comments are respectful, and refrain from inappropriate language, innuendos, or other offensive actions.
5. Understand public comment is not a question and answer session. Board/Committee members shall refrain from engaging in any comments or questions that are posed of them. Citizens who wish to speak with individual members are encouraged to contact those individuals directly outside of a meeting.

****A full copy of the Village Public Comment Policy is available for review at the table****

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, December 19, 2022 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Trustee Brassington called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6 p.m. in the Community Room.

Members present: Stephanie Brassington, Edward Wreh, Monica Bruce, Mona Nelson, Maya Thompson, Miguel Pena, Angela Bazan

Members not present: none.

Staff Present: Stephanie Miller

2. PUBLIC APPEARANCES.

No 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 November 21st, 2022 meeting, held jointly with the Personnel Committee.*

Motion by Village Trustee Edward Wreh, seconded by Member Mona Nelson, to approve the minutes of the November 21st, 2022 meeting, held jointly with the Personnel Committee. Motion carries 7 - 0 - 0 by acclamation.

- b. *Motion to approve the minutes of the October 17, 2022 DEI Committee meeting.*

Motion by Village Trustee Edward Wreh, seconded by Member Angela Bazan, to approve the minutes of the October 17, 2022 DEI Committee meeting. Motion carries 7 - 0 - 0 by acclamation.

4. BUSINESS.

- a. *Discussion of "Event Development - Guest Speaker/Program Development" within the DEI S.M.A.R.T. goals.*

This agenda item was a brainstorm session and open-table. Various topics of the discussion included:

- Who are these events for? Open to the public.

- Consider partnering with another group or organization, such as the McFarland Equity Project (MEP), E.D. Locke Public Library, McFarland Senior Outreach, or the high school's Multi-cultural club.
 - E.D. Locke Public Library offers a lot of programming, guest speakers, materials, and education routinely
 - Showcase in front area of the library
 - Film screenings [with library]
- Offer during day-time (for students) and in evening
- Black History Month is in February. Can we find a guest speaker by then?
 - Reach out to previous consultants, Rainey Briggs and Percy Brown
- Who within our community could be guest speakers? "Know your neighbor"-connection
 - Authors of "Tale of Two Cities" live in McFarland (suggested by Member Angie Bazan)
- "On The Table" - Milwaukee event (suggested by Member Angie Bazan)
 - The committee could host a similar event; consider utilizing our parks and warmer months
- Other organizations to reach out to for this development:
 - Badger Rock Community Center (suggested by Member Monica Bruce)
 - Urban League of Greater Madison, Anesis Therapy, EQT by Design, UniverCity Alliance (suggested by Trustee Ed Wreh)
 - Dr. Alex Gee (suggested by Member Angie Bazan)
 - Masood Ahktar (suggested by Member Maya Thompson)
 - Art and Dawn Shegonee
- Overall goal: bring the community together with culture
- Consider topics around LGBTQIA, Latinx, Indigenous [McFarland history], women, mental health
- Partner with local businesses and organizations
- "Human Library" concept; NPR's Story Corps
- Strive to host guest speakers on a quarterly basis
 - Use monthly recognitions or holidays to help aid in a topic of discussion (February: Black History Month, March: Women's History Month, Juneteenth, etc.)

b. Discussion of "Event Development - Land Acknowledgement" within the DEI S.M.A.R.T. Goals.

Stephanie Miller provided a brief update on next steps for the land acknowledgement and her active role as the staff liaison with the McFarland working group. Not a lot was available for an update, but the committee continued to discuss how they would like to proceed with their involvement. Questions and thoughts that the committee discussed included:

- How does a land acknowledgment happen?
- How often does it happen?
- Are there multiple locations where you place it?
- Are there plans for a plaque to go on the new Public Safety Center?
- We want to better understand why it is happening so we can provide that

education to others.

- What is the indigenous history of McFarland prior to the railroad?
- Guest speaker(s) and ceremony to be hosted at the McFarland Community Festival
 - DEI Committee wants to help create awareness of the event and provide resources ahead of time.
 - How can we get the school involved? Brian Ward's curriculum at middle school.

Stephanie Miller said she would provide more information when available with hopes of doing so at the next meeting.

5. SCHEDULE NEXT MEETING DATE.

a. January 30, 2023 at 6 p.m. at the McFarland Municipal Center.

6. ADJOURNMENT.

Motion by Village Trustee Edward Wreh, seconded by Village Trustee Stephanie Brassington, to adjourn at 7:13 p.m.

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

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

McFarland
SUMMARY SHEET

MEETING DATE: Monday, January 30, 2023

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion and possible action to recommend the written land acknowledgment to the McFarland Village Board.

PREVIOUS ACTION:

ISSUE SUMMARY:

As a part of the DEI Committee's S.M.A.R.T. Goals, a land acknowledgment is one step in accomplishing many within the village. Thanks to the assistance of the Indigenous Working Group of McFarland (members: Samantha Zeilenga, Tamie Klumpyan, Brian Ward, and Aaron Tarnutzer), they were able to draft a written acknowledgment and receive feedback from Ryan Greendeer, of the Ho Chunk Nation. This group presented the written acknowledgment to Stephanie Miller at their last group meeting, asking for approval of the Village.

The enclosed items are examples of various land acknowledgments within nearby organizations, as well as the written acknowledgment to be approved by the DEI Committee and recommended to the Village Board. After this written land acknowledgment is accepted, further initiatives of where it will be located, where and when it will be read, and an event to celebrate this, are to follow.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Land Acknowledgement McFarland, WI
2. Land Acknowledgement Examples

ORIGINAL Land Acknowledgement

McFarland occupies ancestral Ho-Chunk land, the four lakes regions has been called Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin.

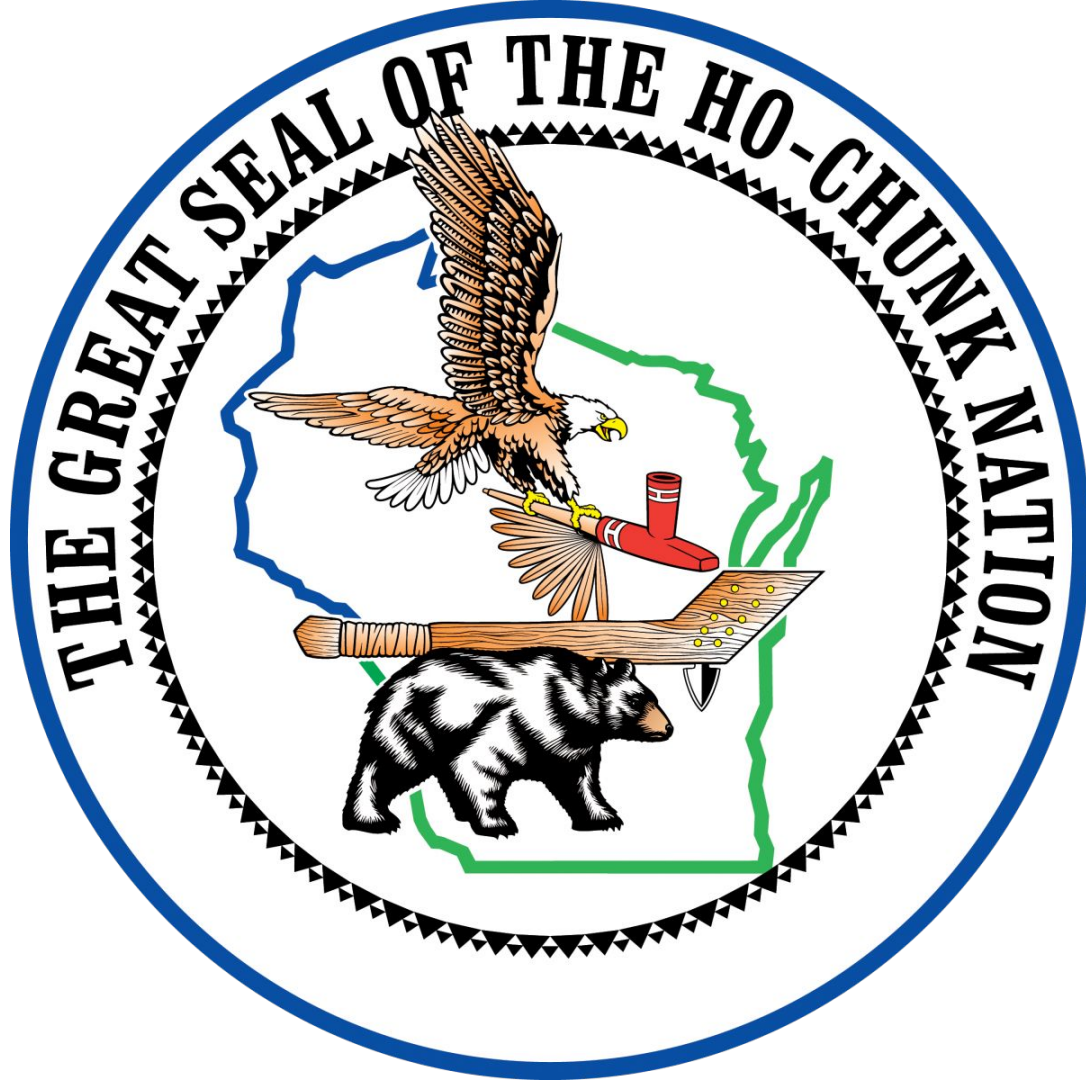
We acknowledge the circumstances that led to the forced removal of the Ho-Chunk people, and honor their legacy of resistance and resilience. This history of colonization informs our work and vision for a collaborative future. The Ho-Chunk Nation of Wisconsin is currently based out of Black River Falls, WI.

UPDATED - 11/14/2022 based on feedback from Ryan Greendeer

McFarland occupies ancestral and continuously inhabited Ho-Chunk land, the four lakes regions is known to the Ho-Chunk people as Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when the federal government repeatedly, but unsuccessfully, sought to forcibly remove all Ho-Chunk people from Wisconsin.

We acknowledge the role that the United States government and settlers played that led to the forced removal of Ho-Chunk people, and honor their legacy of resistance and resilience. This history of colonization informs our work and vision for a collaborative future. The Ho-Chunk Nation's government is currently headquartered in Black River Falls, WI.



Land Acknowledgement Examples

• Municipalities •

Village of Waunakee:

The Village of Waunakee acknowledges that the land we occupy is Teejop, ancestral territory of the Hooc ąkra (Ho-Chunk Nation), People of the Sacred Voice. Hooc ąkra are stewards of these lands and waters since time immemorial. Settlers attempted to forcibly remove them from their homelands by exploiting a series of land cessions and treaties, including the Treaty of 1832. However, the Hooc ąkra resisted these conquests and asserted their sovereignty as a nation. We address this trend of dispossession by upholding Hooc ąk woošg ąra (way of life), sovereignty, culture, language, and environmental practices. Acknowledging these atrocities is only the first step towards reconciliation. Through relationship building, education, and action, the Village will advocate for a shared future with the Hooc ąkra Nation.

Adopted Unanimously by Waunakee Village Board on 9/20/2021

[View webpage](#)

City of Monona

We recognize the sacred land upon which Monona exists and acknowledge the rich traditions, heritage and culture that thrived, long before the arrival of others. We respectfully acknowledge our local First Nation, the Ho-Chunk, and the additional 11 Indigenous Nations of Wisconsin that have shaped our state's history and our local community.

[View webpage](#)

Land Acknowledgement Examples

• Universities •

UW-Madison:

The University of Wisconsin - Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin. This history of colonization informs our shared future of collaboration and innovation. Today, UW-Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin.

[View webpage](#)

UW-Milwaukee:

We acknowledge in Milwaukee that we are on traditional Potawatomi, Ho-Chunk and Menominee homeland along the southwest shores of Michigami, North America's largest system of freshwater lakes, where the Milwaukee, Menominee and Kinnickinnic rivers meet and the people of Wisconsin's sovereign Anishinaabe, Ho-Chunk, Menominee, Oneida and Mohican nations remain present.

[View webpage](#)

Land Acknowledgement Examples

• University & School District •

UW-Green Bay:

We at the University of Wisconsin-Green Bay's Cofrin Center for Biodiversity acknowledge the First Nations people who are the original inhabitants of the region. The Ho-Chunk (Hoocąk) Nation and the Menominee (Kāēyā́s maceqtawak) Nation are the original First People of Wisconsin and both Nations have ancient historical and spiritual connections to the land that our institution now resides upon.

Today, Wisconsin is home to 12 First Nations communities including the Oneida Nation of Wisconsin (Onkʷyotéʔa·ká), Forest County Potawatomi (Bodwéwadmí), Ojibwe (Anishinaabe) Nation communities, Stockbridge (Moheconnew)-Munsee (Lunaapeew) Band of the Mohicans, and the Brothertown Indian Nation.

We acknowledge the First Nations Peoples of Wisconsin.

[View webpage](#)

Madison Metropolitan School District (MMSD):

It is with great respect that our school acknowledges and celebrates the inherent sovereignty of the Ho-Chunk Nation and the 11 Indigenous First Nations within what is now referred to as the State of Wisconsin. The land you are standing on is the sacred ancestral land of the Ho-Chunk People. Our school will continue to grow and build upon our partnerships with the Ho-Chunk Nation and all First Nations.

[View webpage](#)

Land Acknowledgement Examples

• State & Local Organizations •

WI Department of Agriculture, Trade, and Consumer Protection (DATCP):

The Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) has the privilege and responsibility to acknowledge the Indigenous people who have called this land home for generations. This acknowledgement demonstrates our strong commitment to collaborate and partner with the sovereign Tribal nations located in Wisconsin. There are now 12 Tribal nations that call this land home, 11 of which are federally recognized. No matter where you are in the state, you are on the ancestral land of a Tribal nation. The Department reminds each of us to take the opportunity to learn about and appreciate the history of the land we are on and the great historical, present, and future contributions of Indigenous people.

[View webpage](#)

Agrace Hospice:

Agrace operates within the traditional territories of the Ho-Chunk, Menominee and Potawatomi Nations. We acknowledge that we occupy this land due to settler colonialism and recognize the trauma all Native communities have faced and continue to endure. As we strive for deeper engagement with the hard truths of our shared histories, Agrace further acknowledges the inherent sovereignty of the twelve First Nations of Wisconsin. We offer our gratitude for their care of, and teaching about, our earth. We commit to continue learning and educating as we work to provide extraordinary, personalized care to all and to create a better future together.

[View webpage](#)

McFarland
SUMMARY SHEET

MEETING DATE: Monday, January 30, 2023

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion of "Event Development - Guest Speaker/Program Development" within the DEI S.M.A.R.T. goals.

PREVIOUS ACTION:

ISSUE SUMMARY:

This agenda item is to continue discussion from the previous meeting regarding upcoming guest speakers for the year.

Enclosed is the DEI Committee S.M.A.R.T. Goals for reference.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. DEI SMART Goals

S.M.A.R.T. Goals to be Achieved by the McFarland DEI Committee

S

SPECIFIC

What goal do you want to accomplish?

M

MEASUREABLE

What are the milestones to accomplish the goal?

A

ATTAINABLE

How can this goal be accomplished?

R

RELEVANT

Does this goal align with the company objective?

T

TIME-BASED

When is the deadline for this goal?



Event Development

- Guest Speaker/Program Development (2)
- Community Space (3)
- Land Acknowledgement (4)

Improve Staff Support

- Explore Resource Allocation (5)
- Develop Data Collection on Applicable Demographics (6)
- Recruitment/Staffing (7)
- Training Program (8)

Initial Goal: Event Development – Guest Speaker/Program Development

S SPECIFIC What goal do you want to accomplish?	M MEASUREABLE What are the milestones to accomplish the goal?	A ATTAINABLE How can this goal be accomplished?	R RELEVANT Does this goal to align with the company objective?	T TIME-BASED When is the deadline for this goal?
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.	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...	DEI Committee will review opportunities for guest speakers and program development through the quarterly review of planned recognition within the Community Calendar.	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.	Community events will be developed and implemented by June of 2023 and will be ongoing.

Additional discussion notes from DEI Committee meeting 8/15/22

Working with school district to connect; McFarland Equity Project (MEP); supplement with budget; space-school district offers the largest space; library programming; figuring out what's already here, though implementing new; celebrating EVERYONE within the community; participating in parades to show we are an inclusive community; who's already within the McFarland Community that we can work with? How can we move away from the "McFarland stereotype?"

Initial Goal: Event Development – Community Space

S SPECIFIC What goal do you want to accomplish?	M MEASUREABLE What are the milestones to accomplish the goal?	A ATTAINABLE How can this goal be accomplished?	R RELEVANT Does this goal to align with the company objective?	T TIME-BASED When is the deadline for this goal?
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 roundtables.	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 roundtable event per year.	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.	Provides opportunity to bring people together in a social setting to talk about what is important to them within the community.	Community Roundtables will be developed and implemented by the fall of 2022.

Additional discussion notes from DEI Committee meeting 8/15/22

Generational roundtable; Involving MEP, School leaders for canvassing folks to get involved; "speed dating"; Human library; church monthly meals/Shared Table; food and music brings people together!; take advantage of the gazebo; make sure that we get to the root of the conversation (policy; how people are impacted by these); trying various neighborhoods/parks.

Initial Goal: Event Development – Land Acknowledgement

S SPECIFIC What goal do you want to accomplish?	M MEASUREABLE What are the milestones to accomplish the goal?	A ATTAINABLE How can this goal be accomplished?	R RELEVANT Does this goal to align with the company objective?	T TIME-BASED When is the deadline for this goal?
The Village of McFarland will complete a land acknowledgement by Indigenous Peoples’ Day (Monday, October 9, 2023).	The land acknowledgement is annual. Community members become increasingly aware of Indigenous Persons Day in October.	Village Staff in partnership with Community Partners and the DEI Committee have had preliminary discussions on this action with planning ongoing.	Request originated from within the community. Has purpose and respect within the Native American community.	October of 2023 will be the launch and annual recognition thereafter.

Additional discussion notes from DEI Committee meeting 8/15/22

Policy/procedure versus educational; Sustainability & Natural Resources Committee conjunction; historical society?; recognition at Village/public buildings (ex: MKE Public Museum) of the land and how it was occupied; acknowledge before meetings? Have Village provide information on what has already been done.

Initial Goal: Improve Staff Support – Explore Resource Allocation

S SPECIFIC What goal do you want to accomplish?	M MEASUREABLE What are the milestones to accomplish the goal?	A ATTAINABLE How can this goal be accomplished?	R RELEVANT Does this goal to align with the company objective?	T TIME-BASED When is the deadline for this goal?
Continue resource allocations to support DEI work in the Village.	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.	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.	Resource allocation for diversity, equity, and inclusion supports the action steps of this plan for our goals and objectives.	Six to twelve months to develop and implement protocols that support equitable decision making in the budget process.

Additional discussion notes from DEI Committee meeting 8/15/22

Line item(s) for budget (DEI Committee/staff)? Trainings.

Initial Goal: Improve Staff Support – Develop Data Collection on Applicable Demographics

S SPECIFIC What goal do you want to accomplish?	M MEASUREABLE What are the milestones to accomplish the goal?	A ATTAINABLE How can this goal be accomplished?	R RELEVANT Does this goal to align with the company objective?	T TIME-BASED When is the deadline for this goal?
The DEI Committee will utilize the equity audit to maintain and update demographic data in the Village.	Village departments will use equity audit data to inform areas of growth and track impact of diversity, equity, and inclusion initiatives.	Maintain and update equity audit, review at least annually. Community partnerships (YWCA, Anesis, etc...)	Continuing to review key data points in the community can help to guide Village services and our efforts to enhance diversity, equity, and inclusion.	Fall of 2022 and annually thereafter.

Additional discussion notes from DEI Committee meeting 8/15/22

Staff reports.

Initial Goal: Improve Staff Support – Recruitment/Staffing

S	M	A	R	T
SPECIFIC	MEASUREABLE	ATTAINABLE	RELEVANT	TIME-BASED
What goal do you want to accomplish?	What are the milestones to accomplish the goal?	How can this goal be accomplished?	Does this goal to align with the company objective?	When is the deadline for this goal?
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.	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.	Process overseen by Village Staff in line with policies and recruitments led by applicable Village departments.	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.	Completion of policy updates scheduled by December of 2022 for implementation in 2023.

Additional discussion notes from DEI Committee meeting 8/15/22

Performative versus actual; job descriptions versus interview.

Initial Goal: Improve Staff Support – Training Program

S	M	A	R	T
SPECIFIC	MEASUREABLE	ATTAINABLE	RELEVANT	TIME-BASED
What goal do you want to accomplish?	What are the milestones to accomplish the goal?	How can this goal be accomplished?	Does this goal to align with the company objective?	When is the deadline for this goal?
The Village of McFarland will develop and implement a DEI professional learning plan to support the growth of Village staff.	The Village will commit resources to support DEI professional learning for Village staff. Village will schedule DEI professional learning for staff at least annually.	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.	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.	Work on developing the training program by December of 2022 for implementation in 2023.

Additional discussion notes from DEI Committee meeting 8/15/22

Credible sources for free are out there; GARE resources; trickle down effect.