

Monday, March 20, 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 February 20, 2023.

4. BUSINESS.

- a. Discussion of data collection for the annual McFarland equity audit.
- b. Discussion of event development topics within the DEI S.M.A.R.T. goals.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, April 17, 2023 at 6 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.

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, February 20, 2023 - 5:30 PM

1. CALL TO ORDER, ROLL CALL.

Trustee Stephanie Brassington called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 5:30 p.m. in the Community Room of the McFarland Municipal Center.

Members present: Stephanie Brassington, Edward Wreh, Angela Bazan, Monica Bruce, Mona Nelson, Maya Thompson, Miguel Peña, and President Carolyn Clow in ex-officio capacity.

Members not present: none

Staff present: Stephanie Miller

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.

No public appearances.

3. APPROVAL OF MINUTES.

a. Motion to approve the minutes of the meeting held on January 30, 2023.

Motion by Village Trustee Stephanie Brassington, seconded by Village Trustee Edward Wreh, to approve the minutes of the meeting held on January 30, 2023. Motion carries 7 - 0 - 0 by acclamation.

4. BUSINESS.

a. Discussion and possible action to recommend the written land acknowledgment to the McFarland Village Board.

Motion by Member Angela Bazan, seconded by Member Mona Nelson, to recommend the written land acknowledgment to the McFarland Village Board. Motion carries 7 - 0 - 0 by acclamation.

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 Klumpy, 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 Liaison, Stephanie Miller, at their January group meeting, asking for approval of the Village.

The DEI Committee reviewed the written land acknowledgment on January 30, 2023, but requested added language to include all eleven nations of Wisconsin. This language was then added and brought back to the committee for approval on February 20, 2023. Samantha Zeilenga briefly presented the updated language, plus the addition of the word, "sacred," within the land acknowledgment to the committee.

The enclosed items are examples of various land acknowledgments within nearby organizations, as well as the written acknowledgments in their various drafts. The final draft on page 4 of the enclosed was approved by the DEI Committee. They recommend acceptance of this to the Village Board in conjunction with the School Board, as a joint effort of the two largest decision makers of the McFarland community.

After this written land acknowledgment is accepted by the Village Board, further initiatives of where it will be located, where and when it will be read, and an event to celebrate this, are to follow.

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

Stephanie Miller gave a brief introduction about the co-sponsored event for Wednesday, March 1, 2023.

Kelly Thompson, from McFarland High School, provided an overview and background to the committee. SPEAR students wanted to find a guest speaker to talk about mental health. While exploring speakers, they received two grants. They also discussed wanting to collaborate with Village so the community and parents could also attend or be involved. Thompson mentioned that Tasha Schuh is from Wisconsin (local tie/connection) and speaks on resilience, which is an important skill for students to understand. She also expressed excitement of collaborating with the DEI Committee so the community can hear Tasha's story and message as well.

After Thompson left, Miller continued to provide information on how the committee can assist at the event, such as being by the doors to show attendees where to find the multipurpose room, providing any accommodations, and having an informational table in the space. The committee discussed other options on what else can be done at the event, such as, a suggestion box (i.e., allow folks to provide suggestions for what kind of speakers or events they want to see the DEI committee to hold), informational materials on who the committee is and what it does at both events.

Discussion also led to finding a new student to replace current committee member, Maya Thompson, as she will be graduating this year. This new member will be

appointed at the end of April and start their time with the committee at the May meeting. Members agreed it would be best to transition the new student member onto the committee so they know what to expect and what initiatives have been talked about.

Miller brought the discussion back to the event, mentioning the final marketing reminder for digital platforms, but also the few ways in which they're getting information to the senior population via Senior Outreach. The committee also mentioned providing flyers at various locations around town, such as the American Legion, churches, Lions Club, McFarland House Cafe, primary election, community festival committee members, and chamber members.

Thompson volunteered to be the representative of the DEI Committee to introduce Schuh at the community event. All committee members were in agreement.

Chair Stephanie Brassington asked if there was any further discussion that the committee would like to contribute to the general topic of the item. Member Miguel Peña offered to send information about a work training session that he recently went through. President Clow mentioned that there funding is available and that the committee should continue to work with the school district on events. Brassington asked how much the Village was spending on the March 1st event; \$500 was allocated.

5. SCHEDULE NEXT MEETING DATE.

a. Monday, March 20, 2023 at 6 p.m. in the McFarland Municipal Center.

6. ADJOURNMENT.

Motion by Member Angela Bazan, seconded by Village Trustee Edward Wreh, to adjourn at 6:04 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, March 20, 2023

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion of data collection for the annual McFarland equity audit.

PREVIOUS ACTION:

ISSUE SUMMARY:

On September 20, 2021, the first McFarland Equity Audit was collected and shared. The template of the audit was created by the Village's consultants, Dr. Rainy Briggs and Percy Brown, Jr. Within that audit, data for the previous three years were collected. Upon the consultants' final report, it was recommended to the Diversity, Equity, and Inclusion (DEI) Committee to conduct this audit on a yearly basis.

This report provides data and demographic information of the community, various Village services, and the McFarland school district.

Village departments will use the equity audit data to inform areas of growth and to track the impact of diversity, equity, and inclusion initiatives. By reviewing key data points annually, it can help guide Village services to better efforts of enhancing DEI in the community.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. 2022 McFarland Equity Audit

2022 McFarland Equity Audit

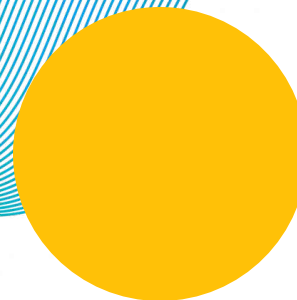
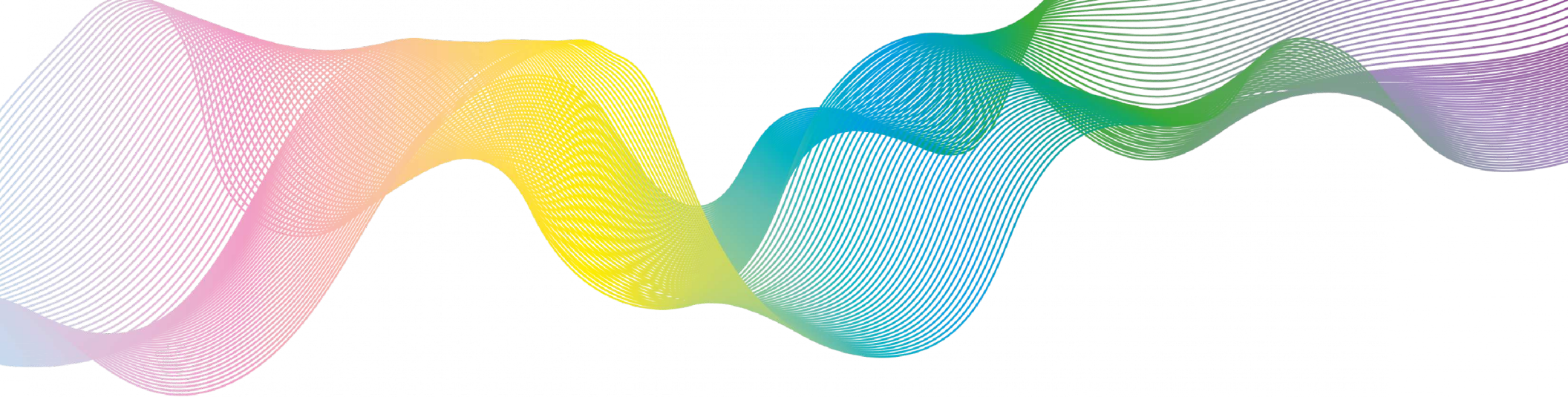


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Background & Purpose

Background

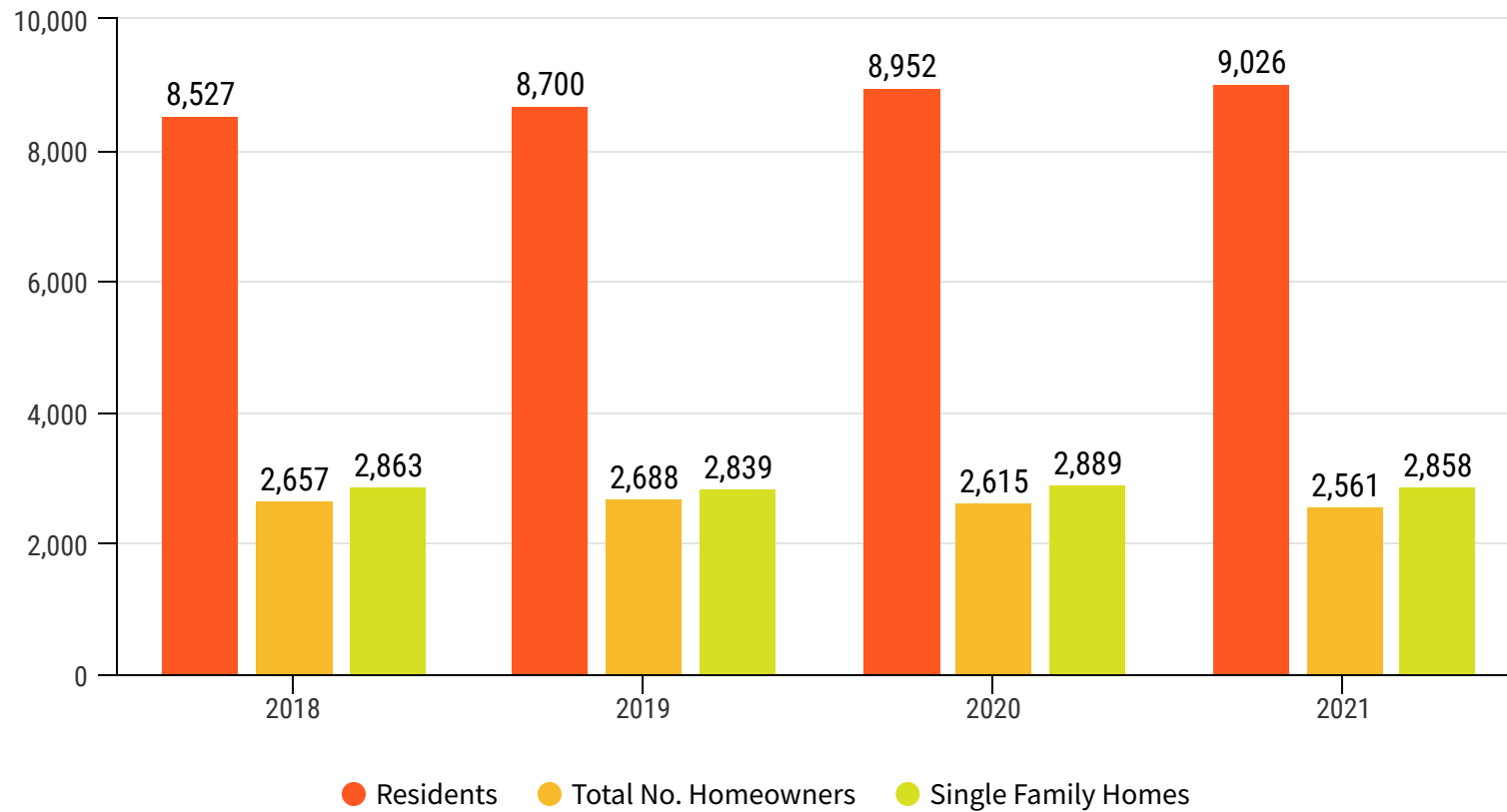
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Purpose

Village departments will use the equity audit data to inform areas of growth and to track the impact of diversity, equity, and inclusion initiatives. By reviewing key data points annually, it can help guide Village services to better efforts of enhancing DEI in the community.

Residential Data

Provided by Kong Thao, of the Community & Economic Development Department

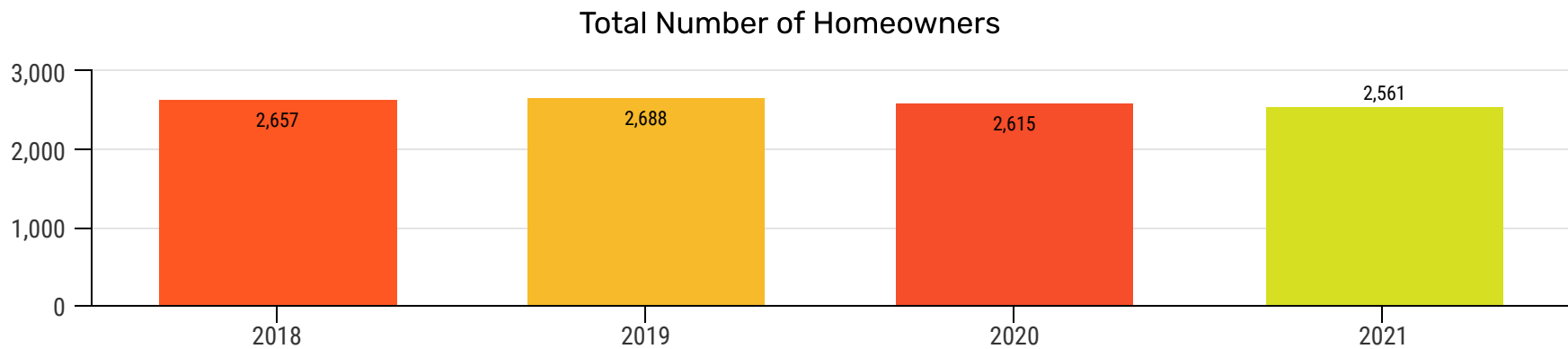


Staff Notes:

At the time of this data gathering, 2022 American Census Survey (ACS) data was not published.

Residential Data: Home Ownership

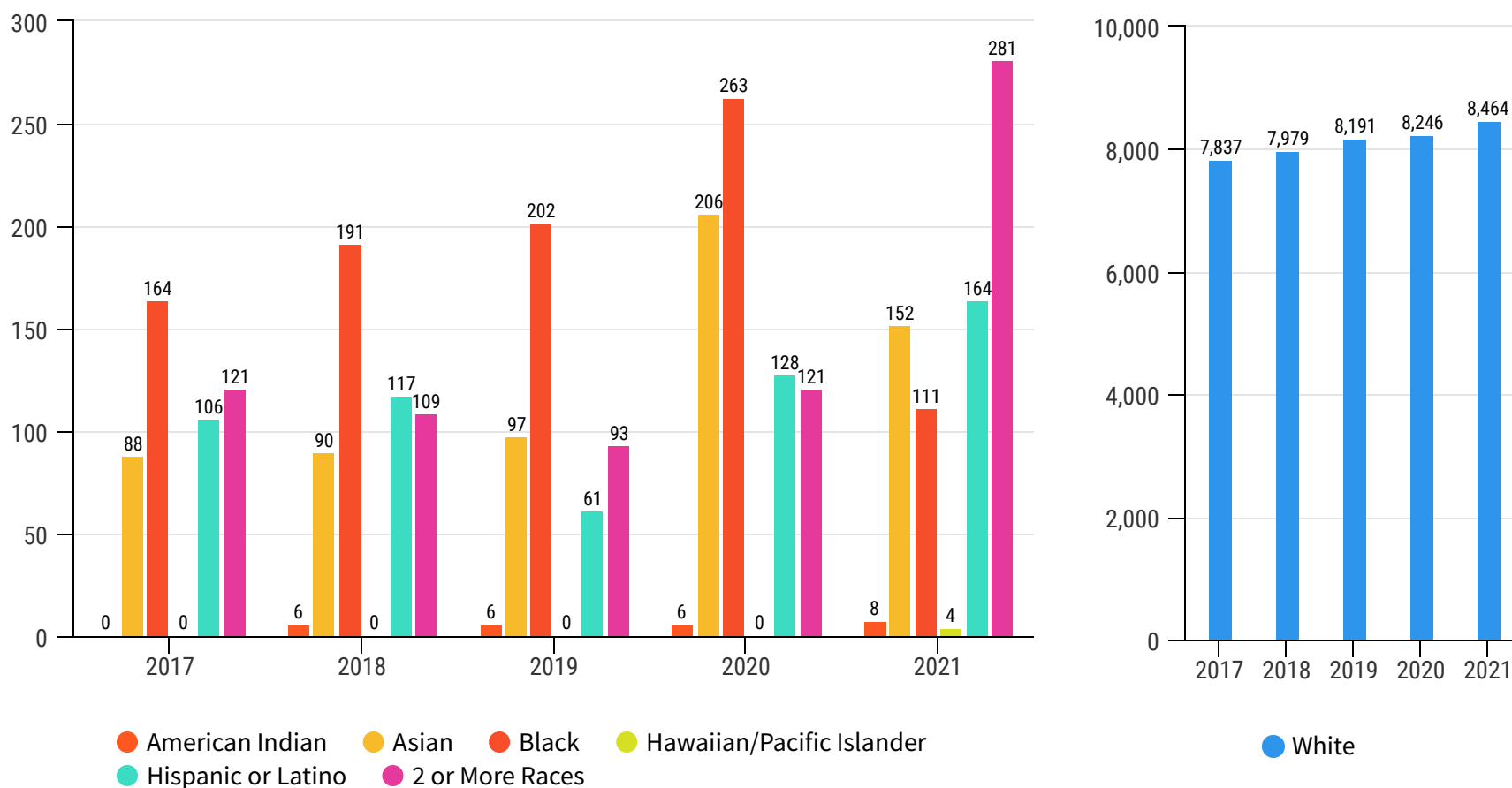
Provided by Kong Thao, of the Community & Economic Development Department



Year	Total No. of Homeowners	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	2657	0	38	0	0	18	2588	31	736	7484	1729	1620
2019	2688	6	40	0	0	50	2608	34	946	7794	1683	1741
2020	2615	6	46	0	0	28	2563	0	946	7687	1713	1696
2021	2561	8	52	0	4	16	2485	0	723	8286	1668	1943

Residential Demographic Breakdown

Provided by Kong Thao, of the Community & Economic Development Department

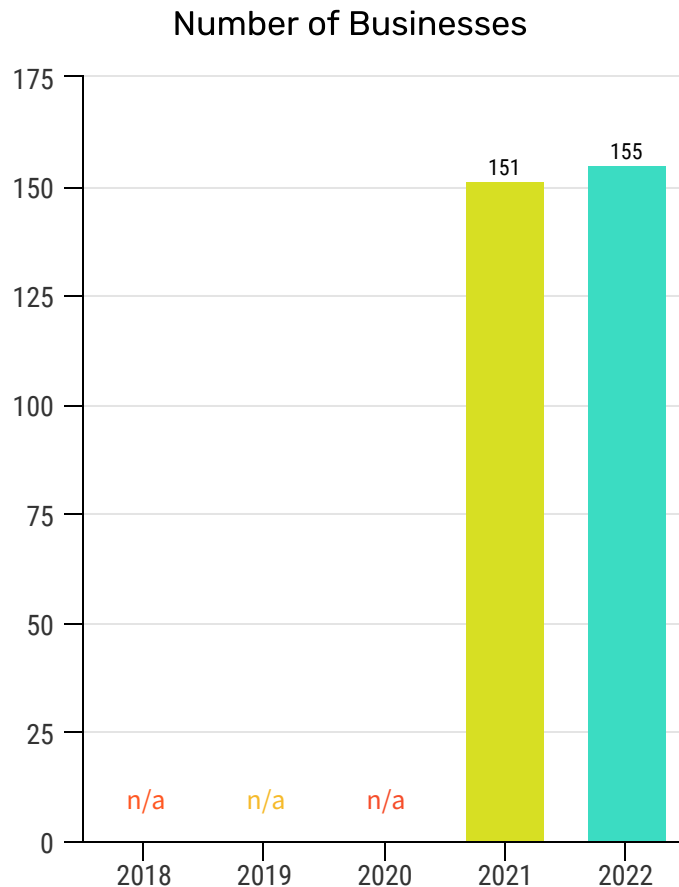


Staff Notes:

- Bar chart with white demographic breakdown on separate graph in order for remaining demographics to be visible.
- At the time of this data gathering, 2022 American Census Survey (ACS) data was not published.

Business Ownership

Provided by Kong Thao, of the Community & Economic Development Department

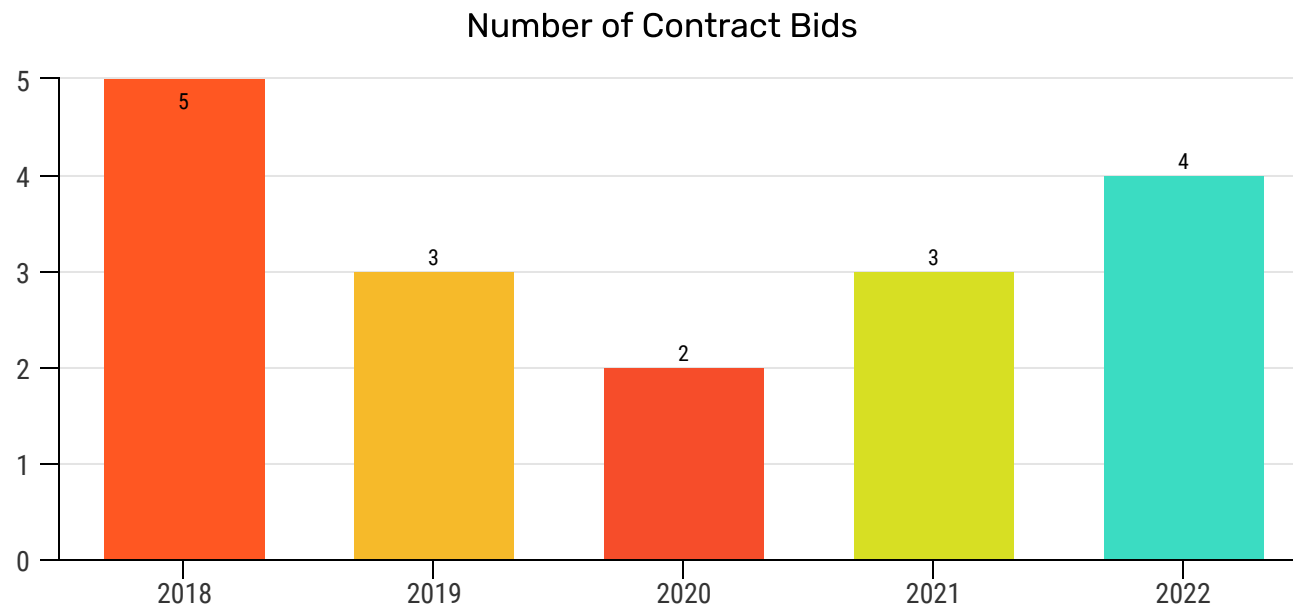


Staff Notes:

- *This data is collected by the US Census Bureau every 5 years. The 2017 data is available, however the chart indicates an "S for Suppressed; does not meet publication standards." Additional clarification indicates "Either no or too few same observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open ended distribution." 2022 data will be available in 2024. (U.S. Census Bureau QuickFacts - McFarland village, Wisconsin).*
- *We do not track/collect this information. Although our department reviews new businesses coming in and/or relocating in the Village, commercial business owners do not have to notify the Village when they are leaving their current location. Therefore, maintain an accurate number for businesses becomes that much harder. The indicated value was derived from staff's estimate based on commercial zoning properties, known commercials in planned development districts such as Waubesa Village, and known vacancies.*

Village Construction: Contract Bids

Provided by Brian Berquist, of Town and Country Engineering



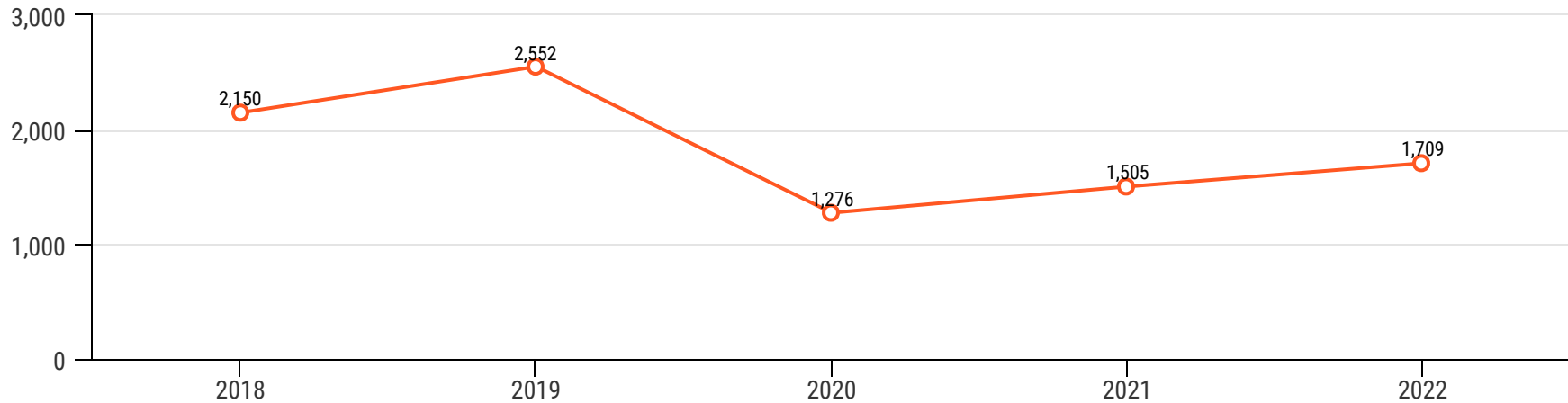
Staff Notes:

- *For 2022, 4 bids but only 3 awarded (sidewalk repairs was rejected due to cost).*
- *Demographic information is not collected.*

Police: Citations Received

Provided by Lieutenant Jeremy Job

Total Citations



Year	Total Citations	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female	Unknown Race
2018	2150	18	55	242	Not Collected	39	1792	Not Collected	Not Collected	Not Collected	1276	874	
2019	2552	9	75	376	Not Collected	41	2039	Not Collected	Not Collected	Not Collected	1530	1022	
2020	1276	12	30	237	Not Collected	35	955	Not Collected	Not Collected	Not Collected	834	442	
2021	1505	8	34	273	Not Collected	34	1145	Not Collected	Not Collected	Not Collected	937	568	11
2022	1719	11	53	234	Not Collected	54	1354	2	Not Collected	Not Collected	1074	659	11

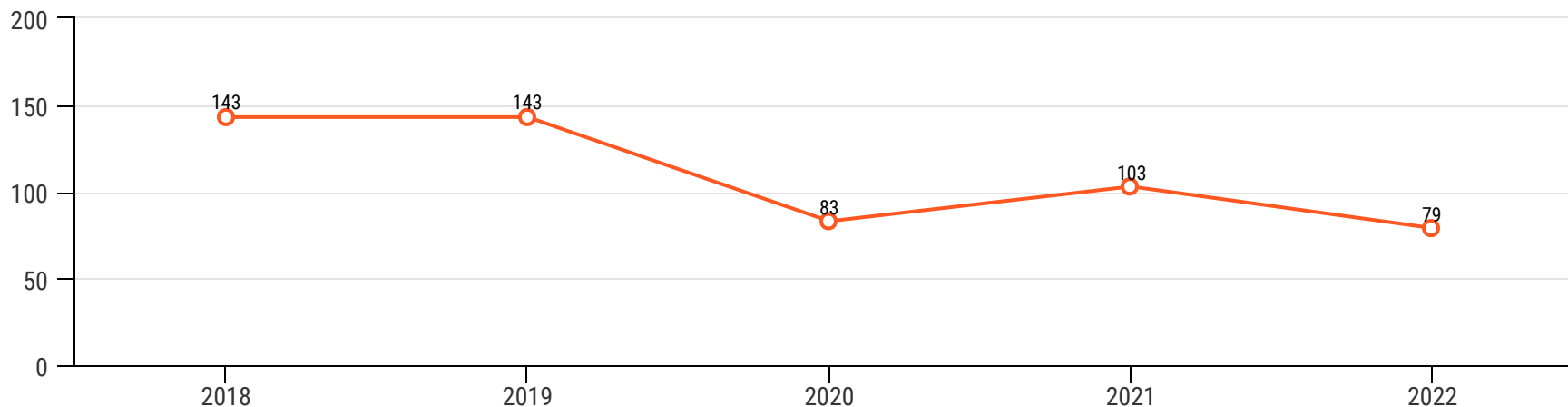
Staff Notes:

Total citations issued includes residents and non-residents of McFarland.

Police: Arrests Made

Provided by Lieutenant Jeremy Job

Total Arrests



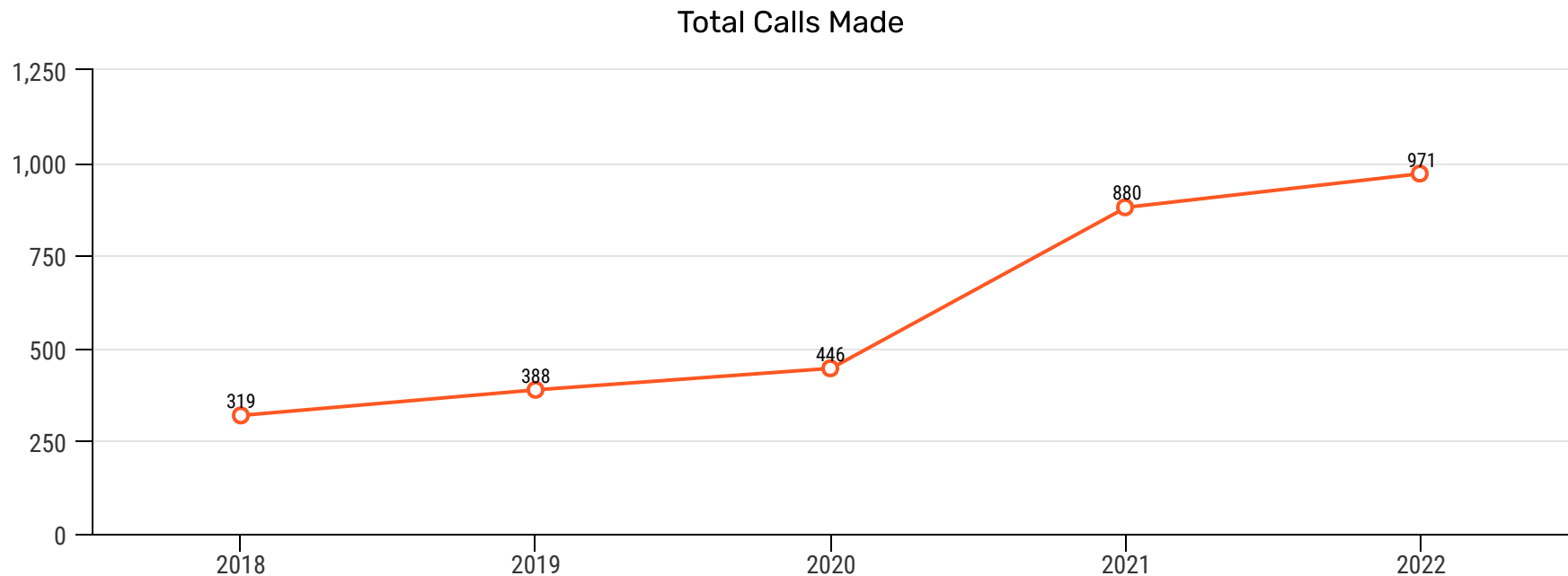
Year	Total Citations	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	143	2	1	28	Unknown	2	110	Not Collected	Not Collected	Not Collected	104	39
2019	143	0	2	39	Unknown	0	101	Not Collected	Not Collected	Not Collected	99	44
2020	83	0	0	19	Unknown	2	62	Not Collected	Not Collected	Not Collected	61	22
2021	103	0	0	22	Unknown	5	76	Not Collected	Not Collected	Not Collected	84	19
2022	79	0	1	11	Unknown	9	58	Not Collected	Not Collected	Not Collected	65	14

Staff Notes:

- Total arrests made by agency includes not only residents of McFarland, but also non-residents.
- Some arrests made include the same person multiple times throughout the year.

Police: 9-1-1 Calls

Provided by Lieutenant Jeremy Job

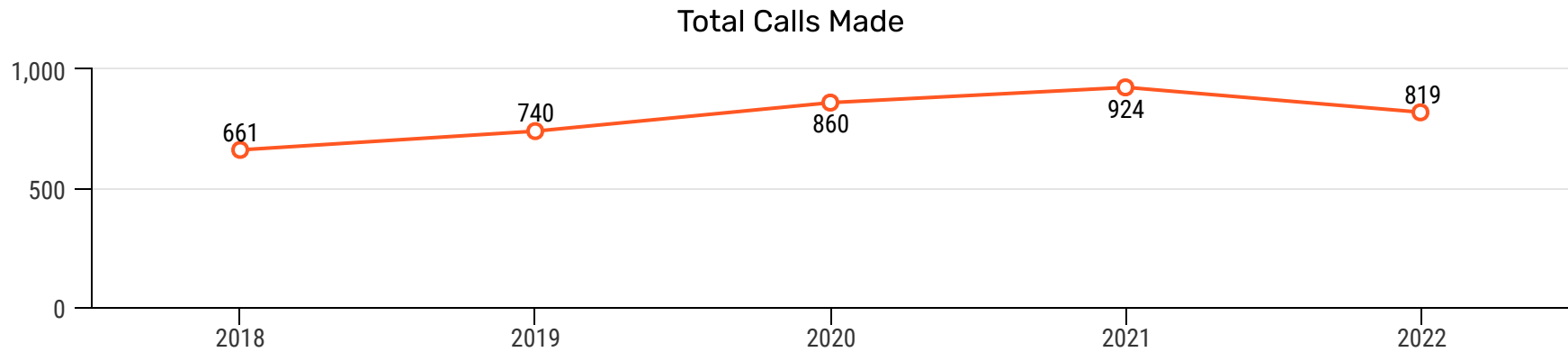


Staff Notes:

- *Change in data collection: 2018-2020 provided by City of Madison IT. 2021-2022 provided by Dane County Communications.*
- *Demographic information is not collected due to time and prioritizing information needed to attend to the emergency call.*

Fire & Rescue: Calls Made

Provided by Chief Chris Dennis



Year	Total Calls Made	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female	Trans-Female	Trans-Male
2018	661		1	22		11	592		Not Recorded	Not Recorded	320	338	0	
2019	740			36		4	597		Not Recorded	Not Recorded	348	364	1	2
2020	860	1	5	25	2	13	638	3	Not Recorded	Not Recorded	356	354	2	1
2021	924		6	42	2	8	670		Not Recorded	Not Recorded	365	397	1	1
2022	819		8	43	2	11	705		Not Recorded	Not Recorded	394	416	2	0

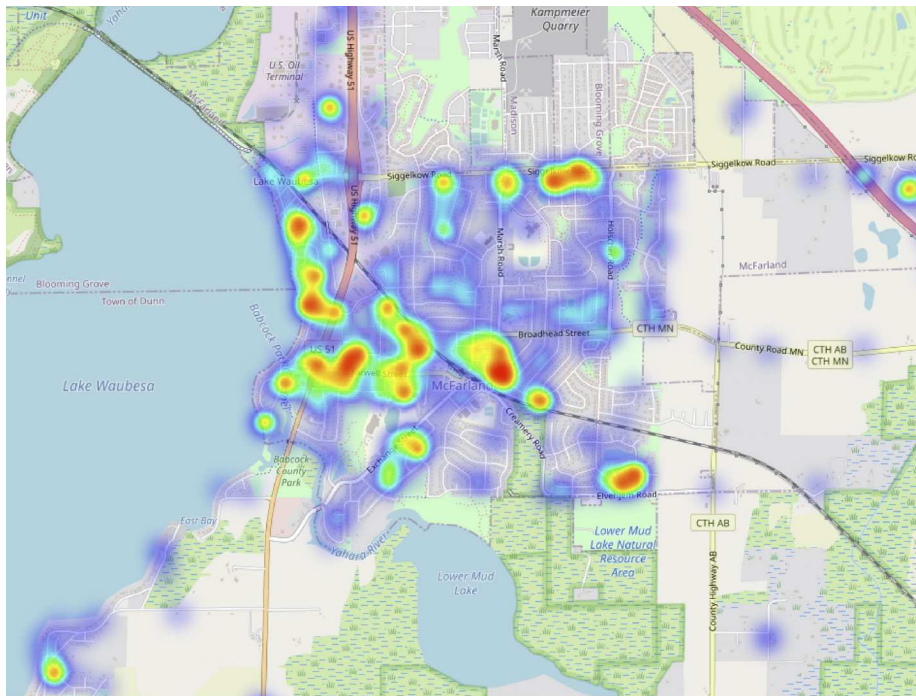
Staff Notes:

See next page.

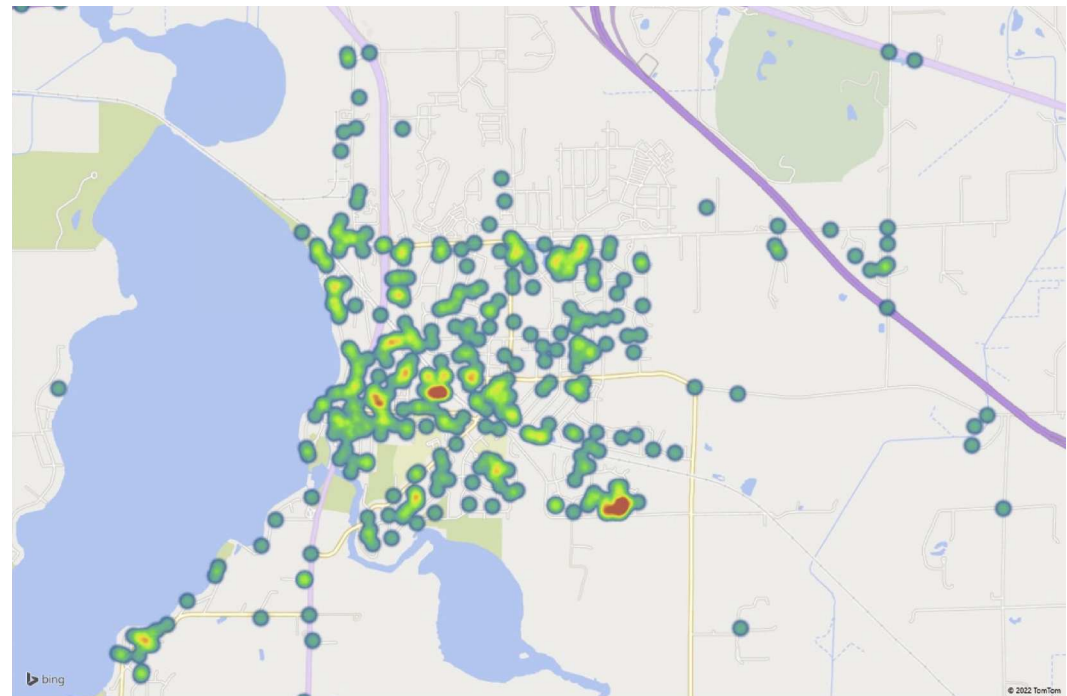
Fire & Rescue: Calls Made by Neighborhood

Provided by Chief Chris Dennis

2021 McFarland Fire & Rescue Medical Incident Locations



2022 McFarland Fire & Rescue Medical Incident Locations

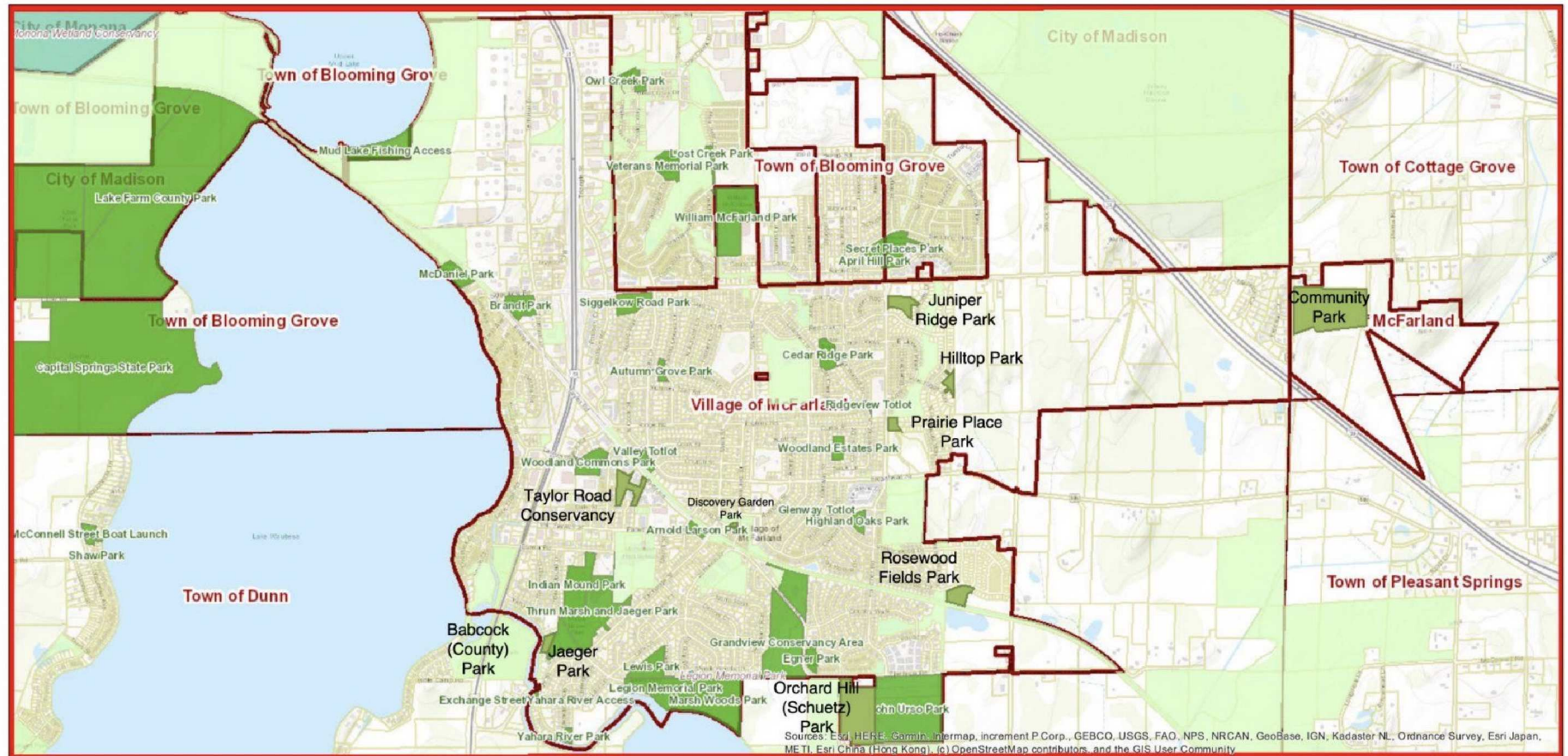


Staff Notes (From Previous):

- *The ratio of total incidents to demographic completion should be less due to a change in incident report software reducing the number of patient care reports. A patient care report was completed for all incidents that an ambulance responded to, and now it is only if there was a patient.*
- *It is always a balance of providing patient care and data, with patient care paramount. This means we don't always have time to determine specific demographics and don't wish to assume. Additionally, patients may become concerned if too many demographic questions are asked and question if care becomes affected by demographics.*

Total Number of Parks

Provided by Matt Schuenke, Lee Igl, and Aimee Irwin



October 5, 2021

Dane County Mask

█ Dane County Mask

Municipal Parks

█ Park

█ Natural Area

█ Other Public Lands

Municipalities

█ City

█ Village

█ Town

█ Parcels

0 1,150 2,300 4,600 Feet



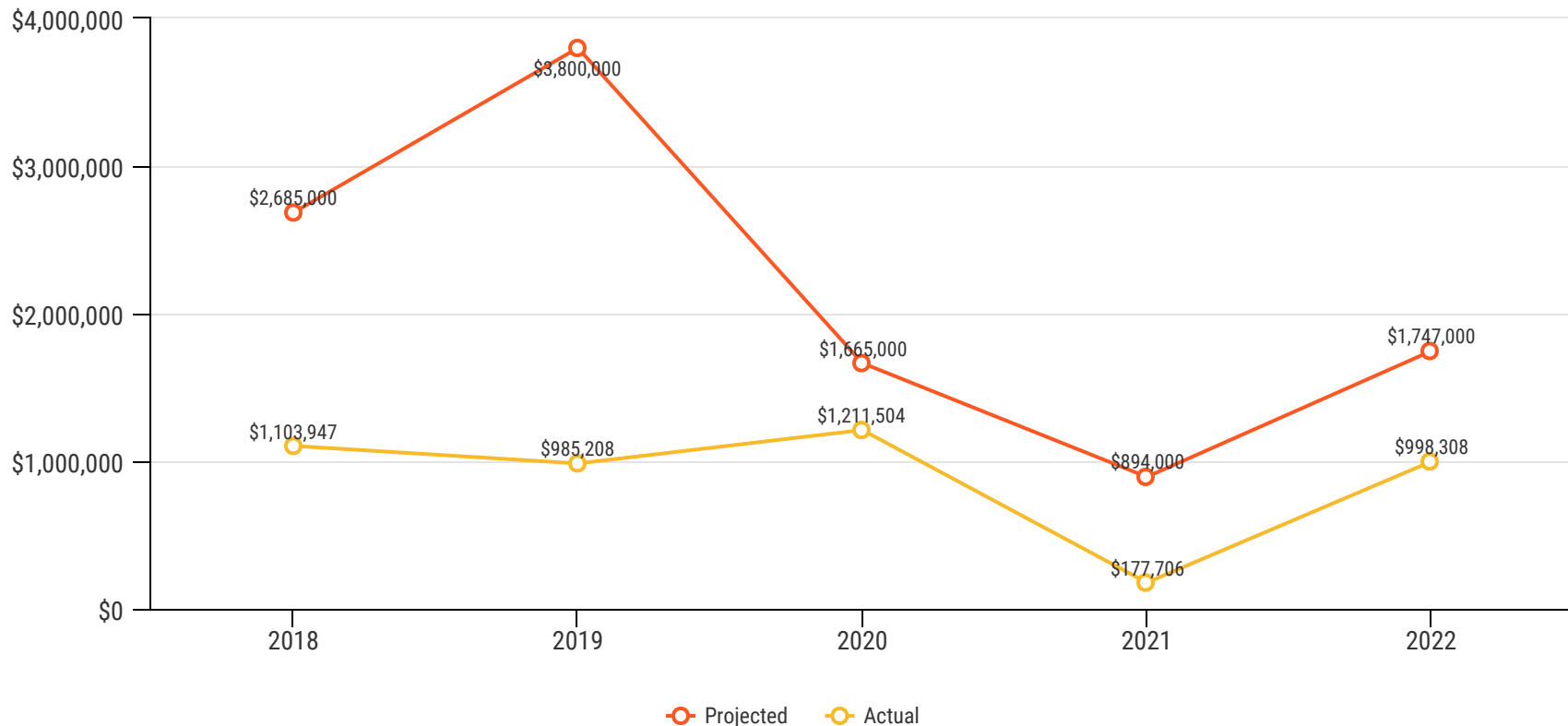
The Village of McFarland is home to 16 parks, 2 tot lots, and 8 conservancy areas (26 in total).

Staff Notes:

All park details and amenities can be found at www.mcfarland.wi.us/facilities

Parks Capital Budgets

Provided by Matt Schuenke, Lee Igl, and Aimee Irwin



Staff Notes:

- Data combined from Fund 400 and Fund 405.
- 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 noting it would require a shift in procedure and time to adjust.

Parks Capital Actuals Breakdown

	2018	2019	2020	2021	2022
Arnold Larson 6002 Exchange Street			\$11,724		
Brandt Park 4601 Siggelkow Road	\$396,933	-\$839			
Cedar Ridge Park 5303 Wild Cherry Lane			\$26,314		
Community Park 3234 County HWY AB		\$867,936	\$10,319	\$14,313	\$552,563
Discovery Garden Park 5920 Milwaukee Street	\$200,562				
Egner Park 5703 Bird Song Court	\$45,955				
Jaeger Park 6404 Jaeger Road	\$304				
Lewis Park 5012 Highland Drive			\$12,292		
McDaniel Park 4806 McDaniel Lane	\$275,787	\$79,537	\$405,326	\$61,736	\$265
Dog Exercise Area 6300 Elvehjem Road			\$710,569		
Orchard Hill Park Hidden Farm Road	\$183,741	\$38,574	\$2,070	\$90,120	\$9,755
Ridgeview Tot Lot 5323 Black Walnut Drive			\$17,627		
Siggelkow Road Park (SW Corner Siggelkow Rd & Valley Dr)			\$5,824		
William McFarland Park Marsh Road	\$665		\$9,439	\$11,536	\$435,725

Provided by Matt Schuenke, Lee Igl,
and Aimee Irwin

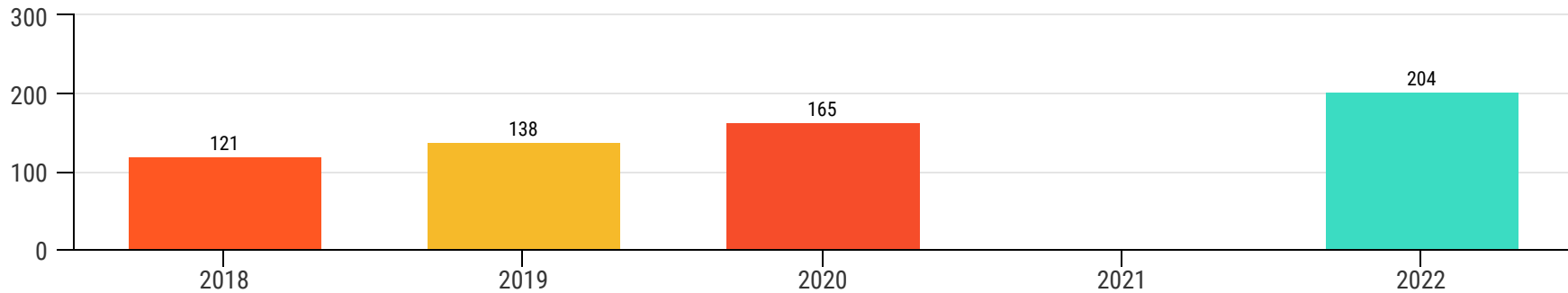
Staff Notes:

- Data combined from Fund 400 and Fund 405.
- The following did not have capital funds budgeted over the listed years: Autumn Grove Park, Babcock Conservancy, Grandview Conservancy, Highland Oaks Park, Indian Mound Conservancy, Juniper Ridge Park, Taylor Road Conservancy, Thrun Marsh Conservancy, Urso Park, Vally Tot Lot, Woodland Commons Conservancy, Woodland Estates Park, and Yahara River Conservancy.

Senior Outreach Services: Case Management

Provided by Katie Gletty-Syoen, of the Senior Outreach Services Department

Number of Residents with Case Managers



Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female
2018	0	0	0	0	4	121	Unknown	N/A	N/A	43	78
2019	1	1	2	0	2	138	Unknown	N/A	N/A	47	95
2020	1	0	2	0	4	162	Unknown	N/A	N/A	52	113
2021											
2022	1	0	2	0	4	197	Unknown	N/A	N/A	69	110

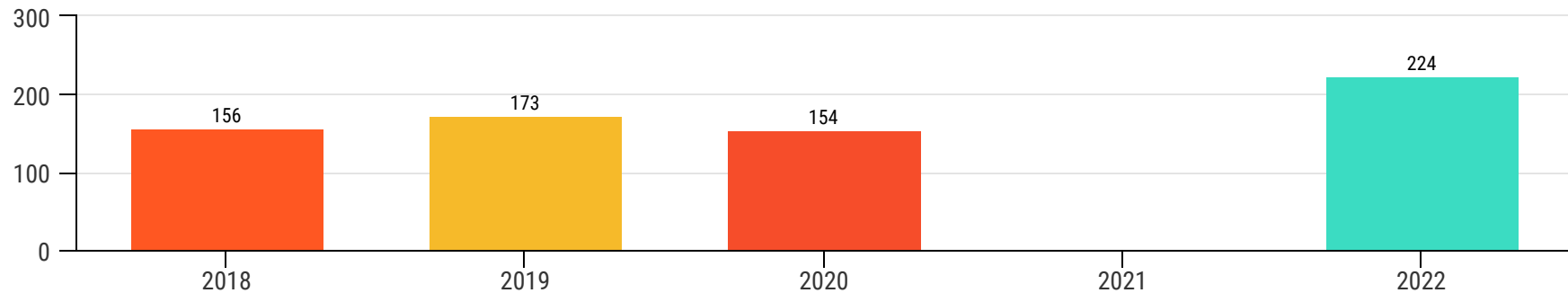
Staff Notes (via Lori Andersen, SOS Director):

- "N/A" - Most clients that are elderly have some level of impairments. This does not legally classify them as disabled. After age 60, clients are not classified this way. We do not serve individuals under age 60.
- "Unknown" - Information not tracked. At some point if we have a scan in system, we would be able to get information on who is attending what, but they would need to register with that demographic information asked. Our SchedulesPlus software can accommodate that for Senior Outreach attendees if we invested in the equipment.
- Unless a client is a registered case management client, we do not collect race, gender, or other demographic information on them.

Senior Outreach Services: Nutrition Services

Provided by Dawn Wallace, of the Senior Outreach Services Department

Number of Residents Receiving Nutrition Services



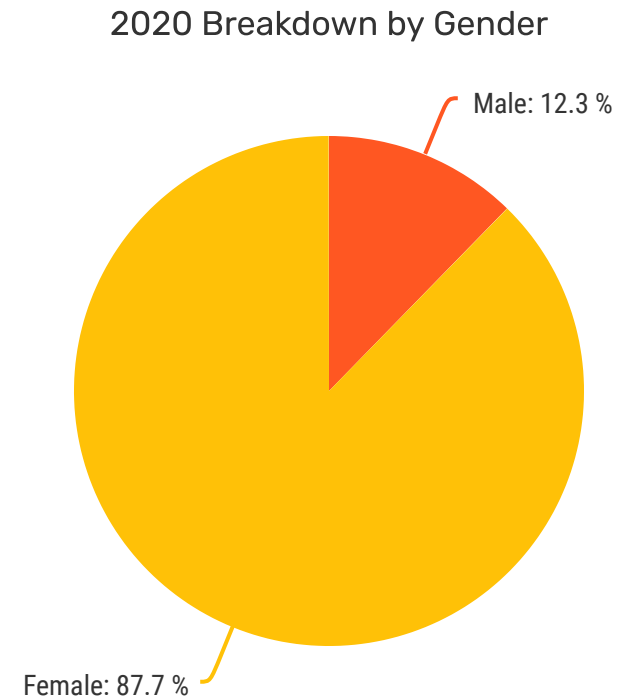
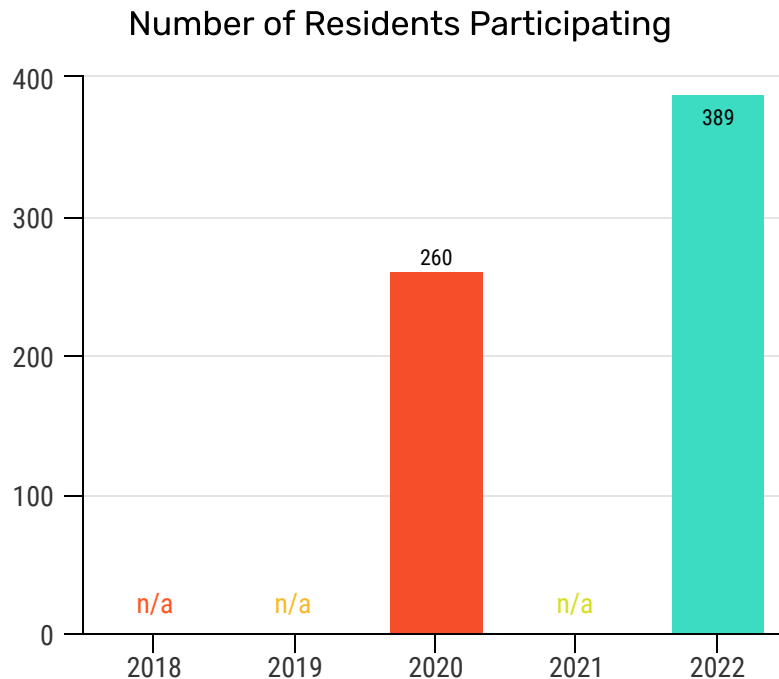
Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Residents with Disabilities	Residents without Disabilities	Male	Female	Other
2018	0	0	2	0	7	144	Unknown	N/A	N/A	47	109	3
2019	1	1	4	0	0	159	Unknown	N/A	N/A	58	115	2
2020	1	1	1	0	8	139	Unknown	N/A	N/A	56	98	2
2021												
2022	2	3	2	0	5	212	Unknown	N/A	N/A	64	100	16

Staff Notes (via Lori Andersen, SOS Director):

- "N/A" - Most clients that are elderly have some level of impairments. This does not legally classify them as disabled. After age 60, clients are not classified this way. We do not serve individuals under age 60.
- "Unknown" - Information not tracked. At some point if we have a scan in system, we would be able to get information on who is attending what, but they would need to register with that demographic information asked. Our SchedulesPlus software can accommodate that for Senior Outreach attendees if we invested in the equipment.

Senior Outreach Services: Health & Wellness Activities

Provided by Lori Andersen, of the Senior Outreach Services Department

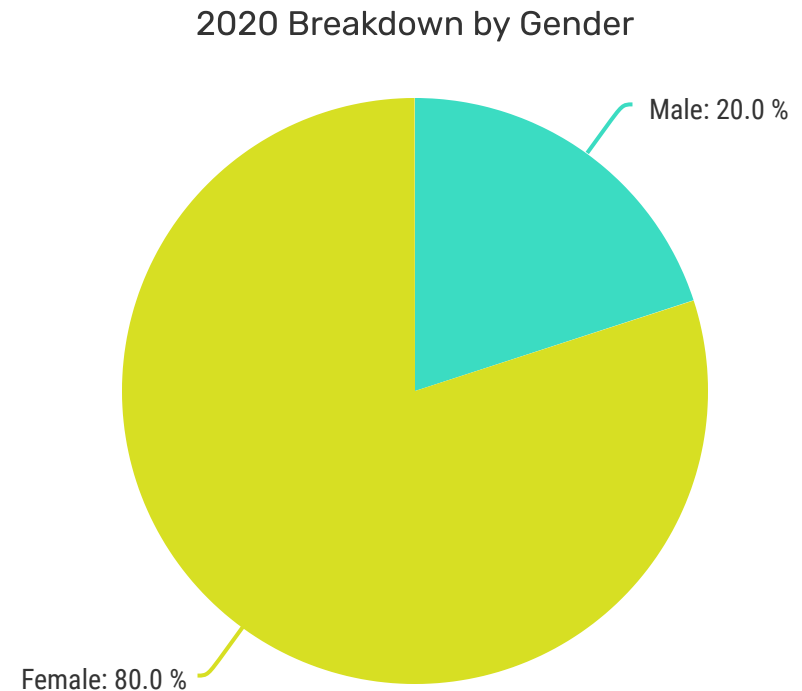
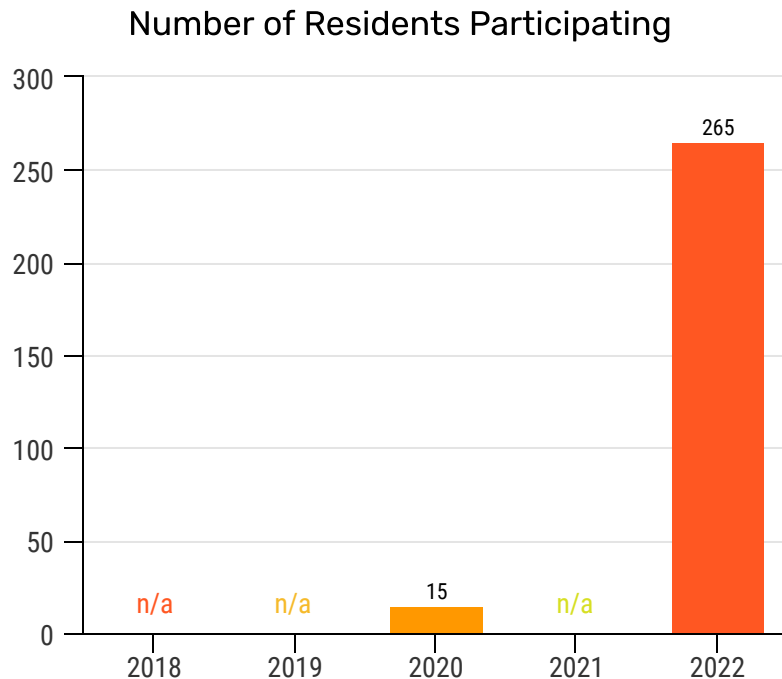


Staff Notes:

- No data collection was taken before 2020.
- 2021 was a COVID year and most activities, socials, etc., were halted. Exercise classes went off site or stopped.
- We only had 2 ½ months to track in 2020 before we shut down.
- We can only track attendance at programs through sign up (if required).
- Exercise runs their own programs, so we are reliant on their information for data collection.

Senior Outreach Services: Educational Programs

Provided by Lori Andersen, of the Senior Outreach Services Department

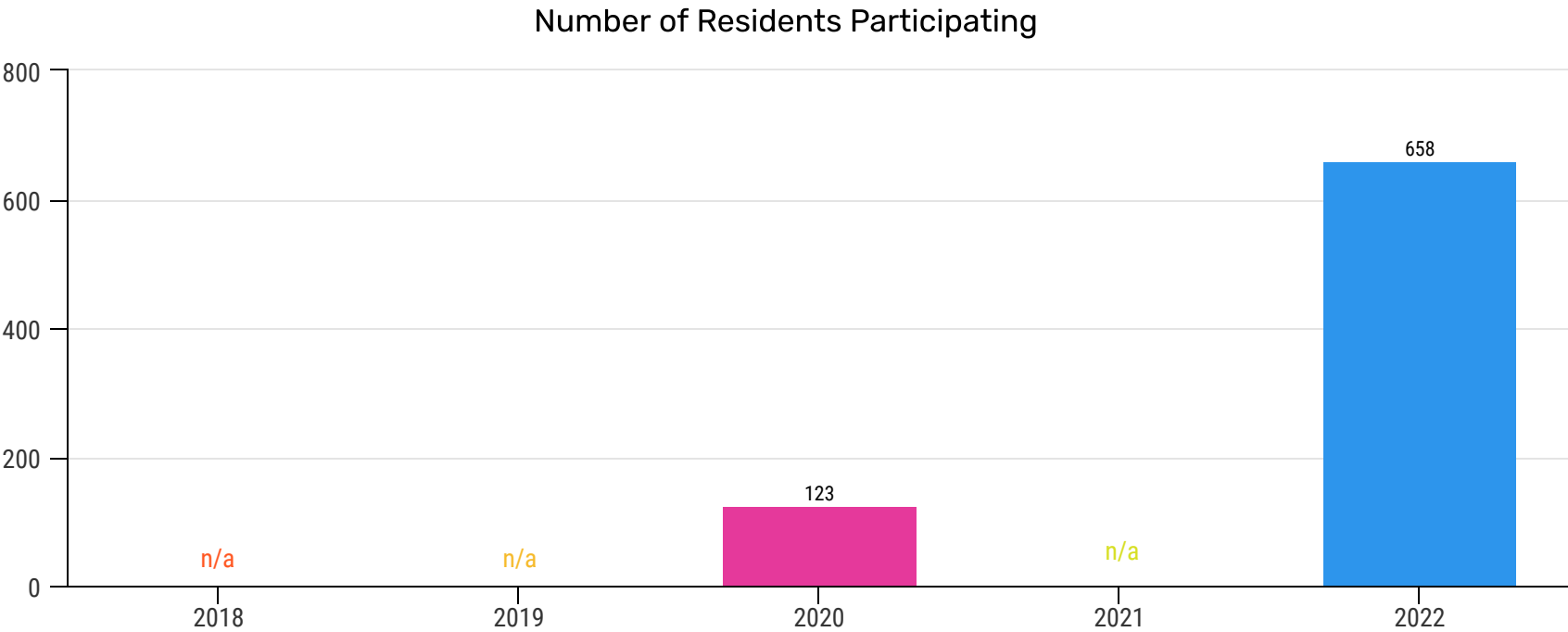


Staff Notes:

- No data collection was taken before 2020.
- 2021 was a COVID year and most activities, socials, etc., were halted.
- We only had 2 ½ months to track in 2020 before we shut down.
- We can only track attendance at programs through sign up (if required).

Senior Outreach Services: Social Groups

Provided by Lori Andersen, of the Senior Outreach Services Department

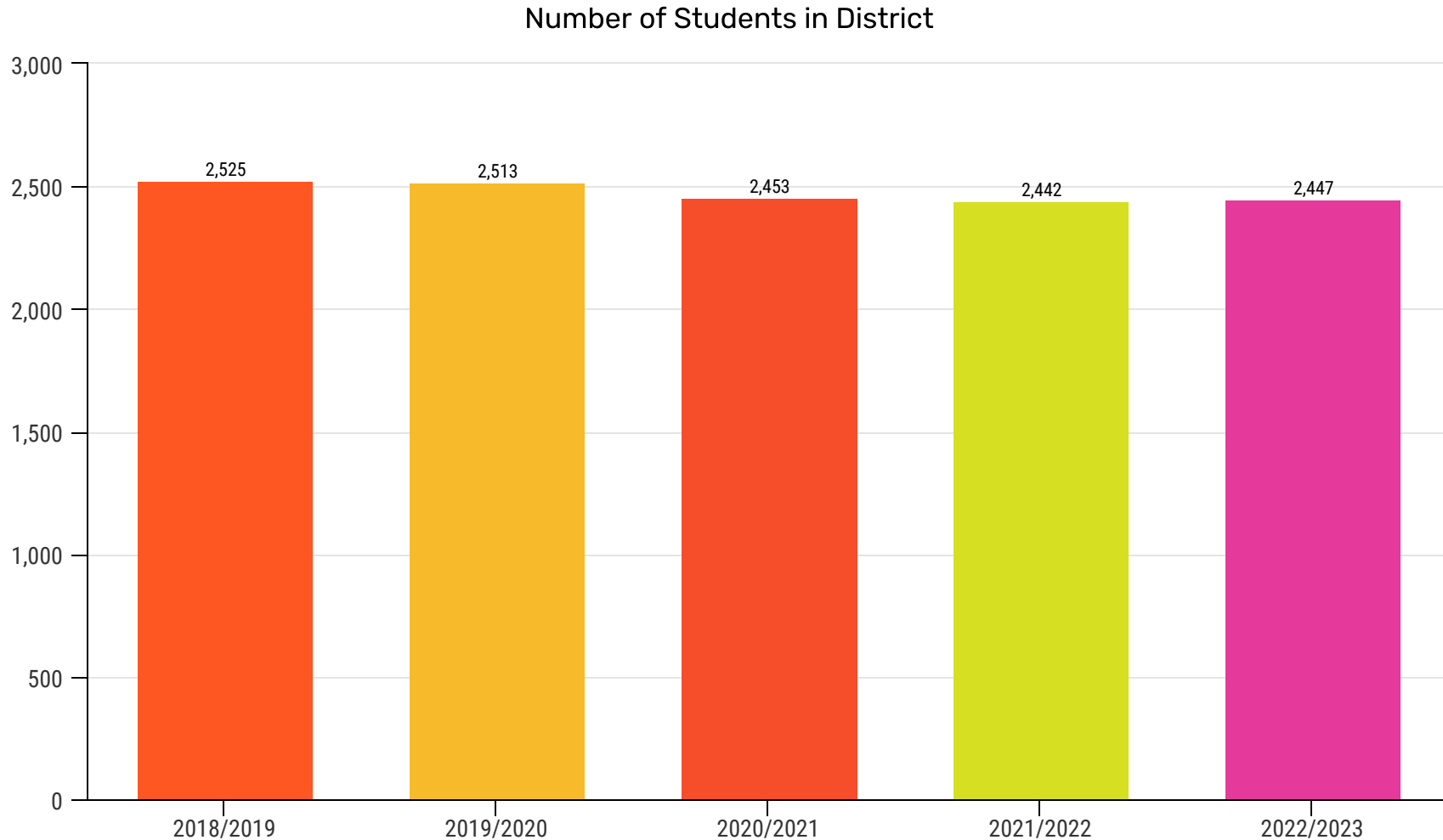


Staff Notes:

- *No data collection was taken before 2020.*
- *2021 was a COVID year and most activities, socials, etc., were halted.*
- *We only had 2 ½ months to track in 2020 before we shut down.*
- *We can only track attendance at programs through sign up (if required).*
- *Mahjong runs their own program, so we are reliant on their information for data collection.*

McFarland School District (MSD)

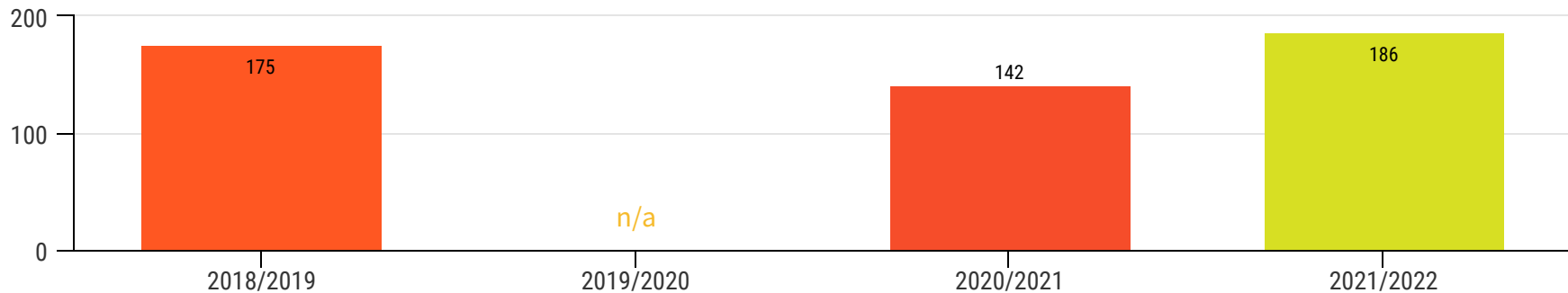
Provided by Melissa Pfohl, MSD



MSD: 4th Grade Reading Proficiency

Provided by Melissa Pfohl, MSD

Number of Students in 4th Grade



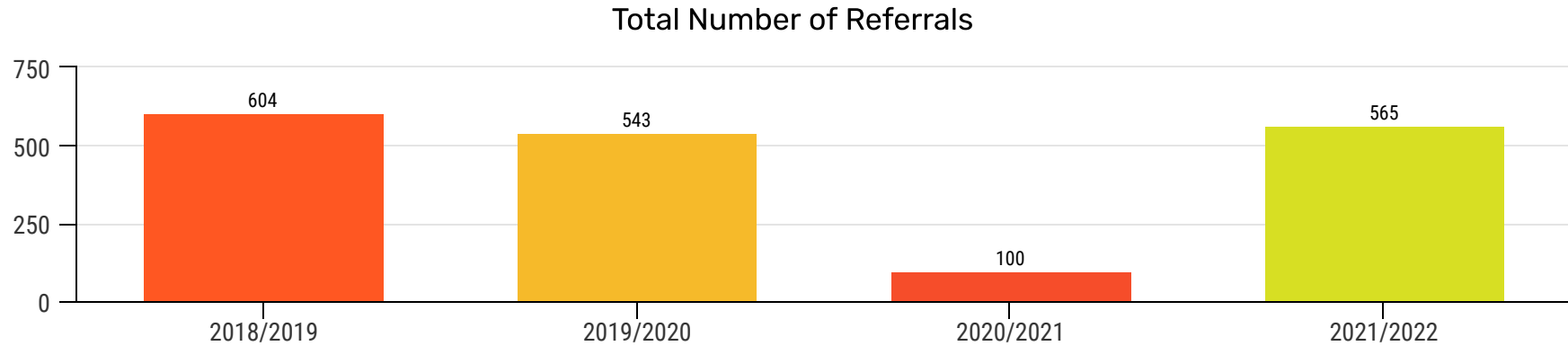
Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018/ 2019	2 (1.14%)	1 (0.57%)	0 (0.00%)	0 (0.00%)	3 (1.71%)	86 (49.14%)	5 (2.85%)	7 (4.00%)	90 (51.43%)	1 (0.57%)	96 (54.86%)	47 (26.86%)	50 (28.57%)
2019/ 2020													
2020/ 2021	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%)
2021/ 2022	0 (0.00%)	4 (2.15%)	0 (0.00%)	0 (0.00%)	4 (2.15%)	74 (39.78%)	4 (2.15%)	12 (6.45%)	74 (39.78%)	0 (0.00%)	86 (46.24%)	43 (23.12%)	43 (23.12%)

Staff Notes:

No state testing due to COVID school closures in 2019/2020 school year.

MSD: Office Discipline Referrals K-5

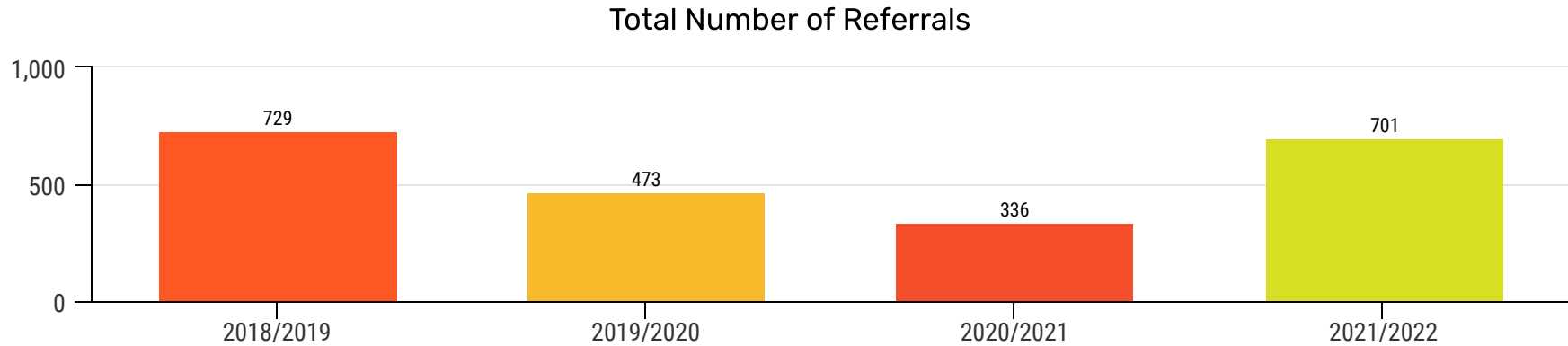
Provided by Melissa Pfohl, MSD



Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018/2019	0	1	15	0	14	466	108	175	429	4	600	550	54
2019/2020	0	2	5	0	5	423	108	186	357	2	541	498	45
2020/2021	0	1	1	0	1	88	9	34	66	1	99	78	22
2021/2022	0	14	22	0	4	476	49	302	263	7	558	436	129

MSD: Office Discipline Referrals 6-8

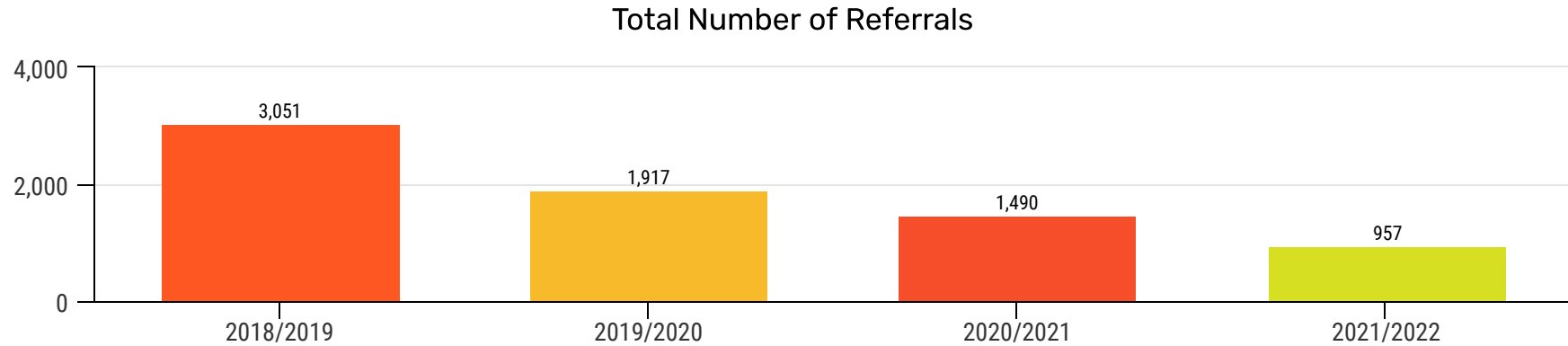
Provided by Melissa Pfohl, MSD



Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018/2019	0	5	21	0	16	628	59	322	407	7	722	574	155
2019/2020	0	5	7	0	12	379	70	252	221	7	466	362	111
2020/2021	0	5	20	0	11	253	47	133	203	3	333	233	103
2021/2022	0	6	30	0	37	515	113	330	371	5	696	594	107

MSD: Office Discipline Referrals 9-12

Provided by Melissa Pfohl, MSD

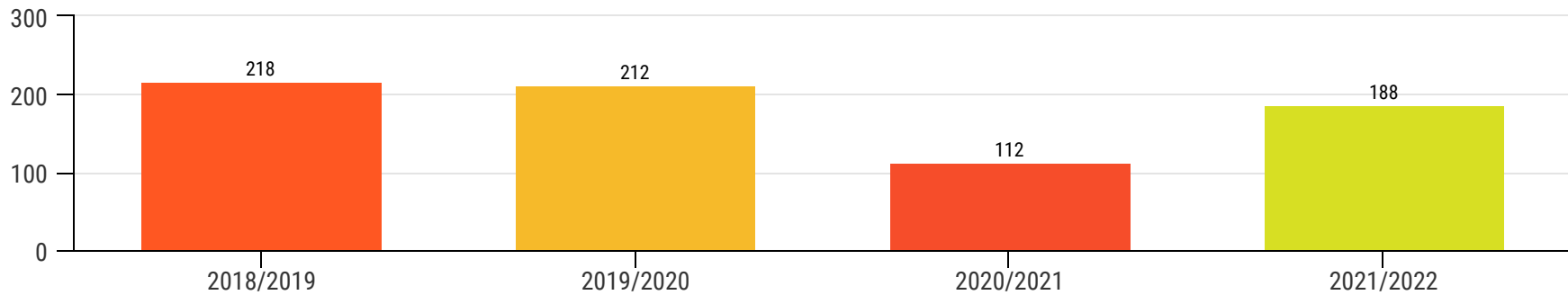


Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018/2019	10	155	213	0	300	2111	262	631	2420	100	2941	1971	1080
2019/2020	5	37	91	0	126	1517	141	535	1382	44	1873	1337	580
2020/2021	9	18	107	0	107	1156	93	337	1153	28	1462	998	492
2021/2022	0	11	73	0	82	706	85	348	609	22	935	676	281

MSD: Police Calls to Schools Resulting in Citation or Arrest

Provided by Officer Joel Zietsma, Student Resource Officer (SRO)

Total Number of Police Calls to MSD



Year	American Indian	Asian	Black	Hawaiian/ Pacific Islander	Hispanic or Latino	White	2 or More Races	Students with Disabilities	Students without Disabilities	ELL	Not ELL	Male	Female
2018/ 2019	0	0	5	0	2	21	2	Not Collected	Not Collected	Not Collected	Not Collected	15	15
2019/ 2020	0	0	1	0	0	3	1	Not Collected	Not Collected	Not Collected	Not Collected	3	2
2020/ 2021	0	0	0	0	0	6	0	Not Collected	Not Collected	Not Collected	Not Collected	5	1
2021/ 2022	0	0	3	0	0	24	0	Not Collected	Not Collected	Not Collected	Not Collected	19	8

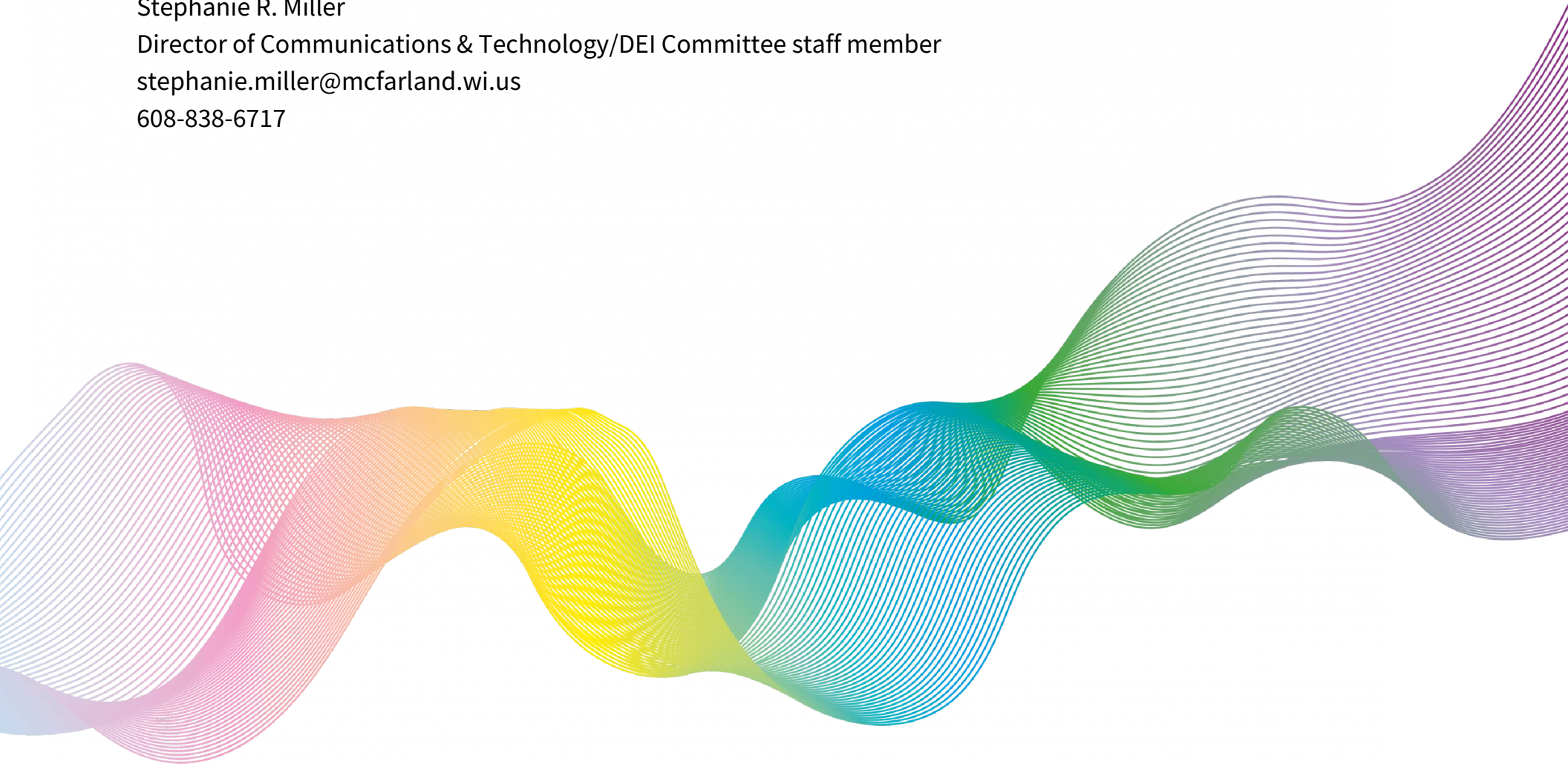
Contact

Stephanie R. Miller

Director of Communications & Technology/DEI Committee staff member

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608-838-6717



McFarland
SUMMARY SHEET

MEETING DATE: Monday, March 20, 2023

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Stephanie Miller, Comm & Technology Director

AGENDA ITEM: Discussion of event development topics within the DEI S.M.A.R.T. goals.

PREVIOUS ACTION:

ISSUE SUMMARY:

This is an item that was requested to be a standing item on every agenda when possible.

- Discuss the recent event with Tasha Schuh (held March 1, 2023) - What went well? What could be improved?
- Discuss potential upcoming events and partnerships.
- Discuss approval of written land acknowledgment and next steps.

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?

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.

M

MEASUREABLE

What are the milestones to accomplish the goal?

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.

A

ATTAINABLE

How can this goal be accomplished?

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.

R

RELEVANT

Does this goal align with the company objective?

Provides opportunity to bring people together in a social setting to talk about what is important to them within the community.

T

TIME-BASED

When is the deadline for this goal?

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 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 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 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 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.