

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, March 20, 2023 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Chair Stephanie Brassington called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:02 p.m. in the Community Room of the McFarland Municipal Center.

Members present: Stephanie Brassington, Edward Wreh (Departed around 7 p.m., prior to the meeting's adjournment), Monica Bruce, Mona Nelson, Maya Thompson, Miguel Pena.

Members not present: Angela Bazan

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.

Ed Wreh, 6139 Meadowsweet Trail, made some announcements on behalf of Angie Bazan and her initiative to find a student replacement for Member Maya Thompson; a group of residents planning a Pride parade/event at Arnold Larson Park are planning to approach the DEI Committee to talk about it and share information; McFarland Equity Project (MEP) is also planning an event in June for Juneteenth and will reach out to the DEI Committee as well.

3. APPROVAL OF MINUTES.

- a. *Motion to approve the minutes of the meeting held on February 20, 2023.*

Motion by Village Trustee Stephanie Brassington, seconded by Member Mona Nelson, to approve the minutes of the meeting held on February 20, 2023. Motion carries 5 - 0 - 0 by acclamation. Let the minutes show that Monica Bruce was late to the meeting, therefore her vote was not counted.

4. BUSINESS.

a. Discussion of data collection for the annual McFarland equity audit.

Stephanie Miller presented findings for the annual McFarland Equity Audit. The last time the data was collected was in 2021 and approved in 2022 with the final acceptance of the report provided by Dr. Rainey Briggs and Percy Brown, Jr. The data collection involved stats from nearly every Village Department as well as the McFarland School District. For this item, the committee went through page by page discussing the findings.

- Background and Purpose
- Residential Data
 - Found "Total Number of Homeowners" and "Single Family Homes" confusing.
- Residential Data: Home Ownership
 - Black homeowners listed as 0 - incorrect.
 - 2 or More Races - how is this collected?
 - Data validation - how can we get this?
 - Census collection - seems suspicious.
 - Other demographics would be helpful.
 - Member Ed Wreh proposed postponing the discussion to allow staff to reevaluate the entire report.
 - Issues within the document were noted.
- Residential Demographics
 - Request to change the colors between American Indian and Black. They look too similar.
 - White population was separated from the rest due to the drastic difference in numbers.
 - The committee questioned the accuracy of the data. There are major jumps from year to year that do not seem correct.
 - Trust issues.
 - Miller encouraged members to consider how they want to use this information, if they do, for the future.
- Business Ownership
 - Information has never been collected prior. The Community & Economic Development Department does not collect it.
 - Request to collect business information moving forward.
- Village Construction: Contract Bids
 - Slightly confused by "Village Construction." Indicate that it's solely for municipal construction, for example, roads.
 - Start asking for demographics, but more specific. The state does this.
 - Concern that most likely would get the CEO or higher up responding, which might not represent the specific organization.
 - Add something like the "Responsible bidder" language.
- Police Department Data
 - Data is for residents and non-residents.
 - Some of the data also could be multiple offenses by the same person.
 - Why can't they collect Hawaiiin/Pacific Islander? Keeps it consistent across all data collection.

- Do we have to collect the minimum data that the census does?
- Is it ok to ask a person to disclose if they have a disability or not? Ex: dyslexia or deaf.
- Can we consider language barrier? What if English isn't their primary language?
- What is the purpose of this data for us to use?
 - This is important for a reactive and proactive approach.
- Citations and Requests: this requires address, so how can we say we can't provide McFarland?
- Specific arrest types desired, example: mental health crisis.
- Age demographics desired.
- "Pulse Point" app.
- Police provides an annual report with this type of data in more depth.
- Fire & Rescue Department Data
 - A lot of information is not collected because of the time and urgency of calls made.
 - Would like to know age demographics.
- Village Parks.
 - Heat map of spending would be helpful. This would show where dollars are being allocated within the community.
- Senior Outreach Services
 - Miller discussed differences of why certain years were collected or not.
 - What "N/A" versus "Unknown" represents.
 - After age 60, clients are not noted for disability.
- School District
 - Provided by Melissa Pfohl from McFarland School District.
 - Individuals and breakdown of students. What determines "proficient in reading" or not?
 - Context from district on decreased referrals.
 - Police calls to students/arrests - need to be more specific.
 - Mental health crisis data requested.
 - School District - gender categories are important.

b. Discussion of event development topics within the DEI S.M.A.R.T. goals.

Due to Trustee Ed Wreh's early departure from the meeting, the committee agreed to postpone discussion on upcoming events, in particular, the events mentioned during public appearances (Pride & Juneteenth).

Stephanie Miller and Chair Stephanie Brassington provided a brief update for the approval of the written land acknowledgment between the Village Board and School Board. No date for that meeting was set, but Miller stated she would reach out to the committee once decided.

5. SCHEDULE NEXT MEETING DATE.

a. Monday, April 17, 2023 at 6 p.m. in the McFarland Municipal Center.

6. ADJOURNMENT.

Motion by Member Maya Thompson, seconded by Member Monica Bruce, to adjourn at 7:41 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