

Monday, February 19, 2024**6:00 PM****McFarland Municipal Center**
5915 Milwaukee St, McFarland
Community Room

AGENDA

The public may attend in-person or remotely through the Zoom webinar or telephone options listed below.

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/84977763376>

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

Webinar ID:849 7776 3376

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 January 17th, 2024 meeting.

4. BUSINESS.

- a. Introduction to the Diversity, Equity, Inclusion, and Belonging (DEIB) Coordinator for the School District.
- b. Discussion and action to make a recommendation to the Village Board regarding definitions for the 2024 McFarland Observed Holidays.
- c. Discussion and Action on Awareness/Acknowledgment Spreadsheet
- d. Discussion of event development topics within the DEI S.M.A.R.T. goals.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, March 18th, 2024 at 6:00 pm

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

Wednesday, January 17, 2024 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Stephanie Brassington called the regular meeting of the Diversity, Equity, and Inclusion Committee to order at 6:00 PM in Community Room.

Members present: Stephanie Brassington, Edward Wreh, Monica Bruce (arrived at 6:10 pm), Mona Nelson, Miguel Pena.

Members not present: Angela Bazan, Ryli Brown

Staff Present: Administrator Matt Schuenke and DEI Strategist Krystal Johnson.

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.
None.

3. APPROVAL OF MINUTES.

- a. *Motion to approve the minutes of the November 20, 2023 meeting.*
Motion by Stephanie Brassington, second by Edward Wreh, to approve the minutes of the November 20, 2023 meeting. Motion carries 4 - 0 - 0 by acclamation.

4. BUSINESS.

- a. *Introduction of the Diversity, Equity, and Inclusion (DEI) Strategist for the Village.*
Krystal Johnson introduced herself as the new DEI Strategist for the Village. She provided a brief overview of her background and was excited to begin working for the Village as well as with the DEI Committee on many different important issues. She began in this role on January 16, 2024. No action was taken on this item.
- b. *Discuss Opportunities for Community Outreach and Engagement.*
The Committee discussed various opportunities for engagement and outreach within the Community. There remains a desire for the Committee to get involved in more work that the Community does. There was discussion to pick a few events to start to think

about what their involvement could look like and work to bring forward more specifics. The DEI Strategist will take the feedback provided and review different opportunities to enhance involvement through out the year. No action was taken on this item.

c. Discussion and action to make a recommendation to the Village Board regarding definitions for the 2024 McFarland Observed Holidays.

Administrator Schuenke provided an update regarding the 2024 McFarland Observed Holidays that was previously approved by the Committee. The Village Board has since enacted the schedule but would like more definition around how it applies to holidays and events. Brassington provided background from the Village Board discussion on the topic and that the Committee can work on preparing definitions to include in the document for the board to consider. Staff will draft definitions and bring back to the next meeting for consideration. No action was taken on this item.

d. Discussion regarding a referral from the Village Board to begin board, commission, and committee meetings with a land acknowledgement.

Wreh requested that the item be rescinded from consideration as he's received additional feedback he wanted to consider with the request in light of other related initiatives that might be considered in the near future. No action was taken on this item.

5. SCHEDULE NEXT MEETING DATE.

a. Monday, February 19, 2024 at 6:00 pm.

6. ADJOURNMENT.

Motion by Village Trustee Stephanie Brassington, second by Village Trustee Edward Wreh, to adjourn at 6:41 pm. Motion carried 5 - 0 - 0 by acclimation.

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,
Matthew G. Schuenke
Village Administrator

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, February 19, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT:

AGENDA ITEM: Introduction to the Diversity, Equity, Inclusion, and Belonging (DEIB)
Coordinator for the School District.

PREVIOUS ACTION:

ISSUE SUMMARY:

[Link to Mcfarland School District Equity Calendar/News Letter](#)

[Link to Mcfarland School District Anti Racism Resources Page](#)

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

None

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, February 19, 2024

SECTION: Business

DEPARTMENT: Communications & Technology

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board regarding definitions for the 2024 McFarland Observed Holidays.

PREVIOUS ACTION:

The Committee recommended the approved schedule regarding 2023 meetings at their November 21, 2022 meeting.

The Village Board approved the 2023 schedule for meetings at their January 10, 2023 meeting.

The Committee recommended adding Village events to the listing of Village meetings for 2023 at their July 17, 2023 meeting.

The Village Board approved the inclusion of events within the schedule at their August 8, 2023 meeting.

The DEI Committee recommended approval of the enclosed document at its meeting on November 20, 2023.

The Village Board adopted it at its meeting on November 28, 2023.

ISSUE SUMMARY:

Please find enclosed the updated schedule for 2024 based upon recommended observed holidays for the coming year. This reconciles with the recommendations from Dane County which are included and also now includes holidays observed by policy within the Village. Meetings and possible conflicts are listed within the memo which will help Staff identify areas where rescheduling needs to occur throughout the year.

The Village Board reviewed this document and did approve it, but with discussion centering around the need for definitions. Specifically, providing definitions as to what a Village specific "meeting" or "event" is so that better guidance is provided to Staff on implementing this policy. The item is presented again to address the need for the additional definitions.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.



ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended Action:

Motion, second to make a recommendation of approval to the Village Board regarding definitions to the calendar for Village specific "meetings" and "events" as follows...TBD.

ATTACHMENTS:

1. 2024 McFarland Observed Holidays 11162023 mgs
2. Programs-Events Definitions

Memorandum

To: Village Board

From: Matthew G. Schuenke, Village Administrator 

Cc: Diversity, Equity, and Inclusion (DEI) Committee
Department Heads
Village Staff

Date: November 16, 2023

Re: 2024 McFarland Observed Holidays

Executive Summary

In 2023, the Village approved a process to avoid holding meetings on dates that are observed for holidays. Later in the year we added Village events to that schedule. This memorandum is provided to note which holidays are observed, provide direction on scheduling, and identify possible conflicts during the year to be resolved.

Observed Holidays

To facilitate public and employee participation and inclusion, it is recommended that the Village meetings and events be considered for rescheduling in accordance with the following holidays in 2024:

New Year's Day (Work Restricted Holiday) – Monday, January 1st

- Library Board on January 1st at 5:15 pm
- Public Safety Committee on January 1st at 6:30 pm

Martin Luther King Jr. Day (Work Restricted Holiday) – Monday, January 15th

- DEI Committee on January 15th at 6:00 pm

Ash Wednesday (Christian) * – Wednesday, February 14th

- Community Development Authority on February 14th at 7:00 pm

Purim (Jewish) * – Begins at sunset of Saturday, March 23rd to nightfall of Sunday, March 24th. Avoid scheduling on March 23rd.

- No known conflicts.

Maundy Thursday (Christian) * – Thursday, March 28th

- No known conflicts.

Good Friday (Christian) * – Friday, March 29th

- No known conflicts.

Eid-al-Fitr (Muslim) – Begins at sunset of Tuesday, April 9th to Wednesday, April 10th. Avoid scheduling on both days.

- Village Board on April 9th at 7:00 pm
- Community Development Authority on April 10th at 7:00 pm

Passover (Jewish) – Begins at sunset of Monday, April 22nd to nightfall of Tuesday, April 30th. Avoid scheduling on April 22-24 and April 27-30. Meetings are acceptable April 25-26.

- Public Works and Utilities Committee on April 22nd at 6:00 pm
- Village Board on April 23rd at 7:00 pm

Memorial Day (Work Restricted Holiday) – Monday, May 27th

- Public Works and Utilities Committee on May 27th at 6:00 pm

Shavuot (Jewish) – Begins at sunset of Tuesday, June 11th to nightfall of Thursday, June 13th. Avoid scheduling on all days.

- Village Board on June 11th at 7:00 pm
- Community Development Authority on June 12th at 7:00 pm

Eid-al-Adha (Muslim) – Begins at sunset of Sunday, June 16th to Monday, June 17th. Avoid scheduling on both days.

- DEI Committee on June 17th at 6:00 pm

Juneteenth (Work Restricted Holiday) – Wednesday, June 19th

- Senior Outreach Committee on June 19th at 8:30 am

Independence Day (Work Restricted Holiday) – Thursday, July 4th

- No known conflicts.

Labor Day (Work Restricted Holiday) – Monday, September 2nd

- Library Board on September 2nd at 5:15 pm
- Public Safety Committee on September 2nd at 6:30 pm

Rosh Hashanah (Jewish) – Begins at sunset of Wednesday, October 2nd to nightfall of Friday, October 4th. Avoid scheduling on all days.

- No known conflicts.

Yom Kippur (Jewish) – Begins at sunset of Friday, October 11th to nightfall of Saturday, October 12th. Avoid scheduling on both days.

- No known conflicts.

Indigenous Peoples' Day (Work Restricted Holiday) – Monday, October 14, 2024

- Sustainability and Natural Resources Committee on October 14th at 6:00 pm

Sukkot (Jewish) – Begins at sunset of Wednesday, October 16th to nightfall of Wednesday, October 23rd. Avoid scheduling on October 16-19. Meetings are acceptable October 20-22.

- Senior Outreach Committee on October 16 at 8:30 am (Conflict)
- DEI Committee on October 21st at 6:00 pm (No Conflict)
- Village Board on October 22nd at 7:00 pm (No Conflict)

Shemini Atzeret & Simchat Torah (Jewish) – Begins at sunset of Wednesday, October 23rd to nightfall of Friday, October 25th. Avoid scheduling on all days.

- No known conflicts.

Diwali (Hinduism) * – Thursday, October 31st

- No known conflicts.

Thanksgiving (Work Restricted Holiday) – Thursday, November 28th and Friday, November 29th.

- No known conflicts.

Christmas Eve/Day (Work Restricted Holiday) – Tuesday, December 24th and Wednesday, December 25th.

- Village Board on December 24th at 7:00 pm

Hanukkah (Jewish) – Begins at sunset of Wednesday, December 25th to nightfall of Thursday, January 2, 2025. Avoid scheduling on December 28th. Meetings are acceptable all other days.

- No known conflicts.

* This is not a work-restricted holiday. Meetings are permissible unless otherwise specified.

The above schedule was derived from the recommendations of the Dane County Office for Equity and Inclusion regarding a memorandum dated October 16, 2023 (Appendix A). The schedule was also reconciled with the [Village Personnel Policy Manual](#) to ensure consistency with scheduling and work restricted holidays by policy.

Closing

If the public or employees believe there are other religious observances that need to be addressed, please feel free to contact Village Staff for additional inclusions or clarifications. We are aiming to be cautious and not put anyone in an uncompromising position with meeting responsibilities at work and their most serious religious responsibilities. Please note the Village may still be open and conducting other business on some dates indicated to avoid scheduling.

DATE: October 16, 2023
TO: Department Heads, Managers and Supervisors, Elected Officials, County Board
FROM: Wesley Sparkman
The Tamara D. Grigsby Office for Equity and Inclusion
RE: Observance of Religious Holidays

In order to facilitate public participation, we recommend that you avoid scheduling any meetings on the following religious holidays in 2024:

Ash Wednesday*: Wednesday, February 14

Purim*: Begins at sunset of Saturday, March 23 to nightfall of Sunday, March 24. Avoid meetings March 23.

Maundy Thursday*: Thursday, March 28

Good Friday*: Friday, March 29

Eid-al-Fitr: Begins at sunset of Tuesday, April 9 to Wednesday, April 10. Avoid meetings April 9-10.

Passover: Begins at sunset of Monday, April 22 to nightfall Tuesday, April 30. Avoid meetings April 22-24 and April 27-30. Meetings are acceptable April 25-26.

Shavuot: Begins at sunset of Tuesday, June 11 to nightfall Thursday, June 13. Avoid meetings June 11-13.

Eid-al-Adha: Begins at sunset of Sunday, June 16-Monday, June 17. Avoid meetings June 16-17.

Rosh Hashanah: Begins at sunset of Wednesday, October 2 to nightfall Friday, October 4. Avoid meetings October 2-4.

Yom Kippur: Begins at sunset of Friday, October 11 to nightfall Saturday, October 12. Avoid meetings October 11-12.

Sukkot: Begins at sunset of Wednesday, October 16 to nightfall of Wednesday, October 23. Avoid meetings October 16-19. Meetings are acceptable October 20-22.

Shemini Atzeret & Simchat Torah: Begins at sunset of Wednesday, October 23 to nightfall Friday, October 25. Avoid meetings October 23-25

Diwali*: Thursday, October 31.

Hanukkah*: Begins at sunset Wednesday, December 25 to nightfall Thursday, January 2. Avoid meetings December 28.

If you or your employees believe there are other religious observances that need to be addressed, please feel free to let me know. We are aiming to be cautious and not put anyone in an uncompromising position with meeting responsibilities at work and their most serious religious responsibilities. Please note these are dates where the county may be open for business. Thank you for your cooperation.

**This is not a work-restricted holiday; meetings are permissible unless otherwise specified.*

Programs vs Events

- An **event** by definition:
 - "A thing that happens, especially one of importance"
 - "A planned public or social occasion"
 - Event – The design of an event is to bring people together for either a specific purpose, to celebrate, to learn or to network
 - Organized occasion that takes place at a specific time and location. Can be social, cultural or business designed to achieve a specific objective.
- A **program** by definition:
 - "A set of related measures or activities with a particular long-term aim"
 - "a presentation or item on television"
 - A planned series of events or activities that are designed to achieve a specific goal.
 - Typically, educational or professional, such as training.
 - One-time occurrences or recurring
 - Unlike events, programs are typically ongoing and can involve a variety of different activities or events that are designed to work together to achieve a specific outcome.

Event	Program
One-time occurrence	Ongoing series of activities
Planned and organized occasion	Series of planned activities or events
Designed to achieve a specific objective	Designed to achieve a specific goal or objective
Can be small or large-scale	Can be short-term or long-term

How to use Event in a sentence

- Always use **"event"** when referring to a specific happening or occurrence.
- Use **"event"** when describing a social gathering or celebration.
- Example: "The company's annual holiday party is always a highly anticipated event."
- Use **"event"** when referring to a sporting competition or contest.
- Example: "The Super Bowl is one of the biggest events in American sports."

How to use Program in a sentence

- Use **"program"** when referring to a schedule or itinerary of events.
- Example: "The conference **program** included keynote speakers and breakout sessions."
- Use **"program"** when describing a series of planned activities or events.
- Example: "The summer camp **program** included hiking, swimming, and arts and crafts."
- Use **"program"** when referring to a plan or strategy for achieving a specific goal.

- Example: “The company’s training **program** was designed to improve employee productivity.”

Important Language

- Event planning vs Program management
- Corporate meetings and conferences utilize the word program over event. .

Example of an event is – Village Board Candidate Forum

Example of a program is – Virtual Rain Garden Workshop Series

Event vs Programme: When to Opt for One Term Over Another (thecontentauthority.com)

McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 19, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT:

AGENDA ITEM: Discussion and Action on Awareness/Acknowledgment Spreadsheet

PREVIOUS ACTION:

ISSUE SUMMARY:

The proposal suggests the establishment of an acknowledgment and awareness calendar/spreadsheets to honor and celebrate significant days within the community and nation. The committee is to pick 20-25 key awareness/acknowledgment days to focus on throughout 2024 fostering recognition and celebration of these important occasions. These awareness/acknowledgment days will be separate from "events" that the DEI committee/Village will support. The goal is to establish a year-round awareness and acknowledgment to support the community. With the selection of 20–25 items, we will explore opportunities to raise awareness, educate and foster an inclusive environment within the community.

The spreadsheets exclude religious holidays that are already acknowledged (separate calendar to come) and nationally recognized holidays (except Juneteenth).

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Jan Health
2. Feb Health
3. March Health
4. April Health
5. May Health
6. June Health
7. July Health
8. August Health
9. Sept Health
10. Oct Health
11. Nov Health



12. Dec Health
13. Jan Heritage
14. Feb Heritage
15. March Heritage
16. April Heritage
17. May Heritage
18. June Heritage
19. July Heritage
20. August Heritage
21. Sep Heritage
22. Oct Heritage
23. Nov Heritage
24. Dec Heritage
25. Recommended Village AwarenessAcknowledged Day's 2024 (1)

Awareness Month: Cervical Health Month , Glaucoma, Mental Health Month (?)				
Date	Week (Varies)	Day (Varies)	Acknowledged Yes or No	Collaboration
1-Jan				
2-Jan				
3-Jan				
4-Jan		World Braille Day		
5-Jan				
6-Jan				
7-Jan				
8-Jan				
9-Jan				
10-Jan				
11-Jan		Paget's Awareness Day		
12-Jan				
13-Jan				
14-Jan				
15-Jan				
16-Jan				
17-Jan				
18-Jan				
19-Jan				
20-Jan				
21-Jan				
22-Jan				
23-Jan				
24-Jan		Moebius Syndrome Awareness		
25-Jan				
26-Jan				
27-Jan				
28-Jan				
29-Jan				
30-Jan				
31-Jan		World Leprosy Day (Last Sunday of January)		

Dates vary year to year, please verify the date for each special occurrence

Awareness Month: Jewish Disability Awareness & Inclusion Month, Low Vision Month, American Heart Month, National Cancer Prevention Month						
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration	Dates vary year to year, please verify the date for each special occurrence
1-Feb	White Cane Week - 1st week of Feb	International Epilepsy Day - Every 2nd Monday of Feb				
2-Feb	Tinnitus Awareness Week - 1st FULL week of Feb					
3-Feb	National Eating Disorders Awareness Week (Last week of February)					
4-Feb			World Cancer Day			
5-Feb						
6-Feb						
7-Feb	Congenital Heart Defects Awareness Week 7th - 14th					
8-Feb						
9-Feb						
10-Feb						
11-Feb			World Day of the Sick			
12-Feb						
13-Feb						
14-Feb			Congenital Heart Defects Awareness Day; National Donor Day			
15-Feb			International Childhood Cancer Day			
16-Feb						
17-Feb						
18-Feb						
19-Feb						
20-Feb						
21-Feb						
22-Feb			National Heart Valve Disease Awareness Day			
23-Feb						
24-Feb						
25-Feb						
26-Feb						
27-Feb						
28-Feb	National Eating Disorders Awareness - Last week of Feb or 1st week of March	Rare Disease Day - Leap year 29th				
29-Feb						

<u>Awareness Month</u> : Cerebral Palsy Month; Color Therapy Month ; Colorectal Cancer Month, Deep Vein Thrombosis Month , Developmental Disabilities Month, Endometriosis Month , Essential Tremor Month, Kidney Month , Multiple Sclerosis Month, Red cross Month , Self-Injury Month, Brain Injury Month , National Trisomy Month, Bisexual Health Awareness Month , National Blood Donor Month					
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes or No</i>	<i>Collaboration</i>
1-Mar	World Glaucoma Week - 2nd Full week of March	World Kidney Day - Every 2nd Thursday of March	Disability Community Day of Mourning; International Wheelchair Day		
2-Mar	National Eating Disorders awareness week - Last week of February or the last week of March		World Teen Mental Health Day		
3-Mar	National LGBTQIA+ Health Awareness Week (Evey Last week of March)		World Hearing Day		
4-Mar	Creative Arts Therapies Week (Varies)				
5-Mar					
6-Mar					
7-Mar					
8-Mar			Breast Implant Illness Awareness Day		
9-Mar					
10-Mar			National Women and Girls HIV/AIDS Awareness Day		
11-Mar					
12-Mar					
13-Mar					
14-Mar					
15-Mar					
16-Mar					
17-Mar					
18-Mar			National Trisomy 18 Awareness Day		
19-Mar					
20-Mar					
21-Mar			World Down Syndrome Day		
22-Mar					
23-Mar					
24-Mar			World Tuberculosis Day		
25-Mar			U.S. National Cerebral Palsy Awareness Day		
26-Mar			Purple Day for Epilepsy		
27-Mar			Amniotic Fluid Embolism Awareness Day		
28-Mar					
29-Mar					
30-Mar			World Bipolar Day		
31-Mar					

Awareness Month: Stress Awareness Month, Alcohol Awareness Month, Autism Acceptance Month, Counseling Awareness Month, Minority Health Month, Cushing Disease Awareness Month, National Donate Life Month, Paralyzed Veterans Across America Month, Limb Loss and Limb Difference Awareness Month, Parkinson's Awareness Month, Sarcoidosis Awareness Month, National Minority Health Month					
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration
1-Apr	International Guide Dog Day - Every Last Wednesday of April		World Autism Awareness Day (Varies)		
2-Apr					
3-Apr					
4-Apr			Hypoxic Ischemic Encephalopathy Remembrance Day		
5-Apr					
6-Apr			Bohring-Opitz Syndrome Awareness Day		
7-Apr			World Health Day		
8-Apr			Cushing Disease Awareness Day		
9-Apr					
10-Apr	Porphyrria Awareness Week 10th - 17th		National Youth HIV & AIDS Awareness Day		
11-Apr	Oral, Head and Neck Cancer Awareness Week 11th - 17th Black Maternal Health Week (11th - 17th)		Parkinson's Disease International Awareness Day		
12-Apr					
13-Apr			Functional Neurological Disorder Awareness Day		
14-Apr					
15-Apr					
16-Apr					
17-Apr			World Hemophilia Day		
18-Apr			National Transgender HIV Testing Day		
19-Apr			Congenital Diaphragmatic Hernia Action Day		
20-Apr					
21-Apr					
22-Apr	World Primary Immunodeficiency 22nd - 29th				
23-Apr					
24-Apr			World Meningitis Day		
25-Apr			World Malaria Day		
26-Apr					
27-Apr					
28-Apr					
29-Apr			World Wish Day (?)		
30-Apr					

Awareness Month: Mental Health Awareness Month , Fibromyalgia Awareness Month, National Asthma and Allergy Awareness Month , ALS Awareness Month, Apraxia Awareness Month , American Stroke Awareness Month, Arthritis Awareness Month , Better speech and Hearing Month, Bladder Cancer Awareness Month , Borderline Personality Disorder Awareness Month, Brain Tumor Awareness Month , Celiac Awareness Month, Cystic Fibrosis Awareness Month , Ehlers-Danlos Syndrome Month, Hepatitis Awareness Month , High blood Pressure education Month, Huntington's Disease Awareness Month , Lupus Awareness Month, Lyme Disease Awareness Month , Mobility Awareness Month, Multiple Sclerosis Awareness Month , Myositis Awareness Month, Older Americans Awareness Month					
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration
1-May		Postpartum Psychosis Awareness Day (First Friday of May)	Global Accessibility Awareness Day - Every 3rd Thursday in May		
2-May	Brain Tumor Action Week (No date added)				
3-May	Face Equality Week (No Date added)		World Maternal Mental Health Day		
4-May	Deaf Awareness Week - 1st full week of May				
5-May	Brain Injury Awareness Week - 2nd week of May		International Sp Syndrome Awareness Day; World Asthma Day		
6-May	Mental Health Awareness Week (No Date Added)		International Day for Osteogenesis Imperfecta		
7-May	Eosinophil Awareness Week -		Mental Health Awareness Day		
8-May	Neurodiversity Celebration Week (varies)		World Ovarian Cancer Awareness Day World Red Cross & Red Crescent Day Mental Health Action Day		
9-May					
10-May			Ependymoma Awareness Day; World Lupus Day		
11-May					
12-May			International Awareness Day for Chronic Immunological and Neurological Diseases (CIND) Day		
13-May					
14-May					
15-May			International Mucopolysaccharidoses (MPS) Awareness Day		
16-May					
17-May					
18-May			World AIDS Vaccine Day		
19-May			Global Accessibility Awareness Day; Mental Health Action Day		
20-May			International Blue Cone Monochromacy Awareness Day ; World Autoimmune Arthritis Day		
21-May					
22-May					
23-May			International Day to End Obstetric Fistula		
24-May			National Schizophrenia and Psychosis Awareness Day		
25-May			World Thyroid Day		
26-May					
27-May					
28-May					
29-May					
30-May			World Multiple Sclerosis Day		
31-May					

Awareness Month: Alzheimer's and Brain Awareness Month , Antiphospholipid Antibody Syndrome (APS) Awareness Month, Migraine and Headache Awareness Month , Hemiplegic Migraine Awareness Month, PTSD Awareness Month , Men's Health Awareness Month					
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes or No</i>	<i>Collaboration</i>
1-Jun	Helen Keller Deafblind Awareness Week (Last week of June)	National Cancer Survivors Day - Every 1s Sunday of June			
2-Jun			World Eating Disorders Action Day		
3-Jun					
4-Jun					
5-Jun			HIV Long- Term Survivors Day		
6-Jun					
7-Jun					
8-Jun			World Brain Tumor Day		
9-Jun					
10-Jun	Infant Mental Health Awareness Week 10th - 16th				
11-Jun					
12-Jun					
13-Jun			International Albinism Awareness Day		
14-Jun					
15-Jun					
16-Jun					
17-Jun			CDKL5 Worldwide Awareness Day		
18-Jun			Autistic Pride		
19-Jun			World Sickle Cell Day		
20-Jun	Learning Disability Week 20th - 26th				
21-Jun			Global Day of Recognition of ALS/MND		
22-Jun					
23-Jun			Dravet Syndrome Awareness Day; Neuropathy Action Awareness		
24-Jun					
25-Jun			World Vitiligo Awareness		
26-Jun					
27-Jun			PTSD Screening Day		
28-Jun					
29-Jun			World Scleroderma Awareness Day		
30-Jun			Arthrogryposis Awareness Day		

Awareness Month: Disability Pride Month , BIPOC Mental Health Month, Fragile X (FXS) Awareness Month , National Cleft & Craniofacial Awareness & Prevention Month, National Wheel Chair Beautification Month , Sarcoma and Bone Cancer Awareness Month, Minority Mental Health Month					
<i>Date</i>	<i>Week (varies)</i>	<i>Rotating Day</i>	<i>Day (varies)</i>	<i>Acknowledged Yes or No</i>	<i>Collaboration</i>
1-Jul	Birth Trauma Awareness Week (varies)				
2-Jul					
3-Jul					
4-Jul					
5-Jul					
6-Jul					
7-Jul					
8-Jul					
9-Jul					
10-Jul			Panic Attack Awareness Day		
11-Jul					
12-Jul					
13-Jul			Gastrointestinal Stromal Tumor Awareness Day		
14-Jul					
15-Jul					
16-Jul					
17-Jul					
18-Jul					
19-Jul					
20-Jul					
21-Jul					
22-Jul					
23-Jul			World Sjogren's Day		
24-Jul			National Seasonal Affective Disorder (SAD) ; Samaritans Awareness Day		
25-Jul					
26-Jul			Americans with Disabilities Act Anniversary Day		
27-Jul					
28-Jul			World Hepatitis Day		
29-Jul					
30-Jul			Gastroschisis Awareness Day		

Awareness Month: Spinal Muscular Atrophy Awareness Month, Stevens-Johnson Syndrome

<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes or No</i>
1-Aug				
2-Aug				
3-Aug				
4-Aug				
5-Aug				
6-Aug				
7-Aug				
8-Aug				
9-Aug				
10-Aug				
11-Aug				
12-Aug				
13-Aug				
14-Aug				
15-Aug				
16-Aug				
17-Aug				
18-Aug				
19-Aug				
20-Aug				
21-Aug				
22-Aug				
23-Aug				
24-Aug				
25-Aug				
26-Aug				
27-Aug				
28-Aug				
29-Aug				
30-Aug			Grief Awareness Day	
31-Aug			International Overdose awareness day	

Awareness Month: Achalasia Awareness Month , Alopecia Awareness Month, Childhood Cancer Awareness Month , Lymphoma Awareness Month, Craniofacial Awareness Month , National Guide Dog Month, National Hydrocephalus Awareness Month , National Suicide Prevention Awareness Month; National Suicide Prevention Awareness Month ; National Alcohol & Drug Addiction Recovery Month					
Date	Week (varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration
1-Sep	Suicide Prevention Week (No Date added)				
2-Sep	National Disability Voting Rights weeks (not date added)				
3-Sep	International Week of the Deaf - Last week of Sept				
4-Sep	National Suicide Prevention Week (varies)				
5-Sep					
6-Sep					
7-Sep			World Duchenne Awareness Day		
8-Sep					
9-Sep			International Fetal Alcohol Spectrum Disorder Awareness (FASD)		
10-Sep			World Suicide Prevention Day		
11-Sep					
12-Sep					
13-Sep			Celiac Disease Awareness Day		
14-Sep			National Sober Day		
15-Sep			World Lymphoma Awareness Day		
16-Sep					
17-Sep					
18-Sep			National HIV/AIDS and Aging Awareness Day		
19-Sep			Usher Syndrome Awareness Day		
20-Sep					
21-Sep			World Alzheimer's Day		
22-Sep			World Chronic Myeloid Leukemia (CML) Day		
23-Sep			International Day of Sign Language		
24-Sep					
25-Sep			International Ataxia Awareness Day; World Lung Day		
26-Sep			Mesothelioma Awareness Day		
27-Sep					
28-Sep					
29-Sep					
30-Sep			Limb Girdle Muscular Dystrophy		

<u>Awareness Month</u> : ADHD Awareness Month , Breast Cancer Awareness Month, Colon Cancer Awareness Month , Depression Awareness Month, Down Syndrome Awareness Month , Dwarfism Awareness Month, Dysautonomia Awareness Month , Dyslexia Awareness Month, Eczema Awareness Month , Liver Cancer Awareness Month, Learning Disability Awareness Month , National Disability Employment Awareness Month, Raynaud's Awareness Month , Rett Syndrome Awareness Month, Spina Bifida Awareness Month					
Date	Week	Rotating Day	Day	Acknowledged Yes or No	Collaboration
1-Oct	Dyslexia Awareness Week (First Monday of October)	Breast Reconstruction Awareness Day (Third Wednesday of October)			
2-Oct	Mental Illness Awareness week (first week of October)	Disability Mentoring Day (Third Wednesday of October	Disabled Authors Day		
3-Oct	OCD Awareness Week (second week of October)	Depression Awareness Day (Thursday of the first full week of October)			
4-Oct					
5-Oct			American Veterans Disabled for Life Awareness Day		
6-Oct			World Cerebral Palsy Awareness Day		
7-Oct			International Trigeminal Neuralgia Awareness Day ; Team Margot Stem Cell and Bone Marrow Awareness Day		
8-Oct					
9-Oct			Pandas/Pans Awareness Day		
10-Oct			World Mental Health Day		
11-Oct					
12-Oct					
13-Oct			World Sight Day ; Metastatic Breast Cancer Awareness Day; World Thrombosis Day		
14-Oct					
15-Oct			Blind Americans Equality Day		
16-Oct					
17-Oct					
18-Oct					
19-Oct					
20-Oct					
21-Oct					
22-Oct			International Stuttering Awareness Day		
23-Oct					
24-Oct			World Polio Day		
25-Oct	International Epidermolysis Bullosa Awareness Week 25th - 31st		Hydrocephalus Day		
26-Oct					
27-Oct					
28-Oct					
29-Oct			World Stroke Day		
30-Oct					
31-Oct					

Awareness Month: COPD Awareness Month, Dercum's Disease Awareness, Diabetes Awareness Month, Epilepsy Awareness Month, Lung Cancer Awareness Month, Pancreatic Awareness Month					
Date	Week (varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration
1-Nov	International Stress Awareness Week (Every 1st week of November)				
2-Nov			International Stress Awareness Day		
3-Nov					
4-Nov					
5-Nov					
6-Nov					
7-Nov					
8-Nov			Aicardi Syndrome Awareness Day		
9-Nov					
10-Nov					
11-Nov			World Usability Day		
12-Nov			World Pneumonia Day		
13-Nov					
14-Nov			World Diabetes Day		
15-Nov			World Ohtahara Syndrome Awareness Day		
16-Nov					
17-Nov					
18-Nov					
19-Nov					
20-Nov					
21-Nov					
22-Nov					
23-Nov					
24-Nov					
25-Nov					
26-Nov					
27-Nov					
28-Nov					
29-Nov					
30-Nov					

Awareness Month: HIV/AIDS Awareness Month; Seasonal Affective Disorder Awareness month;
Seasonal Affective Disorder Awareness Month

<i>Date</i>	<i>Week</i>	<i>Rotating Day</i>	<i>Day</i>	<i>Acknowledged Yes or No</i>
1-Dec			World AIDS Day	
2-Dec				
3-Dec			International Day of Persons with Disabilities	
4-Dec				
5-Dec				
6-Dec				
7-Dec				
8-Dec				
9-Dec				
10-Dec				
11-Dec				
12-Dec				
13-Dec				
14-Dec				
15-Dec				
16-Dec				
17-Dec				
18-Dec				
19-Dec				
20-Dec				
21-Dec				
22-Dec				
23-Dec				
24-Dec				
25-Dec				
26-Dec				
27-Dec			International Day of Epidemic Preparedness	
28-Dec				
29-Dec				
30-Dec				
31-Dec				

Awareness Month: Poverty in America Awareness Month

Date	Week (Varies)	Rotating Day	Day (Varies)
1-Jan	No Name Calling Week (Every third week of January)	Martin Luther King Day (Varies)	Global Family/ World Peace Day Sudan Independance Day (1962 - UK) Anniversary of Emancipation Proclamation Haitian Independence Day
2-Jan	Civil Rights Day (3rd Monday of January)		
3-Jan			
4-Jan			
5-Jan			
6-Jan			
7-Jan			
8-Jan			
9-Jan			
10-Jan			
11-Jan			
12-Jan			
13-Jan			
14-Jan			
15-Jan			World Religion Day
16-Jan			
17-Jan			
18-Jan			
19-Jan			
20-Jan			
21-Jan			
22-Jan		Lunar New Year	Trans Prisoner Day of Action and Solidarity
23-Jan			
24-Jan			
25-Jan			
26-Jan			International Customs Day
27-Jan			International Holocaust Remembrance Day
28-Jan			
29-Jan			Brazilian National Day of Transegnder Visibility
30-Jan			
31-Jan			

Awareness Month: Black History Month , Canadian History Month, Human Relations Month				
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (varies)</i>	<i>Acknowledged Yes/No</i>
1-Feb	Aromantic Spectrum Awareness Week (week after February 14th)	Ash Wednesday		
2-Feb	National School Counseling Week (First full week of February)			
3-Feb				
4-Feb				
5-Feb				
6-Feb				
7-Feb			National Black HIV/AIDS Awareness Day	
8-Feb			Safer Internet Day	
9-Feb			Namibia Independence Day (1990 - South Africa)	
10-Feb				
11-Feb				
12-Feb			National Freedom to Marry Day	
13-Feb				
14-Feb			Frederick Douglass Day	
15-Feb			Nirvana Day	
16-Feb				
17-Feb			National Random Act of Kindness Day	
18-Feb			Gambia Independence Day (1965 - UK)	
19-Feb				
20-Feb			World Day of Social Justice	
21-Feb				
22-Feb			Chosen Family Day	
23-Feb			W.E.B. Du Bois Day	
24-Feb				
25-Feb				
26-Feb				
27-Feb				
28-Feb			Egypt Independence Day (1922 - UK)	
29-Feb				

Awareness Month: Women's History Month , Irish American Heritage Month, Greek American Heritage Month					
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes / No</i>	<i>Collaboration</i>
1-Mar			Zero Discrimination Day		
2-Mar			Ethiopia Independence Day (1896 - Italy)		
3-Mar					
4-Mar					
5-Mar					
6-Mar			Ghana Independence Day (1957 - UK)		
7-Mar					
8-Mar			International Women's Day		
9-Mar					
10-Mar		Ramadan Begins	Harriet Tubman Day		
11-Mar					
12-Mar			Mauritius Independence Day (1968 - UK)		
13-Mar					
14-Mar					
15-Mar					
16-Mar					
17-Mar					
18-Mar					
19-Mar					
20-Mar			Tunisia Independence Day (1956 - France)		
21-Mar			International Day for the Elimination of Racial Discrimination Two Spirit and Indigenous LGBTQ+ Awareness to Celebration Day		
22-Mar					
23-Mar					
24-Mar					
25-Mar			Holi		
26-Mar					
27-Mar					
28-Mar					
29-Mar					
30-Mar					
31-Mar			International Transgender Day of Visibility		

Awareness Month: Arab American Heritage Month, Sexual Assault Awareness Month					
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes/No	Collaboration
1-Apr	Pan-African Week (Last week of April)	GLSEN Day of Silence (Date Varies)			
2-Apr	National Deaf LGBTQ+ Awareness Week (Varies)	Nonbinary Parents Day (Every third Sunday in April)			
3-Apr	National Volunteer Week (every third week in April)	Day of Silence for LGBTQ+ Youth (2nd Friday of April)			
4-Apr		Easter (Varies)	Senegal Independence Day (1960 - France)		
5-Apr					
6-Apr					
7-Apr					
8-Apr					
9-Apr					
10-Apr					
11-Apr					
12-Apr					
13-Apr					
14-Apr					
15-Apr					
16-Apr			Emancipation Day		
17-Apr					
18-Apr			Zimbabwe Independence Day (1980 - UK)		
19-Apr					
20-Apr					
21-Apr					
22-Apr					
23-Apr					
24-Apr					
25-Apr					
26-Apr			Lesbian Visibility Day		
27-Apr	Lesbian Visibility Week (Full week after 26th)		Sierra Leone Independence Day (1961 - UK) ; Togo Independence Day (1960 - France)		
28-Apr					
29-Apr					
30-Apr			National Therapy Animal Day		

Dates vary year to year, please verify occurrence

Awareness Month: Asian American & Pacific Islander Heritage Month, Jewish American Heritage Month,						Dates vary year
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes / No	Collaboration	
1-May	African Liberation Week (Date not given)	International Family Equality Day (Every 1st Sunday of May)				
2-May	Drag Queen and Transgender Asian American/ Pacific Islander Week (Every Last Week of May)					
3-May						
4-May						
5-May						
6-May						
7-May						
8-May			John Lewis Day of Action			
9-May						
10-May						
11-May						
12-May						
13-May						
14-May						
15-May						
16-May			National Honor our LGBT Elders Day			
17-May			Anniversary of School Desegregation Ruling International Day Against Homophobia, Transphobia and Biphobia			
18-May						
19-May			Agender Pride Day			
20-May						
21-May			World Day of Cultural Diversity for Dialogue and Development			
22-May						
23-May						
24-May			Pansexual and Panromantic Visibility Day			
25-May			Eritrea Independence Day (1991 - Ethiopia) Africa Day			
26-May						
27-May						
28-May						
29-May						
30-May						
31-May			South Africa Independence Day (1910 - UK)			

Awareness Month: African American Music Appreciation Month; LGBTQ+ Pride Month, Caribbean American Heritage Month, Immigrant Heritage Month				
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes/No</i>
1-Jun				
2-Jun	National Black Family Cancer Awareness Week (Date not given)			
3-Jun	African New Year/Odunde Festival - 2nd Sunday of June			
4-Jun				
5-Jun				
6-Jun				
7-Jun				
8-Jun				
9-Jun				
10-Jun				
11-Jun				
12-Jun			Pulse Night of Remembrance	
13-Jun				
14-Jun				
15-Jun				
16-Jun				
17-Jun				
18-Jun				
19-Jun				
20-Jun			World Refugee Day	
21-Jun				
22-Jun				
23-Jun				
24-Jun				
25-Jun			Mozambique Independence Day (1975 - Portugal)	
26-Jun			Madagascar Independence Day (1960 - France)	
27-Jun			Djibouti Independence Day (1977 - France)	
28-Jun			Stonewall Uprising Anniversary	
29-Jun			Seychelles Independence Day (1976 - UK)	
30-Jun			Democratic Republic of Congo Independence Day (1960 - Belgium) Queer Youth of Faith Day	

Awareness Month: Disability Pride Month , French American Heritage Month				
Date	Week (vareis)	Rotating Day	Day (Varies)	Acknowledged Yes / No
1-Jul	Non- Binary Awareness Week (Varies)		Burundi Independence Day (1962 - Belgium) Rwanda Independence Day (1962 - Belgium) Somalia Independence Day (1960 - UK)	
2-Jul				
3-Jul				
4-Jul				
5-Jul			Algeria Independence Day (1975 - France) Cape Verde Independence Day (1975 - Portugal)	
6-Jul			Comoros Independence Day (1975 - France)	
7-Jul				
8-Jul				
9-Jul			South Sudan Independence Day (2011 - Sudan)	
10-Jul				
11-Jul				
12-Jul			Sao Tome & Principe Independence Day (1975 - Portugal)	
13-Jul				
14-Jul			International Non-Binary People's Day	
15-Jul				
16-Jul	African Women's Liberation Week - (16th - 27th)		International Drag Day	
17-Jul				
18-Jul				
19-Jul			Maafa Commemoration	
20-Jul				
21-Jul				
22-Jul				
23-Jul				
24-Jul				
25-Jul				
26-Jul			Liberia Independence Day (1847 - American Colonization Society)	
27-Jul				
28-Jul			Buffalo Soldiers Day	
29-Jul				
30-Jul				
31-Jul				

Awareness Month: Transgender History Month						Dates
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Collaboration	
1-Aug			Benin Independence Day (1960 - France)			
2-Aug						
3-Aug			Niger Independence Day (1960 - France)			
4-Aug						
5-Aug			Burkina Faso Independence Day (1960 - France)			
6-Aug						
7-Aug			Ivory Coast Independence Day (1960 - France)			
8-Aug						
9-Aug						
10-Aug						
11-Aug			Chad Independence Day (1960 - France)			
12-Aug						
13-Aug			Cent. African Republic Independence Day (1960 - France)			
14-Aug						
15-Aug						
16-Aug						
17-Aug			Gabon Independence Day (1960 - France)			
18-Aug						
19-Aug			Transgender Flag Day			
20-Aug						
21-Aug						
22-Aug						
23-Aug						
24-Aug						
25-Aug						
26-Aug			Women's Equality Day			
27-Aug			Emmett Till Day			
28-Aug						
29-Aug						
30-Aug						
31-Aug						

Awareness Month: Latinx Heritage Month					
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes/No</i>	<i>Collaboration</i>
1-Sep	Banned Books Week (varies)				
2-Sep	National Suicide Prevention Week (varies)				
3-Sep					
4-Sep					
5-Sep					
6-Sep			Eswatini Independence Day (1968 - UK)		
7-Sep					
8-Sep					
9-Sep					
10-Sep					
11-Sep			Ethiopian New Year		
12-Sep					
13-Sep					
14-Sep					
15-Sep					
16-Sep					
17-Sep					
18-Sep					
19-Sep					
20-Sep					
21-Sep					
22-Sep			Mali Independence Day (1960 - France)		
23-Sep	Bisexual Awareness Week (Starts on the Sunday before Sept 23rd)				
24-Sep	Ally Week (Last week of September)				
25-Sep					
26-Sep					
27-Sep					
28-Sep					
29-Sep					
30-Sep			Botswana Independence Day (1966 - UK)		

Awareness Month: LGBTQ + History Month ; National Bullying Prevention Month; German American Hertiage Month , Filipino American History Month; Italian American Hertiage Month ; National Disability Awareness Month					
<i>Date</i>	<i>Week (Varies)</i>	<i>Rotating Day</i>	<i>Day (Varies)</i>	<i>Acknowledged Yes/No</i>	<i>Collaboration</i>
1-Oct	Asexual Awareness Week (Last full week of October)				
2-Oct			Guinea Independence Day (1958 - France)		
3-Oct					
4-Oct			Lesotho Independence Day (1966 - UK)		
5-Oct					
6-Oct					
7-Oct					
8-Oct			International Lesbian Day		
9-Oct			Uganda Independence Day (1962 - UK)		
10-Oct		National Coming Out Day (Varies)			
11-Oct					
12-Oct			Equatorial Guinea Independence Day (1968 - Spain)		
13-Oct					
14-Oct			Black entrepreneurs Day		
15-Oct					
16-Oct					
17-Oct			Black Poetry Day		
18-Oct			International Pronouns Day		
19-Oct		Indigenous Peoples' Day	Spirit Day for LGBTQ+ Youth		
20-Oct					
21-Oct					
22-Oct					
23-Oct					
24-Oct			Zambia Independence Day (1964 - UK)		
25-Oct					
26-Oct			Intersex Awareness Day National Transgender Children Day		
27-Oct					
28-Oct					
29-Oct					
30-Oct					
31-Oct					

Dates vary year

Awareness Month: National Youth Facing Homelessness Awareness month ; Native American Heritage Month, American Heritage Month						Dates vary year
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes/No	Collaboration	
1-Nov	Transgender Awareness Week (First two full weeks of November)	Umoja Karamu Celebration - 4th Sunday of November				
2-Nov						
3-Nov						
4-Nov						
5-Nov						
6-Nov						
7-Nov						
8-Nov		National First Generation Day	Intersex Day of Remembrance			
9-Nov						
10-Nov						
11-Nov			Angola Independence Day (1975 - Portugal)			
12-Nov						
13-Nov			World Kindness Day			
14-Nov						
15-Nov						
16-Nov						
17-Nov						
18-Nov						
19-Nov						
20-Nov			International Transgender Day of Remembrance			
21-Nov						
22-Nov						
23-Nov						
24-Nov						
25-Nov			International Day for the Elimination of Violence Against Women			
26-Nov						
27-Nov						
28-Nov			Mauritania Independence Day (1958 - France)			
29-Nov						
30-Nov						

Awareness Month:						Dates vary year
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes/ No	Collaboration	
1-Dec			World AIDS Day			
2-Dec			International Day of the Abolition of Slavery			
3-Dec		International Day of Persons with Disabilities				
4-Dec						
5-Dec						
6-Dec						
7-Dec						
8-Dec			Pan Sexual/Panroman tic Pride Day			
9-Dec			Tanzania Independence Day (1961 - UK)			
10-Dec			Human Rights Day			
11-Dec						
12-Dec			Kenya Independence Day (1964- UK)			
13-Dec						
14-Dec						
15-Dec						
16-Dec						
17-Dec						
18-Dec						
19-Dec						
20-Dec						
21-Dec						
22-Dec						
23-Dec						
24-Dec			Libya Independence Day (1951 - UK)			
25-Dec						
26-Dec	Kwanzaa 26th - 1st					
27-Dec						
28-Dec			Trans Youth Day			
29-Dec						
30-Dec						
31-Dec						

Recommended Village Awareness/Acknowledged Day's 2024

January - (Health & Disability)

Week

Day

- World Braille Day

January - (Heritage and Culture)

- Poverty in America Awareness Month

Day

- Global Family/World Peace Day
- Civil Rights Day
- International Holocaust Remembrance Day

February - (Health & Disability)

- Jewish Disability Awareness and Inclusion Month
- National Cancer Prevention Month
- American Heart Disease Month

Week

- National Eating Disorders Awareness Week
- Congenital Heart Defects Awareness Week

Day

- World Cancer Day
- World day of the Sick
- National Donor Day
- International Childhood Cancer

February - (Heritage and Culture)

- Black History Month
- Human Relations Month

Week

- Aromantic Spectrum Awareness

Day

- National Black HIV/AIDS Awareness Day
- Safer Internet Day
- National Freedom to Marry Day
- National Random Act of Kindness Day
- World Day of Social Justice
- Chosen Family Day

March - (Health & Disability)

- Brain Injury Month
- National Blood Donor Month

Week

- National LGBTQIA+ Health Awareness Week
- Creative Arts Therapies Week

Day

- World Teen Mental Health Day
- National Women and Girls HIV/AIDS Awareness Day
- World Down Syndrome Day
- U.S. National Cerebral Palsy Awareness Day
- World Bipolar Day

March - (Heritage and Culture)

- Women's History Month
- Irish American Heritage Month
- Greek American Heritage Month

Day

- Zero Discrimination Day
- International Women's Day
- International Day of the Elimination of Racial Discrimination
- Spirit and Indigenous LGVTQ+ Awareness Celebration Day
- Holi
- International Transgender Day of Visibility

April - (Health & Disability)

- Stress Awareness Month
- Autism Acceptance Month
- National Minority Health Month
- Paralyzed Veterans Across America Month

Week

- Black Maternal Health

Day

- World Autism Awareness Day
- World Health Day
- National Youth HIV & AIDS Awareness Day
- Parkinson's Disease International Awareness Day
- National Transgender HIV Testing Day

April - (Heritage and Culture)

- Arab American Heritage Month
- Sexual Assault Awareness Month

Week

- Pan African Week
- National Deaf LGBTQ+ Awareness Week
- National Volunteer Week
- Lesbian Visibility Week

Day

- Nonbinary Parents Day
- Easter
- Emancipation Day
- Lesbian Visibility Day
- National Therapy Animal Day

May - (Health & Disability)

- Mental Health Awareness Month
- National Asthma and Allergy Awareness Month
- ALS Awareness Month
- American Stroke Awareness Month
- Arthritis Awareness Month

- Lupus Awareness Month
- Older Americans Awareness Month
- Mobility Awareness Month
- High Blood Pressure Education Month

Week

- Deaf Awareness Week
- Mental Health Awareness Week
- Neurodiversity Celebration Week

Day

- Global Accessibility Awareness Day
- World Maternal Health Day
- Mental Health Awareness Day
- Cancer Awareness Day
- Mental Health Action Day
- World Multiple Sclerosis Day

May - (Heritage and Culture)

- Asian American & Pacific Islander Heritage Month
- Jewish American Heritage Month

Week -

- African Liberation Week
- Drag Queen and Transgender Asian American/ Pacific Islander Week

Day

- International Family Equality Day
- John Lewis Day of Action
- National Honor Our LGBTQIA + Elders Day

- Anniversary of School Desegregation Ruling
- International Day against homophobia, Transphobia and Biphobia
- Agender pride Day
- World Day of Cultural Diversity for Dialogue and Development
- Pan Sexual and Panromantic Visibility Day

June - (Health & Disability)

- Alzheimer's Brain Awareness Month
- PTSD Awareness Month
- Men's Health Awareness Month

Week

- Helen Keller Deaf blind awareness Week
- Infant Mental Health Awareness Week
- Learning Disability Week

Day

- National Cancer Survivors Day
- World Eating Disorders Action Day
- HIV Long Term Survivors Day
- International Albinism Awareness Day
- World brain Tumor Day
- Autistic Pride Day
- World Sickle Cell Day
- PTSD Screening Day

June - (Heritage and Culture)

- African American Music Appreciation Month
- LGBTQIA+ Pride Month
- Caribbean American Heritage Month
- Immigrant Heritage Month

Week

- National Black Family Cancer Awareness Week
- African New Year

Day

- Pulse Night of Remembrance
- World Refugee Day
- Queer Youth of Faith Day

July - (Health & Disability)

- Disability Pride Month
- BIPOC Mental Health Month
- National Wheelchair Beautification Month
- Minority Mental Health Month

Week

- Birth Trauma Awareness Week

Day

- Americans with Disabilities Act Anniversary Day

July - (Heritage and Culture)

- French American Heritage Month

Week -

- Non- Binary Awareness Week
- African Women's Liberation Week

Day

- International Non-Binary People's Day
- International Drag Day
- Maafa Commemoration

August - (Health & Disability)

Week

Day

- Grief Awareness Day
- International Overdose Awareness Day

August - (Heritage and Culture)

- Transgender History Month

Day

- Women's Equality Day

September - (Health & Disability)

- Childhood Cancer Awareness Month
- National Suicide Prevention Awareness Month
- National Alcohol & Drug Addiction Recovery Month

Week

- Suicide Prevention Week
- National Disability Voting Rights Week

Day

- World Suicide Prevention Day
- National Sober Day

- National HIV/AIDS and Aging Awareness Day
- World Alzheimer's Day
- International Day of Sign Language

September - (Heritage and Culture)

- Latinx Heritage Month

Week

- Banned Books Week
- Bisexual Awareness Week
- Ally Week

Day

October - (Health & Disability)

- ADHD Awareness Month
- Breast Cancer Awareness Month
- Depression Awareness Month
- Down Syndrome Awareness Month
- Dwarfism Awareness Month
- Learning Disability Awareness Month
- National Disability Employment Awareness Month

Week

- Mental Illness Awareness Week
- Creative Arts Therapies Week

Day

- Depression Awareness Day
- Disabled Authors Day
- American Veterans Disabled for Life Awareness Day

- World Cerebral Palsy Awareness Day
- World Mental Health Day
- Blind Americans Equality Day

October - (Heritage and Culture)

- LGBTQIA+ History Month
- National Bullying Prevention Month
- German American Heritage Month
- Filipino American History Month
- Italian American Heritage Month
- National Disability Awareness Month

Day

- National Coming out Day
- Indigenous People's Day
- Black Entrepreneurs Day
- International Pronouns Day

November - (Health & Disability)

- Diabetes Awareness Month
- Epilepsy Awareness Month
- Lung Cancer Awareness Month

Week

- International Stress Awareness Week
- Creative Arts Therapies Week

Day

- International Stress Awareness Day
- World Diabetes Day

November - (Heritage and Culture)

- National Youth Facing Homelessness Awareness Month
- Native American Heritage Month

Week

- Transgender Awareness Week

Day

- National First-Generation Day
- Intersex Day of Remembrance
- World Kindness Day
- International Transgender Day of Remembrance
- International Day for the Elimination of Violence Against Women

December - (Health & Disability)

- HIV/AIDS Awareness Month
- Seasonal Affective Disorder Awareness Month

Week

Day

- World AIDS day
- International Day of Persons with Disabilities
- International Day of Epidemic Preparedness

December - (Heritage and Culture)

Week -

- Kwanza

Day

- International Day of the Abolition of Slavery
- Pansexual/Panromantic Pride Day
- Human Rights Day

These recommendations exclude certain religious holidays that are already acknowledged and nationally recognized holidays.

VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 19, 2024

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 potential upcoming events and partnerships.
 - Pride Fest/Flag Raising
 - Juneteenth
 - Community Festival
 - Land Acknowledgment Event

This agenda item addresses the SMART Goal "Event Development - Community Space, Program Development, Land Acknowledgement"

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 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 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.