

Monday, May 20, 2024**6:00 PM****McFarland Municipal Center**
5915 Milwaukee St, McFarland
Community Room

AGENDA - Amended

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 04/15/2024 meeting.

4. BUSINESS.

- a. Review of Municipal Code - 2-461 (a) regarding the essential duties of the DEI Committee.
- b. Discussion on the DEI committee's potential involvement with the Juneteenth Celebration at Larson Park
- c. Update and discussion of World Day of Cultural Diversity Dialogue and Development.
- d. Discussion and action to make a recommendation to Village Board regarding the creation of a Flag Raising Policy.
- e. Update regarding the Pride flag raising event at the Municipal Center.

5. SCHEDULE NEXT MEETING DATE

a. Wednesday, June 26, 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

Monday, April 15, 2024 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Village Trustee Stephanie Brassington called the regular meeting of the McFarland Diversity, Equity and Inclusion committee to order at 6:00pm in the Community Room of the McFarland Municipal Center.

Diversity, Equity and Inclusion committee members present: Village Board Trustee Stephanie Brassington, Angie Bazan, Monica Bruce, Mona Nelson and Miguel Peña

Absent - Edward Wreh

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.

There were no members of the public to address the Diversity, Equity and Inclusion Committee

3. APPROVAL OF MINUTES.

a. Motion to approve the minutes of the March 18th, 2024 meeting.

4. BUSINESS.

a. S.M.A.R.T. Goals 2024 Review

S.M.A.R.T. Goal 2024 Review - Event Development: Focusing on evaluating the progress and development of the Initial Goal: Event Development. Discussing if this goal should continue into 2025, strategizing on the effect of this goal and what the next steps will be to advance this goal effectively.

Event Development:

Guest Speaker/ Program Development

Community Space

Land Acknowledgment - focusing program development on flag raising and land

acknowledgment - support - seeing where they are with the goals what programs and events - resources to support providing resources - making a Juneteenth event be visible and collaborating

Shifting event development to community visibility.

- b. World Day for Cultural Diversity for Dialogue and Development
Presented the potential idea of community dialogue.

The committee decided to shift gears to a cultural fest, representing food and having dialogue boards that prompt conversations about diversity of thoughts.
Creating a space for communal discussion versus a program.
Creating children's spaces/activities,

Recommended Henna

Logistics - DEI Committee will assist with the following portions of the event

Arrival at PSC 2pm (Staff)

Time 4pm - 7pm

Suggestion of an event sign-up sheet

Welcome Station

Food assistance

Event support

- c. Scheduling of June DEI Meeting

The June DEI Meeting will be held on June 26th 2024 at 6pm

5. SCHEDULE NEXT MEETING DATE.

May 20th, 2024 at 6:00pm

6. ADJOURNMENT.

McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 20, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Review of Municipal Code - 2-461 (a) regarding the essential duties of the DEI Committee.

PREVIOUS ACTION:

ISSUE SUMMARY:

Over the next several months, the DEI Committee will be reviewing the municipal code with the objective of redeveloping S.M.A.R.T. Goals, establishing goals for 2025 and operationalizing the DEI Committee.

Municipal Code: 2- 461 Diversity, Equity and Inclusion Committee

- The Diversity, Equity and Inclusion Committee is responsible for the following functions
 - Making recommendations to the Village Board on diversity, equity and inclusion planning, auditing and related projects;

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Municipal Code 2-461

2-461 Diversity, Equity, And Inclusion Committee

The Diversity, Equity, and Inclusion Committee is responsible for the following functions:

- (a) Making recommendations to the Village Board on diversity, equity, and inclusion planning, auditing, and related projects;
- (b) Serving as a resource, recommending goals, and advising the Village Board on existing and/or proposed ordinances, programs, actions, mission statements, vision statements, long-term Village-wide goals/objectives, and other best practices that promote diversity, equity, and inclusion within the community;
- (c) Serving as a resource to Village departments and staff on the development of racially and culturally inclusive structures, programs, and training with equity-sensitive leadership through the Village;
- (d) Promoting the Village's efforts to involve residents from underrepresented communities on Village boards, commissions, and committees as well as seeking employment with the Village;
- (e) Promoting the Committee to the public in order to help implement outreach and engagement strategies recommended for diversity, equity, and inclusion and assisting in informational opportunities, presentations, open houses, and other public initiatives providing information about the Committee to the public.
- (f) Making recommendations to the Village Board for widespread and ongoing diverse public involvement and assisting the Village Board by advising on methods by which the public can better participate in the decision-making process.
- (g) Holding joint meetings with the Village Board at least annually to align goals and objectives.

Editor's note(s)—Ord. No. 2022-02, §§ 41, 42, adopted Feb. 28, 2022, repealed the former § 2-461 and enacted a new § 2-461 as set out herein. The former § 2-461 pertained to jurisdiction and derived from Ord. No. 2013-08, § 2, adopted Sept. 9, 2013.

HISTORY

Repealed & Reenacted by Ord. [2022-02](#) §§ 41, 42 on 2/28/2022

McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 20, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT:

AGENDA ITEM: Discussion on the DEI committee's potential involvement with the Juneteenth Celebration at Larson Park

PREVIOUS ACTION:

ISSUE SUMMARY:

The DEI Strategist has been in communication with MEP and BSU of McFarland High School about their collaboration on the Juneteenth event at Larson Park. The DEI committee will be discussing their potential involvement with the event.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

None

McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 20, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Update and discussion of World Day of Cultural Diversity Dialogue and Development.

PREVIOUS ACTION:

ISSUE SUMMARY:

During this time we will discuss the logistics of the events and finish any final steps.

Food Caterers

- Just Veggies
 - Taste of Italy (Vegan)
- Holisac Africa
 - Fufu, Peanut Soup, Plantain, Jollaf Rice
- Maharana Indian
 - Garlic Naan, Tika Masla, Samosa
- Palenque's
 - Tacos, Guacamole, Salsa
- Rock n Rollz
 - Subs and Cookies

Beverages

- Water
- Sparkling Water

Dialogue Boards

- 3 Dialogue Boards with additional conversation prompts
- 3 stations

Library programming resource information will be present
Senior Outreach resource information will be present

Henna - unknown

African Drumming - unknown

Kids actives -



- Coloring sheets
- mini-passports with stickers

Light Music

- 1) Welcome station
- 2) Dialogue Board attendance
- 3) Food assistance
- 4) Event Survey support

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Dialogue Prompts
2. Station #1
3. Station #2
4. Station #3
5. Color Sheets

Dialogue board Prompts

- Stations with Dialogue prompts
 - ***Dialogue Board inspiration-***
 - ***How do we become one community?***
 - ***Name: Fostering Unity: Strategies for Creating One Community***
 - Questions:
 - Reflect on a time when you felt truly connected to your community. What elements or actions contributed to that sense of unity, and how can we replicate or enhance those experiences for everyone?
 - Consider the diverse perspectives within your community. How can we foster an environment where all voices are not only heard but valued, leading to a greater sense of cohesion, and understanding?
 - Think about the challenges facing our community today. How can we leverage our strengths, resources, and talents to address these challenges collaboratively, strengthening the bonds that unite us as one community?
 - ***Dialogue board inspiration –***
 - ***How do we have cohesive conversation knowing we have diversity in thinking?***
 - ***Name: Unity in Discourse: Strategies for Cohesive Conversations with Diverse Thinkers***
 - Questions:
 - Reflect on a time when you engaged in a conversation with someone who held vastly different views from your own. What strategies did you employ to ensure the conversation remained cohesive and respectful, despite the diversity in thinking?
 - Explore the concept of active listening in the context of diverse thinking. How can we cultivate the skill of truly listening to others, even when their

opinions diverge from our own, to foster cohesive and meaningful conversations?

- Imagine a scenario where a group of people with varied beliefs and ideologies must come together to solve a complex problem. How can we create an environment conducive to cohesive conversation, where diverse thinking is not only welcomed but essential to finding innovative solutions?
- Think about ways to bridge gaps in understanding between individuals with differing viewpoints. How can we find common ground and build upon shared values to facilitate cohesive conversations, even in the presence of diverse thinking?
- ***Dialogue Board inspiration –***
 - ***What recent events within the community could we have utilized cohesive conversations, knowing we have diversity in thinking/***
- ***Name: From Discord to Harmony: Exploring Recent Community Issues Through Diverse Perspectives***
- Questions:
 - Consider a recent controversial decision made within our community. How could cohesive conversation, embracing the diversity of opinions, have helped to bridge divides and foster greater unity among residents?
 - Reflect on a recent community project or initiative that faced challenges due to conflicting opinions or approaches. How could cohesive conversation have been utilized to leverage the strengths of diverse thinking and ultimately enhance the effectiveness and inclusivity of the project?

Prompts for a dialogue board aimed at facilitating learning about others from different cultures:

1. Cultural Background Exploration:

- What cultural traditions or practices are important to you or your community? How do they shape your identity?
- Can you share a significant cultural celebration or holiday from your background? What does it signify, and how is it typically celebrated?

2. Cultural Perspectives and Values:

- What are some common misconceptions about your culture that you'd like to address?
- How do the cultural values of your upbringing influence your everyday life and decision-making?

3. Cultural Exchange and Understanding:

- Have you ever participated in cultural exchange activities or initiatives? What did you learn from those experiences?
- How can individuals from different cultural backgrounds foster understanding and empathy towards each other?

4. Navigating Cultural Differences:

- Can you share an experience where you encountered a cultural difference that led to misunderstanding? How was it resolved or addressed?
- What strategies do you use to navigate cultural differences in diverse settings, such as workplaces or social gatherings?

5. Promoting Cultural Diversity:

- How can communities and institutions promote inclusivity and celebrate cultural diversity effectively?
- In what ways do you think cultural diversity enriches societies and contributes to collective growth and innovation?

W

WELCOME

A

ACCEPT

R

RESPECT

M

MASTERY

WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT

?

Write a brief description
here.

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- Describe a role here.
- Describe another role
here.



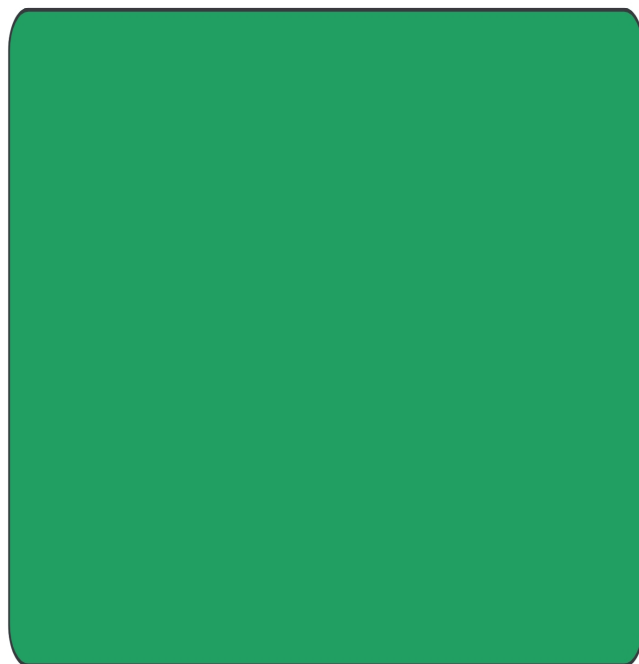
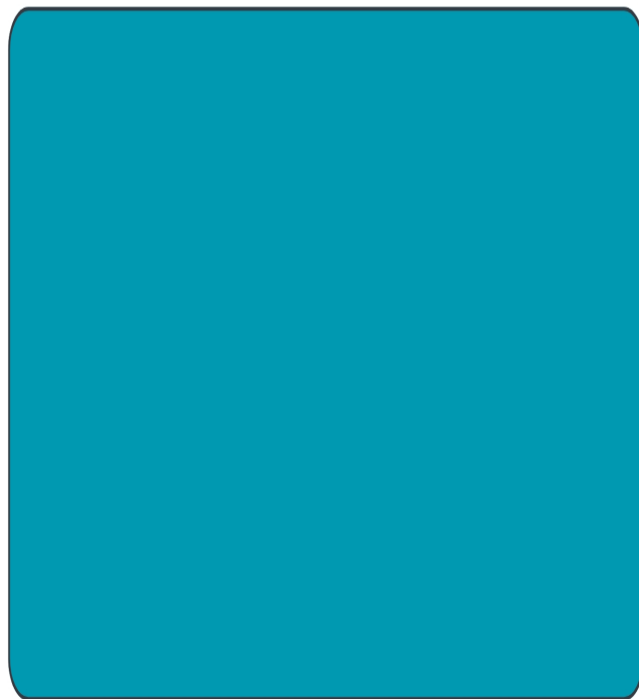
- Add detail here.
- Add another detail here.

Add factors and scenarios
that endanger its survival as
a species.

McFarland VILLAGE OF
Naturally Connected



VILLAGE OF
McFarland
Naturally Connected

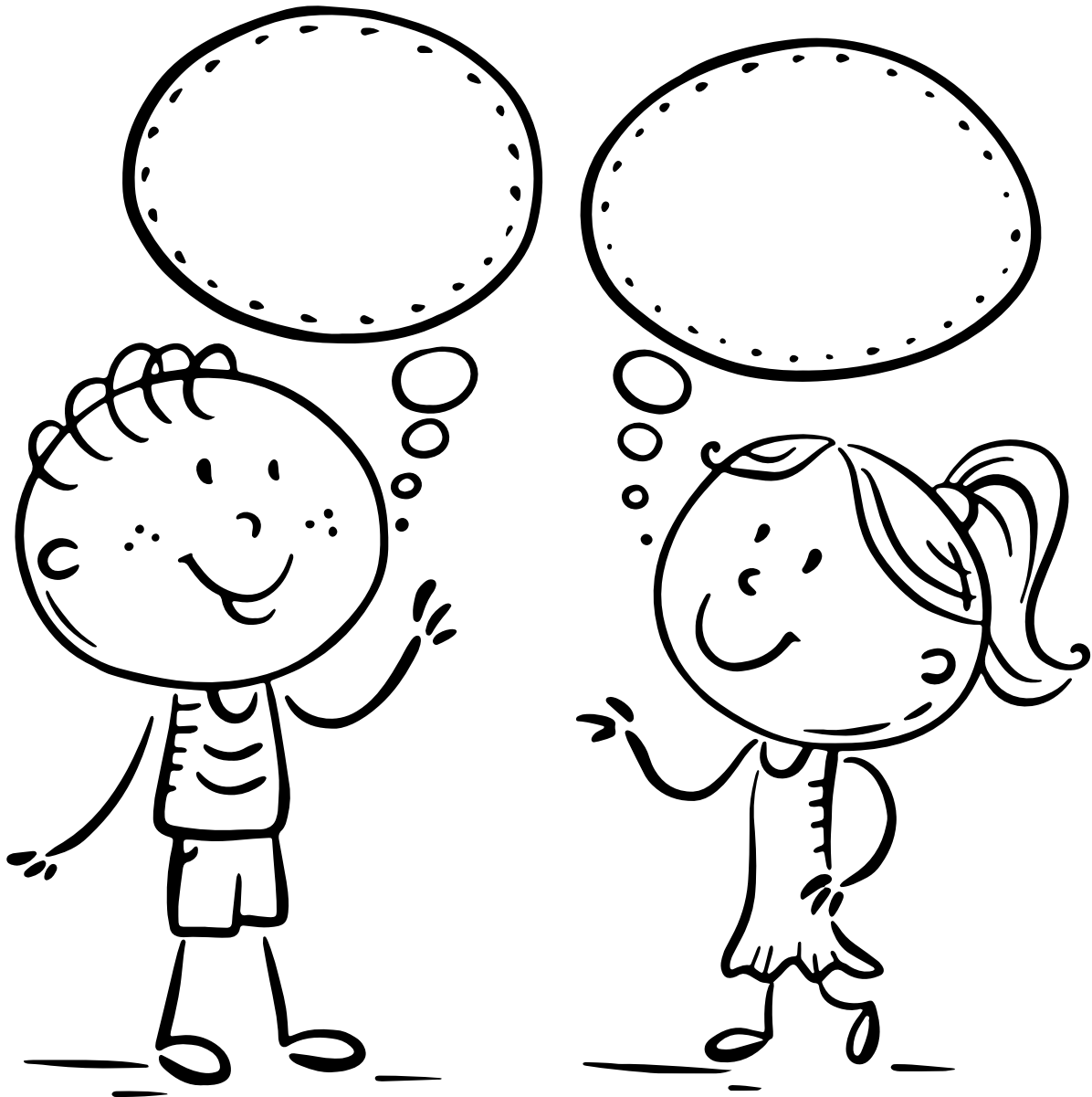


CELEBRATE
WDCDD

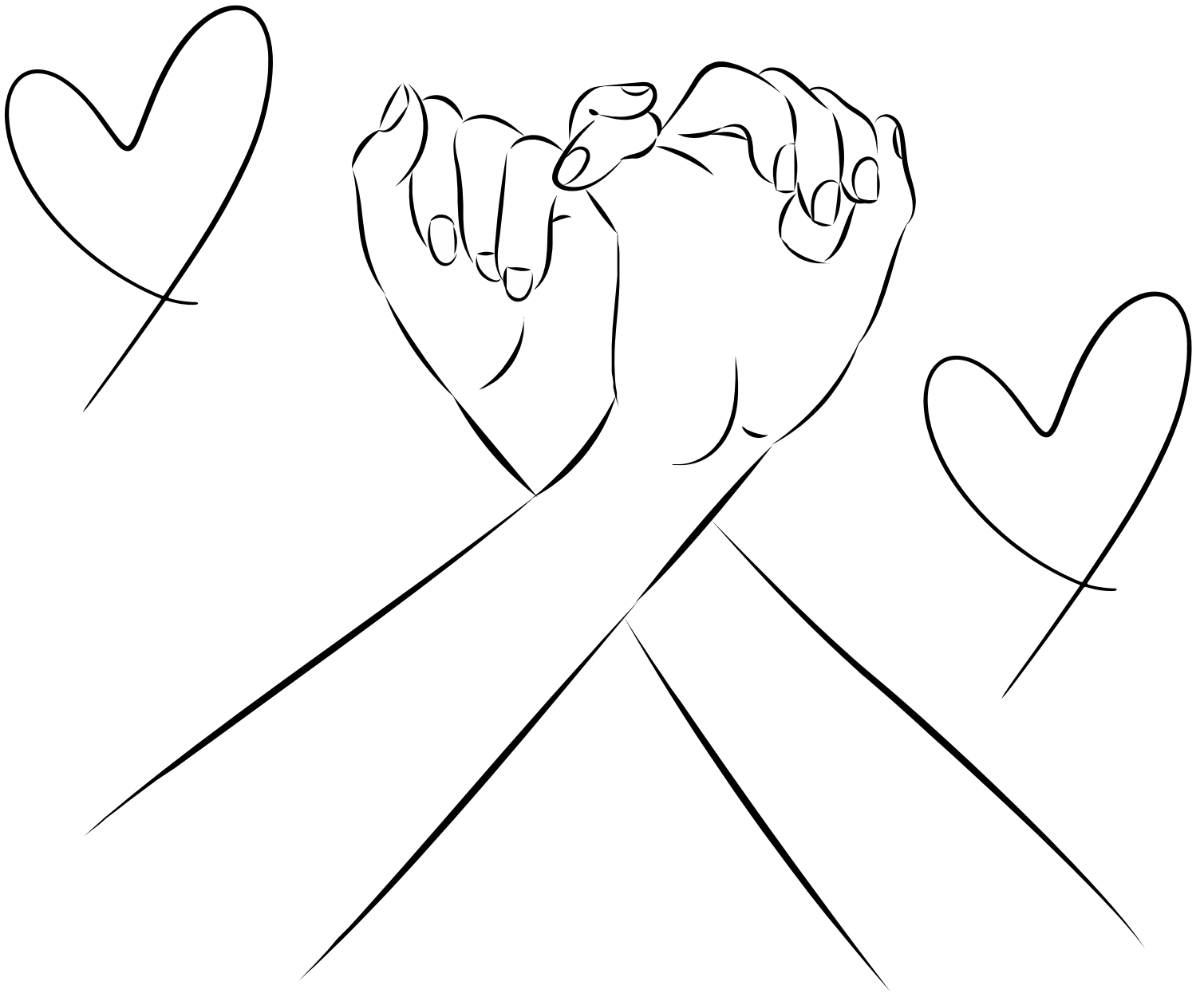
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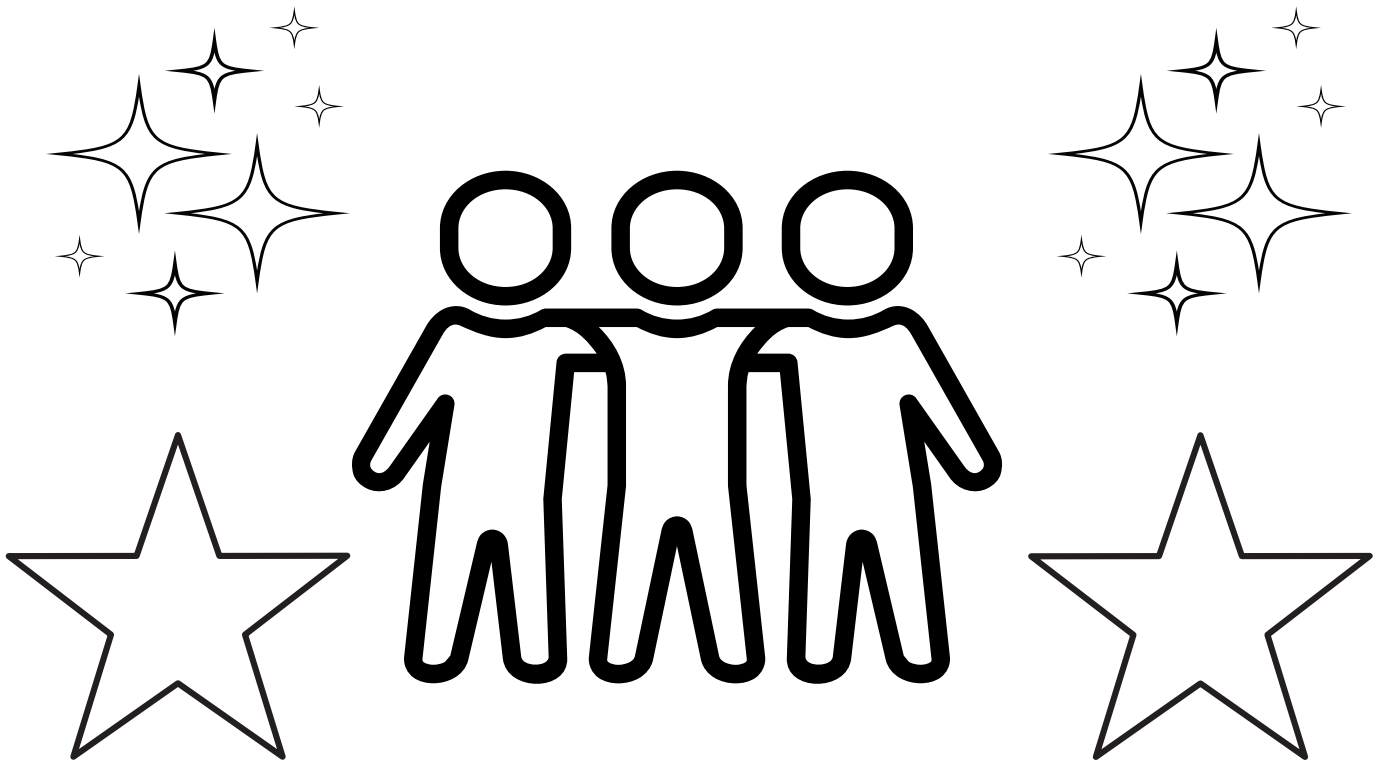
HOW DO YOU CELEBRATE DIVERSITY?



**STRONGER
TOGETHER**



WE ARE ONE
COMMUNITY



TOGETHER
WE'RE BETTER

DIVERSITY

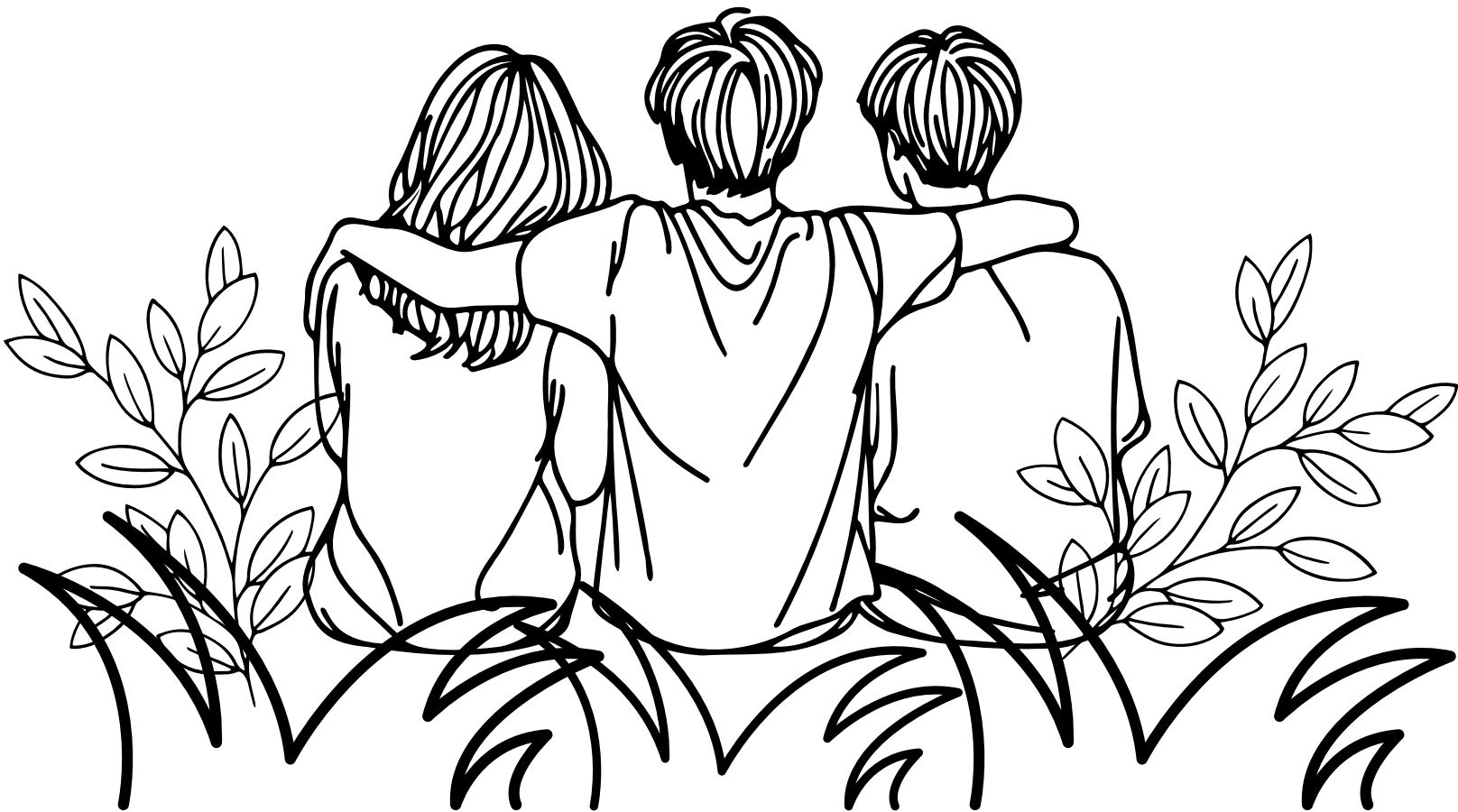
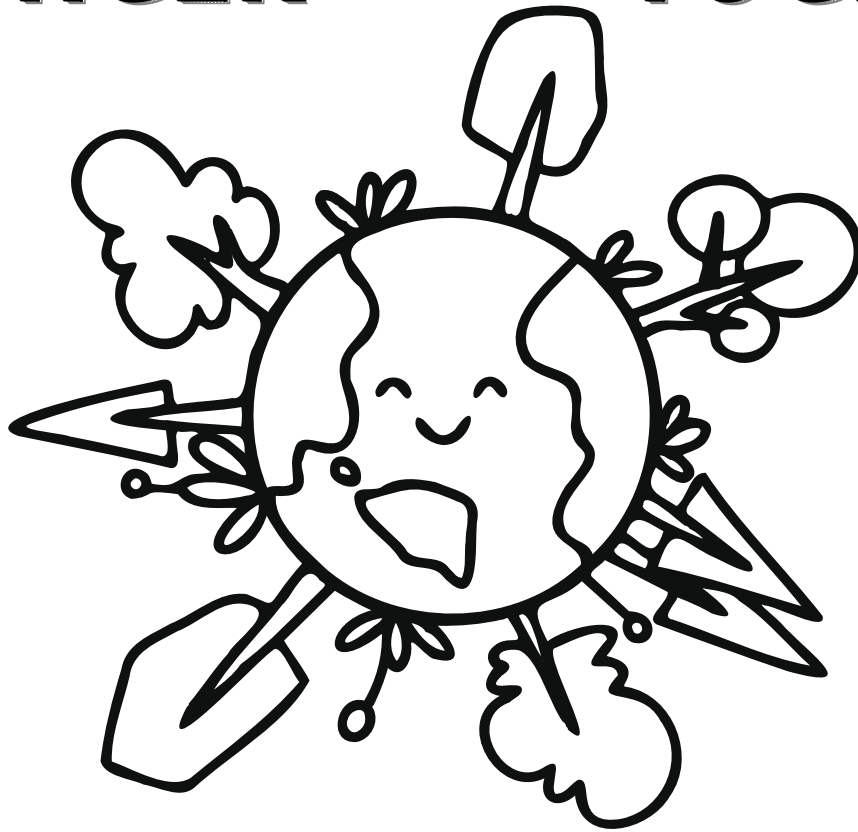
DIALOGUE



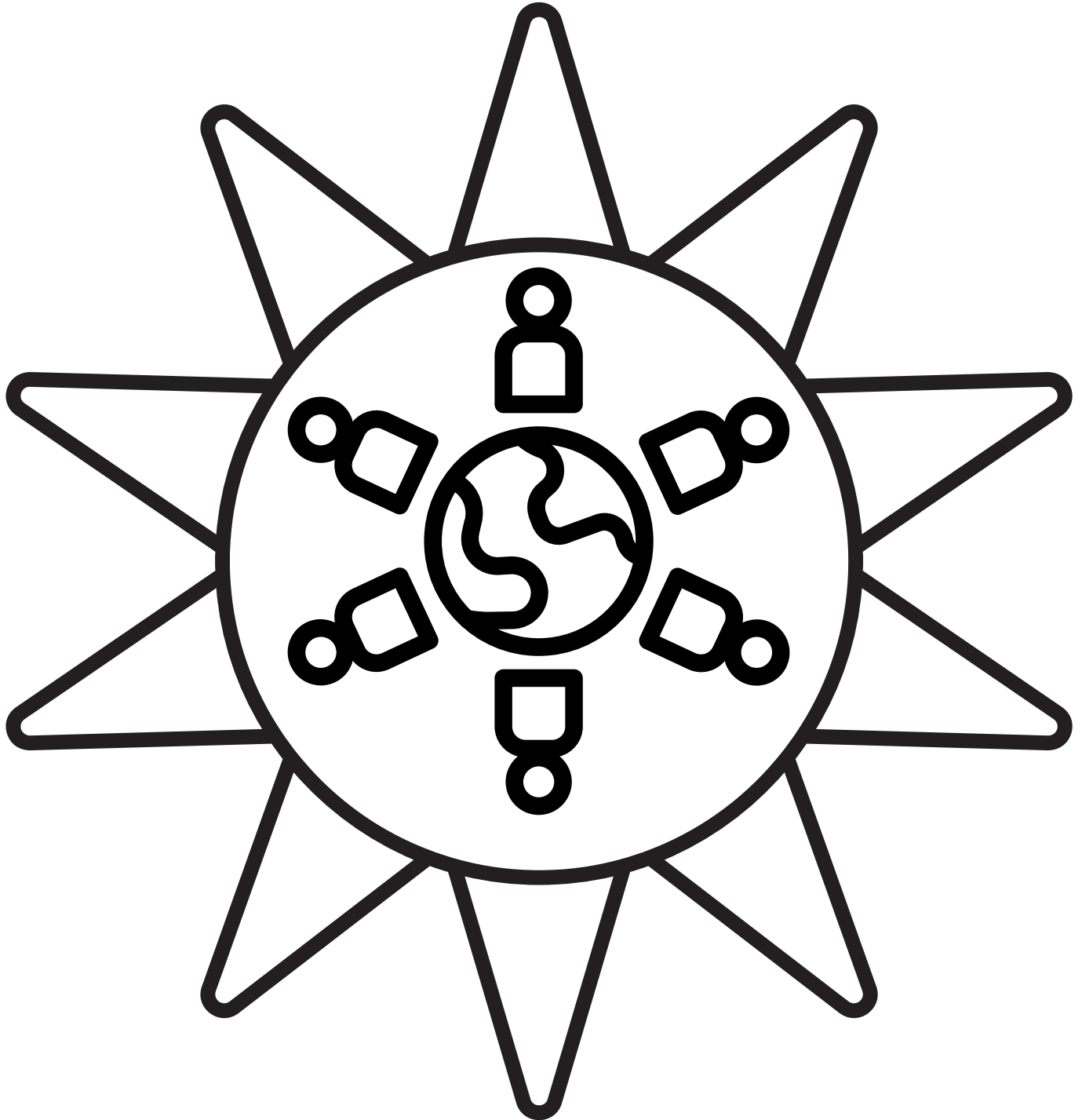
DEVELOPMENT

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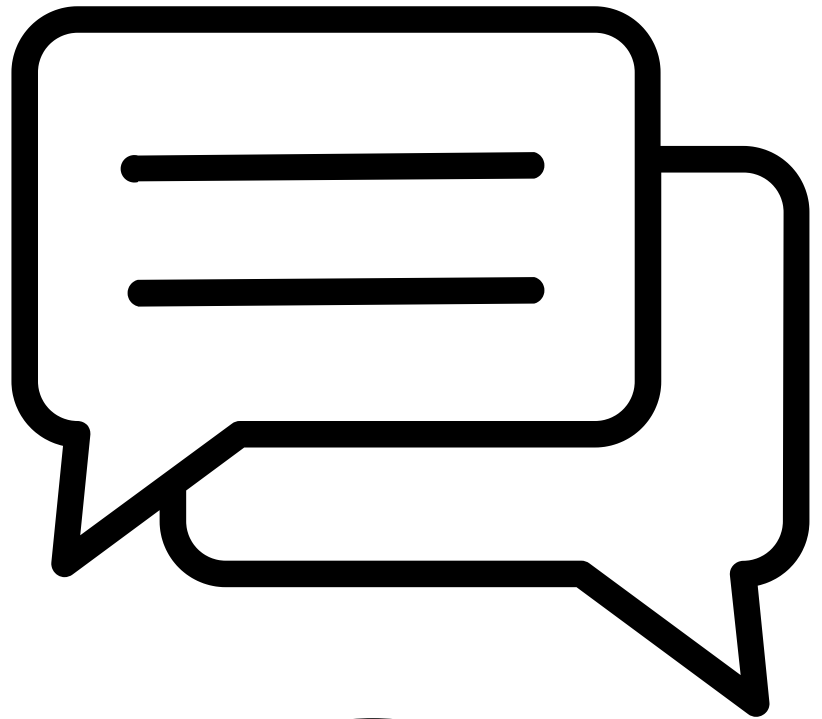
TOGETHER



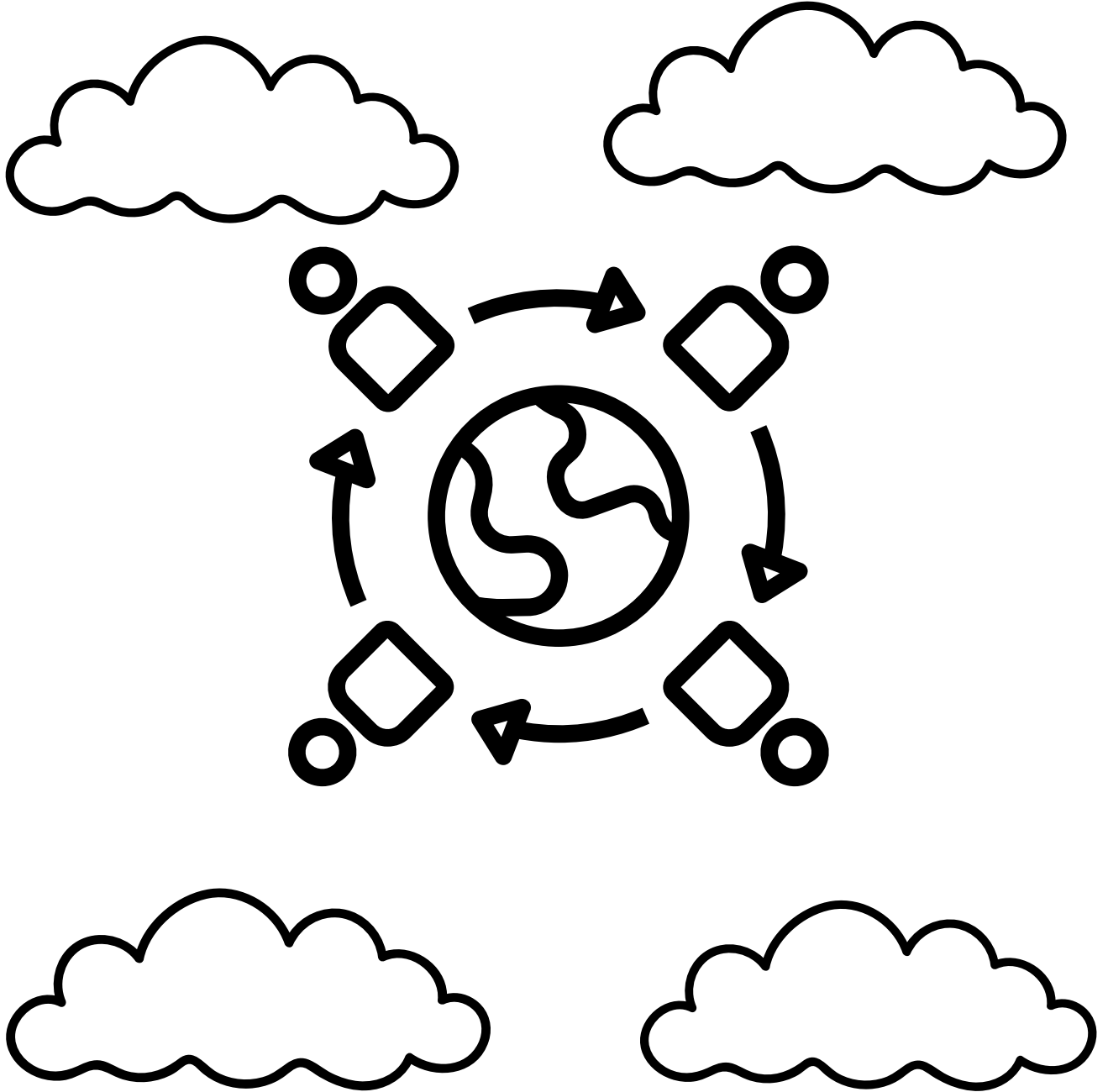
**CELEBRATE
WDCDD**



SEND A
MESSAGE TO
SOMEONE IN
THE WORLD



WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT



WE ARE ONE
COMMUNITY



WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT



McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 20, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Discussion and action to make a recommendation to Village Board regarding the creation of a Flag Raising Policy.

PREVIOUS ACTION:

ISSUE SUMMARY:

Review of the proposed Village of McFarland flag raising policy

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Flag Raising Policy Draft

Display of Flags and Street Lighting Policy

To: Village Board

From: Krystal Johnson; Diversity, Equity and Inclusion
Strategist

Cc: Diversity, Equity, and Inclusion (DEI) Committee

Date:
May, 13th 2024

Re: **Flag Raising Policy**

CHAPTER (?) Display of Flags and Street Lighting Policy

SECTION 1.01 Policy Purpose

This Policy entitled “Display of Flags and Street Lighting Policy” is referred to herein as the “Policy.” The purpose of this Policy is to establish guidance for the display of flags at Village Facilities, including the display of Commemorative Flags and street lighting.

This Policy provides guidelines for the flying on Village of McFarland-owned property, of the flags of the United States of America, State of Wisconsin, POW/MIA as well as flags for parades, holidays, and celebrations.

The Village’s flagpoles and streetlights are not intended to serve as a forum for free expression by the public. The choice of which flag to raise on Village-Owned properties/facilities is hereby declared to be governmental speech, communicating a message to the public, to which the structure of the First Amendment does not apply.

Subject to the Flag Laws, the Village Board controls the flags displayed at Village owned properties/facilities and any Commemorative Flags displayed at Village Facilities represent an expression of the Village Board. Further, the Village Board controls the Village’s Street Lights, and any decision to modify the color shown on the Village’s Street Lights pursuant to this Policy represents an expression of the Village Board.

SECTION 1.02 Authorization

The Diversity, Equity, and Inclusion Committee (herein after “DEIC”) shall have the responsibility to consider and make recommendations regarding requests for flag raising. The DEIC shall make its

recommendation to the Village Board who, in its sole discretion, shall consider and take final action regarding requests for the Flag raising and street lighting. Inclusion, balance, and creativity will be sought through the selection and recommendation process.

SECTION 1.03 Definitions

- (a) **Wisconsin Flag:** The State Flag of Wisconsin as defined in Wis. Stat. § 1.08.
- (b) **Village Facility:** “Village Facilities” means all real property and/or buildings that are owned or operated by the Village at which the Flag Laws require the Village to display the U.S. Flag or the State Flag or at which the Village has chosen to display the U.S. Flag or the State Flag. The municipal center or the Public Safety Center.
- (c) **Commemorative Flag:** Means any flag other than the U.S. Flag, the Wisconsin Flag, the Village Flag, the POW/MIA Flag, or the flags identified in Section 4.a. (2) and (3) of this Policy. To constitute a Commemorative Flag, the flag must be designed to symbolize and honor a specific event, person, group, or historical milestone. The commemorative flag is for significant occasions such as historical anniversaries, celebrations, memorials, or achievements. Commemorative flags serve as visual reminders of important moments in time and often carry symbolic elements or imagery relevant to the event or individual being commemorated. Commemorative Flags may not exceed 3’x5’ in size.
- (d) **Flag Laws:** The applicable laws and policies of the United States, the State of Wisconsin, or the Village of McFarland related to the display of the U.S. Flag and the Wisconsin Flag, including, but not limited to, U.S. Code Title 4, Chapter 1, and Wis. Stat. §§ 1.08, 1.14, and 5.35.
- (e) **POW/MIA Flag:** means the flag of the National League of POW/MIA Families and as described in Wis. Stat. § 84.04(4)(a).
- (f) **U.S. Flag:** Means the flag of the United States as defined in 4 USC 1.
- (g) **Village Street lights:** shall mean streetlights owned and operated by the Village of Waunakee and/or Waunakee Utilities.

SECTION 1.04 Objectives

- (a) Provide guidelines for flag raising and streetlighting procedures.
- (b) Encourage a sense of community identity and pride by establishing guidelines for the respectful and appropriate display of flags within local government jurisdiction.
- (c) Provide criteria for flags.
- (d) Ensure that flag raising at Village Facilities is approved by the Village Board after receiving recommendations from the DEIC.
- (e) Establish clear and consistent protocols for the raising, lowering, and display of flags at government buildings and public spaces to ensure uniformity and respect for flag etiquette.
- (f) Develop inclusive procedures that recognize and respect the diversity of the local community, including provisions for the display of flags representing different cultures, religions, and community groups.
- (g) Protect the symbolic integrity of flags by outlining procedures for the proper handling, storage, and retirement of flags to prevent damage.

- (h) Promote public awareness and understanding of the significance of flag-raising ceremonies and the symbolism behind different flags through educational outreach programs and community engagement initiatives.

SECTION 1.05 Selection Criteria and Compliance

Flags selected for display at Village Facilities should have direct relevance to the local government or community, representing other official government entities, significant historical events, culture heritage, or community organizations. Therefore, the potential flags recommendations should have the following broad categories for consideration:

- (a) All flags displayed at Village Facilities shall comply with all Flag Laws, including, but not limited to, laws and regulations addressing the order in which flags shall be displayed on a flagpole and laws and regulations addressing the lowering of flags to half-staff.
- (b) The Village Administrator is hereby authorized to establish and maintain written administrative regulations to document the procedures by which Village staff will display flags in accordance with the Flag Laws.
- (c) Outdoor flags will be flown at Village facilities in the following order of precedence: first, the United States flag; second, state flag or commemorative flag.

(d) Flying or Displaying Flags at Village Facilities

- (1) Flags shall be displayed at Village Facilities consistent with the following:
 - (i) The Village shall continue to display the United States Flag at all Village Facilities with a flagpole.
 - (ii) As a symbol of the Village's commemoration and recognition of the sacrifices of those members of the United States Armed Forces, as well as nonmilitary personnel and civilians from the United States, who remain prisoners of war or are missing in action. The Village will display the POW/MIA flag at the direction of the State Governor or Village Board.
 - (ii) The Public Safety building will continue to display the United States and State of Wisconsin flag at the building.

(e) Half – Staff.

- (1) The flag will be considered for half-staff for the following circumstance unless otherwise acknowledged. Half-staff orders will come from presidential proclamations or Governor Orders. Unless directed by the President of the United States, The U.S. flag should not be flown at half-staff during national holidays. The threshold for half-staff under these circumstances will include one or more of the following:
 - (i) United States Flag Code Section 7(m), The American Flag is flown at half-staff to mourn the death of a highly regarded National or State Figure
 - (ii) A national tragedy or the anniversary such as 9/11 or mass shooting
 - (iii) Memorial Day (until noon)
 - (iv) Patriot Day (9/11)
 - (v) National Fallen Firefighters memorial service

(f) **Commemorative Flags.**

- (1) The Village may choose to display a Commemorative Flag at Village Facilities when approved by the Village Board and subject to this Policy:
 - (i) Any member of the Village Board may ask refer the Village Board to authorize the display of a Commemorative Flag in accordance with this Policy.
 - (ii) The only Village Facilities at which a Commemorative Flag is authorized to be displayed is at a flagpole in front of the Village Municipal Center.
 - (iii) No more than one Commemorative Flag shall be displayed at a time at each authorized Village Facility.
 - (iv) The dates for display of a Commemorative Flag shall be determined by the Village Board and be reasonably related to the event or cause to be commemorated.
 - (v) For avoidance of doubt, the Village Board retains the authority and discretion under this Policy to display a Commemorative Flag for a shorter period than requested and may also remove a Commemorative Flag to allow a different Commemorative Flag to be displayed.
 - (vi) The Village Board will request the Diversity, Equity and Inclusion committee review and make recommendations to the referred display of a commemorative flag.

(g) **Other Considerations.**

- (1) Weather permitting, flags flown by the Village of McFarland outdoors may be displayed daily in front of or at the Village of McFarland Municipal Center or from Village owned property. Flags shall not be displayed in inclement weather; provided, however, an all-weather flag may be flown on a 24-hour basis if illuminated.
- (2) Any flag flown by the Town shall be clean and serviceable with dimensions no less than (3 ft by 5 ft) and no greater than (4.5 ft by 9ft) or as may otherwise be approved by the Village board.
- (3) The City's flagpoles are not intended to serve as a forum for free expression by the public.
- (4) Ceremonial flags may not be flown on Nationally recognized holidays.

SECTION 1.06 Procedures

The following procedures have been established to ensure that commemorative flag requests are considered in a consistent manner:

- (a) All naming requests shall be made by a referral from a Village Board Trustee.
- (b) A recommendation from the DEI committee will prompt for a Village Board decision:
- (c) Proper Procedures for Raising the Flag
 - (1) Provide details of how to raise the flag

McFarland
SUMMARY SHEET

MEETING DATE: Monday, May 20, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Update regarding the Pride flag raising event at the Municipal Center.

PREVIOUS ACTION:

ISSUE SUMMARY:

Discussion and planning of the 2024 Pride Flag raising

- Date
- Time
- Objective
- Special Guest
- brochure

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Pride Flag Raising Brochure

WHY WE CELEBRATE PRIDE MONTH

Symbol of Visibility and Awareness

Pride is not only a celebration of LGBTQIA2+ identity but also a platform for raising awareness and advocating for equality. It symbolizes the struggle for acceptance, rights, and dignity for all individuals regardless of sexual orientation or gender identity.

Cultural Impact

Pride has had a significant cultural impact, influencing art, literature, music, and fashion. LGBTQIA2+ voices and stories are increasingly represented in mainstream media, contributing to greater visibility and understanding of diverse experiences.

Promoting Equality & Inclusivity

Pride events provide a safe space for LGBTQIA2+ individuals to express themselves freely and openly without fear of discrimination or persecution. They also serve as a reminder of the ongoing fight for equality and the importance of inclusivity in all aspects of society.

Legislative Progress

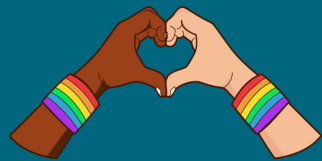
Pride celebrations often coincide with milestones in legislative achievements for LGBTQIA2+ rights, such as the legalization of same-sex marriage, anti-discrimination laws, and advancements in healthcare access. These victories are celebrated while also highlighting ongoing legal battles for equality.

Empowerment & Liberation

Pride is about more than just festivities; it's about empowerment and liberation. It empowers LGBTQIA+ individuals to embrace their identities proudly and live authentically, while also challenging societal norms and promoting acceptance of diverse identities.

EXPRESSING RESPECT AND LOVE

RISE WITH PRIDE FLAG RAISING CEREMONY



Pride's HISTORICAL ROOTS

Pride commemorates the Stonewall Riots of 1969, a pivotal moment in LGBTQIA2+ history when members of the community stood up against police discrimination at the Stonewall Inn in New York City. This event catalyzed the modern LGBTQ+ rights movement.

GLOBAL MOVEMENT

Pride celebrations take place worldwide, highlighting the universality of the LGBTQIA2+ experience and the need for solidarity across borders. These events foster a sense of community and belonging among LGBTQIA2+ individuals and allies around the globe.



SOLIDARITY, ALLYSHIP & ADVOCACY

Pride encourages allies to stand in solidarity with the LGBTQIA2+ community, amplifying voices, advocating for rights, and challenging prejudice and discrimination. Allies play a crucial role in advancing equality and creating inclusive environments for all individuals.



COMMUNITY SUPPORT

Pride events provide opportunities for LGBTQIA2+ individuals to connect with supportive communities, organizations, and resources. This networking fosters a sense of belonging and offers vital support systems, especially for those facing isolation or rejection.



INTERSECTIONALITY

Pride acknowledges and advocates for the intersecting identities within the LGBTQIA2+ community, including race, ethnicity, religion, disability, and socio-economic status. It strives for inclusivity and recognition of the unique challenges faced by individuals at these intersections.

**“ WE ARE
POWERFUL
BECAUSE WE
HAVE SURVIVED ”**

Audre Lorde

McFarland VILLAGE OF