

Monday, July 15, 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 June 26th, 2024 meeting.

4. BUSINESS.

- a. Discussion and staff recommendations on the Village of McFarland's community calendar policy and increasing the community calendars submission through community engagement
- b. Review of code 2-461 (c) concerning, 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
- c. Committee and Trustee updates allows trustees and committee members to propose and update on items for discussion or involvement by the Diversity, Equity, and Inclusion Committee.
- d. Selection of August – December Awareness and Recognition Months: The DEI Committee will convene to choose heritage, cultural, and/or health awareness and recognition months for the period of

August to December. This selection process aims to identify meaningful opportunities to acknowledge, highlight, and support various initiatives within the community.

- e. Discussion on items to discuss during the Joint Village Board and DEI committee meeting

5. SCHEDULE NEXT MEETING DATE AUGUST 29TH, 2024 AT 5:30 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, June 26, 2024 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

Trustee Stephanie Brassington called the Diversity, Equity and Inclusion Committee meeting to order at 7:08 am in the community room of the McFarland Municipal Center.

Members present: Stephanie Brassington, Hilary Brandt, Monica Bruce, Mona Nelson and Ed Wreh

Members not present: Angie Bazan and Muhammadi Mahmood

Staff Present: 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 May 20th, 2024 meeting.*
Motion by Trustee Stephanie Brassington, second by Trustee Brandt, to approve the minutes of the May 20th, 2024 meeting. Motion carries 5 - 0

4. BUSINESS.

a. *Recap of World Day for Cultural Diversity for Development and Dialogue. Discussion on highlighted successful engagement and suggested areas for improvement. Discussion and action on recommending to the Village board establishing it as a standing village event.*

The committee deliberated on the advantages and disadvantages of hosting the event. Among the benefits discussed were fostering community cohesion, attracting new residents to local gatherings, providing activities for children, offering diverse culinary options, and encouraging meaningful dialogue and community involvement. Identified

drawbacks included the necessity for a structured program.

Following these discussions, Trustee Brassington proposed a motion to recommend to the Village Board the adoption of "World Cultural Day for Diversity for Dialogue and Development" as an annual event for the Village of McFarland. Trustee Brandt seconded the motion, which passed with a vote of 5-0.

- b. Discussion on the DEI committee's deliberation on fostering community visibility during the Pride and Juneteenth events as part of their broader goal of promoting community visibility.

The DEI committee discussed ways to increase community visibility, focusing on attending events to promote awareness of village resources.

Proposed setting up a Village of McFarland booth in collaboration with the library and Village of McFarland.

Emphasized making village information easily accessible at community events.

Explored how to engage with other community events, sharing our initiatives like the senior picnic and other village activities.

Underscored our role as a support pillar and initiative leader, emphasizing our commitment to DEI principles and prioritizing the amplification of marginalized groups while ensuring equitable access to resources.

Reviewed the village calendar to ensure accessibility and discussed integrating it into the community grant application process.

- c. Review of Code 2-461 concerning the Diversity, Equity, and Inclusion Committee's responsibilities, including serving as a resource, recommending goals, and advising the Village Board on initiatives aimed at promoting diversity, equity, and inclusion, followed by discussions on its execution.

During the discussion of Code 2-461(b), the DEI Committee explored creating a trustee DEI Lens checklist or reminder document for Village trustees and committee members.

The committee highlighted the role of the DEI strategist as a resource, urging trustees and committee members to adopt a DEI perspective. Even if the committee cannot address every issue directly, trustees are encouraged to identify potential DEI impacts and address them as needed within their roles. The committee clarified the responsibilities of trustees within the DEI committee, outlining specific questions and perspectives they should consider. It was emphasized that all committee members should view their work through a DEI lens. Concerns about the DEI Strategist involvement in discussions to bring diverse perspectives to government. Additionally, there was discussion about integrating DEI considerations into other committees, as highlighted training for committee leaders and department heads to increase their awareness of the DEI Lens.

- d. Board/Committee Updates allow trustees and committee members to propose and update on items for discussion or involvement by the Diversity, Equity, and Inclusion Committee.

Trustees on the committee had a chance to share updates on Village Board business and committee activities. The finance committee provided an update on the community grant and suggested a thorough review of its policy for potential updates using clear, straightforward language. The committee discussed processing time of the community grant and the potential need to revise how it is advertised and executed.

- e. DEI Strategist update providing the necessity of maintaining transparency and communication with the committee and the public regarding the establishment of key focus areas.

The DEI Strategist presented a work plan with several focus areas. The DEI committee agreed that the work plan aligns with the overall vision. They also discussed integrating the language access plan into their ongoing committee efforts.

- f. Discussion and action on changing the DEI committee's SMART goal from Event Development to Education and Awareness Development, aiming to align with the code and deliver specific, measurable, attainable, relevant, and time-based results across various facets of the Village Government, Staff, and the Community.

5-0 decision, the committee voted to shift the focus of the SMART goal from Event Development to Education and Awareness Development. This strategic choice integrates Event Development within the broader scope of education and awareness initiatives, creating a framework for tangible, measurable actions.

- g. Discussion on items to discuss during the Joint Village Board and DEI committee meeting

The committee members provided the DEI strategist with further details regarding preparations for the upcoming joint village board and DEI committee meeting. They specifically asked the DEI Strategist to review the work plan that was presented during the meeting on June 26, 2024.

5. SCHEDULE NEXT MEETING DATE.

Discussed July 9th Joint meeting and July 15th regular scheduled meeting

- a. July 8th, 2024, at 6:00pm
July 15, 2024, at 6:00pm

6. ADJOURNMENT.

Motion to adjourn made by Trustee Hilary Brandt second by Edward Wreh

**VILLAGE OF
McFarland**
SUMMARY SHEET

MEETING DATE: Monday, July 15, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Discussion and staff recommendations on the Village of McFarland's community calendar policy and increasing the community calendars submission through community engagement

PREVIOUS ACTION:

ISSUE SUMMARY:

Review, discuss and provide recommendations to staff regarding the Village of McFarland's Community Calendar Policy. This discussion aims to ensure that the policy aligns with the Village's Diversity, Equity, and Inclusion (DEI) goals and effectively serves the community's needs. The committee will engage with the Communication Manager to explore strategies aimed at enhancing community engagement with community calendar submissions.

This discussion will include brainstorming on creative approaches to encourage diverse groups within the community to contribute to the calendar, thereby fostering inclusivity and representation. The agenda item underscores the committee's commitment to promoting transparency, accessibility, and community involvement through the effective management and utilization of the community calendar.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. McF Community Calendar Policy_May 2022_202206141914544343
2. Community Calendar submission

Community Calendar

Purpose

The McFarland Communications and Technology Department is here to serve the Village of McFarland public sphere through multiple communication paths. This document is to provide structure for what can and cannot be posted on the website's community calendar. The calendar will provide information about events happening in the community that are considered cultural, educational, or community based. Events may be posted subject to the guidelines set forth in this policy.

Community Calendar Posting Guidelines

1. Notices must be submitted via the Village website form, emailed to communications@mcfarland.wi.us, or dropped off at the McFarland Municipal Center during regular hours (Monday through Friday, 8 a.m. to 4:30 p.m.). Submitted notices must include contact information (name, email, and phone number).
2. Once notices are submitted online, emailed, or delivered to staff, they will be posted on the community calendar within 3 business days.
3. Notices will be posted online as early as six months in advanced and for as long as they are current.
4. The Village of McFarland assumes no accountability for not including events of which it received no notification.
5. Events must be open to the public.
6. Events must be within the greater McFarland community or impact McFarland residents.
7. Religious and political events are permissible for informational purposes or special events; events which have the primary effect to advocate for a single point-of-view will not be posted.
8. Forms of notices that are unacceptable for posting to the calendar may include, but are not limited to:
 - a. Personal notices/events.
 - b. Political campaign events.
 - c. Commercial or marketing events without a community aspect.
9. Special consideration may be permitted for special fundraising events such as raising funds for a charity, non-profit, or similar situation.
10. Posting of events does not imply endorsement by Communications and Technology staff nor any other Village department, board, committee, or commission.
11. The community calendar will remain separate from existing calendars on the Village website, i.e., Village Meetings calendar and Senior Outreach calendar, unless it is for cross-promoting purposes relating to the Village.
12. The community calendar is equal opportunity and non-discriminating. Events are considered without regard to the race, color, age, sex, gender, religion, national origin, ancestry, disability, marital status, or veteran's status of sponsoring organizations/members.

Authority

- Application of these guidelines will be based on the judgement of the Director of the Communications and Technology Department. The decision of the Director may be appealed to the McFarland Village Board.
- The Director reserves the right to limit the type of event accepted on the community calendar to those that it deems to be in good taste and in keeping with the standards of the community and the mission of the Village of McFarland.

Community Calendar Submission Form

The Community Events calendar is a resource for the community to post notices of events that are cultural, educational, or community-based. The Village of McFarland and its departments are not responsible for the content of, providing additional information for, or administering any facet of the events listed therein.

Posting of events does not imply endorsement by Communications and Technology staff nor any other Village department, board, or committee. The community calendar is equal opportunity and non-discriminating. Events are considered without regard to the race, color, age, sex, religion, national origin, disability, handicap, marital status, or veteran's status of sponsoring organizations/members.

All submitted events are subject to the Village's [Community Calendar Policy \(PDF\)](#); please familiarize yourself with the guidelines contained therein prior to submitting any information.

Event Title*

Event Start Time*



Event End Time*



Is the event in-person, virtual, or hybrid?*

- ☐ In Person
- ☐ Virtual
- ☐ Hybrid

Time Details

Ex: Doors open at 11 a.m. Event starts at noon.

Is there a cost to attend?*

- ☐ Yes
- ☐ No

Event Details

Please describe or provide more information about your event for potential attendees.

Are there images or logos you would like to include regarding this event?

☐ Yes

☐ No

Website

Does the event have a website to direct people to?

Event Contact Name (First and Last)*

What is the preferred communication method of the event contact?*

☐ Email

☐ Phone

Thank you for your submission. A Village staff member will contact you if/when your event has been approved.

For any event changes or cancelations, please contact the McFarland Communications and Technology Department:
communications@mcfarland.wi.us or 608-838-6717.

Cancel

Submit

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, July 15, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Review of code 2-461 (c) concerning, 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

PREVIOUS ACTION:

ISSUE SUMMARY:

The Diversity, Equity, and Inclusion (DEI) Committee will conduct a review and discussion of Code 2-461c, which outlines the committee's responsibilities. This code mandates the committee to serve as a resource to village departments and staff. Specifically, the committee advises on the development of racially and culturally inclusive structures, programs, and training initiatives, ensuring equity-sensitive leadership throughout the Village. During this agenda item, the committee will examine how Code 2-461c is currently implemented and executed within the Village.

The discussion will focus on assessing the effectiveness of existing practices, identifying areas for improvement, and strategizing on ways to enhance the committee's impact in promoting diversity, equity, and inclusion across village operations.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

2-461 (c)

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Code 2-461 C

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

VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, July 15, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Committee and Trustee updates allows trustees and committee members to propose and update on items for discussion or involvement by the Diversity, Equity, and Inclusion Committee.

PREVIOUS ACTION:

Through committee and trustee updates, staff was directed to review the application and policy for plain language

ISSUE SUMMARY:

The agenda item Board/Committee Updates provides an opportunity for trustees and committee members to propose and provide updates on items relevant to the Diversity, Equity, and Inclusion Committee's discussion or involvement. This allows for cross-collaboration and ensures that DEI initiatives are aligned with broader organizational goals and initiatives

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

None

McFarland
SUMMARY SHEET

MEETING DATE: Monday, July 15, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT:

AGENDA ITEM: Selection of August – December Awareness and Recognition Months: The DEI Committee will convene to choose heritage, cultural, and/or health awareness and recognition months for the period of August to December. This selection process aims to identify meaningful opportunities to acknowledge, highlight, and support various initiatives within the community.

PREVIOUS ACTION:

ISSUE SUMMARY:

The DEI Committee will convene to choose heritage, cultural, and/or health awareness and recognition months for the period of August to December. This selection process aims to identify meaningful opportunities to acknowledge, highlight, and support various initiatives within the community.

During this agenda item, the committee will discuss and decide on:

- **Heritage, Cultural, and Health Awareness Months:** Selecting one to two months from August to December that align with the committee's goals of promoting diversity, equity, and inclusion. These months will be designated for activities such as community education, highlighting local organizations, and raising awareness about relevant issues.
- **Days or Weeks:** Identifying one to two specific days or weeks within these months to commemorate and celebrate significant events, achievements, or aspects related to heritage, culture, or health. This may include organizing events, workshops, or initiatives that foster understanding and support within the community.

The committee's decision will aim to foster inclusivity, celebrate diversity, and enhance community and staff engagement through meaningful and impactful awareness activities throughout the remainder of the year.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:



ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. Health & Disability Awareness Calendar
2. Heritage and Culture Calendar
3. Recommended Awareness Selection

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>	<i>Collaboration</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		

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

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		

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

<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					
<i>Date</i>	<i>Week</i>	<i>Rotating Day</i>	<i>Day</i>	<i>Acknowledged Yes or No</i>	<i>Collaboration</i>
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					

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

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
	International Stress Awareness Week (Every 1st week of November)				
1-Nov					
2-Nov			International Stress Awareness Day		
3-Nov					
4-Nov					
5-Nov					
6-Nov					
7-Nov					
8-Nov			Alcarril 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					

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

Awareness Month: HIV/AIDS Awareness Month; Seasonal Affective Disorder Awareness month; Seasonal Affective Disorder Awareness Month					
Date	Week	Rotating Day	Day	Acknowledged Yes or No	Collaboration
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: Transgender History Month							
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes or No	Acknowledged No	In Person or Virtual	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							

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

Awareness Month: Latinx Heritage Month							
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes	Acknowledged No	In Person or Virtual	Collaboration
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)				

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

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							
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes	Acknowledged No	In Person or Virtual	Collaboration
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 to year, please verify the date for each special occurrence

Awareness Month: National Youth Facing Homelessness Awareness month; Native American Heritage Month							
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes	Acknowledged No	In Person or Virtual	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 Remebrance				
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							

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

Awareness Month:							
Date	Week (Varies)	Rotating Day	Day (Varies)	Acknowledged Yes	Acknowledged No	In Person or Virtual	Collaboration
1-Dec							
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/Panromantic 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							

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

Recommended Months/Weeks/Days

- **August**
 - International Overdose Awareness Day (August 31st)
 - Women's Equality Day
 - Transgender History Month?
- **September**
 - Latinx Heritage Month
 - Partnering with Library for Banned books week (sept 1st week)
 - National Suicide prevention awareness month
 - National Alcohol & Drug addiction Recovery Month
 - World Suicide Prevention Day
 - World Alzheimer's Day
 - International Day of Sign Language
- **October**
 - ADHD Awareness Month
 - Breast Cancer Awareness Month
 - Learning Disability Awareness Month
 - National Disability Employment Awareness Month
 - American Veterans Disabled for Life Awareness Day
 - Blind American Equality Day
 - World Stroke Day
 - National Bullying Prevention Month
 - German Heritage Month
 - National Disability Awareness Month
 - Indigenous People's Day * - October 14th
- **November**
 - Native American Heritage Month
 - Transgender Awareness Week
 - World Kindness Day
 - International Transgender Day of Remembrance
 - Diabetes Awareness Month
 - World Diabetes Day
- **December**
 - HIV/AIDS Awareness Month
 - Seasonal Affective Disorder Awareness Month
 - International Day of Epidemic Preparedness
 - Human Rights Day

McFarland
SUMMARY SHEET

MEETING DATE: Monday, July 15, 2024

SECTION: Business

DEPARTMENT: Administration

CONTACT: Krystal Johnson, DEI Strategist

AGENDA ITEM: Discussion on items to discuss during the Joint Village Board and DEI committee meeting

PREVIOUS ACTION:

ISSUE SUMMARY:

The agenda item proposes a discussion on the joint meeting between the Village Board and the Diversity, Equity, and Inclusion (DEI) committee. This meeting aims to facilitate collaboration and dialogue between both entities to address pertinent issues and items related to the community, fostering a more cohesive and inclusive decision-making process. This meeting will help the guide the Village Board in respects to DEI, during their strategic planning meetings.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

None