

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