

VILLAGE OF MCFARLAND

Diversity, Equity, and Inclusion Committee Minutes

Monday, February 17, 2025 - 6:00 PM

1. CALL TO ORDER, ROLL CALL.

DEI Committee Chair Trustee Stephanie Brassington called the regular meeting of the Diversity, Equity and Inclusion Committee to order at 6:08 pm in the Community Room of the McFarland Municipal Center.

Village Board members present: Village Trustee Stephanie Brassington; Village Trustee Hilary Brandt

Committee members present: ; Mona Nelson; Kelly Thompson

Monica Bruce Joined at 6:30 pm

Absent: None

Staff Present: 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.

No one present online or in the room

3. APPROVAL OF MINUTES.

a. Motion to approve the minutes of the January 21st, 2025 meeting.

Approval of minutes motion by Stephanie Brassington, Second by Mona Nelson

Motion carries 4-0

4. BUSINESS.

a. Review and Discussion of Proposed Revisions to the Community Calendar Policy

Committee skipped this agenda item

b. DEI Committee Updates: Committee members will have the opportunity to share community updates and updates from other village committees, commissions, and boards to assist in implementing ordinance 2-461 (a)(b)(c)

M. Nelson provided an update on the previously discussed joint library and village board meeting. Per the update, the Library will absorb the McFarland Youth Center, The Village, The Youth Center and the Library will begin discussions on how to support the youth center.

K. Thompson discussed the McFarland Youth Unity Summit and encouraged participation.

S. Brassington discussed the rate increase and efforts to support the public in understanding the changes. School Board and Planning commission will meet to talk about enrollment and the impact development has on school enrollment.

K. Johnson (staff) - Provided an update on Vision and Mission workshops.

c. Discussion on the creation of a Flag Raising Policy.

During the committee's discussion they requested staff provide answers to varying questions and present again in March. The questions the committee asked are as follows:

- Flag Size Standardization: Is a 3x5 flag the standardized size for flags? Research required to confirm the standard flag size based on flagpoles.
- There was a concern regarding the alignment with the US Flag Code, especially when specific flags are prohibited from being flown. The question was raised whether it would limit flexibility in flag display.
- Do we need to reference the US Flag Code explicitly in the policy, or is it sufficient to address the specific sections that apply to flags displayed in village-controlled spaces?
- Can the federal government dictate which flags local governments are allowed to fly?
- Action: Investigate further.
- Monica raised a point that the criteria for flag denial are not clear, making it difficult to understand why certain flags are rejected.
- Action: Clarify and define the criteria more explicitly and or provide a draft of what a form for the request would look like.
- How can the Village protect itself from individuals who do not want certain flags flown?
- The committee discussed potentially making the flag approval process/policy more stringent to avoid issues and ensure consistency
- Consider drafting language that provides clearer guidelines for flag displays and approvals.

d. Discussion on the Revision of Village of McFarland DEI Smart Goals 1 and 2

Staff presented the revision made from January 2025's DEI committee meeting. The committee discussed the goals and agreed to proceed with Goal 3 and 4.

5. SCHEDULE NEXT MEETING DATE.

a. March 17th, 2025, at 6:00 pm

The next DEI meeting has not been rescheduled

6. ADJOURNMENT.

Motion to adjourn made by Mona Nelson and Second by Monica Bruce

Motion carries 5-0